

**AGENDA**  
**THE BOARD OF REGENTS**  
**OF THE UNIVERSITY OF NEBRASKA**  
**Varner Hall**  
**Friday, September 16, 2005**  
**1:30 p.m.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON JULY 29, 2005
- IV. KUDOS AND RESOLUTIONS
- V. STRATEGIC OR POLICY ISSUES: WATER RESOURCES
- VI. HEARINGS
  - 1. Approve Amendment of Section 5.6 of the *Bylaws of the Board of Regents* relating to public information regarding students.
  - 2. Approve amendment of Section 3.4.5 of the *Bylaws of the Board of Regents* relating to outside professional employment.
  - 3. Approve the proposed changes to the procedures of the Academic Rights and Responsibilities Committee at the University of Nebraska-Lincoln.
  - 4. Approve the proposed amendment of the Rules of Order of the University of Nebraska-Lincoln Academic Senate.
  - 5. Approve the proposed revisions from the Academic Senate outlining Faculty Government at the University of Nebraska-Lincoln.
- VII. PUBLIC COMMENT

The Standing Rules of the Board provide that any person may appear and address the Board of Regents on any item on the agenda for this meeting. Each person will be given up to five minutes to make his or her remarks.
- VIII. COMMITTEE REPORTS AND APPROPRIATE ACTION
- IX. UNIVERSITY CONSENT AGENDA
  - A. ACADEMIC AFFAIRS
    - 1. President's Personnel Recommendations. Addendum IX-A-1
    - 2. Approval is requested to establish The Center for Digital Research in the Humanities at the University of Nebraska-Lincoln. Addendum IX-A-2

3. Approval is requested for designation of the Center for ePortfolio-Based Assessment at the University of Nebraska at Omaha. Addendum IX-A-3
4. Approval to Award Degrees and Certificates for the 2005-2006 academic year and 2006 summer sessions at the University of Nebraska at Kearney. Addendum IX-A-4
5. Approval to Award Degrees and Certificates for the 2005-2006 academic year and 2006 summer sessions at the University of Nebraska-Lincoln. Addendum IX-A-5
6. Approval to Award Degrees and Certificates for the 2005-2006 academic year and 2006 summer sessions at the University of Nebraska Medical Center. Addendum IX-A-6
7. Approval to Award Degrees and Certificates for the 2005-2006 academic year and 2006 summer sessions at the University of Nebraska at Omaha. Addendum IX-A-7
8. Approve the requests for outside employment at the University of Nebraska Medical Center. Addendum IX-A-8
9. Approve the request for outside employment at the University of Nebraska-Lincoln. Addendum IX-A-9

B. BUSINESS AFFAIRS

University of Nebraska at Kearney

1. Approve the naming of the athletic stadium at the University of Nebraska at Kearney the "Ron and Carol Cope Stadium." Addendum IX-B-1

University of Nebraska-Lincoln

2. Authorize the University of Nebraska-Lincoln Vice Chancellor for Business and Finance to approve Amendment #1 to the Service Agreement with the Nebraska Department of Natural Resources. Addendum IX-B-2
3. Authorize the University of Nebraska-Lincoln Vice Chancellor for Business and Finance to execute subcontracts and related amendments in conjunction with the Department of Health and Human Services National Institutes of Health Kaposi's Sarcoma and Human Herpes Virus in Africa award. Addendum IX-B-3
4. Authorize the University of Nebraska-Lincoln Vice Chancellor for Business and Finance to execute subcontracts and related amendments in conjunction with the National Association of State Universities and Land-Grant Colleges (NASULGC) award for the National E-Extension Project for the development of an Internet-based land-grant university education and information system. Addendum IX-B-4
5. Authorize the University of Nebraska-Lincoln Vice Chancellor for Business and Finance to execute subcontracts and related amendments in conjunction with the NIH Lung and Blood Institute award for development of a therapy for the global hemophilia patient population. Addendum IX-B-5
6. Authorize the University of Nebraska-Lincoln Vice Chancellor for Business and Finance to execute subcontracts and related amendments in conjunction with the National Science Foundation Math in the Middle Institute Partnership award. Addendum IX-B-6
7. Authorize the University of Nebraska-Lincoln Vice Chancellor for Business and Finance to execute a sub-award in conjunction with the U. S. Army Medical Research Acquisition Activity agreement for "Production and Purification of Fibrinogen Components for the Production of a Fibrin Sealant Hemostatic Dressing." Addendum IX-B-7

8. Authorize the disposal of two tracts of real property at the West Central Research and Extension Center. Addendum IX-B-8

University of Nebraska at Omaha

9. Approve the designation of the Marilyn J. Schoneck College of Education Scholarship Fund as a quasi-endowment. Addendum IX-B-9

X. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

1. Approval is requested for the Master of Arts in Language Teaching (MALT) at the University of Nebraska at Omaha. Addendum X-A-1
2. Approval is requested to create a major in Hospitality, Restaurant and Tourism Management at the University of Nebraska-Lincoln. Addendum X-A-2
3. Approval is requested to create a new Bachelor of Science degree of Landscape Architecture at the University of Nebraska-Lincoln. Addendum X-A-3
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3. Ratify (i) the written agreement with the University of Nebraska Foundation relating to acceptance of a major private gift from the Durham Foundation to the University of Nebraska Foundation for the benefit of the School of Architectural Engineering and Construction, and (ii) the naming of the of the Charles W. Durham School of Architectural Engineering and Construction. Addendum X-B-3
4. Delegate authority to the Chairman of the Board and the President on a one time basis to make a budget deficit request for fiscal year 2005-2006 to the State of Nebraska. Addendum X-B-4

University of Nebraska at Kearney

5. Approve a five year lease agreement between UNK and Alltel Communications of Nebraska, Inc. for the lease of real property located at the southeast side of Foster Field on the UNK campus. Addendum X-B-5

University of Nebraska-Lincoln

6. Approve an increase in the project budget, and approve the limited use of change orders for the UNL Behlen Renovation for Nanotechnology/Atomic, Molecular, and Optical Physics Project (the Behlen Renovation). Addendum X-B-6
7. Approve an agreement with Valentino's of America, Inc. for a sponsorship of the intercollegiate athletic programs of the University of Nebraska-Lincoln and approve an amendment to the present catering agreement with Valentino's. Addendum X-B-7
8. Approve the purchase and installation of video screens in Memorial Stadium.

Addendum X-B-8

University of Nebraska Medical Center

9. Approve leasing of space at Gorman Building located at 5155 South 36<sup>th</sup> Street, Omaha, Nebraska. Addendum X-B-9
10. Approve a Services Contract between the Wyoming Health Care Commission and the University of Nebraska by and for the University of Nebraska Medical Center's Health Professions Tracking Center. Addendum X-B-10

University of Nebraska at Omaha

11. Approve non-binding Memorandum of Understanding with Ak-Sar-Ben Future Trust providing for the negotiation of a definitive agreement for (i) the exchange of parcels of land located in the Ak-Sar-Ben Business and Education Campus, and (ii) the acquisition of the Chili Greens property and approximately 17 acres of real property in the vicinity of 64<sup>th</sup> and Center Streets in Omaha. Addendum X-B-11
12. Approve resolution authorizing the University Administration to proceed with the purchase of real property in the vicinity of 64<sup>th</sup> and Center Streets in Omaha for the development of the south campus of the University of Nebraska at Omaha, including the initiation of eminent domain proceedings to purchase such property, if necessary. Addendum X-B-12

C. FOR INFORMATION ONLY

None.

D. REPORTS

1. Personnel Reports for 2005-2006. Addendum X-D-1
2. University of Nebraska-Lincoln Agriculture Research and Development Center Maintenance Facility Report. Addendum X-D-2
3. University of Nebraska-Lincoln International Quilt Study Center Schematic Design Report. Addendum X-D-3
4. Semi-annual report of licenses for the period ended June 30, 2005. Addendum X-D-4
5. Changes in Construction Projects by Budget Categories. Addendum X-D-5
6. Status of Capital Projects exceeding \$2 million as of June 30, 2005. Addendum X-D-6
7. Bids and Contracts for the period ended August 25, 2005. Addendum X-D-7
8. Gifts, Grants, Contracts and Bequests for the period April 1-June 30, 2005. Addendum X-D-8

XI. ADDITIONAL BUSINESS

## **IX. UNIVERSITY CONSENT AGENDA**

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President's Personnel Recommendations  
Meeting Date: September 16, 2005

### **University of Nebraska-Lincoln**

#### Leaves of Absence

Stevan Knezevic, Associate Professor (Continuous) Agronomy and Horticulture; Faculty Development Fellowship with full pay effective 02/01/06 through 04/30/06 and 07/01/06 through 09/30/06, \$68,814 FY, 1.00 FTE.

Paul E. Read, Professor (Continuous) Agronomy and Horticulture; Faculty Development Fellowship with full pay effective 09/17/05 through 03/17/06, \$140,445 FY, 1.00 FTE.

Steven N. Rodie, Associate Professor (Continuous) Agronomy and Horticulture; Faculty Development Fellowship with full pay effective 01/01/06 through 06/30/06, \$83,730 FY, 1.00 FTE.

### **University of Nebraska Medical Center**

#### Leave of Absence

Kyle P. Meyer, Assistant Professor (Health Professions Appointment), Division of Physical Therapy Education, School of Allied Health Professions; Faculty Assistance for Doctoral Studies with full pay effective 10/01/05 through 03/31/06, \$73,689 FY, 1.00 FTE.

### **Central Administration**

James B. Milliken, President (Special), University of Nebraska; Professor (Continuous), College of Law, University of Nebraska-Lincoln; Professor (Continuous), School of Public Administration, College of Public Affairs and Community Service, University of Nebraska at Omaha, effective 09/16/05, salary \$280,800, 1.0 FTE. Increase salary from \$270,000.

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

MEETING DATE: September 16, 2005

SUBJECT: Establishment of the Center for Digital Research in Humanities (CDRH) at the University of Nebraska-Lincoln

RECOMMENDED ACTION: Approval is requested to establish The Center for Digital Research in the Humanities at UNL.

PREVIOUS ACTION: None

EXPLANATION: The Center for Digital Research in Humanities at UNL is proposed by University Libraries with a formal affiliation with the College of Arts and Sciences as a collaborative initiative which allows for multiple opportunities for new and emerging forms of scholarship in all of the humanities. The CDRH will foster interdisciplinary research that demonstrates high standards of digital scholarship in the humanities and will focus on those projects that have potential of drawing national and international acclaim, and by forming interdisciplinary research teams with scholars.

Specific goals of the Center would be to triple the number of digital research projects in the humanities, find significant external funding for humanities computing, create models of interdisciplinary research teams in the humanities, and increasing faculty and student's knowledge about international standards of metadata and best policies for conducting digital research.

Support for this center comes from the Dean of Libraries, the Dean of the College of Arts and Sciences and from numerous faculty representing a broad range of humanities disciplines at UNL, UNO, and UNK. The Academic Planning Committee unanimously supported the creation of the center.

The Center will be co-directed by Professors Katherine Walter and Kenneth Price.

PROGRAM COSTS: It is proposed that the Center will in time sustain its activities through continued external funding. Currently the University has designated Programs of Excellence (POE) funding in the amount of \$254,000 annually from January 2004 through June 2008 to CDRH and external grants totaling \$269,000 support the projects. Grants in the amount of \$866,147 have been submitted during the current fiscal year to external funding agencies; these proposals are still under review.

SPONSOR: Barbara Couture  
Senior Vice Chancellor for Academic Affairs

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 25, 2005

**Proposal regarding a Center for Digital Research in the Humanities**  
**August, 2005**

**Introduction**

The University of Nebraska-Lincoln is exceptionally well positioned to take a national or international leadership role in the burgeoning arena of digital humanities research. In 2004, the University of Nebraska recognized the digital research initiatives of the University Libraries and the College of Arts and Sciences by granting Programs of Excellence funding to the Digital Research in the Humanities priority program. Led by Professors Kenneth M. Price (UNL English Dept.) and Katherine L. Walter (UNL Libraries), the program now houses eighteen scholarly projects involving faculty, staff, and students in English, History, Modern Languages and Literature, Classics, the University of Nebraska Press, the Plains Humanities Alliance, and the Center for Great Plains Studies. Creating a Center to house these activities would strengthen current initiatives, broaden collaborations within the University of Nebraska system and with other academic institutions, and leverage additional external funding to support a vigorous research agenda.

UNL's Digital Research in the Humanities Initiative has a successful record of coordinating interdisciplinary projects and attracting external funding to advance scholarship and other online projects support research, instruction and creative activities in programs across the institution. The proposed Center will serve to assist faculty in developing projects that are technologically sustainable and of considerable scholarly significance. In addition, the Center will serve as a magnet for grants and private donations.

Our experiences to date illustrate the potential of digital humanities projects to foster collaborative research, secure external funding, support graduate and undergraduate education, and attract visiting scholars. Creating a Center for Digital Research in the Humanities at the University of Nebraska-Lincoln will ensure that we capitalize upon this potential. Moreover, the proposed Center will become a resource within the University of Nebraska system for collaboration with the other campuses and with other higher educational institutions in Nebraska.

The success of the current initiative is illustrated by the following projects accessible from the UNL website: *Walt Whitman Archive*; *Willa Cather Electronic Archive*; *Omaha Indian Artifacts and Images*; and *the Journals of the Lewis and Clark Expedition Online*. About twelve more projects will be developed with seed monies from the Programs of Excellence (PoE) funds. Elevating the Digital Research in the Humanities program to the status of a Center will foster further interdisciplinary projects, attract increased international and congressional interest, and build on previous successes leveraging external funding.

The University Libraries will serve as the primary administrative unit, working collaboratively with the College of Arts & Sciences. Faculty working in the unit will continue to have their tenure home in their primary departments.

**Evidence of Need and Demand**

During the last decade, a handful of major digital humanities centers have emerged. Among the most notable are the Institute for Advanced Technology in the Humanities (IATH) at the University of Virginia and the Centre for Computing in the Humanities at King's College, London. One of these, IATH, is a partner with UNL on two grant projects. In our region, there is nothing comparable to the proposed scholarly center at UNL, although there are institutions digitizing library materials. This center will engage in some digitization of library materials, but its primary focus will be on scholarly interpretations of unique materials. The development of humanities digitization projects at UNL over the last four years

has been exponential, and creating a center for fostering these projects will allow the University of Nebraska to both fill a void and attract grant-funded projects of national and international significance.

The proposed center at the University of Nebraska-Lincoln is ready to work cooperatively with those interested in digital humanities research on other campuses of the University of Nebraska system and in higher education institutions in the state, region, and nation. External reviewers noted in the University Libraries' most recent Academic Program Review that the Libraries' experience in this arena is a strength and that UNL is well-positioned to take on a greater role.

#### **Description and Purpose of the Proposed Unit:**

The Center's main priority will be to broaden access to unique cultural resources and enrich interpretation of the human record. It will achieve these ends by fostering collaborative or interdisciplinary research that demonstrates high standards of digital scholarship in the humanities. The Center will distinguish itself by focusing on projects with potential for attracting national or international acclaim and by working with scholars to form interdisciplinary research teams.

The proposed co-directors of the Center are known for their commitment to digital scholarship and their success in creating digital research projects. Kenneth M. Price is co-director of the *Walt Whitman Archive*, and Katherine L. Walter is Chair of the Libraries' Digital Initiatives & Special Collections. The two have collaborated on three grant projects relating to the *Walt Whitman Archive*. Walter has also co-directed projects relating to Lewis and Clark (with Dr. Gary Dunham), Willa Cather (with the late Dr. Susan Rosowski), and was the primary author for an IMLS-funded proposal on Omaha Indian Artifacts and Images. Since 1997, Price has raised around \$1.3 million for Whitman projects alone, and Walter has raised about \$1.9 million in humanities grants since 1990.

Digital Research in the Humanities plans to aggressively pursue grants and research contracts as described in this proposal. The establishment of a center will position UNL to be competitive in obtaining grants from a wide range of funding agencies that support the humanities. Conversations with federal funding agencies such as IMLS and NEH, with congressional staff, and with foundations indicate that a center of this nature has a very high potential for external funding. Initially, these grants will center around the scholarly interests and expertise of UNL and University of Nebraska system faculty. Over time, the proposed center will build on its strong project base to emerge as a national resource center for faculty at other institutions engaged in similar research who are unable to find adequate technical or scholarly support on their home campuses. These collaborations will always be carefully considered and only undertaken when there is good programmatic justification for doing so; for example, an intellectually-rewarding and high-profile research initiative with good prospects of gaining federal grant funding that could be shared across institutions.

#### **Adequacy of Resources**

UNL's commitment to digital scholarship in the humanities has been demonstrated through the reallocation of resources, including faculty and staff lines, both within the UNL Libraries and the UNL College of Arts & Sciences. Investment in the long-term potential of this initiative has been demonstrated by the Office of Academic Affairs through the allocation of Programs of Excellence Funding.

Noteworthy investments in Digital Research in the Humanities include reallocations of faculty and staff positions in University Libraries, Program of Excellence Funding, significant external grants totaling approximately \$1.3 million, recruitment of a Named Professorship to this area, and allocation of space in the Libraries for these activities.

### **Avoidance of Unnecessary Duplication**

The proposed center will use integrated research teams of scholars, librarians, archivists, and (when appropriate) publishers in the development of digital humanities research projects. Each of these communities possesses special expertise, and, in our experience to date, has made a significant difference in the outcomes of the projects. This melding of communities, and the emphasis on scholarly analysis rather than just on digitization, is different from the efforts of institutions involved in developing digital libraries. As noted earlier, there are no comparable centers in the region and only a handful in the nation.

### **Meeting the Needs of the State**

One great advantage of online material is that it is easily accessible in rural areas, providing individuals in remote locations an even playing field for access to information and research. Major metropolitan areas are more likely to have archives and numerous research libraries. Thanks to the internet, researchers, students, and the public no longer need to travel to collections in major metropolitan areas. Occasionally, original primary materials must be examined in person. When this occurs, however, the availability of online resources can make travel more efficient by helping to identify the most important items ahead of time.

### **Meeting Educational Needs through Partnerships and Collaboration**

The proposed Center will serve as a resource for faculty and students on all campuses within the University of Nebraska system who are interested in digital research in the humanities. Opportunities for partnerships among these and other higher education institutions in the state will increase as the Center matures and shares its expertise with others. Students involved in digital humanities research projects will have advantages in the workplace. University of Nebraska graduates will be brought into the forefront by learning skills that are increasingly necessary in the 21<sup>st</sup> century.

TABLE 1: PROJECTED INCREMENTAL PROGRAM EXPENSES

STAFF	(FY 04-05) Year 1		(FY 05-06) Year 2		(FY 06-07) Year 3		(FY 07-08) Year 4		(FY 08-09) Year 5	
	FTE	COST	FTE	COST	FTE	COST	FTE	COST	FTE	COST
<i>Staffing:</i>										
<i>Additional Faculty</i> <sup>1</sup>	2.0	\$123,987	1.0	\$126,000 <sup>a</sup>		0		0		0
<i>Additional Non-Teaching Staff</i> <sup>2</sup>										
<i>Administrative</i>	0	\$6,000		0		0		0		0
<i>Professional</i>	1.5	\$72,450		0		0		0		0
<i>Support</i>	2.0	\$46,380		0		0		0		0
<i>Sub-Total of Personnel Expenses</i>	5.5	\$248,817	1.0	\$126,000		0		0		0
<i>Incremental Program Budget:</i>										
<i>General Operating Expenses</i> <sup>3</sup>		\$38,690		0		0		0		0
<i>Equipment</i> <sup>4</sup>		\$30,000		0		0		0		0
<i>Facilities</i> <sup>5</sup>		0		0		0		0		0
<i>Additional Library Resources</i> <sup>6</sup>		0		0		0		0		0
<i>Additional Other Expenses</i> <sup>7</sup>		0		0		0		0		0
<i>Sub-Total of Program Budget</i>		\$68,690		0		0		0		0
<b>Total Proposed Program Expenses</b>		<b>\$317,507</b>		<b>\$126,000</b>		<b>0</b>		<b>0</b>		<b>0</b>

<sup>a</sup>In year two, the reallocated faculty line will be funded with state monies and the Othmer and Angle endowments.

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

TABLE 2: REVENUE SOURCES FOR PROJECTED INCREMENTAL EXPENSES

REVENUE	(FY 04-05) Year 1	(FY 05-06) Year 2	(FY 06-07) Year 3	(FY 07-08) Year 4	(FY 08-09) Year 5
<i>REALLOCATION OF EXISTING FUNDS<sup>1</sup></i>	\$317,507 <sup>a</sup>	\$126,000 <sup>b</sup>	0	0	0
<i>REQUIRED NEW PUBLIC FUNDS<sup>2</sup></i>					
1. STATE FUNDS	0	0	0	0	0
2. LOCAL FUNDS	0	0	0	0	0
<i>TUITION AND FEES REVENUES<sup>3</sup></i>	0	0	0	0	0
<i>OTHER FUNDING<sup>4</sup></i>					
1. Grants	0 <sup>c</sup>	0	0	0	0
2. Foundation funds	0	0	0	0	0
3.					
4.					
5.					
*TOTAL REVENUE	\$317,507	\$126,000	0	0	0

<sup>a</sup> Programs of Excellence Funding and UNL Libraries' state funds reallocated.

<sup>b</sup> Endowed professorship from Arts & Sciences (state and foundation funds) reallocated.

<sup>c</sup> Since 2001, grant funds totaling \$894,152 have been secured by the initiative; proposals submitted this fiscal year totaling \$866,147 await decisions by granting agencies. See details throughout the narrative. Existing levels of external funding are expected to continue.

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

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

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

Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Center for ePortfolio-Based Assessment (CeBA)

RECOMMENDED ACTION: Approval is requested for designation of the Center for ePortfolio-Based Assessment at the University of Nebraska at Omaha.

PREVIOUS ACTION: None

EXPLANATION: The designation of this Center is appropriate given the fact that UNO's work in ePortfolio development and research is already recognized nationally and internationally. UNO was one of only 21 institutions invited to participate in the National Coalition of Electronic Portfolio Research (NCEPR). Proposed Center faculty and staff have given national and international presentations, published and provided consultations on ePortfolios and ePortfolio assessment, and have been invited to edit and host the NCEPR newsletter, *National Coalition News*.

Yet, the focus of CeBA is not limited to internal processes and local community engagement; it is equally focused on a national and international scope. Perhaps most importantly, the proposed Center structure consolidates and integrates current student, administrative, college, and departmental ePortfolio-related resources. Furthermore, the Center will conduct research and provide ePortfolio development resources to PK-16.

Moreover, the objectives and purpose of CeBA are firmly in line with the new NCA criteria for accreditation, and with AQIP standards for assessment and continuous improvement of student learning. In fact, the myMAPP system comprises the first of four action plans that UNO is undertaking as part of UNO's AQIP initiative.

In 2000, UNO developed an Institutional ePortfolio to demonstrate progress toward campus strategic goals and to proactively address the focus that accrediting organizations, governmental agencies, and other external partners are now giving learning outcomes and accountability in higher education. In 2005, the College of Education launched a faculty ePortfolio which supported the college's annual review process. COE faculty built and implemented the current COE web-based student ePortfolio. The COE student ePortfolio serves all teacher candidates throughout the multi-year completion of a Bachelor of Education degree program. In the past year, the COE Student ePortfolio was expanded to the Counseling and Educational Administration and Supervision departments. In the College of Arts and Sciences, at the department level, faculty directed the creation and implementation of Student Digital

Portfolio (SDP) versions of Composition I and II, which were piloted fall 2003 through spring 2004. Features of this ePortfolio include pre- and post-Technology Literacy Surveys administered through a course management system, which assess the effectiveness of SDP versions of Composition courses in facilitating student technological literacy.

**PROJECT COSTS:**

\$102,000, however funding is already committed for the activities of the Center through reallocation and reassignment of faculty and staff to this effort. No additional state funding is necessary for creation of CeBA, or for the unit's operation. Furthermore, in cooperation with various local, state, and federal agencies and officials, the unit will seek additional external grants and contracts to support future projects, programs, and activities consistent with CeBA's mission.

**SUPPORT FOR THE:  
PROGRAM:**

The COE student ePortfolio was originally developed as part of UNO's "Preparing Teachers to Use Technology" PT<sup>3</sup> Project, and funded by U.S. Department of Education PT3 funds. The Vice Chancellor for Academic and Student Affairs has provided seed money to the office of assessment for the project. One aspect of support of the Center is the unique expertise proposed Center faculty bring to this project. For instance, one proposed member of CeBA faculty served during AY 2004-2005 on the NCA's Higher Learning Commission Assessment Think-Tank, and will serve in AY 2005-2006 on the Higher Learning Commission's Assessment Institute Design Team. Another proposed member of CeBA faculty's research in and development of ePortfolios in COE brought UNO the national recognition necessary for an invitation to join NCEPR's Cohort II. In addition, the concept of a Center has been approved by local school district administrators and is supported by the Nebraska Department of Education.

**SPONSOR:**

John Christensen  
Vice Chancellor for Academic and Student Affairs

**APPROVAL:**

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Nancy Belck, Chancellor  
University of Nebraska at Omaha

**DATE:**

August 31, 2005

# **PROPOSAL TO ESTABLISH THE UNIVERSITY OF NEBRASKA CENTER FOR ePORTFOLIO-BASED ASSESSMENT (CeBA)**

## **1. Purpose and Context for the Center**

This proposal seeks creation of a Center for ePortfolio-Based Assessment (CeBA) at the University of Nebraska at Omaha. Recent trends have put the spotlight on accountability and thus commitment to improved student learning in P-16 education. Public and private education systems are seeking better ways to document their impact on student learning, demonstrate continuous progress toward strategic goals and objectives, and address compliance with standards. Both external accrediting bodies and government agencies are insisting that educational systems demonstrate the value they add to the educational experience of students. Yet the quest for better accountability is driven by more than just a concern for compliance, it is also driven by the competitive desire of institutions to improve.

CeBA will lead UNO's continuing development and deployment of myMAPP (Mapping Academic Performance through ePortfolios), an integrated ePortfolio system that provides comprehensive documentation of the institution's continuous improvement of student learning and progress toward strategic objectives and standards, and addresses the aforementioned issues. CeBA activities will thus be focused on the research, development, and use of performance-based approaches to assessment which provide a baseline for building the contextualized assessment history necessary for assessing student learning and program improvement over time. This form of assessment is not only most appropriate for portfolios (as performance assessments), but is also particularly appropriate for UNO's institutional portfolio approach to university-wide assessment. The assessment results reported provide the reflective, site-based, collaborative results most useful for effecting and demonstrating continuous improvement.

### **Mission:**

To develop, document, and research innovative, integrated ePortfolios that provide ways to illustrate progress from the individual student level to the level of an entire educational system. In addition, the center will conduct research on and provide ePortfolio development resources to P-16 education systems.

### **Historical Context:**

In 2000, UNO developed an Institutional ePortfolio to demonstrate progress toward campus strategic goals and to proactively address the needs of accrediting organizations, governmental agencies, and external constituencies, particularly as they focus on outcomes and accountability in higher education.

Originally developed as part of UNO's U.S. Department of Education-funded PT<sup>3</sup> Project "Preparing Teachers to Use Technology," the College of Education (COE)

built and implemented a web-based ePortfolio which serves all teacher candidates throughout the multi-year completion of a bachelor in education degree. In the past year, the COE student ePortfolio was expanded to the Counseling and Educational Administration and Supervision departments.

At the department level, UNO's College of Arts & Sciences (CAS) faculty have directed the creation and implementation of Student Digital Portfolio (SDP) versions of Composition I and II. The SDP sections were piloted in the department of English Fall 2003 through Spring 2004. Features of this ePortfolio included pre- and post-Technology Literacy Surveys, administered through a course management system, that assessed the effectiveness of SDP versions of Composition courses in facilitating student technological literacy.

Importantly, UNO's Information Technology Services staff were early pioneers in highly innovative web-based services in higher education. In 1995, UNO began development of a web-based system known as E-BRUNO (*Electronic - Better Registration at UNO*). The experiences gained from E-BRUNO development laid a solid foundation on which to build a faculty portfolio system by demonstrating ITS's ability to break new technological ground and develop critical systems to meet the campus needs when other options did not exist.

#### **Need for the Center:**

The proposed Center is poised to be a major contributor in the field of ePortfolio development and research. The proposed Center will bring together creative faculty, student, and staff researchers and practitioners with common interests in assessment and ePortfolios. It is anticipated that the facilitative environment of a Center will produce innovative collaborative research, as well as the development of partnerships with a wide range of local, regional, national, and international educational systems. In addition, the administrative structure of a Center is necessary for attracting external funding including grants and contracts.

Moreover, current calls for accountability and improvement of student learning pressing upon P-16 education have created a demand for the efficient documentation systems and practical methods of authentic assessment which are addressed by the ePortfolio system designed and implemented at UNO. While the need of some institutions for ePortfolio assessment is a documentation and compliance method, for others ePortfolios offer a practical strategy for continuous improvement of student learning, improvement of teaching methodology, and streamlining administrative functions and technological services. In either case, the proposed Center will offer to a broad educational constituency a pragmatic solution to their problems.

The cornerstone of the software to be used by the center is myMAPP, an integrated ePortfolio system developed by UNO's Information Technology Services. The web-based database is congruent with the strategic technical architecture of

interoperability, open standards, and use of common, cost-effective technologies available in higher education.

## **2. Organizational Structure and Administrative Arrangements for the Faculty and Staff**

The proposed Center maximizes campus progress in the area of ePortfolio development and research by consolidating and integrating current administrative, college, and departmental ePortfolio-related resources. The Director, Dr. Sheri Rogers, Associate Vice-Chancellor of Academic Affairs, will report to the Vice Chancellor of Academic Affairs. Center projects and research will involve UNO deans, chairs, faculty, staff and students currently including but not limited to:

Neal Topp Ph.D, Varner Professor of Education.  
Marsha Watson, Ph.D., Assessment Coordinator and Faculty Fellow  
Paul Clark, Assessment Coordinator for the College of Education  
Debra Smith-Howell Ph.D., Assistant Vice-Chancellor of Academic Affairs  
John Feine, Associate Vice-Chancellor for Technology  
Lanyce Keel, Assistant Planning Director, Distance Education  
Joyce Crockett, Director of Project Management  
Brett Blackman, Director Administrative Information Services

### **Faculty:**

Academic Affairs will administer the Center for ePortfolio-Based Assessment. During its initial year, Dr. Neal Topp and Dr. Marsha Watson will devote .5 FTE each to the Center.

### **Executive Council and myMAPP Steering Committee**

This oversight body will be comprised of faculty, staff, and student representatives who will assist the Director in establishing and maintaining overall program direction and focus. The Executive Council and Steering Committee will also oversee the development and implementation of myMAPP, the cornerstone of the software system to be used by the Center.

## **3. Constituencies to be Served**

The center will conduct research and provide the following ePortfolio development resources to local, national, and international P-16 education systems, as well as public and private agencies focused on educational accountability, streamlining of documentation systems, and the continuous improvement of student learning:

- Technical resources

- Support services which will guide other institutions through implementation and maintenance processes via the following:
  - *Team-Based Workshops*: In these 2-3 day workshops, an institutional team attends informational sessions and works through structured “team-time” working sessions to develop implementation plans that will work for the team’s own campus. The workshops are designed to host both external institutional teams and departmental teams from UNO. National and international presentations and publications on myMAPP, as well as on-site consultations and a web presence will serve as highly effective ways to advertise these workshops.
  - *Online resources*
  - *Assessment Consultation*: The Center will offer consulting services on integrating online assessments with the requirements of the Academic Quality Improvement Program (AQIP) and the Program to Evaluate and Advance Quality (PEAQ), the two accreditation paths offered by the North Central Association’s Higher Learning Commission.
  - *Open source Web software*: An open-source approach allows UNO to contribute both nationally and internationally to the field of outcomes research in higher education.

#### **4. Alterations in Existing Activities**

Establishment of the Center will not significantly alter the activities of the faculty and students affiliated with it, except to more clearly focus their efforts and increase the efficiency of research administration, collaborations, and consultative services. Center faculty will continue to be intensely involved in teaching and research duties. However, the Center structure and activities will greatly enhance and expand the ability of faculty and staff to carry out research programs, collaborative projects, and to obtain external funding from government agencies and foundations. Thus, the establishment of CeBA will significantly advance improvement and documentation of student learning at UNO, and at local, national, and international P-16 institutions of learning as Center activities and research are disseminated.

#### **5. Relationship of Center to the Mission of the University of Nebraska**

The pioneering spirit has been a constant in Nebraska. The University of Nebraska at Omaha (UNO) continues this tradition with the development of an ePortfolio Center. The Center’s comprehensive approach to electronic documentation of an institution’s continuous progress toward improvement of student learning, as well as strategic objectives and standards, serves as a model that can be used by other educational systems, thus meeting the University of Nebraska’s mission to serve the citizens of the state.

## 6. Measures of Success

Consistent with its mission, the ultimate success of the Center will depend on its ability to fully implement myMAPP on the UNO campus. Success will be evaluated in three domains: research, education, and application services. Initial research efforts will focus on four areas:

- Changes in program and the institutional culture facilitated by ePortfolios.
- Changes in instruction facilitated by ePortfolios.
- Changes in the ePortfolio process.
- Changes in the ePortfolio author's learning and thinking.

CeBA progress on the initial research agenda will naturally uncover even more important areas of research, as will the changing needs in academe and business, so it is expected that the Center's research agenda will be a matter of continuous evolution. The Center's mission will in this way reflect an enthusiasm for responding to the changing needs of our various constituencies.

The success of educational activities and application services will be reflected in the processes, products, papers, books, and articles Center faculty, staff, and student researchers produce, as well as in the production of "expert" services to external constituencies such as workshops and consulting services.

The Center will engage in a formal self-study and review process every three years. The review will be undertaken by a review team composed of CeBA faculty and staff, external faculty representatives from within and outside UNO, UNO students, and external constituents/community representatives. The review team will specifically review assessment results of CeBA research, education, and service activities, as well as programs to pinpoint areas for continuous improvement in these areas. In addition, the review team will assess the responsiveness of CeBA research, educational activities, and application services to the changing needs of internal and external constituencies.

## 7. Immediate and Long Term Costs

<b>Personnel</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
Director	.5 FTE (\$50,000)	0.5 FTE (\$51,000)	0.5 FTE (\$52,000)
Assessment Coordinator	0.5 FTE (\$22,000)	0.5 FTE (\$23,000)	0.5 FTE (\$24,000)
2 Undergraduate Student Research Assistants	2 \$5,000	2 \$5,000	4 \$10,000
Benefits	\$15,000	\$15,000	\$20,000
Operating/Supplies	\$5,000	\$5,000	\$7,500
Equipment	\$5,000	\$10,000	\$15,000
<b>TOTAL</b>	<b>\$102,000</b>	<b>\$109,000</b>	<b>\$118,500</b>

## **8. Impact on Library and Technology Needs**

The CeBA planning team is comprised of key players from the library and Information Technology Services (ITS) in order to positively impact meaningful connections while minimizing the negative impact.

## **9. Facility Needs**

The Center will require ongoing use of office space in the Eppley Administration Building. Conference room space in the Milo Bail Student Center will be the primary location for service activities when Center faculty and staff conduct workshops for internal and external customers.

## **10. Anticipated Outcomes and Significance**

Ultimately the Center's activities will lead to improvement in student learning. Center faculty, staff, and student researchers will utilize a consensus building process that involves department, college, campus, and educational system stakeholders in assessment, discussion, and analysis of design and content so that those who are using it gain an understanding and acceptance of the system as it is being developed. A key element of development is faculty engagement in the process. Design and content of application and application services will involve significant discussions with faculty, staff, students, and external stakeholders about categorization and prioritization of their needs and activities. These discussions are intended to uncover inconsistencies in approaches to teaching, application, and research that, once analyzed, will in some cases lead to changes in design, content, and practices. In addition, the Center will document student, faculty, and staff learning and illustrate growth for the purpose of quality improvement.

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

Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Approval to Award Degrees and Certificates for the 2005-2006 academic year and 2006 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve the conferral of appropriate degrees and certificates on students of the University of Nebraska at Kearney, as approved and recommended by the faculty, at Commencement ceremonies to be held on December 16, 2005, May 5, 2006, and July 28, 2006, subject to the satisfactory completion of all requirements.

PREVIOUS ACTION: August 7, 2004 – The Board granted approval for the 2004-2005 academic year award dates.

EXPLANATION: This action authorizes granting degrees and certificates for the 2005-2006 academic year and 2006 summer sessions to those students who have completed the necessary requirements.

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

APPROVAL: \_\_\_\_\_  
Douglas A. Kristensen, Chancellor  
University of Nebraska at Kearney

DATE: August 25, 2005

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

MEETING DATE: September 16, 2005

SUBJECT: Approval to Award Degrees and Certificates for the 2005-2006 academic year and 2006 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve the conferral of appropriate degrees and certificates on students of the University of Nebraska-Lincoln, as approved and recommended by the faculty, at Commencement ceremonies to be held on December 17, 2005, May 6, 2006, and August 12, 2006.

PREVIOUS ACTION: August 7, 2004 - The Board granted approval for the 2004-2005 academic year award dates.

EXPLANATION: This action authorizes granting degrees and certificates for the 2005-2006 academic year and 2006 summer sessions to those students who have completed the necessary requirements.

SPONSOR: Barbara Couture  
Senior Vice Chancellor for Academic Affairs

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 25, 2005

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

Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Approval to Award Degrees and Certificates for the 2005-06 academic year and 2006 summer sessions.

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

**UNMC Winter Commencement**

December 15, 2005 (Thursday)	Kearney-College of Nursing
December 16, 2005 (Friday)	Omaha
December 17, 2005 (Saturday)	Scottsbluff-College of Nursing

**UNMC Spring Commencement**

May 4, 2006 (Thursday)	Kearney-College of Nursing, Allied Health & Graduate College
May 5, 2006 (Friday)	Lincoln-College of Nursing & College of Dentistry
May 6, 2006 (Saturday)	Omaha Scottsbluff-College of Nursing & College of Dentistry-Dental Hygiene
August 18, 2006	<b>Summer Graduation</b> (no ceremony)

PREVIOUS ACTION: The Board granted approval for the 2004-05 academic year award dates on August 7, 2004.

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

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

APPROVAL: \_\_\_\_\_  
Harold M. Maurer, M.D., Chancellor  
University of Nebraska Medical Center

DATE: August 25, 2005

TO: The Board of Regents Addendum IX-A-7  
Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Approval to Award Degrees and Certificates for the  
2005-2006 academic year and 2006 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve the  
conferral of appropriate degrees and certificates on  
students of the University of Nebraska at Omaha, as  
approved and recommended by the faculty, at  
Commencement ceremonies to be held on December 16,  
2005, May 5, 2006, and August 11, 2006.

PREVIOUS ACTION: August 7, 2004 - The Board granted approval for the  
2004-2005 academic year award dates.

EXPLANATION: This action authorizes granting degrees and certificates  
for the 2005-2006 academic year and 2006 summer  
sessions to those students who have completed the  
necessary requirements.

SPONSOR: Sheri Everts Rogers  
Associate Vice Chancellor for Academic Affairs

APPROVAL: \_\_\_\_\_  
Nancy Belck, Chancellor  
University of Nebraska at Omaha

DATE: August 25, 2005

TO: The Board of Regents Addendum IX-A-8  
Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Requests for approval of outside employment.

RECOMMENDED ACTION: Approval of the following request to participate in activities outside the University in accordance with University policy as follows:

**COLLEGE OF DENTISTRY**

Peter M. Spalding, DDS., Associate Professor and Chair, Growth & Development, to evaluate children with craniofacial anomalies for the Nebraska Department of Health and Human Services, Medically Handicapped Children's Program.

**COLLEGE OF MEDICINE**

Joseph C. Stothert, MD, PhD, Professor, Surgery, to serve as Medical Director of the Omaha Fire Department; and to serve as Trauma Medical Director for the Nebraska Department of Health and Human Services.

Phyllis Warkentin, MD, Professor Pathology/Microbiology and Pediatrics, to do consulting for the Foundation for the Accreditation of Cellular Therapy (FACT).

**COLLEGE OF NURSING**

Mary E. Cramer, RN, PhD, Associate Professor and Interim Chair, Gerontological, Psychosocial, and Community Health Nursing, to do consulting with sub-grantees of State Incentive Cooperative Agreement (SICA) Grant and other statewide coalitions.

**COLLEGE OF PHARMACY**

Uday B. Kompella, PhD, Pharmaceutical Sciences, to serve as Editor of "Pharmaceutical Research".

Vinod Labhasetwar, PhD, Associate Professor, Associate Professor, Pharmaceutical Sciences, to serve as Editor-in-Chief of Journal of Biomedical Nanotechnology.

PREVIOUS ACTION: The Board of Regents granted permission to Dr. Spalding from July 1995 through September 2005, to Dr. Stothert from July 1995 through September 1998, to Dr. Warkentin from July 1995 through August 2005.

EXPLANATION: These requests for approval of outside activities are in accordance with Section 3.4.5 of the *Bylaws of the Board of Regents of the University of Nebraska* specifying that University employees providing professional services for remuneration to departments or agencies of state government, must have the approval of the Board of Regents.

Peter M. Spalding is requesting permission of the Board of Regents to evaluate children with craniofacial anomalies (5-6 times/year at Boys Town Research Hospital) for the Nebraska Department of Health and Human Services Medically Handicapped Children's Program during the period of October 2005 - September 2006. For these efforts he will receive remuneration. The Board granted permission to Dr. Spalding in 1995-2004 for the same activity.

Joseph C. Stothert is requesting permission of the Board of Regents to serve as Medical Director for the Omaha Fire Department during the period of September 2005 through June 2008. He will receive remuneration for these services. He is also requesting permission of the Board of Regents to serve as Trauma Medical Director for the Nebraska Department of Health and Human Services during the period of September 2005 through June 2006. He will have use of a state vehicle and reimbursed for expenses. The Board granted permission to Dr. Stothert for the first activity in 1995 and 1997. This is Dr. Stothert's first request for the second activity.

Phyllis Warkentin is requesting permission of the Board of Regents to do consulting for the Foundation for the Accreditation of Cellular Therapy on issues of standards for transplantation of cells, tissues and cell and tissue-based products (primarily bone marrow and blood); facility and transplant program inspection; and training of inspectors during the period of September 2005 through July 2006. For this effort she will be paid a retainer fee. The Board granted permission to Dr. Warkentin in 1998-2004 for the same activity.

Mary E. Cramer is requesting permission of the Board of Regents to do consulting for the Nebraska Department of Health and Human Services, with sub-grantees of State Incentive Cooperative Agreement (SICA) Grant and other statewide coalitions during the period of October 2005 through September 2007. For this effort she will receive remuneration.

Uday B. Kompella is requesting permission of the Board of Regents to serve as Editor of "Pharmaceutical Research" during the period October 2005 to October 2007.

Vinod Labhasetwar is requesting permission of the Board of Regents to serve as Editor-in-Chief of Journal of Biomedical Nanotechnology, published by the American Scientific Publisher, during the period September 2005 through December 2008.

SPONSOR:

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

APPROVAL:

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

DATE:

August 15, 2005

TO: The Board of Regents  
Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Request for Approval of Outside Employment

RECOMMENDED ACTION: Approval of the following request to participate in an activity outside the University in accordance with University policy as follows.

Marilyn Scheffler Research Assistant Professor, Special Education and Communication Disorders, to provide consulting services on grant applications and projects, and program development for the Nebraska Department of Education.

PREVIOUS ACTION: None

EXPLANATION: The request by Marilyn Scheffler for approval of an outside activity is in accordance with Section 3.4.5 (d) of the *Bylaws of the Board of Regents of the University of Nebraska* specifying that University employees must have the approval of the Board of Regents if they are providing professional services for remuneration to a department or agency of state government.

Marilyn Scheffler is requesting permission of the Board of Regents to provide consulting services on grant applications and projects, and program development for the Nebraska Department of Education. These duties will be performed beginning September 19, 2005 for a two year period of time. This activity will not interfere or conflict with Marilyn Scheffler's performance of her University duties and responsibilities.

SPONSOR: Barbara Couture  
Senior Vice Chancellor for Academic Affairs

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 25, 2005

TO: The Board of Regents Addendum IX-B-1  
Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Naming the athletic stadium at the University of Nebraska at Kearney the  
“Ron and Carol Cope Stadium”

RECOMMENDED ACTION: Approve the naming of the athletic stadium at the University of Nebraska at  
Kearney the “Ron and Carol Cope Stadium.”

PREVIOUS ACTION: None

EXPLANATION: Over many years Ron and Carol Cope have worked with the University of  
Nebraska Foundation to support the University of Nebraska at Kearney in  
numerous ways – supporting the academic mission through scholarships,  
through projects such as the Nebraska Safety Center and driving range, and  
the renovation at Foster Field.

*Regents Policy 6.2.7* recognizes significant contributions by individuals,  
groups or organizations by establishing naming authority and vesting the  
same in the Chancellor of the campus responsible for the facility and the  
President of the University, with approval by the Board of Regents.  
Accordingly, in recognition of their history of contributions and other  
support, President Milliken and Chancellor Kristensen have approved naming  
the athletic stadium at the University of Nebraska at Kearney the “Ron and  
Carol Cope Stadium.”

The Board of Regents, on behalf of the University of Nebraska, expresses its  
deepest gratitude and appreciation to Ron and Carol Cope for their continued  
support.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS: Jon McBride  
Athletic Director

Randal L. Haack  
Vice Chancellor for Business & Finance

APPROVALS: \_\_\_\_\_  
Douglas A. Kristensen, Chancellor  
University of Nebraska at Kearney

\_\_\_\_\_

James B. Milliken  
President

DATE: August 31, 2005

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

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Amendment to Service Agreement with the Nebraska Department of Natural Resources

RECOMMENDED ACTION: Authorize the University of Nebraska-Lincoln (UNL) Vice Chancellor for Business and Finance to approve Amendment #1 to the Service Agreement with the Nebraska Department of Natural Resources.

PREVIOUS ACTION: April 1, 2005 – The Board authorized the UNL Vice Chancellor for Business and Finance to execute an agreement with the State of Nebraska Department of Natural Resources.

EXPLANATION: The original agreement requested expertise from the UNL Water Center to assist the Nebraska Department of Natural Resources in implementing the Ground Water Management and Protection Act, and provided for compensation to the UNL Water Center of up to \$500,000. Amendment #1 changes the maximum amount of compensation to the UNL Water Center under this agreement to \$1,500,000.

Approval of this item will allow the UNL Vice Chancellor for Business and Finance to execute the amendment on behalf of the Board of Regents.

PROJECT REVENUES:	Original Agreement	\$ 500,000
	Amendment #1	<u>1,000,000</u>
	Amended Total	<u>\$1,500,000</u>

SOURCE OF FUNDS: N/A

SPONSORS: Prem S. Paul  
Vice Chancellor for Research  
  
Christine Jackson  
Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 31, 2005

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

MEETING DATE: September 16, 2005

SUBJECT: Department of Health and Human Services National Institutes of Health (NIH) Kaposi's Sarcoma and Human Herpes Virus in Africa

RECOMMENDED ACTION: Authorize the University of Nebraska-Lincoln (UNL) Vice Chancellor for Business and Finance to execute subcontracts and related amendments in conjunction with the Department of Health and Human Services National Institutes of Health (NIH) Kaposi's Sarcoma and Human Herpes Virus in Africa award.

PREVIOUS ACTION: None

EXPLANATION: The University of Nebraska has received an award from NIH to fund a four-year project to focus on human herpes virus type 8 or Kaposi's sarcoma in Zambia. Project partners include the University of Nebraska-Lincoln, University of Miami School of Medicine, and the University of Zambia School of Medicine. Under the terms of this award, the University of Nebraska will be required to make several subcontracts with the project partners during this agreement. The anticipated amount of the subcontracts for the four years of the award is approximately \$1 million.

Approval of this item will authorize the UNL Vice Chancellor for Business and Finance to execute subcontracts and related amendments in conjunction with this NIH award during its term.

PROJECT COST: \$1,000,000

SOURCE OF FUNDS: Federal Funds (NIH)

SPONSORS: Prem S. Paul  
Vice Chancellor for Research  
  
Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 31, 2005

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

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: National Association of State Universities and Land-Grant Colleges (NASULGC) award for the National E-Extension Project

RECOMMENDED ACTION: Authorize the University of Nebraska-Lincoln (UNL) Vice Chancellor for Business and Finance to execute subcontracts and related amendments in conjunction with the National Association of State Universities and Land-Grant Colleges (NASULGC) award for the National E-Extension Project for the development of an Internet-based land-grant university education and information system.

PREVIOUS ACTION: None

EXPLANATION: The University of Nebraska will receive an award from NASULGC to develop an Internet-based land-grant university education and information system. UNL is to serve as the lead institution in this three-year project. Under the terms of this agreement, the University of Nebraska will be required to make several subcontracts to assist in completing the terms of this agreement with the University of Kentucky and North Carolina State University. The total amount of the agreement is anticipated to be \$4,500,000 and the subcontracts will approximate \$3,400,000.

Approval of this item will authorize the UNL Vice Chancellor for Business and Finance to execute annual subcontracts and related amendments in conjunction with this NASULGC award during its term.

PROJECT COST: \$3,400,000

SOURCE OF FUNDS: Trust Funds (NASULGC Grant)

SPONSORS: Prem S. Paul  
Vice Chancellor for Research

Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 31, 2005

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

MEETING DATE: September 16, 2005

SUBJECT: National Institutes of Health (NIH) Lung and Blood Institute award for development of a therapy for the global hemophilia patient population

RECOMMENDED ACTION: Authorize the University of Nebraska-Lincoln (UNL) Vice Chancellor for Business and Finance to execute subcontracts and related amendments in conjunction with the NIH Lung and Blood Institute award for development of a therapy for the global hemophilia patient population.

PREVIOUS ACTION: None

EXPLANATION: The University of Nebraska will receive an award from NIH to develop a therapy for the global hemophilia patient population. UNL is to serve as the lead institution in this five-year project. Under the terms of this agreement, the University of Nebraska will be required to make several subcontracts for each of the five years of the contract to LifeSci Partners, LLC, University of North Carolina, Progenetics, BioSante, and Colorado State University. The total amount of the agreement is anticipated to be \$9,955,598 and the subawards will approximate \$5,080,000.

Approval of this item will authorize the UNL Vice Chancellor for Business and Finance to execute annual subcontracts and related amendments in conjunction with this NIH award during its term.

PROJECT COST: \$5,080,000

SOURCE OF FUNDS: Federal Funds (NIH)

SPONSORS: Prem S. Paul  
Vice Chancellor for Research  
  
Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 29, 2005

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

MEETING DATE: September 16, 2005

SUBJECT: National Science Foundation (NSF) Math in the Middle Institute Partnership award

RECOMMENDED ACTION: Authorize the University of Nebraska-Lincoln (UNL) Vice Chancellor for Business and Finance to execute subcontracts and related amendments in conjunction with the National Science Foundation (NSF) Math in the Middle Institute Partnership award.

PREVIOUS ACTION: None

EXPLANATION: The University of Nebraska has received an award of approximately \$5 million from NSF to fund a five-year project to create a national model to develop middle school mathematics teacher-leaders. Project partners include the University of Nebraska-Lincoln, Lincoln Public Schools, RMC Research Corporation, three Educational Service Units, and 15 local school districts in Nebraska. Under the terms of this award the University of Nebraska will be required to make several subcontracts to assist in completing the terms of this agreement approximating \$650,000.

Approval of this item will authorize the UNL Vice Chancellor for Business and Finance to execute annual subcontracts and related amendments in conjunction with this NSF award during its term.

PROJECT COST: \$650,000

SOURCE OF FUNDS: Federal Funds (NSF)

SPONSORS: Prem S. Paul  
Vice Chancellor for Research  
  
Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 31, 2005

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

MEETING DATE: September 16, 2005

SUBJECT: U. S. Army Medical Research Acquisition Activity (USAMRAA) agreement for "Production and Purification of Fibrinogen Components for the Production of a Fibrin Sealant Hemostatic Dressing"

RECOMMENDED ACTION: Authorize the University of Nebraska-Lincoln (UNL) Vice Chancellor for Business and Finance to execute a sub-award in conjunction with the USAMRAA agreement for "Production and Purification of Fibrinogen Components for the Production of a Fibrin Sealant Hemostatic Dressing."

PREVIOUS ACTION: None

EXPLANATION: The UNL College of Engineering applied for and received a grant from USAMRAA that will award \$3,044,606 for the period August 1, 2005 through February 1, 2007. The award entitled "Production and Purification of Fibrinogen Components for the Production of a Fibrin Sealant Hemostatic Dressing" involves investigators at UNL and the STB Ltd. Under the terms of the agreement, UNL will be required to make a sub-award to STB Ltd. for approximately \$500,000.

Approval of this item will authorize the UNL Vice Chancellor for Business and Finance to execute a sub-award and related amendments in conjunction with this USAMRAA award during its term.

PROJECT COST: \$500,000

SOURCE OF FUNDS: Federal Funds (USAMRAA)

SPONSORS: Prem S. Paul  
Vice Chancellor for Research  
  
Christine A. Jackson  
Vice Chancellor for Business and Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 31, 2005

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

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Disposal of two tracts of real property at the West Central Research and Extension Center (WCREC)

RECOMMENDED ACTION: Authorize the disposal of two tracts of real property at the WCREC.

PREVIOUS ACTION: None

EXPLANATION: WCREC has proposed the purchase of additional crop land (dry and pivot), rangeland or seeded pasture to conduct research related to water use, including irrigation management, cropping systems, soil fertility, irrigated pasture and heifer development. However, to generate sufficient funding to purchase the property, disposal of two tracts within the current WCREC landholdings, which have been identified as surplus, will be necessary. Both properties are located in Lincoln County and are zoned A-1 Agriculture. The research direction of the WCREC requires land with soils that represent agricultural conditions where water is more limiting, thereby better representing the needs of area producers.

Tract One - Consists of approximately 42.35 irrigated acres used for production of corn and soybeans and approximately 29.57 sub-irrigated acres of meadow used for hay production located north of State Farm Road about 1 mile east of the WCREC office complex and adjacent to the North Platte city limits [within Section 16, Township 13 North, Range 30 West, Lincoln County, Nebraska]. Due to its location and configuration, Tract One has been identified as surplus because of increased car and truck traffic from commercial and urban development. The long, narrow configuration and slope of the cropland limits its usefulness in irrigation studies and access to the sub-irrigated meadow is limited to a road along the east side of a Nebraska Public Power District canal. The estimated value of Tract One is \$120,000.

Tract Two - Consists of a 640 acre section of rangeland used for yearling cattle research that has been part of beef systems work at the UNL Gudmundsen Sandhills Laboratory and WCREC in Lincoln County located about 19 miles north of WCREC on County Line Road [Section 11, Township 16 North, Range 30 West, Lincoln County, Nebraska]. Tract Two has been identified as surplus property because of poor access due to unimproved and poorly maintained roads, which hinder loading and unloading cattle within this rangeland. The estimated value of Tract Two is \$160,000.

There are no buildings or significant livestock handling equipment on either tract. Tract One has an irrigation well located on the southeast

corner. Tract Two has one new well with windmill and two stock tanks located on the south half of the property and one new well with windmill and stock tank located on the north half of the property.

Current research activities on the two tracts for sale would be relocated to the proposed additional land, allowing for new research and re-direction of current research to water use and water efficiency research in cropping and livestock production systems.

Approval of this agenda item will authorize the sale of the tracts by public auction or sealed bids as provided in Regents Policies with the University having the right to reject any and all bids that are not responsive to the University's terms of sale, and to reject all bids if the highest bid price is determined at the discretion of the Vice Chancellor for Business and Finance to be inadequate.

PROJECT COST: None

SOURCE OF FUNDS: N/A

SPONSORS: John C. Owens  
Vice President and Harlan Vice Chancellor for the Institute of  
Agriculture and Natural Resources

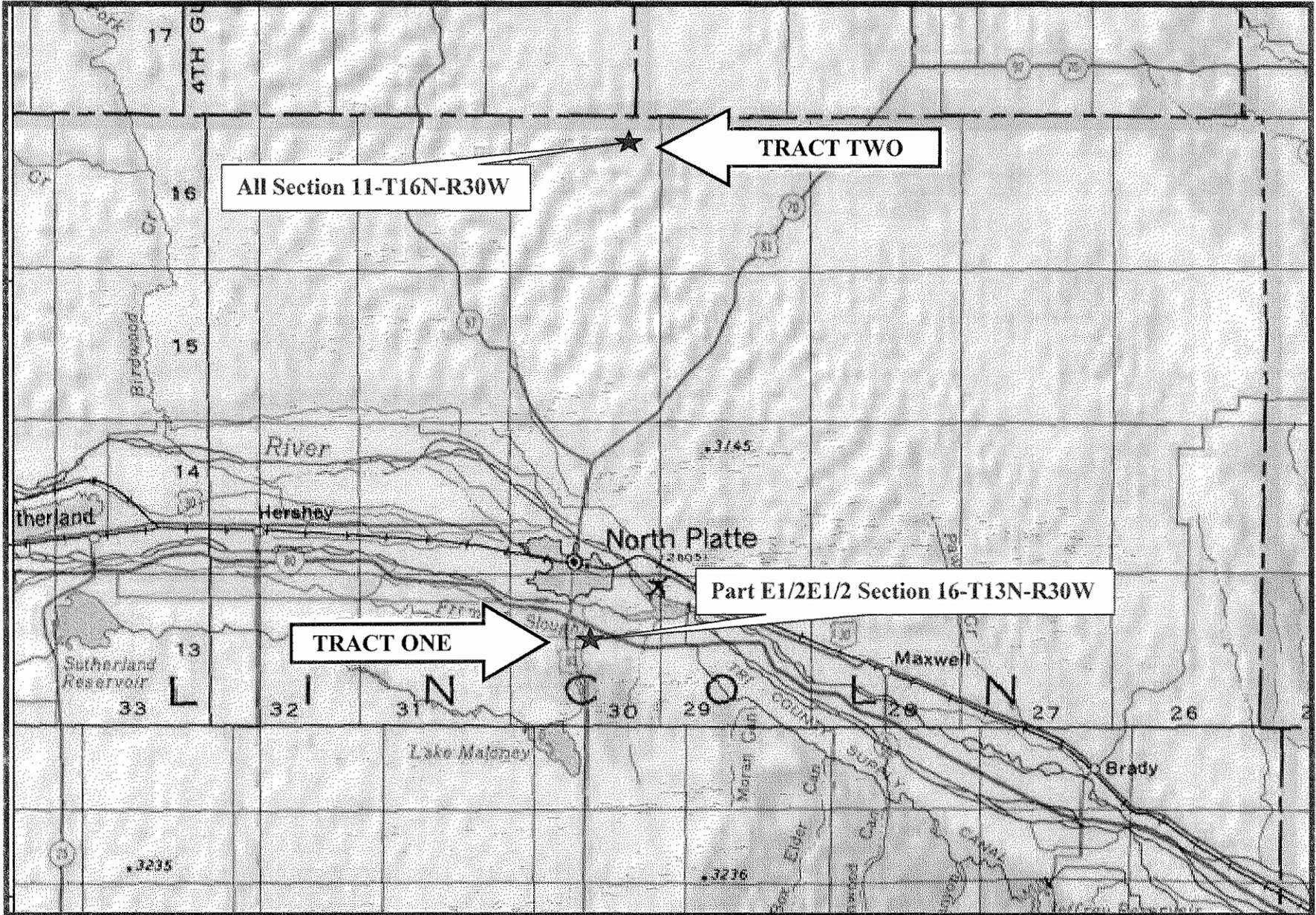
Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL:

\_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 29, 2005

Location Map - University of Nebraska Board of Regents



TO: The Board of Regents Addendum IX-B-9

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Quasi-Endowment Fund for Marilyn J. Schoneck College of Education Scholarship

RECOMMENDED ACTION: Approve the designation of the Marilyn J. Schoneck College of Education Scholarship Fund as a quasi-endowment.

PREVIOUS ACTION: None.

EXPLANATION: The University of Nebraska at Omaha has received an initial distribution of \$25,000 from the Marilyn J. Schoneck estate to be used for College of Education scholarships. Subsequent distributions are to be used for the same purpose. It is the University's intent to use the investment earnings from the quasi-endowment for College of Education scholarships, designated as the Marilyn J. Schoneck Scholarships, retaining the right to expend the principal as necessary for the same purpose.

With the establishment of this fund the Regents express on behalf of the University their deepest gratitude and appreciation for the generosity of Ms. Schoneck.

PROJECT COST: None.

SOURCE OF FUNDS: None.

SPONSOR: James R. Buck  
Vice Chancellor for Administration

APPROVAL: \_\_\_\_\_  
Nancy Belck, Chancellor  
University of Nebraska at Omaha

DATE: August 25, 2005

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

MEETING DATE: September 16, 2005

SUBJECT: Approve the University of Nebraska at Omaha (UNO) Master of Arts in Language Teaching.

RECOMMENDED ACTION: Approval is requested for the UNO Master of Arts in Language Teaching (MALT).

PREVIOUS ACTION: None.

EXPLANATION: The Master of Arts in Language Teaching (MALT) is a multidisciplinary degree program to be offered by the Department of Foreign Languages in conjunction with faculty members from the Department of English and the College of Education. The program draws from current faculty who teach French, German, Spanish, English, linguistics, literature, culture, TESOL (Teaching English to Speakers of Other Languages), foreign language methods, and instructional technology. No additional full-time faculty are necessary. Completion of this degree will greatly enhance the knowledge and preparation of individuals interested in teaching foreign languages and/or English as a second or other language, providing the state with educated and well-trained graduates.

Although not a licensure program, the MALT will provide rigorous language-specific graduate education opportunities for language teachers. No other program of this kind is offered either in Omaha or within reasonable commuting distance from Omaha. The University, therefore, is in the unique position of providing educational opportunities tailored to fit the interests and needs of area teachers. This program also responds to the changing demographics of the state by promoting multilingual and multicultural understanding. Feedback on a detailed open-ended survey sent to 175 language teachers in 2000, plus an additional 90 teachers in a second 2004 survey, demonstrates that Nebraska foreign language and ESOL teachers are in desperate search of a graduate program that provides an opportunity to improve their language skills, offers course variety (i.e., neither a purely literary program, nor an education-only degree), offers renewed contact with the target culture, and includes courses in linguistics/second language acquisition.

The proposal has been reviewed and approved by the College of Arts and Sciences, the UNO Graduate Council, the University of Nebraska Executive Graduate Council, and the Council of Academic Officers.

PROJECT COST: \$28,750

SOURCE OF FUNDS: Reallocation of existing funding within the UNO College of Arts and Sciences.

SPONSORS: Tom Bragg,  
Dean of Graduate Studies and Associate Vice Chancellor for Research

John Christensen  
Vice Chancellor for Academic and Student Affairs

APPROVAL: \_\_\_\_\_  
Nancy Belck, Chancellor  
University of Nebraska at Omaha

DATE: August 25, 2005

## **UNO Master of Arts in Language Teaching (MALT) Executive Summary**

### Program Description

The Master of Arts in Language Teaching (MALT) is a multidisciplinary degree program to be offered by the UNO Department of Foreign Languages in conjunction with faculty members from the Department of English and the College of Education. The program draws from current faculty who teach French, German, Spanish, English, linguistics, literature, culture, TESOL (Teaching English to Speakers of Other Languages), foreign language methods, and instructional technology. Completion of this degree will greatly enhance the knowledge and preparation of individuals interested in teaching foreign languages and/or English as a second or other language.

As revealed by two needs-assessment surveys, our target population (future and practicing language teachers) specifically requests a program that will allow them to improve their language skills, offers course variety (i.e., neither a literature-, nor an education-only degree), provides renewed contact with the target culture, and offers courses in linguistics/second language acquisition. Armed with this information, the entire MALT proposal has been informed by the needs and interests of Nebraska language teachers. Indeed, MALT courses have been expressly crafted to give students a forum in which they will apply language teaching theory and methodology to the language, literature, and cultural experiences gained from language-specific coursework. Moreover, in final course projects and on the comprehensive exit exams, students will expand upon the fusion of content (language, literature, and culture) and language teaching methodology. Specifically, students will be asked to apply the research and methodology to the material and content gained in the advanced language/literature and culture courses; in other words, it provides a meaningful and interdisciplinary capstone experience.

### Audience / Potential Students

The target audience for this program includes current and future K-12 second language and ESOL teachers in Nebraska and neighboring states such as Iowa, South Dakota, and Kansas. The entire MALT program is designed--both in terms of curriculum and scheduling--to fit the needs of practicing teachers. Late afternoon/evening courses, summer courses, distance education, and the compact summer program abroad will allow practicing teachers to complete this program without disrupting their careers.

An additional audience for the MALT are students seeking a graduate program in language study, yet not interested in traditional literature-oriented MA and PhD programs.

## Benefits

Since the primary mission of the MALT is instruction, it will enhance the knowledge and preparation of individuals interested in language teaching, providing the state with educated and competent graduates. Likewise, these graduates will continue to educate and stimulate communities in Nebraska and beyond. Indeed, students with deeper insights into their own language and culture, as well as those with knowledge of differing languages and cultures, will bring about a more educated and cultured metropolitan community and promote a richer understanding of ourselves and others.

With the Masters of Arts in Language Teaching, UNO will expand its participation in the community. For example, graduate students pursuing their degree in TESOL will interact with different school districts, establishing new links with numerous teachers and students. It will also contribute to improved relationships with the growing nonnative-English-speaking populations in Omaha and other areas.

This program responds to the changing demographics of the state by promoting multilingual and multicultural understanding. The MALT will also meet the needs of Nebraska's increasingly diverse student populations by promoting awareness of linguistic, cultural, and ethnic diversity. Coursework will allow students to renew and expand their knowledge of other languages, peoples, and cultures.

No other program of this kind is offered either in Omaha or within reasonable commuting distance. The University, therefore, is in the unique position of providing educational opportunities tailored to fit the interests and needs of area teachers. The existence of this unique graduate program—the only program of its kind in the region (Nebraska, Iowa, Kansas, Missouri, North and South Dakota) has the potential to retain language teachers and even attract new educators to Nebraska.

## Demand / Need

Feedback on a detailed open-ended survey sent to 175 language teachers in 2000, plus an additional 90 teachers in a second 2004 survey, demonstrates that Nebraska foreign language and ESOL teachers are in desperate search of a graduate program that provides an opportunity to improve their language skills, offers course variety (i.e., neither a purely literary program, nor an education-only degree), offers renewed contact with the target culture, and includes courses in linguistics/second language acquisition.

There is considerable evidence of need on a statewide basis as well as on the local school district level for the MALT as indicated in the letter from the Director of Foreign Language Education at the Nebraska Department of Education (see Full Proposal, Appendix B). She not only points out the shortage of foreign

language teachers in the state, but also notes that this program “is especially important as it meets the needs of school districts not only in the metropolitan area, but statewide. The Master of Arts degree will allow teachers to enhance their knowledge base and skills through the advanced study of the target languages.

Demographic changes will make the need for this program even more evident. Due to the retirement of a large number of teachers in the next five to seven years and their replacement with new teachers, there will be an even greater need for the benefits of our planned program. Additionally, the immigrant population to our area and to our state has continued to grow rapidly, thus requiring school systems to respond to the needs of their students; they want to enhance all modalities of their English language capabilities.

Finally, businesses are increasingly demanding a multiculturally and multilinguistically educated workforce. The MALT not only meets this demand directly by educating MALT students but indirectly as well. Since the majority of MALT students will be language educators, the ultimate effect and scope of the MALT program on future generations is immeasurable.

#### Cost Efficiency

The proposed MALT is an efficient and cost-effective program. The Department of Foreign Languages already offers dually listed undergraduate and graduate level courses; these existing courses are designed to be used in conjunction with curricular requirements of the MALT. These courses, as well as existing graduate courses in the Department of English and the College of Education, will enjoy increased enrollments and greater economies of scale as a result of the MALT program. Select MALT courses will also support other existing UNO master’s degree programs in English and Education by providing graduate electives to students of other programs of study.

Projected incremental expenses will likely include adjunct faculty salaries for lower division courses, supplies and materials, library resources, and other miscellaneous items for a total of \$28,750 requested in Year 1. Due to the specializations and diversity of the current faculty, no tenure-track 1.0 FTE positions are needed for this program. The program will result in increased enrollments for many existing courses. Additionally, 6 credit hours (2 courses) in each target language will be offered via a study abroad component that requires no financial commitment from UNO.

TABLE 1: PROJECTED INCREMENTAL PROGRAM EXPENSES

STAFF	(FY_2006____) Year 1		(FY_2007____) Year 2		(FY_2008____) Year 3		(FY_2009____) Year 4		(FY_2010____) Year 5	
	FTE	COST	FTE	COST	FTE	COST	FTE	COST	FTE	COST
<i>Staffing:</i>										
<i>Additional Faculty</i> <sup>1</sup>	1.5	\$27,500	0	0	0	0	0	0	0	0
<i>Additional Non-Teaching Staff</i> <sup>2</sup>										
<i>Administrative</i>	0	0	0	0	0	0	0	0	0	0
<i>Professional</i>	0	0	0	0	0	0	0	0	0	0
<i>Support</i>	0	0	0	0	0	0	0	0	0	0
<i>Sub-Total of Personnel Expenses</i>		\$27,500	0	0	0	0	0	0	0	0
<i>Incremental Program Budget:</i>										
<i>General Operating Expenses</i> <sup>3</sup>		\$1,000		0		\$150		0		\$150
<i>Equipment</i> <sup>4</sup>		0		0		0		0		0
<i>Facilities</i> <sup>5</sup>		0		0		0		0		0
<i>Additional Library Resources</i> <sup>6</sup>		\$250		0		0		0		0
<i>Additional Other Expenses</i> <sup>7</sup>		0		0		0		0		0
<i>Sub-Total of Program Budget</i>		\$1,250		0		0		0		0
<b>Total Proposed Program Expenses</b>		\$28,750		0		\$150		0		\$150

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

TABLE 2: REVENUE SOURCES FOR PROJECTED INCREMENTAL EXPENSES

REVENUE	(FY __2006__) Year 1	(FY __2007__) Year 2	(FY __2008__) Year 3	(FY __2009__) Year 4	(FY __2010__) Year 5
<i>REALLOCATION OF EXISTING FUNDS</i> <sup>1</sup>	\$28,750	0	\$150	0	\$150
<i>REQUIRED NEW PUBLIC FUNDS</i> <sup>2</sup>					
1. <i>STATE FUNDS</i>					
2. <i>LOCAL FUNDS</i>					
<i>TUITION AND FEES REVENUES</i> <sup>3</sup>					
<i>OTHER FUNDING</i> <sup>4</sup>					
1.					
2.					
3.					
4.					
5.					
*TOTAL REVENUE	\$28,750	0	\$150	0	\$150

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

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

TO: The Board of Regents Addendum X-A-2

Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Create a major in Hospitality, Restaurant and Tourism Management at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Approval is requested to create a major in Hospitality, Restaurant and Tourism Management at UNL.

PREVIOUS ACTION: None

EXPLANATION: The hospitality management program will be multi-disciplinary including the College of Education and Human Sciences (CEHS), College of Agricultural Sciences and Natural Resources (CASNR), and Cooperative Extension Division as well as course offerings by the College of Business Administration (CBA). The Department of Nutrition and Health Sciences will be the administrative unit for this major providing leadership in its implementation and future development. The Department of Nutrition and Health Sciences currently offers Restaurant/Food Service Administration which will be the core for the proposed hospitality major.

Based upon our land grant mission mandate the creation of this new major will allow us to educate our students to become professionals in the hospitality industry which is constantly growing and expanding in the state of Nebraska through tourism and the restaurant industry.

This proposal has the approval and support of CEHS, CASNR, Cooperative Extension Division, and the UNL Academic Planning Committee.

PROGRAM COSTS: \$271,200 first year and \$403,000 second year. It is proposed that the creation of the Hospitality, Restaurant and Tourism Management major will require no additional new resources; funding through reallocation and external support for equipment and facilities.

SPONSORS: Barbara Couture  
Senior Vice Chancellor for Academic Affairs

John Owens  
NU Vice President for Agriculture and Natural Resources and  
IANR Harlan Vice Chancellor

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 31, 2005

**Hospitality, Restaurant and Tourism Management  
Undergraduate Major Proposal  
Executive Summary**

**Description and Purpose of the Proposed Program:** The program prepares individuals to serve as general managers and directors of comprehensive hospitality operations. It will be uniquely structured to identify several national and international niches:

- a holistic approach to hospitality management with a common theme found in all options - environmental responsibility;
- the development of sustainable tourism through proper ecological utilization and management of the natural resources that serve as tourist attractions;
- guidance for small communities to identify and develop entrepreneurial enterprises;
- an extension education component to enhance professionals in the hospitality industry;
- the first nationally to integrate a Culinology™ program accredited by the Research Chefs Association into a hospitality program;
- focus on the leadership and team building skills required to successfully manage a hospitality, restaurant and/or tourism enterprise and its staff;
- enhance economic development opportunities by developing event and conference planning professionals;
- support marketing/promotion opportunities through coursework in advertising, broadcasting and news writing; and,
- focus on unique cultural opportunities in Nebraska.

We expect hospitality demands to expand in metropolitan Nebraska and niche markets to be developed in rural areas. University of Nebraska-Lincoln is the premier research and undergraduate institution in the state and as such is well poised to provide four-year undergraduate and graduate programs to educate professionals for the hospitality industry. The land grant mission mandates outreach programming for practicing professionals. Including Nebraska Extension faculty in the plan will strengthen the existing hospitality workforce.

The hospitality management program at UNL will be multi-disciplinary among the College of Education and Human Sciences (CEHS), the College of Agricultural Sciences and Natural Resources (CASNR), and the Nebraska Extension Division, as well as course offerings by the College of Business Administration (CBA). The Department of Nutrition and Health Sciences will assume a leadership role in the development and implementation of this program, building on existing options in Restaurant Management, Dietetics and Culinology.™ Units within the College of Agricultural Sciences and Natural Resources will provide instruction, research and outreach directed at all aspects of ecosystem management for sustainable tourism, focused on Nebraska ecosystems. Nebraska extension faculty in the Institute of Agriculture and Natural Resources (IANR) who have an interest in statewide economic development will provide support by working with restaurant, lodging and tourism professionals.

Two goals of the program are to provide expanded career opportunities for Nebraska students and to enlarge the pool of Nebraska professionals available to the hospitality industry. A quality assurance goal is accreditation by the Accreditation Commission for Programs in Hospitality.

**Program of Study:** The new major includes instruction in principles of operations in the travel and tourism, hotel and lodging facilities, convention and meeting planning, food services and recreation

facilities industries. It will integrate hospitality marketing strategies, personnel management, accounting and financial management into a curriculum focused on managing facilities and operations that provide lodging, convention, tourism and food services to the public. The proposed curriculum includes 40 credit hours of general education requirements and a hospitality management core of 32 credit hours. There are eight proposed areas of specialization: Food and Beverage, Lodging, Ecotourism, Human Resources, Convention/Meetings, Parks and Recreation, Public Relations and Journalism.

**Partnerships with Business.** External partners include the Nebraska Hotel-Motel Association and the Nebraska Restaurant Association. Members of both associations can provide and will receive substantial benefits. (For example, The Nebraska Hotel-Motel Association has a proposal pending that would provide a one-time commitment of \$400,000 for the program.) A 2004 Nebraska Hotel-Motel Association industry study revealed that most respondents offered or plan to offer internships in the hospitality, restaurant and tourism management area.

**Collaborations Within the University.** UNL departments that will provide course work are: Management; Finance; Accountancy; Economics; Marketing; Agricultural Economics; Agriculture Leadership, Education and Communication; Food Science and Technology; Agronomy and Horticulture; and the College of Journalism and Mass Communications. Nebraska Extension faculty in the Institute of Agriculture and Natural Resources (IANR) will play a key role in the program.

Preliminary discussions to establish a partnership with the University of Nebraska at Kearney (UNK) College of Education, Department of Health, Physical Education, Recreation and Leisure Studies are underway. CASNR has existing A to B programs in Pre-Agricultural Sciences, Pre-Natural Resources, Pre-Food Science and Technology and Pre-Horticulture at the University of Nebraska at Omaha (UNO). Plans are being developed for a pre-hospitality management program on the UNO campus.

**Collaborations External to the University.** Discussions regarding this program have occurred with Metropolitan Community College's (Omaha; Metro) Culinary Institute department chair and Southeast Community College's (Lincoln; SECC) department chair in Food Service/Hospitality. Subsequent to approval for the Hospitality Management program, articulation agreements with Metro and SECC will be developed and will be sought with the other schools in Nebraska's Community College system and with Iowa Western Community College.

**Evidence of Need:** Tourism is Nebraska's third largest revenue producer from outside the state (Nebraska Department of Economic Development, 2003). Travelers spent over \$2.8 billion in Nebraska overnight stays in paid accommodations and on day trips. About 46,000 jobs are attributable to travel spending in Nebraska. The state has over 26,000 hotel, motel and bed and breakfast rooms. In Nebraska (2003 data) there are 4,578 restaurants, employing 58,300 people, with a projected growth at 4% per year (National Restaurant Association website: [www.restaurant.org](http://www.restaurant.org)). The restaurant industry share of the national food dollar is 46.4%, to be 53% in 2010. The projected total restaurant industry employment increases from 9.4 million in 1994 to 12.0 million in 2004, and to 13.5 million in 2014. Nationally, there were 386,000 Foodservice Management Jobs in 2002. Growth in jobs will be as fast as average growth for all occupations through 2012: an increase of 10 to 20% (U.S. Department of Labor). A 2004 Nebraska Hotel-Motel Association industry survey found a need for qualified applicants in hospitality across entry, middle and top management positions.

**Evidence of Student Demand:** Interest in hospitality careers is increasing as evidenced by growth in the *ProStart Program*, a secondary education program sponsored by the Education Foundation of the National Restaurant Association and supported by Nebraska Extension. In 2004, there were 34 ProStart Programs in schools across Nebraska with approximately 1,200 students enrolled. In 2005, additional Nebraska schools are planning to initiate ProStart programs. ProStart will help recruit students into

UNL's hospitality program and encourage these students to pursue a post-secondary program in Nebraska. Currently, Denver area two and four-year schools are recruiting heavily in the Scottsbluff area for students interested in hospitality. Enrollment in similar programs in other states varies from 50 at South Dakota State to 300 at the University of Missouri. Universities with total enrollments similar to UNL have hospitality enrollments of 200 to 300 students. We expect ultimate enrollments of about 200 at UNL, given the size of the hospitality industry in Nebraska.

**Faculty and Staff Resources.** Current faculty FTE of 2.25 and 3 graduate teaching assistants support Restaurant/Foodservice Administration, Dietetics and Culinology™. Through IANR reallocation, three additional faculty members will be hired (one in lodging, convention and meeting planning; one in tourism; and one in hospitality accounting). These positions will include Extension or Agriculture Research Division appointments as well as teaching responsibilities. Additional resources will be needed to cover administrative non-teaching staff (1.0 FTE); graduate teaching and research assistants. If student enrollment increases as expected, additional faculty and assistantships will be needed in the Department of Nutrition and Health Sciences. To meet program demands, a fourth faculty position (projected, year 4) would be added. This position will be targeted toward the emphasis area of greatest growth and may be a shared position external to the partnering colleges. This fourth position would allow for reassignment of responsibilities within the faculty with the creation of a program director (0.5 FTE) position.

**Physical Facilities, Instructional Equipment and Informational Resources.** Students enrolled in this major will take courses already offered at UNL. Initially we have adequate classrooms, laboratory space, kitchens, conference and office space, computer access and library resources for the program. Housing Dining Services I provide additional facilities for student-planned catered events. A catering/product innovation lab is needed to support Culinology™ and Restaurant/ Foodservice Administration. Funding for renovations, additional space and equipment will be provided through a one-time investment of the Nebraska Hotel-Motel Association. These updates will occur in Years Two and Three. Additional instructional resources such as computers, software and library resources will occur as the program grows. These will be acquired by reallocating departmental resources as needed.

**Program Costs.** IANR reallocations will fund three new faculty positions—two positions in Year One (\$170,000), one position in Year Two (\$65,000). As growth warrants, a fourth faculty position will be added (\$55,000). This will be a program director (0.5 FTE). Funding for an administrative staff person will occur Year One (\$36,200). Masters and doctoral-level graduate assistants are planned into the first five years (\$72,000 total). Additional assistantships will be supported through external grant funding. Additional faculty will be funded as needed through reallocation of positions and from new funding as it becomes available. General operating expenses are expected to fluctuate from years one (\$40,000) through five (\$15,000).

Equipment and facility costs in Years Two and Three are pending through external support in the amount of \$400,000 from the Nebraska Hotel-Motel Association. Nebraska Extension and research positions will generate revenues through industry-related educational program fees and research funding. In addition, this program should result in new UNL admits and subsequent tuition dollars, as a hospitality program of this scope is not offered elsewhere in the state.

**TABLE 1: PROJECTED INCREMENTAL PROGRAM EXPENSES**

STAFF	(FY 06) Year 1		(FY 07) Year 2		(FY 08) Year 3		(FY 09) Year 4		(FY 10) Year 5	
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Staffing: Additional Faculty <sup>1</sup>	2.0*	170,000	1.0*	65,000	---	----	1.0*	55,000	---	---
Additional Non-Teaching Staff <sup>2</sup> Administrative	1.0	36,200								
Professional <sup>3</sup> TA/RA	2.0	25,000	1.0	18,000	0.75	15,000	0.5	7,000	0.5	7,000
Sub-Total of Personnel Expenses	5.0	231,200	2.00	83,000	0.75	15,000	1.5	62,000	0.5	7,000
Incremental Program Budget: General Operating Expenses <sup>4</sup>		40,000		20,000		10,000		15,000		15,000
Equipment <sup>5</sup>				**200,000		<150,000>				
Facilities <sup>6</sup>				***100,000		<50,000>				
Additional Library Resources <sup>7</sup>										
Additional Other Expenses Marketing										
Sub-Total of Program Budget		40,000		320,000		<190,000>		15,000		15,000
Total Proposed Program Expenses		271,200		403,000		<175,000>		77,000		22,000

1. Additional Faculty: Show the number of additional full-time equivalent faculty and related salary and fringe benefit expenditures needed to implement the program. Each year should represent any new additional faculty above the prior year's level. \* Joint appointments in teaching; extension or research. Years 1 and 2 will be funded through IANR reallocation (one lodging, one tourism, one hospitality accounting – see page 9). Year 4 will be filled if enrollments warrant through CEHS reallocation with resources made available to support the instructional mission in other colleges if needed.

2. Additional Non-Teaching Staff: Show the number of additional full-time equivalent administrative, professional and support or other staff and related salary and fringe benefit expenditures needed to implement the program. Each year should represent the incremental increase above the prior year's expenses with resources made available to support the instructional mission in other colleges if needed.

3. TA/RA Appointments: Includes stipend, tuition remission (23%), health insurance

Year 1: masters level; Year 2: doctoral level; Year 3: doctoral level; Year 4&5: masters level (all have included inflation adjustments – see page 9 for detail)

4. General Operating Expenses: Included in this category should be allowances for faculty development, laboratory supplies, travel, memberships, office supplies, communications, data processing, equipment maintenance, rentals, etc. Each year of the five-year plan should represent the incremental increase in operating expenses such as new commitments.

\*\*5. Equipment: Show anticipated expenditures for the acquisition or upgrades of equipment necessary for the implementation and/or operation of the program. (e.g., lab renovation and kitchen equipment) \*\*One time expenditure, support from Nebraska Hotel-Motel Association.

\*\*\*6. Facilities: Show projected expenditures for any special facilities (general classroom, laboratory, office, etc.) that will be required for the proposed program. Include renovation of existing facilities and construction of new facilities. \*\*One time expenditure, support from Nebraska Hotel-Motel Association.

7. Additional Library Resources: Show anticipated expenditures for library material directly attributable to the new program.

**TABLE 2: REVENUE SOURCES FOR PROJECTED INCREMENTAL EXPENSES**

REVENUE	(FY 06) Year 1	(FY 07) Year 2	(FY 08) Year 3	(FY 09) Year 4	(FY 10) Year 5
<i>REALLOCATION OF EXISTING FUNDS<sup>1</sup></i>	246,200	85,000	10,000	70,000	15,000
<i>REQUIRED NEW PUBLIC FUNDS<sup>2</sup></i>					
<i>1. STATE FUNDS</i>					
<i>2. LOCAL FUNDS</i>					
<i>TUITION AND FEES REVENUES<sup>3</sup> (laboratory fees<sup>1</sup>)</i>					
<i>OTHER FUNDING<sup>4</sup></i>					
<i>1. Nebraska Hotel-Motel Association</i>	**400,000				
<i>2. TA/RA</i>	***25,000	18,000	15,000	7,000	7,000
<i>3.</i>					
<i>4.</i>					
<i>5.</i>					
<i>*TOTAL REVENUE</i>	671,200	103,000	25,000	77,000	22,000

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

\*\* Pending External Support from Nebraska Hotel-Motel Association. The Association has communicated their willingness to invest in the program. This is a one time commitment. Expenditure would occur in years 2 and 3.

\*\*\* Funds for TA/RA support will come through reallocations by IANR and CEHS as well as grants.

1. This represents the total amount of dollars which the institution will reallocate from its budget to support this program. The primary sources of funds are state dollars and tuition and fee payments that already are a part of the budget at the institution. (Years 1 & 2 faculty reallocation comes from IANR; Year 4 faculty reallocation comes from CEHS if position is warranted.) Additional reallocation from IANR and CEHS funding may be provided to support instruction to external programs if demand dictates.
2. This represents a requirement for additional public funds to support this program. If additional state funds are required, this request will have to be included in the institution's budget request. Separately detail all sources for additional funds. For community colleges, this would include local tax funds.
3. Student paid laboratory fees.
4. Show the amount of external funding or donations which will become available each year to support this program. Include a brief explanation of the nature of these resources including their specific source and the term of the commitment. The private sector has pledged funds to support start-up costs on the new program (such as lab renovations).

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

Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Create a new Bachelor of Science degree of Landscape Architecture at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Approval is requested to create a new Bachelor of Science degree of Landscape Architecture at UNL.

PREVIOUS ACTION: None

EXPLANATION: This proposed Landscape Architecture degree is designed as a five year program meeting essential prerequisites for licensure in the State of Nebraska and 46 other state. Collaborative efforts with the College of Architecture, the College of Agricultural Sciences and Natural Resource (CASNR), and Cooperative Extension will maximize the use of existing faculty, facilities, and coursework.

Offering this degree program meets the needs of our current and future students. Currently students in Architecture and CASNR leave UNL, or enroll as freshmen at other institutions offering this degree program to prepare for their professional careers in this field. In addition it meets the needs of our state which has no similar program and also serves the growing need for landscape architects both in our city, region, and nation.

The program will be housed administratively in the College of Architecture but will build upon the existing minor that CASNR has sustained since 1997. The interdisciplinary teaching and research opportunities will multiply with the creation of this degree program.

This proposal has the approval and support of the collaborating units of the College of Architecture, CASNR, and Cooperative Extension, and the UNL Academic Planning Committee.

PROGRAM COSTS: \$74,000 first year, \$131,000 second year. It is proposed that the creation of this degree program will not require additional new cost. Through the reallocation of existing resources and the generation of professional fees no request for new funds will be necessary.

SPONSORS: Barbara Couture  
Senior Vice Chancellor for Academic Affairs

John Owens  
NU Vice President for Agriculture and Natural Resources and  
IANR Harlan Vice Chancellor

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 31, 2005

**Bachelor of Science Landscape Architecture  
Undergraduate Degree Program  
University of Nebraska-Lincoln**

Overview

Landscape Architecture is a diverse profession focusing on the creative and environmentally sensitive design, planning, development, preservation, and management of land. It has a concern for integrating existing aesthetic, social, and natural systems that range from a multi-state region to an individual garden. These factors require that landscape architects be broadly educated, inclusive in their views and inter-disciplinary in their problem-solving.

Like the task force that examined it, the proposed major is to be a collaborative endeavor that draws upon and furthers twenty-five years of cooperation between the Colleges of Architecture and Agricultural Sciences and Natural Resources. The College of Architecture will operate the Landscape Architecture program. Core faculty, however, will be drawn from Architecture, Community and Regional Planning, and Agronomy and Horticulture Departments.

The mission of the proposed program states that:

The interdisciplinary Landscape Architecture degree program will combine art and science in a studio-based curriculum addressing planning, design, development, management, rehabilitation and preservation of the land.

The proposed major would be five years -- a two-year pre-landscape architecture program with select entry into its last three years. This structure and sequence allows flexibility for movement of students between CARCH and CASNR to the degree program that most fits a student's needs. It is expected this flexibility will improve student retention in both colleges.

Accreditation is necessary to meet one of the prerequisites for professional licensure in the State of Nebraska and 46 other states. Accredited Landscape Architecture programs must meet a host of criteria, pay a sustaining fee and are reviewed every 6 years for re-accreditation. In addition to meeting the University of Nebraska-Lincoln requirements for Essential and Integrated Studies courses, accreditation requires the following areas of course work.

The minimum professional program content shall generally include:

Landscape Architecture History and Theory  
Professional Practice  
Landscape Planning, Design and Management  
Design Implementation

With these specified areas of instruction:

History, art, and communication  
Natural and social systems  
Landscape management theories, planning, design, and processes  
Plants and their ecosystems  
Construction materials and implementation techniques  
Professional practice methods and ethics  
Applications of computers and advanced technology  
Allied disciplines

The goal of the proposed major is to produce skilled and knowledgeable Landscape Architecture graduates who are:

- interdisciplinary solvers of complex, land-based, urban and rural environmental problems
- analysts of natural and human resource data and synthesizers of solutions aided by technology for the preservation, development and management of public and private land
- communicators and leaders helping public and private entities to visualize a shared sustainable future habitat
- designers creating art, science, and human systems, especially those that are sustainable into the future

TABLE 1: PROJECTED INCREMENTAL PROGRAM EXPENSES

STAFF	(FY 05-06) Year 1		(FY 06-07) Year 2		(FY 07-08) Year 3		(FY 08-09) Year 4		(FY 09-10) Year 5	
	FTE	COST	FTE	COST	FTE	COST	FTE	COST	FTE	COST
<i>Staffing:</i>										
<i>Additional Faculty</i> <sup>1</sup>			1.0	\$60,000	1.0	\$62,000				
<i>Additional Non-Teaching Staff</i> <sup>2</sup>										
<i>Administrative</i>			0.5	\$20,000						
<i>Professional</i>										
<i>Support GTA/Lecturer</i>				\$18,000		\$25,000				
<i>Sub-Total of Personnel Expenses</i>			1.5	\$98,000		\$87,000		0		0
<i>Incremental Program Budget:</i>										
<i>General Operating Expenses</i> <sup>3</sup>		\$2,000		\$15,000		\$12,550		\$8,480		\$9,290
<i>Equipment</i> <sup>4</sup>		\$22,000		\$18,000		0		(\$18,000)		(\$2,000)
<i>Facilities</i> <sup>5</sup>		\$40,000		0		(\$8,500)		(\$3,000)		(\$6,000)
<i>Additional Library Resources</i> <sup>6</sup>		\$4,000		0		0		0		0
<i>Additional Other Expenses</i> <sup>7</sup>		\$6,000		0		(\$5,000)		0		0
<i>Sub-Total of Program Budget</i>		\$74,000		\$33,000		(\$950)		(\$12,520)		\$1,290
<b>Total Proposed Program Expenses</b>		\$74,000		\$131,000		\$86,050		(\$12,520)		\$1,290

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

TABLE 2: REVENUE SOURCES FOR PROJECTED INCREMENTAL EXPENSES

REVENUE	(FY 05-06) Year 1	(FY 06-07) Year 2	(FY 07-08) Year 3	(FY 08-09) Year 4	(FY 09-10) Year 5
<i>REALLOCATION OF EXISTING FUNDS<sup>1</sup></i>	\$74,000	\$122,000	\$77,500	(\$19,000)	(\$6,000)
<i>REQUIRED NEW PUBLIC FUNDS<sup>2</sup></i>					
1. STATE FUNDS					
2. LOCAL FUNDS					
<i>TUITION AND FEES REVENUES<sup>3</sup></i>					
<i>OTHER FUNDING<sup>4</sup></i>					
1. Professional Fees		\$9,000	\$8,550	\$6,480	\$7,290
2.					
3.					
4.					
5.					
*TOTAL REVENUE	\$74,000	\$131,000	\$86,050	(\$12,520)	\$1,290

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

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

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

Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Create a new Bachelor of Science degree of Construction Engineering (ConE) in the College of Engineering and Technology at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Approval is requested to create a new Bachelor of Science degree of Construction Engineering in the College of Engineering and Technology at UNL.

PREVIOUS ACTION: None

EXPLANATION: This proposed ConE degree replaces the current Construction Engineering and Technology degree which is offered exclusively at UNO and is non-accredited. This new degree, through collaboration of the departments of Construction Management and Civil Engineering in Lincoln and the Construction Systems department in the Peter Kiewit Institute at UNO, will allow students in both Omaha and Lincoln the opportunity to enter either the Construction Management or Construction Engineering degree program and to become licensed engineers in both programs.

In addition to meeting the needs of students through the addition of this degree program, we are also serving the need for construction engineers both in our city, state and universe.

The program will be permanently housed in the Charles W. Durham School of Architectural Engineering and Construction and will enhance the education of construction students in this state and will provide greater opportunities for our graduates.

This proposal has the approval of the collaborating units of Construction Systems, Construction Management, and Civil Engineering, the Dean of the College of Engineering and Technology, and the UNL Academic Planning Committee.

PROGRAM COSTS: Cost is \$81,900, although it is proposed that the creation of this degree program will not require new additional cost. Through the reallocation of existing resources there is no immediate requirement for new faculty, operating budgets, or facilities.

SPONSOR: Barbara Couture  
Senior Vice Chancellor for Academic Affairs

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 31, 2005

**Bachelor of Science Construction Engineering  
Undergraduate Degree Program  
University of Nebraska-Lincoln**

The Bachelor of Science degree in Construction Engineering (B.S.Con.E.) is a program which develops the expertise of its graduates to function in an operational capacity in a wide range of increasingly complex and challenging construction situations. These situations occur in Nebraska, nationally, internationally, and most recently in space. Graduates of this program possess the structural and geotechnical knowledge of a civil engineer and the business management knowledge of a general manager in the construction industry, which is one of the largest contributors (10-12 percent) to gross domestic product.

The School of Architectural Engineering and Construction is a unit within the College of Engineering and Technology (COET) that was approved in Spring 2003 and renamed the Charles W. Durham School of Architectural Engineering and Construction in August 2005. It includes the two departments of construction described below and Architectural Engineering (AE). The School proposal specifically includes the development of Construction Engineering as a new initiative to enhance construction education in Nebraska and improve the credibility of the School.

The proposed Construction Engineering program is a joint effort involving Construction Systems (Construction Engineering Technology), Construction Management, and Civil Engineering to enhance construction education in the State of Nebraska and provide greater opportunities for graduates. These three units are most affected by this proposal and are also joint sponsors. Construction Engineering Technology (CET) is offered on the Omaha campus in the Peter Kiewit Institute and includes a blend of engineering and management. Construction Management (CM) is offered on the Lincoln campus and is more focused on the management aspects of construction. The baccalaureate degree in ConE is more closely aligned in terms of academic rigor with the other engineering programs in the College of Engineering and Technology (COET) when compared with CET and CM. This degree will meet the standard engineering accreditation requirements of the Engineering Accreditation Commission-Accreditation Board Engineering and Technology (EAC-ABET). The program uses a number of courses common to many branches of engineering, most notably affecting Civil Engineering, a co-sponsor of the proposal. It adds its own construction courses similar to those taught in CET but revised to include the engineering rigor necessary to prepare students for professional engineering registration.

There is currently no construction program in the state that allows for professional engineering registration as desired by the construction industry and government agencies such as Nebraska Department of Roads and the Army Corps of Engineers. This proposal includes a mechanism whereby construction engineering is offered in both Lincoln and Omaha through the College of Engineering and Technology. Further, it maintains a single non-engineering construction program (CM) in Lincoln and provides for CM delivery in Omaha through the faculty currently in the CET program. There is no immediate demand for new faculty until the program increases existing enrollments since the greatest majority of courses are already in existence in the three proposing units.

The two existing construction programs have nearly 500 students between them. It is anticipated that approximately 1/3 of these students will seek the engineering education and 2/3 the management. This provides the students with the opportunity to get an EAC-ABET accredited construction engineering degree or construction management degree in Lincoln or Omaha by redistributing faculty teaching assignments using existing courses from CET, CM, and CE programs.

**TABLE 1: PROJECTED INCREMENTAL PROGRAM EXPENSES**

STAFF	(FY 05-06) Year 1		(FY 06-07) Year 2		(FY 07-08) Year 3		(FY 08-09) Year 4		(FY 09-10) Year 5	
	FTE	COST	FTE	COST	FTE	COST	FTE	COST	FTE	COST
<i>Staffing:</i>										
<i>Additional Faculty</i> <sup>1</sup>	1	\$81,900	1	\$81,900	0	0	0	0	0	0
<i>Additional Non-Teaching Staff</i> <sup>2</sup>										
<i>Administrative</i>										
<i>Professional</i>										
<i>Support</i>										
<i>Sub-Total of Personnel Expenses</i>										
<i>Incremental Program Budget:</i>										
<i>General Operating Expenses</i> <sup>3</sup>										
<i>Equipment</i> <sup>4</sup>										
<i>Facilities</i> <sup>5</sup>										
<i>Additional Library Resources</i> <sup>6</sup>										
<i>Additional Other Expenses</i> <sup>7</sup>										
<i>Sub-Total of Program Budget</i>										
<b>Total Proposed Program Expenses</b>		\$81,900		\$81,900		0		0		0

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

TABLE 2: REVENUE SOURCES FOR PROJECTED INCREMENTAL EXPENSES

REVENUE	(FY 05-06) Year 1	(FY 06-07) Year 2	(FY 07-08) Year 3	(FY 08-09) Year 4	(FY 09-10) Year 5
<i>REALLOCATION OF EXISTING FUNDS</i> <sup>1</sup>	\$81,900	\$81,900	0	0	0
<i>REQUIRED NEW PUBLIC FUNDS</i> <sup>2</sup>					
1. STATE FUNDS	0	0	0	0	0
2. LOCAL FUNDS	0	0	0	0	0
<i>TUITION AND FEES REVENUES</i> <sup>3</sup>					
<i>OTHER FUNDING</i> <sup>4</sup>					
1.					
2.					
3.					
4.					
5.					
*TOTAL REVENUE	\$81,900	\$81,900	0	0	0

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

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

TO: The Board of Regents  
Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Approval of changes to the procedures for the Academic Rights and Responsibilities Committee

RECOMMENDED ACTION: Approve the proposed changes to the procedures of the Academic Rights and Responsibilities Committee at the University of Nebraska-Lincoln.

PREVIOUS ACTION: June 17, 2000 – The Board approved a previous version of these procedures.

EXPLANATION: Based upon over ten years of experience with the Procedures of the Academic Rights and Responsibility Committee, a subcommittee of the Academic Senate has proposed an extensive revision of these procedures that will both make the workings of this committee more efficient and bring the University of Nebraska-Lincoln's procedure for dealing with potential research violations into conformity with federal research requirements. The Academic Senate has unanimously approved this revision. A draft of the proposed revisions were reviewed and endorsed both by the Office of the General Counsel and the Office of the Chancellor. The proposed revision has the full support of the UNL administration.

SPONSOR: Barbara Couture  
Senior Vice Chancellor for Academic Affairs

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: September 7, 2005



1	3.9	Members of ARRC, Special Committees, the Special Resource Group and Other	
2		Participants Protected by Regents Bylaw Section 6.8. ....	7
3	3.10	ARRC Attorney .....	8
4			
5	4	PROCEDURES FOR INITIATING ACTIONS BY THE ARRC .....	8
6	4.1	Informal Efforts to Resolve Disputes. ....	8
7	4.2	Formal Written Complaints. ....	9
8		4.2.1 Mandatory Elements of Formal Written Complaints. ....	9
9		4.2.2 Jurisdiction of Special Committees to Hear Formal Written	
10		Complaints .....	9
11	4.3	Formal Written Complaints Stating a Claim or Claims within the Jurisdiction	
12		of More than One Special Committee .....	10
13	4.4	Discretion to Assign Two or More Complaints to a Single Special	
14		Committee. ....	11
15	4.5	Deadlines for ARRC Action on Formal Written Complaints. ....	11
16	4.6	Decision to Convene a Special Committee under Section 4.5.4. ....	12
17	4.7	Decision Not To Convene a Special Committee under Section 4.5.4. ....	12
18	4.8	Motions to Reconsider. ....	12
19	4.9	Amended Formal Written Complaints. ....	12
20	4.10	Finality of ARRC Decisions Not To Convene A Special Committee .....	13
21			
22	5	CONVENING SPECIAL COMMITTEES .....	13
23	5.1	Convening a Special Committee. ....	13
24	5.2	Agreement Reached Informally. ....	13
25			
26	6	ADHERENCE TO PROCEDURES .....	13
27			
28	7	ROLE OF ARRC IN SUMMARY SUSPENSIONS IN ANTICIPATION	
29		OF DISMISSAL .....	14
30			
31	8	FOLLOW UP BY THE ARRC .....	14
32	8.1	Chancellor's (or President's) Response to Special	
33		Committee Recommendations .....	14
34	8.2	ARRC Review of Implementation of Recommendations. ....	14
35	8.2	ARRC Meeting with the Special Committee. ....	14
36			

1  
2  
3                                   **RESPONSIBILITIES OF THE**  
4                                   **ACADEMIC RIGHTS AND RESPONSIBILITIES COMMITTEE**  
5                                   **AND**  
6                                   **PROCEDURES FOR HANDLING MATTERS OF ACADEMIC FREEDOM AND TENURE,**  
7                                   **GRIEVANCE AND PROFESSIONAL CONDUCT**  
8                                   **University of Nebraska-Lincoln**

9   **1       INTRODUCTION**

10  
11   **1.1   Responsibilities of the Academic Rights and Responsibilities Committee.** The Academic Rights  
12 and Responsibilities Committee (ARRC) and its responsibilities are created by UNL Academic Senate,  
13 are described in its Syllabus of Campus-Wide Committees, and are approved by the University of Nebraska  
14 Board of Regents. Its Foundational Instruction, set forth in Section 3.4 of the UNL Bylaws, gives the  
15 ARRC both informational and quasi-judicial responsibilities.

16  
17       **1.1.1** The ARRC has significant responsibility to ensure that faculty members and administrators  
18 are appropriately apprised of rights, responsibilities, principles and procedures pertaining to matters  
19 of professional relationships.

20  
21       **1.1.2** The ARRC has primary responsibility to ensure and to arrange an appropriate investigation  
22 or hearing when concerns or problems arise between a faculty member and the University and/or  
23 when concerns or problems related to academic freedom and tenure, grievance and professional  
24 conduct occur in the professional relationships between faculty members and others in the  
25 University community, as stated in the Syllabus of Campus-Wide Committees and the Bylaws of  
26 the Board of Regents.

27  
28       **1.1.3** The ARRC has other responsibilities assigned from time to time by the Academic Senate,  
29 including but not limited to those set forth in UNL Bylaw 3.4.1.2.<sup>1</sup>  
30

---

<sup>1</sup> UNL Bylaw 3.4.1.2 sets forth these additional responsibilities:

3.4.1.2.1 to determine whether and to what extent recommendations of Special Committees have been acted upon, and to report status of cases to the President of the Academic Senate;

3.4.1.2.2 to provide for an effective process in representing the academic rights and responsibilities of the faculty;

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

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

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

3.4.1.2.6 to propose to the Academic Senate changes in operating procedures and guidelines for each of the Special Committees in accord with relevant provisions of the Bylaws of the Board of Regents;

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

1 **1.2 Relationship of ARRC and ARRC Procedures to Special Committees and Codes of**  
2 **Procedures for Special Committees.** Chapter 4 of the Regents Bylaws authorizes the faculty governing  
3 agency of each major administrative unit to create a faculty Grievance Committee, a faculty Committee  
4 on Academic Freedom and Tenure, and a faculty Professional Conduct Committee. The UNL Academic  
5 Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in  
6 Special Committees established under the aegis of the ARRC. A description of the committees can be  
7 found in the Syllabus of Campus-Wide Committees of the Academic Senate, available from the Academic  
8 Senate Office and on the Academic Senate website.

9  
10 This document (“ARRC Procedures”) indicates how complaints are to be received by the ARRC, assessed  
11 by it for sufficiency and jurisdiction, and transmitted to a Special Committee.

12  
13 Other documents indicate how a complaint is to be handled after it has been transmitted to a Special  
14 Committee. Those documents are:

15  
16 **1.2.1 Code of Procedures for Special AFT-A Committees,** applicable to Special Academic  
17 Freedom and Tenure Committees considering complaints by a member of the professional  
18 staff alleging that action taken or threatened violates the complainant’s academic freedom  
19 or academic tenure;

20 **1.2.2 Code of Procedures for Special AFT-B Committees,** applicable to Special Academic  
21 Freedom and Tenure Committees considering complaints in which the President or the  
22 Board of Regents seeks to terminate a faculty member’s Continuous Appointment or a  
23 faculty member’s Special or Specific-Term Appointment prior to its termination date;

24 **1.2.3 Code of Procedures for Special PC-A Committees,** applicable to Special Professional  
25 Conduct Committees investigating complaints charging a member of the professional staff  
26 with professional misconduct other than misconduct as defined by Federal Misconduct in  
27 Science Regulations, complaints against UNL as an institution seeking institutional action  
28 as a remedy to alleged discrimination, and complaints alleging that the complaining  
29 member of the professional staff has been wrongly accused of professional misconduct;

30 **1.2.4 Code of Procedures for Special PC-B Committees,** applicable to Special Professional  
31 Conduct Committees investigating complaints by the Vice-Chancellor for Research  
32 charging a member of the professional staff with Professional Misconduct in Science;

33 **1.2.5 Code of Procedures for Special Grievance Committees,** applicable to Special  
34 Grievance Committees considering complaints by a faculty member alleging a  
35 grievance not governed by any of the Codes of Procedures identified in Sections  
36 1.2.1 to 1.2.4.

37  
38 The rules for determining applicability of these Codes of Procedures are set out in Section 5 of this  
39 document.

40  
41 Any person contemplating filing a complaint with the ARRC should first consult not only this document  
42 but also the Codes of Procedures for the various Special Committees, and, in appropriate circumstances,  
43 the UNL “Policy and Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited  
44 Harassment” administered by the UNL Office of Equity, Access and Diversity Programs (EAD).

1 All of these documents in their current form are available from the Academic Senate Office and on the  
2 Academic Senate website. For information and advice concerning these procedures, contact the Chair of  
3 the ARRC.  
4

5 **1.3 Academic Rights and Responsibilities.** All professional staff (including administrators and faculty  
6 members) of the University of Nebraska are entitled to enjoy and to exercise, without penalty, all the rights  
7 of an American citizen and the rights of academic freedom as specified in Regents Bylaw 4.2. It is  
8 essential to the University that all administrators and professional staff exercise and respect the exercise  
9 of these rights by others, and uphold the attendant responsibilities outlined in Regents Bylaw 4.1.  
10

11 **1.4 Duty of University Officials To Investigate and To Take Action on Known or Alleged**  
12 **Discrimination.** University Officials have a duty promptly to investigate and to take appropriate action  
13 on all known or alleged incidents of illegal discrimination. University officials in this context shall be  
14 defined as any individual employed by UNL with job authority or responsibility to

15 **1.4.1** supervise, hire, assign or reassign responsibilities;

16 **1.4.2** recommend or grant promotion or demotion; and/or

17 **1.4.3** recommend or take any disciplinary or corrective actions.  
18

## 19 **2 DEFINITIONS**

20

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

22  
23 **2.1 Chancellor** shall mean the Chancellor of UNL.  
24

25 **2.2 Days** shall mean days on which University offices are open for business.  
26

27 **2.3 EAD** shall mean the UNL Office of Equity, Access and Diversity Programs.  
28

29 **2.4 Faculty Member** shall mean any staff member of UNL holding the academic rank of lecturer or  
30 above or equivalent rank (Regents Bylaws 3.1.1.1 and 4.4).  
31

32 **2.5 Federal Misconduct in Science Regulations** shall mean regulations covering misconduct in  
33 federally sponsored scientific research, particularly, but not exclusively, that funded by the Public Health  
34 Service. The Office of the Vice Chancellor for Research provides guidance concerning which projects  
35 may be covered by these regulations.  
36

37 **2.6 In Writing and Written**, when used to describe a communication, shall mean that the  
38 communication so described shall be either a paper document signed by the sender or an electronic  
39 communication that can be readily accessed by the sender and by the recipient.  
40

41 **2.7 Parties** shall mean the complainant(s) and the respondent(s).  
42

1 **2.8 President** shall mean the President of the University of Nebraska and shall include the authorized  
2 representative of the President. The President shall not extend such authorization to the Chancellor or staff  
3 members of any campus of the University.  
4

5 **2.9 Professional Staff** shall mean all UNL personnel defined as professional staff by Regents Bylaw  
6 3.1.1.  
7

8 **2.10 Section**, unless otherwise noted, refers to a section of this document, ARRC Procedures.  
9

10 **2.11 Vice Chancellor for Research** shall mean the Vice Chancellor for Research of UNL and shall  
11 include the authorized representative of the Vice Chancellor. The Vice Chancellor shall not extend such  
12 authorization to Deans with collegiate or divisional responsibility or to a staff member of any such college  
13 or division.  
14

### 15 **3 THE ARRC AND THE ARRC PANEL**

16  
17 **3.1 Membership of the ARRC.** The ARRC shall be composed of five tenured faculty members  
18 elected for staggered three year terms by and from the Academic Assembly,<sup>2</sup> and if appointed by the  
19 President of the Academic Senate in accordance with the Syllabus of Campus-Wide Committees, a non-  
20 voting liaison member. At the time of their election, no two members of the Committee shall have a  
21 primary academic appointment in the same college or division of UNL. No member of the faculty who  
22 holds any administrative appointment higher than department head or chair shall be eligible to serve as a  
23 member of the Committee during the term of such administrative appointment. Committee members may  
24 succeed themselves. The Chair and Vice-Chair of the ARRC shall be elected annually by the ARRC.  
25

26 **3.1.1 Voting.** The ARRC may take action only on concurrence of at least three members of the  
27 ARRC. The Chair of the ARRC may vote.  
28

29 **3.1.2 Closed Meetings.** Meetings of the ARRC are not open to the public.  
30

31 **3.1.3 Conflict of Interest for Members of the ARRC.** Conflict of interest occurs when a member  
32 of the ARRC

33 **3.1.3.1** is in the same department or equivalent unit as a party; or

34 **3.1.3.2** answers directly to a party; or

35 **3.1.3.3** has a direct voice in the salary or working conditions of a party; or

36 **3.1.3.4** has, or reasonably appears to have, a personal interest in the case or its outcome; or

37 **3.1.3.5** has provided counsel or assistance to a party relating to the case; or

38 **3.1.3.6** has participated in the efforts of an organization to provide counsel or assistance  
39 to a party relating to the case; or

40 **3.1.3.7** has any other relationship with a party that might prevent impartiality.  
41

---

<sup>2</sup> Rules governing eligibility and representation are set forth in the Syllabus of Campus-Wide Committees of the Academic Senate.

1  
2 When a member of the ARRC has a conflict of interest, the member shall voluntarily withdraw  
3 from participation in matters related to that case. When a member of the ARRC is alleged to have  
4 a conflict of interest and does not voluntarily withdraw, the other members of the ARRC shall  
5 review the allegation and, if a conflict of interest is found by a majority of the other members of  
6 the ARRC, shall bar that person from further participation in matters related to that case. If more  
7 than one member of the ARRC withdraws or is barred, the President of the Academic Senate shall  
8 appoint experienced temporary replacements for matters related to that case.  
9

10 **3.2 Membership of the ARRC Panel.** Each year the Academic Assembly shall elect 12 faculty  
11 members to three-year terms on the ARRC Panel. Of the 36 panel members, 32 must be tenured faculty  
12 and 4 must be faculty extension educators with equivalent rank of associate or full professor. Panel  
13 members may succeed themselves.  
14

15 **3.3 Membership of Special Committees and of the Special Resource Group.**  
16

17 **3.3.1** Early in the fall semester of each academic year the ARRC shall designate six members of  
18 the ARRC Panel for each of five Special Committees and for a Special Resource Group. At least  
19 one member of the Special Resource Group shall be an Extension Educator. To the extent possible,  
20 assignment to Special Committees and to the Special Resource Group shall be based on a fair  
21 distribution of ARRC Panel members by college, discipline, ethnicity, sex, and experience with  
22 cases involving academic freedom and tenure, grievance, or professional conduct. As soon as  
23 possible thereafter, the Chair of the ARRC shall determine which members of the ARRC Panel  
24 have terms that will expire at the end of the current year. The Chair of the ARRC shall then assess  
25 the distributional needs for constructing Special Committees and the Special Resource Group for  
26 the succeeding year as set forth in this Section 3.3.1, provide that information to the Chair of the  
27 Committee on Committees, and work with the Committee on Committees on behalf of the ARRC  
28 to ensure that the election for the succeeding year will return an ARRC Panel sufficiently diverse  
29 that Special Committees and the Special Resource Group will be broadly representative of the  
30 faculty.  
31

32 **3.3.2** Each Special Committee shall be assigned a number from 1 to 5. Cases shall be assigned  
33 to the Special Committees in numerical order. Only when the ARRC decides to convene a Special  
34 Committee as provided in Section 5 shall its membership be announced and its Chair and  
35 Vice-Chair elected.  
36

37 **3.3.3** If a Special Committee to be convened as a Special AFT-A Committee or a Special AFT-B  
38 Committee includes an extension educator, that extension educator shall be ineligible to serve and  
39 shall be replaced on the Special Committee as provided in Section 3.3.5.  
40

41 **3.3.4** If a Special Committee to be convened as a Special Grievance Committee, as a Special  
42 Professional Conduct-A Committee, or as a Special Professional Conduct-B Committee to  
43 consider a case to which an extension educator is a party does not include an extension educator,  
44 the Chair of the ARRC shall by lot identify one member of the Special Committee to be replaced  
45 by an extension educator as provided in Section 3.3.5.

1 **3.3.5** If any member of a Special Committee is ineligible or unable to serve, the Chair of the  
2 ARRC prior to the commencement of the Special Committee Hearing may appoint an eligible  
3 temporary substitute from the ARRC Panel. If no member of the ARRC Panel is available, the  
4 ARRC with the approval of the Executive Committee of the Academic Senate may appoint an  
5 eligible temporary substitute from faculty members with experience as an elected member of  
6 ARRC or as a member of a Special Committee.  
7

8 **3.3.6** If a Special Committee to be convened as a Special PC-A Committee is to hear a  
9 discrimination complaint filed by other than a member of the Academic/Administrative or Other  
10 Academic Staff, the Special PC-A Committee shall be augmented by the addition of three members  
11 of the committee to which the complaint would have been referred had the complainant been  
12 formally charged under the UNL “Policy and Procedures on Unlawful Discrimination, Including  
13 Sexual and Other Prohibited Harassment.” If the additional members are to be students or staff  
14 members, the Chair of the ARRC shall consult with the chair of the committee from which the  
15 augmenting members are to be drawn before making the selections. Students or staff added to a  
16 Special PC-A Committee may participate fully in discussions, hearings, and deliberations of the  
17 Special PC-A Committee, but may not vote. If the opinion of the students or staff added to the  
18 Special PC-A Committee differs from that of the regular members of the Special PC-A Committee,  
19 their opinion and the rationale for that opinion shall be included in the report of the Special PC-A  
20 Committee.  
21

22 **3.4 Functions of the Special Resource Group.** Members of the Special Resource Group may be  
23 appointed by the ARRC to perform the following functions:

24 **3.4.1** to serve as Special Conciliators;

25 **3.4.2** to serve as a resource when persons seeking relief under these procedures need advice or help  
26 in focusing issues or drafting formal complaints;

27 **3.4.3** to consult with the administration concerning possible summary suspensions under Section  
28 7;

29 **3.4.4** to serve as a temporary replacement for a member of a Special Committee as provided in  
30 Section 3.3.5.  
31

32 **3.5 Communications.** The Chair of the ARRC receives communications for the ARRC and speaks  
33 for it. All communications with the ARRC shall be addressed or redirected to the Chair of the ARRC.  
34 Other members of the ARRC should discourage contacts outside the regular process, and should direct  
35 those who make them to the Chair of the ARRC.  
36

37 **3.6 Dissemination of Personnel Information.** Service on the ARRC makes members privy to  
38 sensitive information and allegations involving the personal and professional lives of members of the  
39 University community. UNL Bylaw 2.9 describes limitations on the collection and dissemination of  
40 personnel information. In addition, Federal Regulations Governing Misconduct in Science require great  
41 care to protect the interests of informants and the accused. Some information received by members of the  
42 ARRC may be protected by this Bylaw and these regulations. Violators of these requirements could be  
43 subject to sanctions for professional misconduct.  
44

- 1 **3.7 General Responsibilities of the Chair of the ARRC.** The responsibilities of the Chair of the  
2 ARRC include:
- 3 **3.7.1** convening and presiding over meetings of the ARRC;
  - 4 **3.7.2** serving as contact person and spokesperson for the ARRC;
  - 5 **3.7.3** employing informal methods of dispute resolution under Section 4.1;
  - 6 **3.7.4** reporting results of ARRC and Special Committee elections, and reporting ARRC  
7 and Special Committee vacancies requiring replacements under Section 3.1.3 or Section  
8 3.3.5, to the President of the Academic Senate;
  - 9 **3.7.5** maintaining committee files and protecting confidential material;
  - 10 **3.7.6** reporting to the Committee on Committees which members of the ARRC Panel will  
11 be leaving the Panel, and working with the Committee on Committees on behalf of the  
12 ARRC to identify prospective nominees for the ARRC Panel who would satisfy the  
13 membership criteria set out in Section 3.3.1;
  - 14 **3.7.7** ensuring that Special Committees are properly instructed about hearing procedures  
15 at the beginning of a case;
  - 16 **3.7.8** appointing substitutes to serve on Special Committees when vacancies occur, as  
17 provided in Section 3.3.5;
  - 18 **3.7.9** advising persons alleging misconduct in science to make the allegation to the Vice  
19 Chancellor for Research;
  - 20 **3.7.10** ensuring that the ARRC conducts the follow up activities specified in Section 8;
  - 21 **3.7.11** ensuring that the Academic Senate Office and the Academic Senate website have available  
22 complete and current copies of the ARRC Procedures and the Codes of Procedures for the various  
23 Special Committees; and
  - 24 **3.7.12** keeping accurate records of expenditures for activities of the ARRC and arranging for  
25 reimbursements from the Chancellor's office.
- 26
- 27 **3.8 Observer.** The ARRC may appoint an Observer to observe the process of a Special Committee  
28 and to report concerns to the Chair of the ARRC. The role of Observer is open to anyone who:
- 29 **3.8.1** is a member of the UNL Professional Staff (Regents Bylaw 3.1.1) eligible for election  
30 to the UNL Academic Senate (UNL Bylaw 3.3.1);
  - 31 **3.8.2** does not serve in the same department or equivalent unit with any party, witness, or Special  
32 Committee member;
  - 33 **3.8.3** has no other relationship with a member of the Special Committee that might create,  
34 or reasonably appear to create, a conflict of interest for that Special Committee member;
  - 35 **3.8.4** does not answer directly to a party or a witness;
  - 36 **3.8.5** has no direct voice in the salary or working conditions of a party or a witness;
  - 37 **3.8.6** does not have, and does not reasonably appear to have, a personal interest in the case or in  
38 its outcome;
  - 39 **3.8.7** has not provided counsel or assistance to either party relating to the complaint; and
  - 40 **3.8.8** has no other relationship with a party, organization, or a witness that might interfere with the  
41 investigative process or prevent the person from impartially carrying out the duties of Observer.
- 42
- 43 **3.9 Members of ARRC, Special Committees, the Special Resource Group and Other Participants**  
44 **Protected by Regents Bylaw Section 6.8.** Participation in the work of the ARRC, Special Committees,

1 and the Special Resource Group shall be deemed part of the duties of faculty members and thus subject  
2 to the protections afforded by Section 6.8 of the Regents Bylaws.

3  
4 **3.10 ARRC Attorney.**

5  
6 **3.10.1** Because of potential conflicts of interest, the ARRC shall not seek or accept advice from  
7 anyone to whom a party is answerable or who may be in a position of giving advice or legal  
8 counsel to a party or to any person or body that may later act on a Report of a Special Committee.

9  
10 **3.10.2** The ARRC may select and hire an independent attorney, subject to the approval of the  
11 General Counsel of the University and the President of the Academic Senate. Bills for the  
12 attorney's services shall be processed through the office of the General Counsel of the University.

13  
14 **4 PROCEDURES FOR INITIATING ACTIONS BY THE ARRC**

15  
16 Initial contacts with the Chair of the ARRC usually are informal and confidential. However, the Chair of  
17 the ARRC may be obligated to report certain information, including but not limited to known or alleged  
18 incidents of illegal discrimination and known or alleged violations of Federal Misconduct in Science  
19 Regulations.

20  
21 The ARRC itself shall not investigate the substance of complaints or conduct hearings. No formal action  
22 to initiate Special Committee proceedings shall be taken by the ARRC unless a Formal Written Complaint  
23 is filed by the person seeking relief and is approved by the ARRC under Section 4.6.

24  
25 When initially approached by a person seeking relief under these procedures, the Chair of the ARRC first  
26 shall determine whether the allegations potentially are governed by Federal Misconduct in Science  
27 Regulations,<sup>3</sup> and if so, shall refer the person seeking relief to the Vice Chancellor for Research.

28  
29 **4.1 Informal Efforts to Resolve Disputes.**

30  
31 **4.1.1** If the allegations are not governed by Federal Misconduct in Science Regulations, the Chair  
32 of the ARRC shall explain available options, including the following:

33 **4.1.1.1** With the permission of the person seeking relief and after notice to the  
34 person(s) with whom conciliation is sought, the Chair of the ARRC may attempt  
35 an informal conciliation;

---

<sup>3</sup> Initial allegations of misconduct potentially governed by Federal Misconduct in Science Regulations should be made to the Vice Chancellor for Research. If someone instead approaches the Chair of the ARRC with allegations potentially governed by Federal Misconduct in Science Regulations, the Chair of the ARRC shall consult with the Vice Chancellor for Research to determine whether Federal Misconduct in Science Regulations apply. If they do apply, the Chair of the ARRC shall refer the person making the allegations to the Vice Chancellor for Research. The Vice Chancellor for Research is then obligated to conduct an inquiry in accordance with applicable federal and University Regulations. Information concerning current regulations may be obtained from the office of the Vice Chancellor for Research.

1           **4.1.1.2** With the permission of the person seeking relief and after notice to the  
2 person(s) with whom conciliation is sought, the ARRC may appoint a member of  
3 the Special Resource Group to attempt an informal conciliation;

4           **4.1.1.3** With the permission of the person seeking relief and the person against  
5 whom relief is sought, the ARRC may request that the Chancellor appoint a  
6 professional mediator (if the Chancellor approves the appointment of a paid  
7 mediator, the Chancellor shall designate funds for this service);

8           **4.1.1.4** Where applicable, the person seeking relief may pursue the informal and formal  
9 procedures set forth in “UNL Policy and Procedures on Unlawful Discrimination, Including  
10 Sexual and Other Prohibited Harassment”;

11           **4.1.1.5** Where applicable, the person seeking relief may seek relief in another forum;

12           **4.1.1.6** The person seeking relief may submit a Formal Written Complaint to the  
13 ARRC as provided in Section 4.2. When explaining this option to the person  
14 seeking relief, the Chair of the ARRC shall direct the attention of the person  
15 seeking relief to these ARRC Procedures and to the Codes of Procedures of the  
16 various Special Committees, and shall offer to appoint a member of the Special  
17 Resource Group to assist the person seeking relief in focusing the issues and in  
18 preparing the Formal Written Complaint.  
19

20           **4.1.2** Any other action under these procedures shall be suspended pending the outcome of any  
21 conciliation or mediation efforts undertaken under 4.1.1.1, 4.1.1.2, or 4.1.1.3. However, the  
22 person seeking relief may pursue the informal and formal procedures set forth in “UNL Policy and  
23 Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited Harassment” either  
24 before or concurrently with any action under these procedures.  
25

## 26 **4.2 Formal Written Complaints.**

27  
28           **4.2.1 Mandatory Elements of Formal Written Complaints.** A Formal Written Complaint shall  
29 contain the following mandatory elements:

30           **4.2.1.1** a clear and concise statement identifying each complainant and each  
31 complainant’s mailing address and telephone number;

32           **4.2.1.2** a clear and concise statement identifying the person(s) against whom the complaint  
33 is made;

34           **4.2.1.3** a clear and concise statement outlining the facts giving rise to the complaint;

35           **4.2.1.4** a clear and concise statement identifying the relevant standards the  
36 complainant thinks should be used to evaluate the complaint;

37           **4.2.1.5** a clear and concise statement identifying how the complainant thinks the relevant  
38 standards have been violated;

39           **4.2.1.6** a clear and concise statement of the remedy, sanction, or other personal  
40 relief or institutional change the complainant seeks, and from whom;

41           **4.2.1.7** a clear and concise statement of the type of Special Committee the  
42 complainant thinks to be appropriate; and

43           **4.2.1.8** if the Formal Written Complaint is filed by the Vice Chancellor for Research  
44 alleging violation of Federal Misconduct in Science Regulations, identification of the

1 relevant Federal Regulations and the Federal procedures and deadlines the Vice Chancellor  
2 for Research thinks to be applicable.  
3

4 **4.2.2 Jurisdiction of Special Committees to Hear Formal Written Complaints.** The ARRC  
5 Special Committees have jurisdiction to consider the following Formal Written Complaints:

6 **4.2.2.1** A Formal Written Complaint filed with the Chair of the ARRC by a member  
7 of the professional staff alleging that action taken, or threatened, violates the  
8 complainant's academic freedom or academic tenure (AFT-A);

9 **4.2.2.2** A Formal Written Complaint filed with the Chair of the ARRC by the  
10 President or by the Board of Regents under Regents Bylaw 4.14.2 seeking to  
11 terminate the appointment of a faculty member (AFT-B);

12 **4.2.2.3** A Formal Written Complaint filed with the Chair of the ARRC charging a member  
13 of the professional staff with professional misconduct or unlawful discrimination, including  
14 sexual and other prohibited harassment (PC-A);

15 **4.2.2.4** A Formal Written Complaint filed with the Chair of the ARRC by a member of the  
16 professional staff charging that the complainant has been wrongly accused of professional  
17 misconduct (PC-A);

18 **4.2.2.5** A Formal Written Complaint filed with the EAD and forwarded by that office to the  
19 Chair of the ARRC charging a member of the professional staff with professional  
20 misconduct or unlawful discrimination, including sexual and other prohibited harassment  
21 (PC-A);

22 **4.2.2.6** A Formal Written Complaint filed with the Chair of the ARRC against UNL as an  
23 institution seeking institutional action as a remedy to alleged discrimination (PC-A);

24 **4.2.2.7** A Formal Written Complaint against UNL as an institution, which has been filed  
25 with the EAD and forwarded by that office to the Chair of the ARRC, seeking institutional  
26 action as a remedy to alleged discrimination (PC-A).

27 **4.2.2.8** A Formal Written Complaint filed with the Chair of the ARRC by the Vice  
28 Chancellor for Research alleging violation of Federal Misconduct in Science Regulations  
29 (PC-B); and

30 **4.2.2.9** A Formal Written Complaint filed with the Chair of the ARRC by a faculty member  
31 alleging any other grievance (Grievance).  
32

33 **4.3 Formal Written Complaints Stating a Claim or Claims within the Jurisdiction of More than**  
34 **One Special Committee.** If the Formal Written Complaint states a claim or claims for which relief might  
35 be granted under more than one Code of Procedures, the following rules shall apply:

36 **4.3.1** If the Formal Written Complaint was filed by the President or by the Board of Regents  
37 under Regents Bylaw 4.14.2 seeking to terminate the appointment of a faculty member, the Formal  
38 Written Complaint shall be assigned to a Special AFT-B Committee and the Code of Procedures  
39 for AFT-B shall be applicable;

40 **4.3.2** If the Formal Written Complaint was filed by the Vice Chancellor for Research alleging  
41 violation of Federal Misconduct in Science Regulations, the Formal Written Complaint shall be  
42 assigned to a Special PC-B Committee and the Code of Procedures for PC-B shall be applicable;

43 **4.3.3** If the Formal Written Complaint includes an allegation that action taken, or threatened,  
44 violates the complainant's academic freedom or academic tenure, the Formal Written Complaint

1 shall be assigned to a Special AFT-A Committee and the Code of Procedures for AFT-A shall be  
2 applicable;

3 **4.3.4** If the Formal Written Complaint includes a charge of professional misconduct against a  
4 member of the professional staff or a charge that a member of the professional staff has been  
5 wrongly accused of professional misconduct, but does not fall within Section 4.3.1, 4.3.2, or 4.3.3,  
6 the Formal Written Complaint shall be assigned to a Special PC-A Committee and the Code of  
7 Procedures for Special PC-A Committees shall be applicable.  
8

9 **4.4 Discretion to Assign Two or More Complaints to a Single Special Committee.** If two or more  
10 Formal Written Complaints before the ARRC at the same time involve common core issues that might  
11 efficiently and fairly be resolved in a single proceeding, the ARRC may, with the consent of all parties,  
12 assign those Formal Written Complaints to a single Special Committee for resolution of the issues that are  
13 common to both and of those that are not.  
14

15 **4.5 Deadlines for ARRC Action on Formal Written Complaints.**  
16

17 **4.5.1** If the Formal Written Complaint was filed by the President or by the Board of Regents  
18 under Regents Bylaw 4.14.2 seeking to terminate the appointment of a faculty member, the ARRC  
19 immediately shall convene a Special AFT-B Committee as provided in Section 5.  
20

21 **4.5.2** If the Formal Written Complaint was filed by the Vice Chancellor for Research alleging  
22 violation of Federal Misconduct in Science Regulations, the ARRC immediately shall convene  
23 a Special PC-B Committee as provided in Section 5.  
24

25 **4.5.3** If the Formal Written Complaint includes allegations of unlawful or unprofessional  
26 discrimination, the ARRC immediately shall

27 **4.5.3.1** provide a copy of the Formal Written Complaint to the EAD for preliminary  
28 investigation of the allegations of discrimination; and

29 **4.5.3.2** without waiting for the results of the EAD preliminary investigation, decide whether  
30 to convene a Special Committee as provided in Section 4.5.4. In deciding whether to  
31 convene a Special Committee, the ARRC shall not consider the results of any EAD  
32 preliminary investigation; if the ARRC decides to convene a Special Committee, the results  
33 of any EAD investigation may be considered by the Special Committee.<sup>4</sup>  
34

35 **4.5.4** Within 30 days after receipt of a Formal Written Complaint that does not fall within  
36 Sections 4.5.1 or 4.5.2, the ARRC shall either

---

<sup>4</sup> See Section 3.3 of the UNL Policy and Procedures on Unlawful Discrimination, Including Sexual and  
Other Prohibited Harassment:

Within 15 working days of the receipt of the complaint from either the complainant or the hearing  
committee, the EAD shall determine through a preliminary investigation whether it finds a basis  
for a complaint under this policy. The results of this investigation shall be presented to the  
complainant, the respondent, and the hearing committee. The hearing committee may consider the  
preliminary investigation report as evidence at the hearing.

1           **4.5.4.1** decide to convene a Special Committee as provided in Section 4.6 or decide not to  
2 convene a Special Committee as provided in Section 4.7, and notify each complainant in  
3 writing of its decision; or

4           **4.5.4.2** determine that for good cause shown extenuating circumstances require a longer  
5 time for the decision required by Section 4.5.4.1, and notify each complainant in writing  
6 of its determination, of the reasons for the delay, and of the new deadline for taking the  
7 actions required by Section 4.5.4.1.  
8

9   **4.6    Decision to Convene a Special Committee under Section 4.5.4.** If the ARRC determines that  
10 the Formal Written Complaint

11           **4.6.1** satisfies the Mandatory Elements requirements of Section 4.2.1; and

12           **4.6.2** states a claim within the jurisdiction of one or more Special Committees; and

13           **4.6.3** states a claim which, if proven, could be sufficient to warrant a recommendation of relief or  
14 institutional change by an ARRC Special Committee; and

15           **4.6.4** states a claim based in whole or in part on an alleged act or failure to act by a respondent that  
16 either

17               **4.6.4.1** occurred within one year before the complainant's initial contact with the ARRC,  
18 or

19               **4.6.4.2** could not with reasonable diligence have been discovered by a complainant more  
20 than one year before the complainant's initial contact with the ARRC;

21 the ARRC shall convene an appropriate Special Committee as provided in Section 5.  
22

23   **4.7    Decision Not To Convene a Special Committee under Section 4.5.4.** If the ARRC determines  
24 that the Formal Written Complaint

25           **4.7.1** does not satisfy the Mandatory Elements requirements of Section 4.2.1; or

26           **4.7.2** does not state a claim within the jurisdiction of one or more Special Committees; or

27           **4.7.3** does not state a claim which, if proven, could be sufficient to warrant a recommendation of  
28 relief or institutional change by an ARRC Special Committee; or

29           **4.7.4** does not state a claim based in whole or in part on an alleged act or failure to act by a  
30 respondent that either

31               **4.7.4.1** occurred within one year before the complainant's initial contact with the ARRC,  
32 or

33               **4.7.4.2** could not with reasonable diligence have been discovered by a complainant more  
34 than one year before the complainant's initial contact with the ARRC;

35 the ARRC shall not convene a Special Committee and shall notify each complainant in writing of its  
36 decision and of the reasons for its decision.  
37

38   **4.8    Motions to Reconsider.** A complainant dissatisfied with a decision of the ARRC not to convene  
39 a Special Committee may, within 5 days after receipt of the decision, in writing request the ARRC to  
40 reconsider.  
41

42   **4.9    Amended Formal Written Complaints.** If the ARRC decides not to convene a Special  
43 Committee on the grounds that the Formal Written Complaint does not satisfy the Mandatory Elements  
44 requirements of Section 4.2.1, it may, if requested by a complainant, appoint a member of the Special

1 Resource Group to assist the complainant in focusing the issues and in preparing an amended Formal  
2 Written Complaint.

3  
4 **4.10 Finality of ARRC Decisions Not to Convene A Special Committee.** If no complainant files an  
5 amended Formal Written Complaint or requests reconsideration, or if the ARRC decides not to convene  
6 a Special Committee after considering an amended Formal Written Complaint or a request for  
7 reconsideration, the decision not to convene a Special Committee shall be final.

## 8 9 **5 CONVENING SPECIAL COMMITTEES**

10  
11 **5.1 Convening a Special Committee.** When the ARRC decides to convene a Special Committee, the  
12 Chair of the ARRC shall:

13 **5.1.1** ascertain whether the predesignated members of the Special Committee satisfy the  
14 membership requirements for a Special Committee of that type, and if not, appoint substitutes as  
15 provided in Section 3.3.5;

16 **5.1.2** ascertain from the predesignated members of the Special Committee whether they are  
17 available to serve and whether their participation would present a conflict of interest, and, if any  
18 predesignated member of the Special Committee cannot serve, appoint a substitute as provided in  
19 Section 3.3.5;

20 **5.1.3** convene the Special Committee, provide the applicable Code of Procedures to the members  
21 of the Special Committee and to the ARRC Observer, if any, discuss the applicable Code of  
22 Procedures with the Special Committee, preside over the election of the Chair of the Special  
23 Committee, and, without further commentary or discussion, present the complaint to the Special  
24 Committee;

25 **5.1.4** forward names as follows:

26 **5.1.4.1** If the Special Committee is an AFT-B Committee, forward the name of the Chair  
27 of the AFT-B Special Committee to the President of the University of Nebraska, to the  
28 Chancellor, and to the Senate President;

29 **5.1.4.2** If the Special Committee is a PC-B Committee, forward the name of the Chair of  
30 the PC-B Special Committee to the Chancellor, to the Vice Chancellor for Research, and  
31 to the Senate President; and

32 **5.1.4.3** In all other instances, forward the names of the parties and their departments and  
33 the name of the Chair of the Special Committee to the Senate President and to the  
34 Chancellor or, if the Chancellor is a party, to the President of the University of Nebraska.

35  
36 **5.2 Agreement Reached Informally.** If, after a matter is brought to the ARRC, it is resolved by  
37 mutual agreement among the parties, the complainant shall file a written notice that a resolution has been  
38 reached with the Chair of ARRC, and if a Special Committee has been convened, with the Chair of the  
39 Special Committee. Any party to a written agreement signed by each of the parties may file a copy of the  
40 written agreement with the Chair of the ARRC. The Chair of the ARRC shall deliver the written  
41 agreement to the Coordinator of the Academic Senate for inclusion in the ARRC archives in the Academic  
42 Senate Office under specified conditions of access.

## 43 44 **6 ADHERENCE TO PROCEDURES**

1 **6.1** If a party has good reason to believe that a Special Committee is out of compliance with applicable  
2 procedures, the matter should be brought to the attention of the Chair of the Special Committee.  
3 Procedural questions that the Chair of the Special Committee cannot resolve promptly and that are so  
4 important that failure to resolve them would undermine the credibility of the Special Committee may be  
5 referred by the Chair of the Special Committee or by a party to the ARRC for resolution. The ARRC shall  
6 resolve the issues after obtaining the views of the parties and of the Special Committee. The Chair of the  
7 ARRC shall inform the parties and the Special Committee of the ARRC decision and direct them to follow  
8 the decision.

9  
10 **6.2** If a party has good reason to believe that the ARRC is out of compliance with these procedures,  
11 the matter should be brought to the attention of the Chair of the ARRC. If the Chair cannot resolve the  
12 question quickly and informally after consultation with all parties, it should be presented to the President  
13 of the Academic Senate as the guarantor of the procedures.

## 14 **7 ROLE OF ARRC IN SUMMARY SUSPENSIONS IN ANTICIPATION OF DISMISSAL**

15  
16  
17 Suspension in anticipation of dismissal is appropriate only pending an AFT hearing. When a question  
18 arises concerning dismissal, faculty members shall not be suspended from duties assigned by their  
19 University appointment during the time needed to resolve the question, unless there is the clear threat of  
20 physical harm or serious disruption of University programs by the person to be suspended. Before  
21 suspending the faculty member the Chancellor (or the Vice Chancellor designated by the Chancellor) shall  
22 contact the Chair of the ARRC to arrange a meeting with three members of the Special Resource Group  
23 selected by the Chair of the ARRC. This meeting shall occur prior to suspension, if possible, but in any  
24 case within 48 hours of the suspension. The purpose of this procedure is three-fold: first, to ensure that  
25 less stringent action has been considered; second, to protect against claims of arbitrary or capricious action;  
26 and third, to ensure that the faculty member is informed of the right to due process. If possible, the  
27 Chancellor (or the designated Vice Chancellor) shall reassign the faculty member to other appropriate  
28 duties should suspension occur. Pursuant to Regents Bylaw 4.14.2(I), the suspended faculty member's  
29 salary will continue during any period of suspension and an assignment to other duties shall not diminish  
30 the faculty member's salary.

## 31 **8 FOLLOW UP BY THE ARRC**

32  
33  
34 **8.1 Chancellor's (or President's) Response to Special Committee Recommendations.** In response  
35 to recommendations made by a Special Committee, the Chancellor (or, if the Chancellor is a party, the  
36 President) shall within 30 days provide a written response to the Chair of the ARRC indicating:

37 **8.1.1** the recommendations that have been accepted and the action taken;

38 **8.1.2** the recommendations that have been rejected in part or completely; and

39 **8.1.3** for each recommendation rejected, reasons responsive to the Committee's rationale for  
40 proposing it.

41 Copies shall be sent to the parties and to the Academic Senate President. If the response rejects or changes  
42 the recommendations made by the Special Committee, the ARRC shall inform the President of the  
43 Academic Senate who shall provide each member of the Senate Executive Committee with a copy of the  
44 Final Report and of the response and shall put the matter on the agenda of the next Senate Executive  
45 Committee meeting for whatever action the Senate Executive Committee may deem appropriate.

1 **8.2 ARRC Review of Implementation of Recommendations.** The ARRC shall determine the extent  
2 to which recommendations of all Special Committees have been implemented, and shall report its findings  
3 to the President of the Academic Senate and in its annual report to the Senate.  
4

5 **8.3 ARRC Meeting with the Special Committee.** After the Final Report has been filed, the ARRC  
6 shall meet with the Special Committee and any others considered appropriate by the Chair of the ARRC  
7 to thank the Special Committee for its work, to collect all copies of documents, and to hear from the  
8 Special Committee any suggestions about how the work of the ARRC and its Special Committees might  
9 be improved.  
10  
11

1  
2 **CODE OF PROCEDURES FOR**  
3 **SPECIAL ACADEMIC FREEDOM & TENURE - A (AFT-A) COMMITTEES**  
4 **University of Nebraska-Lincoln**

5  
6 **TABLE OF CONTENTS**  
7

8  
9 **1 INTRODUCTION ..... 1**  
10 **1.1 Academic Rights and Responsibilities ..... 1**  
11 **1.2 Duty of University Officials to Investigate and to Take Action on Known or**  
12 **Alleged Discrimination ..... 1**  
13 **1.3 Authority and Jurisdiction of Special AFT-A Committees ..... 1**  
14  
15 **2 DEFINITIONS ..... 2**  
16 **2.1 Chancellor ..... 2**  
17 **2.2 Days ..... 2**  
18 **2.3 Faculty Member ..... 2**  
19 **2.4 In Writing and Written ..... 2**  
20 **2.5 Parties ..... 2**  
21 **2.6 President ..... 2**  
22 **2.7 Section ..... 2**  
23  
24 **3 GENERAL RULES GOVERNING SPECIAL AFT-A COMMITTEES ..... 2**  
25 **3.1 Quorum ..... 2**  
26 **3.2 Voting ..... 2**  
27 **3.3 Expiration of Term ..... 3**  
28 **3.4 Conflict of Interest ..... 3**  
29 **3.5 Communications ..... 3**  
30 **3.6 Dissemination of Personnel Information ..... 3**  
31 **3.7 Open Hearings ..... 4**  
32 **3.8 Academic Advisors ..... 4**  
33 **3.9 Counsel and Advice for the Special AFT-A Committee ..... 4**  
34 **3.10 Termination of Pending AFT-A Proceedings ..... 4**  
35 **3.11 Timely Completion ..... 5**  
36 **3.12 Adherence to Procedures ..... 5**  
37  
38 **4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL AFT-A**  
39 **COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF**  
40 **INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED**  
41 **ACADEMIC ADVISORS ..... 5**  
42 **4.1 General Responsibilities of the Chair of the Special AFT-A Committee ..... 6**  
43 **4.2 Written Notice to the Parties ..... 6**  
44 **4.3 Formal Written Responses from Respondents: Mandatory Elements and**  
45 **Deadline for Filing ..... 6**

1		4.3.1 Mandatory Elements .....	7
2		4.3.2 Optional Elements .....	7
3		4.4 Deadline for Requests from Any Party Requesting an Academic Advisor, an ARRC Observer, and for Allegations of Conflict of Interest .....	7
4			
5		4.5 Procedure If No Respondent Files a Timely Formal Written Response .....	7
6		4.6 Procedure If a Respondent Files a Timely Formal Written Response .....	8
7		4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer .....	8
8			
9	5	PRE-HEARING CONFERENCE .....	8
10		5.1 Purpose .....	8
11		5.2 Persons Who May Attend and Participate in the Pre-Hearing Conference .....	9
12			
13		5.3 Notice of Hearing and Deadlines for Identification of Witnesses and Documents .....	9
14			
15		5.4 Identification of Witnesses and Documents .....	9
16			
17	6	HEARING .....	9
18		6.1 Persons Who May Attend a Closed Hearing .....	9
19		6.2 Order of Hearing .....	10
20		6.3 Evidence and Witnesses .....	10
21		6.4 Format of Presentations and Questions .....	11
22		6.5 Record of Hearing .....	11
23			
24	7	DELIBERATIONS AND DECISION .....	12
25			
26	8	THE FINAL REPORT .....	12
27		8.1 Mandatory Elements of the Final Report .....	12
28		8.2 Optional Elements of the Final Report .....	13
29		8.2.1 Recommendations .....	13
30		8.2.2 Concurring or Dissenting Opinions .....	13
31		8.3 Delivery and Archiving of Verbatim Record, Case File, and Final Report .....	13
32			
33			
34	9	FOLLOW UP TO THE REPORT .....	14
35		9.1 Chancellor's (or President's) Response to Recommendations .....	14
36		9.2 ARRC Review of Implementation of Recommendations .....	14
37		9.3 ARRC Meeting with the Special AFT-A Committee .....	14
38			
39	10	COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF THE FORMAL WRITTEN COMPLAINT .....	14
40			
41			

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**CODE OF PROCEDURES FOR  
SPECIAL ACADEMIC FREEDOM & TENURE - A (AFT-A) COMMITTEES  
University of Nebraska-Lincoln**

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**1 INTRODUCTION**

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

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**1.2 Duty of University Officials to Investigate and to Take Action on Known or Alleged Discrimination.** University Officials have a duty promptly to investigate and to take appropriate action on all known or alleged incidents of illegal discrimination. University officials in this context shall be defined as any individual employed by UNL with job authority or responsibility to

1.2.1 supervise, hire, assign or reassign responsibilities;

1.2.2 recommend or grant promotion or demotion; and/or

1.2.3 recommend or take any disciplinary or corrective actions.

**1.3 Authority and Jurisdiction of Special AFT-A Committees.**

1.3.1 Regents Bylaw 4.14 authorizes a Faculty Academic Freedom and Tenure Committee to consider complaints by any faculty member alleging any procedural or substantive grievance that constitutes an allegation that action taken, or threatened, violates the complainant's academic freedom or academic tenure. The UNL Academic Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in Special AFT-A Committees established under the aegis of the Academic Rights and Responsibilities Committee (ARRC). A description of the committees can be found in the Syllabus of Committees of the Academic Senate, available from the Academic Senate Office and on the Academic Senate website.

1.3.2 The Code entitled "Responsibilities of the Academic Rights and Responsibilities Committee and Procedures for Handling Matters of Academic Freedom and Tenure, Grievance and Professional Conduct" ("ARRC Procedures") indicates how complaints are to be received by the ARRC, assessed for sufficiency and jurisdiction, and transmitted to a Special Committee.

1.3.3 This "Code of Procedures for Special AFT-A Committees" indicates how a complaint is to be handled after the ARRC has transmitted it to a Special AFT-A Committee.

1       **1.3.4** The ARRC Procedures and the Code of Procedures for Special AFT-A  
2 Committees in their current form are available from the Academic Senate Office and on  
3 the Academic Senate website. Any faculty member contemplating filing a complaint  
4 with the ARRC should first consult both documents. For information and advice  
5 concerning these procedures, contact the Chair of the ARRC.  
6

7       **2       DEFINITIONS**  
8

9 As used in this Code of Procedures for Special AFT-A Committees, unless the context otherwise  
10 requires:

11  
12       **2.1       Chancellor** shall mean the Chancellor of UNL.  
13

14       **2.2 Days**       shall mean days on which University offices are open for business.  
15

16       **2.3 Faculty       Member** shall mean any staff member of UNL holding the academic rank of  
17 lecturer or above or equivalent rank (Regents Bylaws 3.1.1.1 and 4.4).  
18

19       **2.4       In Writing and Written**, when used to describe a communication, shall mean that the  
20 communication so described shall be either a paper document signed by the sender or an  
21 electronic communication that can be readily accessed by the sender and by the recipient.  
22

23       **2.5       Parties** shall mean the complainant(s) and the respondent(s).  
24

25       **2.6       President** shall mean the President of the University of Nebraska and shall include the  
26 authorized representative of the President. The President shall not extend such authorization to  
27 the Chancellor or staff members of any campus of the University.  
28

29       **2.7       Section**, unless otherwise noted, refers to a section of this Code of Procedures for Special  
30 AFT-A Committees.  
31

32       **3       GENERAL RULES GOVERNING SPECIAL AFT-A COMMITTEES**  
33

34       **3.1       Quorum.** Each Special AFT-A Committee has six tenured members. If a member of the  
35 Special AFT-A Committee withdraws or is barred prior to commencement of the Hearing, the  
36 Chair of the Special AFT-A Committee shall notify the Chair of the ARRC, and the Chair of the  
37 ARRC shall make every reasonable effort to appoint a suitable replacement as provided in  
38 Section 3.3.5 of the ARRC Procedures. In an emergency, and with the consent of the parties, a  
39 hearing may be conducted with one member absent, but a member absent from the hearing may  
40 not participate in subsequent deliberations. In no case may the Special AFT-A Committee  
41 proceed with the Hearing with fewer than five members present.  
42

43       **3.2       Voting.** The Special AFT-A Committee may take action only on concurrence of four  
44 members. The Chair may vote.  
45

1 **3.3 Expiration of Term.** A member of the Special AFT-A Committee whose term on the  
2 ARRC Panel expires during a case shall continue to serve until the case is concluded.

3  
4 **3.4 Conflict of Interest.** Conflict of Interest occurs when a member of the Special AFT-A  
5 Committee

6 **3.4.1** is in the same department or equivalent unit as a party or witness; or

7 **3.4.2** answers directly to a party or witness; or

8 **3.4.3** has a direct voice in the salary or working conditions of a party or witness; or

9 **3.4.4** has, or reasonably appears to have, a personal interest in the case or its outcome; or

10 **3.4.5** has provided counsel or assistance to a party relating to the grievance; or

11 **3.4.6** has participated in the efforts of an organization to provide counsel or assistance to  
12 a party relating to the case; or

13 **3.4.7** has any other relationship with a party that might prevent impartiality.

14  
15 When a member of the Special AFT-A Committee discovers that the member has a conflict of  
16 interest, the member shall voluntarily withdraw from participation. When a member of the  
17 Special AFT-A Committee is alleged to have a conflict of interest and the member does not  
18 voluntarily withdraw, the ARRC shall review the allegation and, if a conflict of interest is found,  
19 shall bar that person from further participation.

20  
21 **3.5 Communications.**

22  
23 **3.5.1** The Chair of the Special AFT-A Committee receives communications for the  
24 Committee and speaks for it. Both complainant and respondent shall address  
25 communications concerning the case only to the Chair of the Special AFT-A Committee.  
26 Special AFT-A Committee members should discourage contacts outside the regular  
27 process, and should direct those who make them to the Chair of the Special AFT-A  
28 Committee.

29  
30 **3.5.2** The Chair of the Special AFT-A Committee shall keep all parties informed of any  
31 substantive communications and contacts, including those that arise outside the normal  
32 process.

33  
34 **3.5.3** If the Chair of the Special AFT-A Committee has difficulty communicating with  
35 a party or other necessary participant, the Chair of the Special AFT-A Committee may  
36 consult with the Chair of the ARRC about ways to resolve the communication problem.

37  
38 **3.6 Dissemination of Personnel Information.** Participation in Special AFT-A Committee  
39 proceedings makes participants privy to sensitive information and allegations involving the  
40 personal and professional lives of members of the University community. UNL Bylaw 2.9  
41 describes limitations on the collection and dissemination of personnel information. Some  
42 information obtained as part of a AFT-A proceeding may be protected against broader  
43 dissemination by this Bylaw. Violators of this Bylaw could be subject to sanctions for  
44 professional misconduct.

1 **3.70 Open Hearings.** AFT-A Hearings, but not Pre-Hearing Conferences or other AFT-A  
2 proceedings, ordinarily are open to the public. However, the Special AFT-A Committee may  
3 order a Hearing closed if

4 **3.7.1** prior to the Pre-Hearing Conference, a party in writing requests that the Hearing be  
5 closed;

6 **3.7.2** all parties consent; and

7 **3.7.3** the Special AFT-A Committee determines that there is good cause why the Hearing  
8 should be closed.

9 If the Hearing is closed, only those persons identified in Section 6.1 may be present.

10  
11 **3.8 Academic Advisors.** Each party may choose an Academic Advisor who may  
12 accompany and advise the party at the Pre-Hearing Conference and the Hearing. The role of  
13 Academic Advisor is open to any person who:

14 **3.8.1** is a member of the UNL Academic Assembly (UNL Bylaw 3.3.1) or has emeritus  
15 faculty status at UNL;

16 **3.8.2** is not in the same department or equivalent unit as a witness (other than the party  
17 being advised) before or a member of the Special AFT-A Committee;

18 **3.8.3** has no other relationship with a member of the Special AFT-A Committee that  
19 might create, or reasonably might seem to create, a conflict of interest for that Special  
20 AFT-A Committee member;

21 **3.8.4** has no direct voice in the salary or working conditions of a party or witness; and

22 **3.8.5** has no other relationship with a party, an organization, or a witness that might  
23 interfere with the investigative process.

24  
25 **3.9 Counsel and Advice for the Special AFT-A Committee.**

26  
27 **3.9.1** Because of potential conflicts of interest, the Special AFT-A Committee shall not  
28 seek or accept advice from anyone to whom a party is answerable or who may be in a  
29 position of giving advice or legal counsel to a party or to any person or body that may  
30 later act on the Report of the Special AFT-A Committee.

31  
32 **3.9.2** The Special AFT-A Committee may receive advice from the ARRC attorney  
33 selected pursuant to section 3.10.2 of the ARRC Procedures.

34  
35 **3.9.3** Nothing in this Section 3.9 shall prevent full participation by a member of the  
36 Special AFT-A Committee who is also an attorney.

37  
38 **3.10 Termination of Pending AFT-A Proceedings.**

39  
40 **3.10.1** If at any time all complainants in writing ask the Chair of the Special AFT-A  
41 Committee that the Formal Written Complaint be withdrawn, or all parties in writing  
42 notify the Chair of the Special AFT-A Committee that they have reached a settlement of  
43 the case, the Special AFT-A Committee shall terminate the proceedings and shall not  
44 deliver the Final Report described in Section 8. However, in such circumstances the

1 Special AFT-A Committee may, on its own initiative, make written recommendations  
2 authorized by Sections 8.2.2 and 8.2.3

3 **3.10.1.1** concerning ways to prevent recurrence of acts, decisions, or  
4 circumstances which may have contributed to the filing of the grievance; and

5 **3.10.1.2** concerning ways to correct any deficiencies or anomalies found in the  
6 substance or application of bylaws, rules, regulations, policies, procedures, or  
7 customs which may have contributed to the filing of the grievance.  
8

9 Termination of the proceedings under this section shall not preclude the Special AFT-A  
10 Committee, or members of the Special AFT-A Committee, from making the  
11 “Communications Regarding Matters Outside the Scope of the Formal Written  
12 Complaint” authorized by Section 10.  
13

14 **3.10.2** Resignation from the University by any party shall not necessarily prevent the  
15 Special AFT-A Committee from completing its deliberations and delivering the Final  
16 Report described in Section 8.  
17

18 **3.11 Timely Completion.** Unless the ARRC, for good cause shown, authorizes a longer  
19 period of time, the Special AFT-A Committee shall complete its investigation and deliver its  
20 report within 150 days of receiving the Formal Written Complaint from the Chair of the ARRC.  
21

22 **3.12 Adherence to Procedures.**  
23

24 **3.12.1** If a party has good reason to believe that the Special AFT-A Committee is out of  
25 compliance with these procedures, the matter should be brought to the attention of the  
26 Chair of the Special AFT-A Committee. Procedural questions that the Chair of the  
27 Special AFT-A Committee cannot resolve promptly and that are so important that failure  
28 to resolve them would undermine the credibility of the Special AFT-A Committee may  
29 be referred by the Chair of the Special AFT-A Committee or by a party to the ARRC for  
30 resolution. The ARRC shall resolve the issues after obtaining the views of the parties  
31 and of the Special AFT-A Committee. The Chair of the ARRC shall inform the parties  
32 and the Special AFT-A Committee of the ARRC decision and direct them to follow the  
33 decision.  
34

35 **3.12.2** If a party has good reason to believe that the ARRC is out of compliance with  
36 these procedures or the ARRC Procedures, the party may invoke Section 6.2 of the  
37 ARRC Procedures.  
38

39 **4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL AFT-A**  
40 **COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF**  
41 **INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED**  
42 **ACADEMIC ADVISORS**  
43

44 **4.1 General Responsibilities of the Chair of the Special AFT-A Committee.** The  
45 responsibilities of the Chair of the Special AFT-A Committee include:

- 1 4.1.1 convening and presiding over meetings of the Special AFT-A Committee;
- 2 4.1.2 receiving communications for the Special AFT-A Committee and speaking for it;
- 3 4.1.3 ensuring that all substantive communications are made available to all parties;
- 4 4.1.4 maintaining a complete case file, including a record of all substantive
- 5 communications, documents, verbatim transcripts of hearings, committee actions, and
- 6 committee reports;
- 7 4.1.5 providing a copy of the Formal Written Complaint, the Formal Written Response,
- 8 the current ARRC Procedures, and the current Code of Procedures for Special AFT-A
- 9 Committees to each member of the Special AFT-A Committee, and to the ARRC
- 10 Observer, if any;
- 11 4.1.6 arranging for accommodations for the Pre-Hearing Conference and for the
- 12 Hearing, taking into account such factors as the time needed, the space needs of the
- 13 Special Committee and parties and witnesses, the need for a separate accommodation for
- 14 witnesses while waiting to testify, and access to other facilities that may be needed;
- 15 4.1.7 moving the proceedings toward a conclusion as expeditiously as reasonably
- 16 possible while respecting the rights and needs of all participants;
- 17 4.1.8 notifying the Chair of the ARRC of any withdrawal from the Special AFT-A
- 18 Committee to permit timely appointment of a substitute as provided in Section 3.3.5 of
- 19 the ARRC Procedures;
- 20 4.1.9 reminding participants of limitations on the dissemination of personnel
- 21 information set forth in Section 3.6;
- 22 4.1.10 arranging for timely consultation with the Chair of ARRC should procedural
- 23 disputes arise;
- 24 4.1.11 keeping accurate records of expenditures for activities of the Special Committee
- 25 and arranging for reimbursements from the Chancellor's office; and
- 26 4.1.12 arranging for the court reporter and verbatim transcript required by Section 6.5.

27  
 28 **4.2 Written Notice to the Parties.** Within 7 days after the Special AFT-A Committee has  
 29 been convened, the Chair of the Special AFT-A Committee shall send to each party the  
 30 following:

- 31 4.2.1 a copy of the Formal Written Complaint;
- 32 4.2.2 a copy of the current Procedures of the Academic Rights and Responsibilities
- 33 Committee;
- 34 4.2.3 a copy of the current Code of Procedures for AFT-A Committees;
- 35 4.2.4 a list of the members of the Special AFT-A Committee;
- 36 4.2.5 the name of the ARRC Observer or, if no ARRC Observer has been appointed,
- 37 notice to the parties that they are entitled to request that an ARRC Observer be
- 38 appointed; and
- 39 4.2.6 notice of the deadlines established in Section 4.3 and 4.4.

40  
 41 **4.3 Formal Written Responses from Respondents: Mandatory Elements and Deadline**  
 42 **for Filing.** Within 20 calendar days from the date of receipt of the Formal Written Complaint  
 43 from the Chair of the Special AFT-A Committee, each respondent shall file a Formal Written  
 44 Response with the Chair of the Special AFT-A Committee. In addition, if a Formal Written  
 45 Complaint was filed by an attorney for a complainant, each respondent shall within 20 calendar

1 days from date of receipt of the complaint mail a copy of the Formal Written Response to said  
2 attorney by regular United States mail with sufficient postage attached, properly addressed to  
3 said attorney.  
4

5 **4.3.1 Mandatory Elements.** Each Formal Written Response shall contain a clear and  
6 concise statement indicating which, if any, of the facts alleged in the Formal Written  
7 Complaint the respondent wishes to contest and a clear and concise statement indicating  
8 any ameliorating or other additional facts the respondent wishes to allege. Under Sections  
9 4.5 and 7.2, if a respondent fails to file a timely Formal Written Response or otherwise  
10 fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed  
11 to be true.  
12

13 **4.3.2 Optional Elements.** In addition, the Formal Written Response may include the  
14 following:

15 **4.3.2.1** a clear and concise statement indicating which, if any, of the standards  
16 identified in the Formal Written Complaint the respondent wishes to contest;

17 **4.3.2.2** a clear and concise statement of the standards, if any, the respondent  
18 believes to be appropriate for evaluating the complaint;

19 **4.3.2.3** a clear and concise statement indicating which, if any, of the violations  
20 alleged in the Formal Written Complaint the respondent wishes to contest;

21 **4.3.2.4** a clear and concise statement indicating which, if any, of the  
22 proposed remedies, sanctions, or other personal relief or prospective  
23 institutional change the respondent believes would be inappropriate.  
24

25 The Chair of the Special AFT-A Committee may extend these deadlines for good cause shown.  
26

27 **4.4 Deadline for Requests from Any Party Requesting an Academic Advisor, an ARRC**  
28 **Observer, and for Allegations of Conflict of Interest.** Within 15 days from the date of receipt  
29 of the Formal Written Complaint from the Chair of the Special AFT-A Committee,

30 **4.4.1** any party wishing to be advised by an academic advisor shall file a written request  
31 with the Chair of the Special AFT-A Committee identifying the proposed academic  
32 advisor;

33 **4.4.2** any party wishing to request that the ARRC appoint an ARRC Observer shall file a  
34 written request with the Chair of the Special AFT-A Committee;

35 **4.4.3** any party wishing to allege that a member of the Special AFT-A Committee has a  
36 conflict of interest shall file a written statement with the Chair of the Special AFT-A  
37 Committee setting forth the basis for the challenge.  
38

39 The Chair of the Special AFT-A Committee may extend these deadlines for good cause shown.  
40

41 **4.5 Procedure If No Respondent Files a Timely Formal Written Response.** If no  
42 respondent files a timely Formal Written Response, the uncontested allegations of fact in the  
43 Formal Written Complaint shall be deemed to be true, and the Chair of the Special Committee  
44 shall so notify the parties and shall schedule a meeting of the Special AFT-A Committee to  
45 prepare the Final Report required by Section 8.

1 **4.6 Procedure If a Respondent Files a Timely Formal Written Response.** If any  
2 respondent files a timely Formal Written Response, the Chair of the Special AFT-A Committee  
3 shall

4 **4.6.1** determine whether proposed academic advisors are eligible under Section 3.8, and  
5 if any party's proposed academic advisor is not eligible, invite that party to propose an  
6 eligible academic advisor;

7 **4.6.2** forward to each complainant and to each respondent a copy of each Formal Written  
8 Response and the names of proposed academic advisors; and

9 **4.6.3** forward to the Chair of the ARRC any request that an ARRC Observer be  
10 appointed.

11  
12 **4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer.**

13  
14 **4.7.1** Any party may in writing challenge the eligibility of a proposed academic advisor  
15 by delivering the challenge to the Chair of the Special AFT-A Committee within 7 days  
16 after receipt of the name of the proposed academic advisor. If a challenged proposed  
17 academic advisor does not voluntarily withdraw, the Chair of the Special AFT-A  
18 Committee shall determine whether the proposed academic advisor is eligible. If the  
19 proposed academic advisor is not eligible, the party may propose another academic  
20 advisor. If the new proposed academic advisor appears to be eligible, the Chair of the  
21 Special AFT-A Committee shall notify parties of the new proposed academic advisor and  
22 afford parties an opportunity to challenge the new proposed academic advisor.

23  
24 **4.7.2** Any party may in writing challenge the eligibility of a proposed ARRC Observer  
25 by delivering the challenge to the Chair of the Special AFT-A Committee within 7 days  
26 after receipt of the name of the proposed ARRC Observer. The Chair of the Special  
27 AFT-A Committee shall forward the challenge to the Chair of the ARRC. If a  
28 challenged ARRC Observer does not voluntarily withdraw, the Chair of the ARRC shall  
29 determine whether the proposed ARRC Observer is eligible. If the proposed ARRC  
30 Observer is not eligible, the ARRC may in writing propose another ARRC Observer to  
31 the Chair of the Special Committee. The Chair of the Special Committee shall in writing  
32 notify parties of the new proposed ARRC Observer and afford parties an opportunity to  
33 challenge the new proposed ARRC Observer.

34  
35 **5 PRE-HEARING CONFERENCE**

36  
37 **5.1 Purpose.** As soon as possible after giving notice of a Formal Written Response  
38 contesting any allegations of the Formal Written Complaint and resolving any issues involving  
39 conflicts of interest and eligibility of proposed academic advisors and ARRC Observers, the  
40 Chair of the Special AFT-A Committee shall arrange a Pre-Hearing Conference with all parties  
41 in attendance

42 **5.1.1** to clarify the issues involved;

43 **5.1.2** to identify uncontroverted facts;

44 **5.1.3** to explore the possibility of a voluntary settlement of the case;

45 **5.1.4** to explain procedures applicable to the Hearing;

1 5.1.5 to explain deadlines for identifying witnesses to be called and documents to be  
2 offered in accordance with Section 5.3; and  
3 5.1.6 to establish procedures for setting the date, time, and place of the Hearing.  
4

5 **5.2 Persons Who May Attend and Participate in the Pre-Hearing Conference:**

6 5.2.1 the Chair of the Special AFT-A Committee;

7 5.2.2 the parties;

8 5.2.3 each party's attorney, if any;

9 5.2.4 each party's academic advisor, if any;

10 5.2.5 the ARRC attorney, if requested by the Chair of the Special AFT-A Committee;  
11 and

12 5.2.6 the ARRC Observer, if any.  
13

14 **5.3 Notice of Hearing and Deadlines for Identification of Witnesses and Documents.** As  
15 soon as possible after the conclusion of the Pre-Hearing Conference, the Chair of the  
16 Special AFT-A Committee shall in writing give notice of the deadlines for identification  
17 of witnesses and documents and of the date, time, and place of the Hearing to

18 5.3.1 each party;

19 5.3.2 each member of the Special AFT-A Committee;

20 5.3.3 each party's attorney, if any;

21 5.3.4 each academic advisor, if any;

22 5.3.5 the ARRC Observer, if any;

23 5.3.6 the Chair of the ARRC.  
24

25 **5.4 Identification of Witnesses and Documents.** At least 10 calendar days before  
26 the Hearing each complainant shall give written notice to all other parties and to the Chair of the  
27 Special AFT-A Committee of the witnesses to be called and of documents to be offered in  
28 evidence at the Hearing. At least 5 calendar days before the Hearing, each respondent shall give  
29 written notice to all other parties and to the Chair of the Special AFT-A Committee of the  
30 witnesses to be called and of documents to be offered in evidence at the Hearing. No witnesses  
31 or documents not so listed shall be heard or received at the Hearing, except in cases of surprise,  
32 or for the purpose of rebutting oral testimony, or for other justifiable cause found to exist by the  
33 Special AFT-A Committee.  
34

35 **6 HEARING**  
36

37 **6.1 Persons Who May Attend a Closed Hearing.** AFT-A Hearings, but not the Pre-  
38 Hearing Conference or other AFT-A proceedings, ordinarily are open to the public. However, if  
39 the Special AFT-A Committee orders a Hearing closed under Section 3.7, only the following  
40 persons may attend the Hearing:

41 6.1.1 members of the Special AFT-A Committee;

42 6.1.2 the parties;

43 6.1.3 each party's attorney, if any;

44 6.1.4 each party's academic advisor, if any;

45 6.1.5 the ARRC attorney, if requested by the Chair of the Special AFT-A Committee;

1 6.1.6 the ARRC Observer, if any; and  
2 6.1.7 the court reporter; and  
3 6.1.8 witnesses, but no witness shall be present except when that witness is testifying  
4 and responding to questions.

5  
6 **6.2 Order of Hearing.** The usual sequence of a Hearing is as follows:

7 6.2.1 introductions of all present (this will be repeated for each witness);

8 6.2.2 introduction of the case by the Chair of the Special AFT-A Committee;

9 6.2.3 complainant(s)' presentation of the Formal Written Complaint and evidence in  
10 support of the Formal Written Complaint, including all documentation and all witnesses;

11 6.2.4 respondent(s)' presentation of the Formal Written Response and evidence in  
12 support of the Formal Written Response, including all documentation and all witnesses;

13 6.2.5 presentation of documentation and testimony of witnesses requested by the Special  
14 AFT-A Committee;

15 6.2.6 rebuttal in support of the Formal Written Complaint;

16 6.2.7 closing statement(s) by Complainant(s), followed by closing statement(s) by  
17 Respondent(s);

18 6.2.8 statement by the Chair of the Special AFT-A Committee thanking participants and  
19 explaining post-Hearing procedures.

20  
21 This order may be varied if the Chair of the Special AFT-A Committee determines that a clearer  
22 way of exploring the issues can be achieved, and if the Special AFT-A Committee and the  
23 parties agree.

24  
25 **6.3 Evidence and Witnesses.**

26  
27 6.3.1 Testimony shall be taken under oath. Each party shall have the right to cross-  
28 examine witnesses who testify and shall have the right to submit rebuttal testimony.  
29 Witnesses may testify and evidence may be received not only concerning relevant facts  
30 but also concerning relevant standards.

31  
32 6.3.2 Members of the UNL community shall cooperate with the Special AFT-A  
33 Committee in providing testimony or documents; however, a person shall not be required  
34 to give testimony or to produce documents in regard to any confidential communication  
35 for which the law provides a privilege. Refusal by anyone to provide documents or to  
36 testify in regard to any communication for which the law does not provide a privilege  
37 obstructs the process and shall be taken into consideration by the Special AFT-A  
38 Committee in its deliberations and in its preparation of the Final Report.

39  
40 6.3.3 In the event any party to the proceedings desires the issuance of a subpoena, such  
41 subpoena shall be issued at the direction of the Secretary of the Board of Regents, and  
42 may be served by the party requesting the subpoena or by any law enforcement officer in  
43 the manner provided for subpoenas in the Nebraska Courts.  
44

1           **6.3.4** Witnesses not able to attend the hearing may present testimony taken by  
2 deposition in the manner provided for depositions in the Nebraska Courts.  
3

4           **6.3.5** The Special AFT-A Committee may admit and give probative effect to evidence  
5 which possesses probative value commonly accepted by reasonably prudent persons in  
6 the conduct of their affairs. It may exclude incompetent, irrelevant, immaterial, and  
7 unduly repetitious evidence; provided, that a complainant may file with the Committee at  
8 least 3 days before the hearing a written request that the rules of evidence followed by  
9 the District Courts in the State of Nebraska shall be applicable. If such a written request  
10 is filed, the Chair of the Special AFT-A Committee shall notify the parties that the  
11 proceedings shall comply with the principles of law with respect to proceedings in the  
12 District Courts in Nebraska, and all counsel and parties shall be bound by such rules and  
13 standards of ethics and codes of trial conduct as are applied in the District Courts.  
14

15           **6.3.6** The Chair of the Special AFT-A Committee may in appropriate circumstances  
16 temporarily adjourn the Hearing.  
17

18   **6.4    Format of Presentations and Questions.** To preserve orderly and civil proceedings, the  
19 Hearing shall be conducted by the Chair of the Special AFT-A Committee as follows:  
20

21           **6.4.1** No person shall speak without prior recognition by the Chair of the Special AFT-A  
22 Committee.  
23

24           **6.4.2** Each party and each witness may be questioned by members of the Special AFT-  
25 A Committee after the end of the presentation of that party or witness.  
26

27           **6.4.3** When the Special AFT-A Committee has finished questioning a party or witness,  
28 each party may question that party or witness; alternatively, the parties may submit  
29 questions to the Chair of the Special AFT-A Committee which the Chair of the Special  
30 AFT-A Committee may ask on their behalf.  
31

32           **6.4.4** The Chair of the Special AFT-A Committee may bar questions under Section  
33 6.3.5. A party adversely affected by a decision to bar a question may appeal the decision  
34 of the Chair to the full Special AFT-A Committee  
35

36           **6.4.5** A party's academic advisor may consult privately with that party, may respond to  
37 questions from the Chair, and may address procedural questions to the Chair, but under  
38 ordinary circumstances may not otherwise participate in the Hearing.  
39

40   **6.5    Record of Hearing**  
41

42           The Chair of the Special AFT-A Committee shall arrange for a court reporter to be  
43 present at the Hearing to produce a verbatim record of the Hearing. Bills for the court reporter's  
44 services shall be processed through the office of the General Counsel of the University. The  
45 verbatim record shall be made available to the parties and to the Special AFT-A Committee prior

1 to the deliberations and decision of the Special AFT-A Committee required by Section 7. The  
2 verbatim record also shall be made available for inspection by the public as set forth in Section  
3 8.3.

## 4 5 **7 DELIBERATIONS AND DECISION**

6  
7 **7.1** All deliberations shall be conducted in executive session with no one present except  
8 members of the Special AFT-A Committee, and the ARRC attorney, if invited.

9  
10 **7.2** The complainant bears the burden of proving relevant facts by a preponderance of the  
11 relevant evidence. If a respondent fails to file a timely written response or otherwise fails to  
12 contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

13  
14 **7.3** Refusal by anyone to provide documents or to testify obstructs the process and shall be  
15 taken into consideration by the Special AFT-A Committee in its deliberations and preparation of  
16 the Final Report.

17  
18 **7.4** The standards against which the charges are to be judged include applicable state and  
19 federal law; University bylaws, rules and regulations; established policies of the relevant  
20 administrative unit; appropriate professional and discipline based standards; applicable  
21 contracts; and academic principles and tradition. In the event of conflict between different  
22 University bylaws, rules or regulations, those of the more inclusive administrative unit shall  
23 prevail.

## 24 25 **8 THE FINAL REPORT**

26  
27 When the Special AFT-A Committee has completed its deliberations it shall prepare a Final  
28 Report setting forth the Special AFT-A Committee's disposition of each grievance alleged in the  
29 Formal Written Complaint. Communications regarding matters outside the scope of the Formal  
30 Written Complaint shall be addressed in accordance with the rules set forth in Section 10 below.  
31 The Final Report shall be limited to the following mandatory and optional elements.

32  
33 **8.1 Mandatory Elements of the Final Report.** The Final Report shall contain, with respect  
34 to each grievance alleged in the Formal Written Complaint:

35 **8.1.1** specific findings of relevant fact and reference to the evidentiary foundations upon  
36 which those findings are based;

37 **8.1.2** identification of the standards against which the grievance is being judged; and

38 **8.1.3** the Special AFT-A Committee's conclusions concerning whether applicable  
39 standards have been violated.

40  
41 Before preparing the elements of the Final Report required by Sections 8.1.2 and 8.1.3, the Chair  
42 of the Special AFT-A Committee shall send to each party a copy of a provisional draft of the  
43 specific findings of relevant fact and reference to the evidentiary foundations upon which those  
44 findings are based required by Section 8.1.1. Each party shall have five days after receipt of the  
45 provisional draft to submit written comments to the Chair of the Special AFT-A Committee

1 suggesting specific changes to correct specific alleged inaccuracies in the provisional draft. No  
2 changes based upon such comments shall be made to the provisional draft without first providing  
3 other parties an opportunity to respond to the comments. If the Special AFT-A Committee  
4 decides not to make changes suggested in a written comment, that written comment and the  
5 Special AFT-A Committee's reasons for that decision shall be appended to the Final Report.  
6

7 **8.2 Optional Elements of the Final Report.** In addition, the Final Report may contain one  
8 or more of the following:

9 **8.2.1 Recommendations.** The Final Report may include recommendations:

10 **8.2.1.1** concerning ways to redress any complaint the Special AFT-A Committee  
11 has determined to be justified;

12 **8.2.1.2** concerning ways to prevent recurrence of acts, decisions, or circumstances  
13 which may have contributed to the filing of the complaint;

14 **8.2.1.3** concerning correction of any deficiencies or anomalies found in the  
15 substance or application of bylaws, rules, regulations, policies, procedures, or  
16 customs which may have contributed to the filing of the complaint.

17 **8.2.2 Concurring or Dissenting Opinions.** The Final Report may include concurring or  
18 dissenting opinions, or both, concerning any mandatory or optional element of the  
19 report.  
20

21 **8.3 Delivery and Archiving of Verbatim Record, Case File, and Final Report.**  
22

23 **8.3.1** The Chair of the Special AFT-A Committee shall

24 **8.3.1.1** deliver a copy of the Final Report, a copy of the verbatim record of the  
25 Hearing, and a copy of all exhibits to the Board of Regents;

26 **8.3.1.2** deliver a copy of the Final Report to each party, to the Chancellor, to the  
27 President, to the Chair of the ARRC, and to the President of the Academic Senate;  
28 and

29 **8.3.1.3** deliver a copy of the Final Report and of the case file required by Section  
30 4.1.4 to the Coordinator of the Academic Senate.  
31

32 **8.3.2** The Coordinator of the Academic Senate shall

33 **8.3.2.1** obtain from the Corporate Secretary of the Board of Regents a copy of any  
34 committee report considered by the Board of Regents and a copy of the official  
35 record of the Board of Regents action;

36 **8.3.2.2** deposit any committee report considered by the Board of Regents, the  
37 official record of the Board of Regents action, a second copy of the Final Report,  
38 and the case file in the Academic Senate Office under specified conditions of  
39 access; and

40 **8.3.2.3** deposit any committee report considered by the Board of Regents, the  
41 official record of the Board of Regents action, a second copy of the Final Report,  
42 and the case file in the University Archives under specified conditions of access.  
43  
44  
45

1 **9 FOLLOW UP TO THE REPORT**

2  
3 **9.1 Chancellor's (or President's) Response to Recommendations.** In response to  
4 recommendations made by the Special AFT-A Committee, the Chancellor (or, if the Chancellor  
5 is a party, the President) shall within 30 days provide a written response to the Chair of the  
6 ARRC indicating:

7 **9.1.1** the recommendations that have been accepted and the action taken;

8 **9.1.2** the recommendations that have been rejected in part or completely; and

9 **9.1.3** for each recommendation rejected, reasons responsive to the Committee's rationale  
10 for proposing it.

11 Copies shall be sent to the parties, to the President of the Academic Senate, and to the  
12 Coordinator of the Academic Senate for inclusion in the case files in the ARRC archives and in  
13 the University Archives. If the response rejects or changes the recommendations made by the  
14 Special AFT-A Committee, the ARRC shall inform the President of the Academic Senate who  
15 shall provide each member of the Senate Executive Committee with a copy of the Final Report  
16 and of the response and shall put the matter on the agenda of the next Senate Executive  
17 Committee meeting for whatever action the Senate Executive Committee may deem appropriate.  
18

19 **9.2 ARRC Review of Implementation of Recommendations.** The ARRC shall determine  
20 the extent to which recommendations of the Special AFT-A Committee have been implemented,  
21 and shall report its findings to the President of the Academic Senate and in its annual report to  
22 the Senate.  
23

24 **9.3 ARRC Meeting with the Special AFT-A Committee.** After the Final Report has been  
25 filed, the ARRC shall meet with the Special AFT-A Committee and any others considered  
26 appropriate by the Chair of the ARRC to thank the Special AFT-A Committee for its work, to  
27 collect all copies of documents, and to hear from the Special AFT-A Committee any suggestions  
28 about how the work of the ARRC and its special committees might be improved.  
29

30 **10 COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF**  
31 **THE FORMAL WRITTEN COMPLAINT**

32  
33 **10.1** In the course of an investigation, one or more members of the Special AFT-A Committee  
34 may conclude that the Special AFT-A Committee has heard allegations or otherwise discovered  
35 information which, though outside the scope of the Formal Written Complaint and thus not  
36 subject to full investigation and evaluation by the Special AFT-A Committee, nonetheless  
37 suggests that actions or decisions have been taken or may be taken in violation of law,  
38 University policy, or academic principle.  
39

40 **10.2** Such concerns shall not be addressed in the Final Report of the Special AFT-A  
41 Committee required by Section 8.0. However, the Special AFT-A Committee acting through its  
42 chair, or any member or members of the Special AFT-A Committee, may communicate those  
43 concerns in writing to the appropriate administrator for investigation and for whatever corrective  
44 action may be appropriate. In shaping the contents of and determining the recipients for such  
45 communications, those preparing the communications shall consult with the Chair of the ARRC.

- 1 **10.3** A copy of any such communication to an administrator shall at the same time be sent to  
2 **10.3.1** the Chancellor; and  
3 **10.3.2** the Chair of the ARRC; and  
4 **10.3.3** any individual on whose actions, decisions, or practices the communication  
5 reflects; and  
6 **10.3.4** if the communication reflects on the actions, decisions, or practices of a committee  
7 or unit, the individual who heads that committee or unit;  
8 **10.3.5** if the communication reflects on the actions, decisions, or practices of the  
9 Chancellor, the President; and  
10 **10.3.6** if the communication includes concerns about alleged unlawful discrimination,  
11 including sexual or other prohibited harassment, the UNL Office of Equity, Access and  
12 Diversity Programs.  
13  
14 **10.4** Such communications shall be deemed to be a part of the responsibility of Special AFT-  
15 A Committee members and, as such, to be subject to the same protections afforded all Special  
16 AFT-A Committee activities by Section 6.8 of the Regents Bylaws.

1  
2 **CODE OF PROCEDURES FOR**  
3 **SPECIAL ACADEMIC FREEDOM & TENURE - B (AFT-B) COMMITTEES**  
4 **University of Nebraska-Lincoln**

5  
6 **TABLE OF CONTENTS**

7  
8  
9 **1 INTRODUCTION ..... 1**  
10 **1.1 Academic Rights and Responsibilities ..... 1**  
11 **1.2 Duty of University Officials to Investigate and to Take Action**  
12 **on Known or Alleged Discrimination ..... 1**  
13 **1.3 Authority and Jurisdiction of Special AFT-B Committees ..... 1**  
14  
15 **2 DEFINITIONS ..... 2**  
16 **2.1 Chancellor ..... 2**  
17 **2.2 Days ..... 2**  
18 **2.3 Faculty Member ..... 2**  
19 **2.4 In Writing and Written ..... 2**  
20 **2.5 Parties ..... 2**  
21 **2.6 President ..... 2**  
22 **2.7 Section ..... 2**  
23  
24 **3 GENERAL RULES GOVERNING SPECIAL AFT-B COMMITTEES ..... 2**  
25 **3.1 Quorum ..... 2**  
26 **3.2 Voting ..... 3**  
27 **3.3 Expiration of Term ..... 3**  
28 **3.4 Conflict of Interest ..... 3**  
29 **3.5 Communications ..... 3**  
30 **3.6 Dissemination of Personnel Information ..... 3**  
31 **3.7 Closed Hearings ..... 4**  
32 **3.8 Academic Advisors ..... 4**  
33 **3.9 Counsel and Advice for the Special AFT-B Committee ..... 4**  
34 **3.10 Termination of Pending AFT-B Proceedings ..... 4**  
35 **3.11 Timely Completion ..... 5**  
36 **3.12 Adherence to Procedures ..... 5**  
37  
38 **4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL AFT-B**  
39 **COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF**  
40 **INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED**  
41 **ACADEMIC ADVISORS ..... 6**  
42 **4.1 General Responsibilities of the Chair of the Special AFT-B Committee ..... 6**  
43 **4.2 Written Notice to the Parties ..... 6**  
44 **4.3 Formal Written Responses from Respondents: Mandatory Elements**  
45 **and Deadline for Filing ..... 7**

1		4.3.1 Mandatory Elements .....	7
2		4.3.2 Optional Elements. ....	7
3		4.4 Deadline for Requests from Any Party Requesting an Academic	
4		Advisor, an ARRC Observer, and for Allegations of Conflict of Interest .....	7
5		4.5 Procedure If No Respondent Files a Timely Formal Written Response .....	8
6		4.6 Procedure If a Respondent Files a Timely Formal Written Response .....	8
7		4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer .....	8
8			
9	5	PRE-HEARING CONFERENCE .....	8
10		5.1 Purpose .....	8
11		5.2 Persons Who May Attend and Participate in the Pre-Hearing	
12		Conference .....	9
13		5.3 Notice of Hearing and Deadlines for Identification of Witnesses	
14		and Documents .....	9
15		5.4 Identification of Witnesses and Documents .....	9
16			
17	6	HEARING .....	9
18		6.1 Persons Who May Attend a Closed Hearing .....	9
19		6.2 Order of Hearing .....	10
20		6.3 Evidence and Witnesses .....	10
21		6.4 Format of Presentations and Questions .....	11
22		6.5 Record of Hearing .....	12
23			
24	7	DELIBERATIONS AND DECISION .....	12
25			
26	8	THE FINAL REPORT .....	12
27		8.1 Mandatory Elements of the Final Report .....	12
28		8.2 Optional Elements of the Final Report .....	13
29		8.2.1 Recommendations. ....	13
30		8.2.2 Concurring or Dissenting Opinions .....	13
31		8.3 Delivery and Archiving of Verbatim Record, Case File,	
32		and Final Report .....	13
33			
34	9	FOLLOW UP TO THE REPORT .....	14
35		9.1 Chancellor's (or President's) Response to Recommendations .....	14
36		9.2 ARRC Review of Implementation of Recommendations .....	15
37		9.3 ARRC Meeting with the Special AFT-B Committee. ....	15
38			
39	10	COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF	
40		THE FORMAL WRITTEN COMPLAINT .....	15
41			

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**CODE OF PROCEDURES FOR  
SPECIAL ACADEMIC FREEDOM & TENURE - B (AFT-B) COMMITTEES  
University of Nebraska-Lincoln**

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**1 INTRODUCTION**

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

**1.2 Duty of University Officials to Investigate and to Take Action on Known or Alleged Discrimination.** University Officials have a duty promptly to investigate and to take appropriate action on all known or alleged incidents of illegal discrimination. University officials in this context shall be defined as any individual employed by UNL with job authority or responsibility to

19       **1.2.1** supervise, hire, assign or reassign responsibilities;

20       **1.2.2** recommend or grant promotion or demotion; and/or

21       **1.2.3** recommend or take any disciplinary or corrective actions.

22  
23  
24

**1.3 Authority and Jurisdiction of Special AFT-B Committees.**

25       **1.3.1** Regents Bylaw 4.14 authorizes a Faculty Academic Freedom and Tenure Committee to consider complaints filed by the President or by the Board of Regents against any member of the faculty seeking to terminate his or her Continuous Appointment, Appointment for a Specific Term prior to the termination date stated in the appointment, or Special Appointment prior to its termination date. The UNL Academic Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in Special AFT-B Committees established under the aegis of the Academic Rights and Responsibilities Committee (ARRC). A description of the committees can be found in the Syllabus of Committees of the Academic Senate, available from the Academic Senate Office and on the Academic Senate website.

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**1.3.2** The Code entitled “Responsibilities of the Academic Rights and Responsibilities Committee and Procedures for Handling Matters of Academic Freedom and Tenure, Grievance and Professional Conduct” (“ARRC Procedures”) indicates how complaints are to be received by the ARRC, assessed for sufficiency and jurisdiction, and transmitted to a Special Committee.

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**1.3.3** This “Code of Procedures for Special AFT-B Committees” indicates how a complaint filed by the President or by the Board of Regents against any member of the faculty seeking to terminate his or her Continuous Appointment, Appointment for a Specific Term prior to the termination date stated in the appointment, or Special Appointment prior

1 to its termination date, is to be handled after the ARRC has transmitted it to a Special AFT-B  
2 Committee.

3  
4 **1.3.4** The ARRC Procedures and the Code of Procedures for Special AFT-B Committees  
5 in their current form are available from the Academic Senate Office and on the Academic  
6 Senate website. For information and advice concerning these procedures, contact the Chair  
7 of the ARRC.

8  
9 **2 DEFINITIONS**

10  
11 As used in this Code of Procedures for Special AFT-B Committees, unless the context otherwise  
12 requires:

13  
14 **2.1 Chancellor** shall mean the Chancellor of UNL.

15  
16 **2.2 Days** shall mean days on which University offices are open for business.

17  
18 **2.3 Faculty Member** shall mean any staff member of UNL holding the academic rank of  
19 lecturer or above or equivalent rank (Regents Bylaws 3.1.1.1 and 4.4).

20  
21 **2.4 In Writing and Written**, when used to describe a communication, shall mean that the  
22 communication so described shall be either a paper document signed by the sender or an electronic  
23 communication that can be readily accessed by the sender and by the recipient.

24  
25 **2.5 Parties** shall mean the complainant(s) and the respondent(s).

26  
27 **2.6 President** shall mean the President of the University of Nebraska and shall include the  
28 authorized representative of the President. The President shall not extend such authorization to the  
29 Chancellor or staff members of any campus of the University.

30  
31 **2.7 Section**, unless otherwise noted, refers to a section of this Code of Procedures for Special  
32 AFT-B Committees.

33  
34 **3 GENERAL RULES GOVERNING SPECIAL AFT-B COMMITTEES**

35  
36 **3.1 Quorum.** Each Special AFT-B Committee has six tenured members. If a member of the  
37 Special AFT-B Committee withdraws or is barred prior to commencement of the Hearing, the Chair  
38 of the Special AFT-B Committee shall notify the Chair of the ARRC, and the Chair of the ARRC  
39 shall make every reasonable effort to appoint a suitable replacement as provided in Section 3.3.5  
40 of the ARRC Procedures. In an emergency, and with the consent of the parties, a hearing may be  
41 conducted with one member absent, but a member absent from the hearing may not participate in  
42 subsequent deliberations. In no case may the Special AFT-B Committee proceed with the Hearing  
43 with fewer than five members present.

1 **3.2 Voting.** The Special AFT-B Committee may take action only on concurrence of four  
2 members. The Chair may vote.

3  
4 **3.3 Expiration of Term.** A member of the Special AFT-B Committee whose term on the  
5 ARRC Panel expires during a case shall continue to serve until the case is concluded.

6  
7 **3.4 Conflict of Interest.** Conflict of Interest occurs when a member of the Special AFT-B  
8 Committee

9 **3.4.1** is in the same department or equivalent unit as a party or witness; or

10 **3.4.2** answers directly to a party or witness; or

11 **3.4.3** has a direct voice in the salary or working conditions of a party or witness; or

12 **3.4.4** has, or reasonably appears to have, a personal interest in the case or its outcome; or

13 **3.4.5** has provided counsel or assistance to a party relating to allegations contained in the  
14 complaint; or

15 **3.4.6** has participated in the efforts of an organization to provide counsel or assistance to  
16 a party relating to the case; or

17 **3.4.7** has any other relationship with a party that might prevent impartiality.

18  
19 When a member of the Special AFT-B Committee discovers that the member has a conflict of  
20 interest, the member shall voluntarily withdraw from participation. When a member of the Special  
21 AFT-B Committee is alleged to have a conflict of interest and the member does not voluntarily  
22 withdraw, the ARRC shall review the allegation and, if a conflict of interest is found, shall bar that  
23 person from further participation.

24  
25 **3.5 Communications.**

26  
27 **3.5.1** The Chair of the Special AFT-B Committee receives communications for the  
28 Committee and speaks for it. Both complainant and respondent shall address  
29 communications concerning the case only to the Chair of the Special AFT-B Committee.  
30 Special AFT-B Committee members should discourage contacts outside the regular process,  
31 and should direct those who make them to the Chair of the Special AFT-B Committee.

32  
33 **3.5.2** The Chair of the Special AFT-B Committee shall keep all parties informed of any  
34 substantive communications and contacts, including those that arise outside the normal  
35 process.

36  
37 **3.5.3** If the Chair of the Special AFT-B Committee has difficulty communicating with a  
38 party or other necessary participant, the Chair of the Special AFT-B Committee may consult  
39 with the Chair of the ARRC about ways to resolve the communication problem.

40  
41 **3.6 Dissemination of Personnel Information.** Participation in Special AFT-B Committee  
42 proceedings makes participants privy to sensitive information and allegations involving the personal  
43 and professional lives of members of the University community. UNL Bylaw 2.9 describes  
44 limitations on the collection and dissemination of personnel information. Some information

1 obtained as part of a AFT-B proceeding may be protected against broader dissemination by this  
2 Bylaw. Violators of this Bylaw could be subject to sanctions for professional misconduct.

3  
4 **3.7 Closed Hearings.** AFT-B Hearings ordinarily are closed to the public. However, if the  
5 respondent prior to the conclusion of the Pre-Hearing Conference requests that the AFT-B Hearing  
6 be open to the public, the AFT-B Hearing shall be open to the public. If the Hearing is closed, only  
7 those persons identified in Section 6.1 may be present.

8  
9 **3.8 Academic Advisors.** Each party may choose an Academic Advisor who may accompany  
10 and advise the party at the Pre-Hearing Conference and the Hearing. The role of Academic Advisor  
11 is open to any person who:

12 **3.8.1** is a member of the UNL Academic Assembly (UNL Bylaw 3.3.1) or has emeritus  
13 faculty status at UNL;

14 **3.8.2** is not in the same department or equivalent unit as a witness (other than the party being  
15 advised) before or a member of the Special AFT-B Committee;

16 **3.8.3** has no other relationship with a member of the Special AFT-B Committee that might  
17 create, or reasonably might seem to create, a conflict of interest for that Special AFT-B  
18 Committee member;

19 **3.8.4** has no direct voice in the salary or working conditions of a party or witness; and

20 **3.8.5** has no other relationship with a party, an organization, or a witness that might interfere  
21 with the investigative process.

22  
23 **3.9 Counsel and Advice for the Special AFT-B Committee.**

24  
25 **3.9.1** Because of potential conflicts of interest, the Special AFT-B Committee shall not  
26 seek or accept advice from anyone to whom a party is answerable or who may be in a  
27 position of giving advice or legal counsel to a party or to any person or body that may later  
28 act on the Report of the Special AFT-B Committee.

29  
30 **3.9.2** The Special AFT-B Committee may receive advice from the ARRC attorney  
31 selected pursuant to section 3.10.2 of the ARRC Procedures.

32  
33 **3.9.3** Nothing in this Section 3.9 shall prevent full participation by a member of the Special  
34 AFT-B Committee who is also an attorney.

35  
36 **3.10 Termination of Pending AFT-B Proceedings.**

37  
38 **3.10.1** If at any time all complainants in writing ask the Chair of the Special AFT-B  
39 Committee that the Formal Written Complaint be withdrawn, or all parties in writing notify  
40 the Chair of the Special AFT-B Committee that they have reached a settlement of the case,  
41 the Special AFT-B Committee shall terminate the proceedings and shall not deliver the Final  
42 Report described in Section 8. However, in such circumstances the Special AFT-B  
43 Committee may, on its own initiative, make written recommendations authorized by  
44 Sections 8.2.2 and 8.2.3

1           **3.10.1.1** concerning ways to prevent recurrence of acts, decisions, or circumstances  
2           which may have contributed to the filing of the complaint; and

3           **3.10.1.2** concerning ways to correct any deficiencies or anomalies found in the  
4           substance or application of bylaws, rules, regulations, policies, procedures, or  
5           customs which may have contributed to the filing of the complaint.  
6

7           Termination of the proceedings under this section shall not preclude the Special AFT-B  
8           Committee, or members of the Special AFT-B Committee, from making the  
9           “Communications Regarding Matters Outside the Scope of the Formal Written Complaint”  
10          authorized by Section 10.

11  
12          **3.10.2** Resignation from the University by any party shall not necessarily prevent the  
13          Special AFT-B Committee from completing its deliberations and delivering the Final Report  
14          described in Section 8.  
15

16 **3.11 Timely Completion.** Unless the ARRC, for good cause shown, authorizes a longer period  
17 of time, the Special AFT-B Committee shall complete its investigation and deliver its report within  
18 150 days of receiving the Formal Written Complaint from the Chair of the ARRC.  
19

20 **3.12 Adherence to Procedures.**  
21

22          **3.12.1** If a party has good reason to believe that the Special AFT-B Committee is out of  
23          compliance with these procedures, the matter should be brought to the attention of the Chair  
24          of the Special AFT-B Committee. Procedural questions that the Chair of the Special AFT-B  
25          Committee cannot resolve promptly and that are so important that failure to resolve them  
26          would undermine the credibility of the Special AFT-B Committee may be referred by the  
27          Chair of the Special AFT-B Committee or by a party to the ARRC for resolution. The  
28          ARRC shall resolve the issues after obtaining the views of the parties and of the Special  
29          AFT-B Committee. The Chair of the ARRC shall inform the parties and the Special AFT-B  
30          Committee of the ARRC decision and direct them to follow the decision.  
31

32          **3.12.2** If a party has good reason to believe that the ARRC is out of compliance with these  
33          procedures or the ARRC Procedures, the party may invoke Section 6.2 of the ARRC  
34          Procedures.  
35

36 **4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL AFT-B**  
37 **COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF**  
38 **INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED**  
39 **ACADEMIC ADVISORS**  
40

41 **4.1 General Responsibilities of the Chair of the Special AFT-B Committee.** The  
42 responsibilities of the Chair of the Special AFT-B Committee include:

43          **4.1.1** convening and presiding over meetings of the Special AFT-B Committee;

44          **4.1.2** receiving communications for the Special AFT-B Committee and speaking for it;

1 4.1.3 ensuring that all substantive communications regarding the complaint are made  
2 available to all parties;

3 4.1.4 maintaining a complete case file, including a record of all substantive communications,  
4 documents, verbatim transcripts of hearings, committee actions, and committee reports  
5 related to the complaint;

6 4.1.5 providing a copy of the Formal Written Complaint, the Formal Written Response, the  
7 current ARRC Procedures, and the current Code of Procedures for Special AFT-B  
8 Committees to each member of the Special AFT-B Committee, and to the ARRC Observer,  
9 if any;

10 4.1.6 arranging for accommodations for the Pre-Hearing Conference and for the Hearing,  
11 taking into account such factors as the time needed, the space needs of the Special  
12 Committee and parties and witnesses, the need for a separate accommodation for witnesses  
13 while waiting to testify, and access to other facilities that may be needed;

14 4.1.7 moving the proceedings toward a conclusion as expeditiously as reasonably possible  
15 while respecting the rights and needs of all participants;

16 4.1.8 notifying the Chair of the ARRC of any withdrawal from the Special AFT-B  
17 Committee to permit timely appointment of a substitute as provided in Section 3.3.5 of the  
18 ARRC Procedures;

19 4.1.9 reminding participants of limitations on the dissemination of personnel  
20 information set forth in Section 3.6;

21 4.1.10 arranging for timely consultation with the Chair of ARRC should procedural disputes  
22 arise;

23 4.1.11 keeping accurate records of expenditures for activities of the Special Committee and  
24 arranging for reimbursements from the Chancellor's office; and

25 4.1.12 arranging for the court reporter and verbatim transcript required by Section 6.5.  
26

27 **4.2 Written Notice to the Parties.** Within 7 days after the Special AFT-B Committee has been  
28 convened, the Chair of the Special AFT-B Committee shall send to each party the following:

29 4.2.1 a copy of the Formal Written Complaint;

30 4.2.2 a copy of the current Procedures of the Academic Rights and Responsibilities  
31 Committee;

32 4.2.3 a copy of the current Code of Procedures for AFT-B Committees;

33 4.2.4 a list of the members of the Special AFT-B Committee;

34 4.2.5 the name of the ARRC Observer or, if no ARRC Observer has been appointed, notice  
35 to the parties that they are entitled to request that an ARRC Observer be appointed; and

36 4.2.6 notice of the deadlines established in Section 4.3 and 4.4.  
37

38 **4.3 Formal Written Responses from Respondents: Mandatory Elements and Deadline for**  
39 **Filing.** Within 20 calendar days from the date of receipt of the Formal Written Complaint from the  
40 Chair of the Special AFT-B Committee, each respondent shall file a Formal Written Response with  
41 the Chair of the Special AFT-B Committee. In addition, if a Formal Written Complaint was filed  
42 by an attorney for a complainant, each respondent shall within 20 calendar days from date of receipt  
43 of the complaint mail a copy of the Formal Written Response to said attorney by regular United  
44 States mail with sufficient postage attached, properly addressed to said attorney.  
45

1       **4.3.1 Mandatory Elements.** Each Formal Written Response shall contain a clear and  
2 concise statement indicating which, if any, of the facts alleged in the Formal Written  
3 Complaint the respondent wishes to contest and a clear and concise statement indicating any  
4 ameliorating or other additional facts the respondent wishes to allege. Under Sections 4.5  
5 and 7.2, if a respondent fails to file a timely Formal Written Response or otherwise fails to  
6 contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.  
7

8       **4.3.2 Optional Elements.** In addition, the Formal Written Response may include the  
9 following:

10       **4.3.2.1** a clear and concise statement indicating which, if any, of the standards  
11 identified in the Formal Written Complaint the respondent wishes to contest;

12       **4.3.2.2** a clear and concise statement of the standards, if any, the respondent believes  
13 to be appropriate for evaluating the complaint;

14       **4.3.2.3** a clear and concise statement indicating which, if any, of the violations  
15 alleged in the Formal Written Complaint the respondent wishes to contest;

16       **4.3.2.4** a clear and concise statement indicating reasons, if any, why  
17 termination would be inappropriate.  
18

19 The Chair of the Special AFT-B Committee may extend these deadlines for good cause shown.  
20

21       **4.4 Deadline for Requests from Any Party Requesting an Academic Advisor, an ARRC**  
22 **Observer, and for Allegations of Conflict of Interest.** Within 15 days from the date of receipt of  
23 the Formal Written Complaint from the Chair of the Special AFT-B Committee,

24       **4.4.1** any party wishing to be advised by an academic advisor shall file a written request with  
25 the Chair of the Special AFT-B Committee identifying the proposed academic advisor;

26       **4.4.2** any party wishing to request that the ARRC appoint an ARRC Observer shall file a  
27 written request with the Chair of the Special AFT-B Committee;

28       **4.4.3** any party wishing to allege that a member of the Special AFT-B Committee has a  
29 conflict of interest shall file a written statement with the Chair of the Special AFT-B  
30 Committee setting forth the basis for the challenge.  
31

32 The Chair of the Special AFT-B Committee may extend these deadlines for good cause shown.  
33

34       **4.5 Procedure If No Respondent Files a Timely Formal Written Response.** If no respondent  
35 files a timely Formal Written Response, the uncontested allegations of fact in the Formal Written  
36 Complaint shall be deemed to be true, and the Chair of the Special Committee shall so notify the  
37 parties and shall schedule a meeting of the Special AFT-B Committee to prepare the Final Report  
38 required by Section 8.  
39

40       **4.6 Procedure If a Respondent Files a Timely Formal Written Response.** If any respondent  
41 files a timely Formal Written Response, the Chair of the Special AFT-B Committee shall

42       **4.6.1** determine whether proposed academic advisors are eligible under Section 3.8, and if  
43 any party's proposed academic advisor is not eligible, invite that party to propose an eligible  
44 academic advisor;

1 4.6.2 forward to each complainant and to each respondent a copy of each Formal Written  
2 Response and the names of proposed academic advisors; and

3 4.6.3 forward to the Chair of the ARRC any request that an ARRC Observer be appointed.  
4

5 **4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer.**  
6

7 4.7.1 Any party may in writing challenge the eligibility of a proposed academic advisor  
8 by delivering the challenge to the Chair of the Special AFT-B Committee within 7 days after  
9 receipt of the name of the proposed academic advisor. If a challenged proposed academic  
10 advisor does not voluntarily withdraw, the Chair of the Special AFT-B Committee shall  
11 determine whether the proposed academic advisor is eligible. If the proposed academic  
12 advisor is not eligible, the party may propose another academic advisor. If the new  
13 proposed academic advisor appears to be eligible, the Chair of the Special AFT-B  
14 Committee shall notify parties of the new proposed academic advisor and afford parties an  
15 opportunity to challenge the new proposed academic advisor.  
16

17 4.7.2 Any party may in writing challenge the eligibility of a proposed ARRC Observer by  
18 delivering the challenge to the Chair of the Special AFT-B Committee within 7 days after  
19 receipt of the name of the proposed ARRC Observer. The Chair of the Special AFT-B  
20 Committee shall forward the challenge to the Chair of the ARRC. If a challenged ARRC  
21 Observer does not voluntarily withdraw, the Chair of the ARRC shall determine whether the  
22 proposed ARRC Observer is eligible. If the proposed ARRC Observer is not eligible, the  
23 ARRC may in writing propose another ARRC Observer to the Chair of the Special  
24 Committee. The Chair of the Special Committee shall in writing notify parties of the new  
25 proposed ARRC Observer and afford parties an opportunity to challenge the new proposed  
26 ARRC Observer.  
27

28 **5 PRE-HEARING CONFERENCE**  
29

30 5.1 **Purpose.** As soon as possible after giving notice of a Formal Written Response contesting  
31 any allegations of the Formal Written Complaint and resolving any issues involving conflicts of  
32 interest and eligibility of proposed academic advisors and ARRC Observers, the Chair of the  
33 Special AFT-B Committee shall arrange a Pre-Hearing Conference with all parties in attendance

34 5.1.1 to clarify the issues involved;

35 5.1.2 to identify uncontroverted facts;

36 5.1.3 to explore the possibility of a voluntary settlement of the case;

37 5.1.4 to explain procedures applicable to the Hearing;

38 5.1.5 to explain deadlines for identifying witnesses to be called and documents to be offered  
39 in accordance with Section 5.3; and

40 5.1.6 to establish procedures for setting the date, time, and place of the Hearing.  
41

42 **5.2 Persons Who May Attend and Participate in the Pre-Hearing Conference:**

43 5.2.1 the Chair of the Special AFT-B Committee;

44 5.2.2 the parties;

45 5.2.3 each party's attorney, if any;



- 1           **6.2.4** respondent(s)' presentation of the Formal Written Response and evidence in support  
2 of the Formal Written Response, including all documentation and all witnesses;  
3           **6.2.5** presentation of documentation and testimony of witnesses requested by the Special  
4 AFT-B Committee;  
5           **6.2.6** rebuttal in support of the Formal Written Complaint;  
6           **6.2.7** closing statement(s) by Complainant(s), followed by closing statement(s) by  
7 Respondent(s);  
8           **6.2.8** statement by the Chair of the Special AFT-B Committee thanking participants and  
9 explaining post-Hearing procedures.

10  
11 This order may be varied if the Chair of the Special AFT-B Committee determines that a clearer way  
12 of exploring the issues can be achieved, and if the Special AFT-B Committee and the parties agree.  
13

### 14   **6.3     Evidence and Witnesses.**

15  
16           **6.3.1** Testimony shall be taken under oath. Each party shall have the right to cross-  
17 examine witnesses who testify and shall have the right to submit rebuttal testimony.  
18 Witnesses may testify and evidence may be received not only concerning relevant facts but  
19 also concerning relevant standards.  
20

21           **6.3.2** Members of the UNL community shall cooperate with the Special AFT-B Committee  
22 in providing testimony or documents; however, a person shall not be required to give  
23 testimony or to produce documents in regard to any confidential communication for which  
24 the law provides a privilege. Refusal by anyone to provide documents or to testify in regard  
25 to any communication for which the law does not provide a privilege obstructs the process  
26 and shall be taken into consideration by the Special AFT-B Committee in its deliberations  
27 and in its preparation of the Final Report.  
28

29           **6.3.3** In the event any party to the proceedings desires the issuance of a subpoena, such  
30 subpoena shall be issued at the direction of the Secretary of the Board of Regents, and may  
31 be served by the party requesting the subpoena or by any law enforcement officer in the  
32 manner provided for subpoenas in the Nebraska Courts.  
33

34           **6.3.4** Witnesses not able to attend the hearing may present testimony taken by deposition  
35 in the manner provided for depositions in the Nebraska Courts.  
36

37           **6.3.5** The Special AFT-B Committee may admit and give probative effect to evidence  
38 which possesses probative value commonly accepted by reasonably prudent persons in the  
39 conduct of their affairs. It may exclude incompetent, irrelevant, immaterial, and unduly  
40 repetitious evidence; provided, that a respondent may file with the Committee at least 3 days  
41 before the hearing a written request that the rules of evidence followed by the District Courts  
42 in the State of Nebraska shall be applicable. If such a written request is filed, the Chair of  
43 the Special AFT-B Committee shall notify the parties that the proceedings shall comply with  
44 the principles of law with respect to proceedings in the District Courts in Nebraska, and all

1 counsel and parties shall be bound by such rules and standards of ethics and codes of trial  
2 conduct as are applied in the District Courts.

3  
4 **6.3.6** The Chair of the Special AFT-B Committee may in appropriate circumstances  
5 temporarily adjourn the Hearing.

6  
7 **6.3.7** In cases where the grounds for termination of an appointment are based in whole or  
8 in part on questions of professional competence, the report of the meeting of tenured faculty  
9 of the respondent's unit required by Regents Bylaw 4.14.(b)(2) shall be made a part of the  
10 record. Relevant testimony concerning professional competence from individual colleagues,  
11 students, and others also may be admitted.

12  
13 **6.4 Format of Presentations and Questions.** To preserve orderly and civil proceedings, the  
14 Hearing shall be conducted by the Chair of the Special AFT-B Committee as follows:

15  
16 **6.4.1** No person shall speak without prior recognition by the Chair of the Special AFT-B  
17 Committee.

18  
19 **6.4.2** Each party and each witness may be questioned by members of the Special AFT-B  
20 Committee after the end of the presentation of that party or witness.

21  
22 **6.4.3** When the Special AFT-B Committee has finished questioning a party or witness,  
23 each party may question that party or witness; alternatively, the parties may submit questions  
24 to the Chair of the Special AFT-B Committee which the Chair of the Special AFT-B  
25 Committee may ask on their behalf.

26  
27 **6.4.4** The Chair of the Special AFT-B Committee may bar questions under Section 6.3.5.  
28 A party adversely affected by a decision to bar a question may appeal the decision of the  
29 Chair to the full Special AFT-B Committee

30  
31 **6.4.5** A party's academic advisor may consult privately with that party, may respond to  
32 questions from the Chair, and may address procedural questions to the Chair, but under  
33 ordinary circumstances may not otherwise participate in the Hearing.

34  
35 **6.5 Record of Hearing**

36  
37 The Chair of the Special AFT-B Committee shall arrange for a court reporter to be present  
38 at the Hearing to produce a verbatim record of the Hearing. Bills for the court reporter's services  
39 shall be processed through the office of the General Counsel of the University. The verbatim record  
40 shall be made available to the parties and to the Special AFT-B Committee prior to the deliberations  
41 and decision of the Special AFT-B Committee required by Section 7. The verbatim record also shall  
42 be made available for inspection by the public as set forth in Section 8.3.

43  
44 **7 DELIBERATIONS AND DECISION**

1 7.1 All deliberations shall be conducted in executive session with no one present except  
2 members of the Special AFT-B Committee, and the ARRC attorney, if invited.

3  
4 7.2 The complainant bears the burden of proving relevant facts by a preponderance of the  
5 relevant evidence. If a respondent fails to file a timely written response or otherwise fails to contest  
6 an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

7  
8 7.3 Refusal by anyone to provide documents or to testify obstructs the process and shall be taken  
9 into consideration by the Special AFT-B Committee in its deliberations and preparation of the Final  
10 Report.

11  
12 7.4 The standards against which the charges are to be judged include applicable state and federal  
13 law; University bylaws, rules and regulations; established policies of the relevant administrative  
14 unit; appropriate professional and discipline based standards; applicable contracts; and academic  
15 principles and tradition. In the event of conflict between different University bylaws, rules or  
16 regulations, those of the more inclusive administrative unit shall prevail.

17  
18 7.5 Pursuant to Regents Bylaw 4.14(j), the Special AFT-B Committee shall have the power to  
19 consider a request filed by any person, board or committee that alleges that a faculty member should  
20 be subject to sanctions less severe than appointment termination, and power to recommend in any  
21 case sanctions less severe than appointment termination where less severe sanctions seem  
22 appropriate.

## 23 24 **8 THE FINAL REPORT**

25  
26 When the Special AFT-B Committee has completed its deliberations it shall prepare a Final Report  
27 setting forth the Special AFT-B Committee's disposition of each charge alleged in the Formal  
28 Written Complaint. Communications regarding matters outside the scope of the Formal Written  
29 Complaint shall be addressed in accordance with the rules set forth in Section 10 below. The Final  
30 Report shall be limited to the following mandatory and optional elements.

31  
32 **8.1 Mandatory Elements of the Final Report.** The Final Report shall contain, with respect to  
33 each charge in the Formal Written Complaint:

34 **8.1.1** specific findings of relevant fact and reference to the evidentiary foundations upon  
35 which those findings are based;

36 **8.1.2** identification of the standards against which the charge is being judged;

37 **8.1.3** the Special AFT-B Committee's conclusions concerning whether applicable standards  
38 have been violated; and

39 **8.1.4** if the Special AFT-B Committee concludes that applicable standards have been  
40 violated, whether termination or some lesser sanction is warranted.

41  
42 Before preparing the elements of the Final Report required by Sections 8.1.2 and 8.1.3, the Chair  
43 of the Special AFT-B Committee shall send to each party a copy of a provisional draft of the specific  
44 findings of relevant fact and reference to the evidentiary foundations upon which those findings are  
45 based required by Section 8.1.1. Each party shall have five days after receipt of the provisional draft

1 to submit written comments to the Chair of the Special AFT-B Committee suggesting specific  
2 changes to correct specific alleged inaccuracies in the provisional draft. No changes based upon  
3 such comments shall be made to the provisional draft without first providing other parties an  
4 opportunity to respond to the comments. If the Special AFT-B Committee decides not to make  
5 changes suggested in a written comment, that written comment and the Special AFT-B Committee's  
6 reasons for that decision shall be appended to the Final Report.

7  
8 **8.2 Optional Elements of the Final Report.** In addition, the Final Report may contain one or  
9 more of the following:

10 **8.2.1 Recommendations.** The Final Report may include recommendations:

11 **8.2.1.1** concerning ways to prevent recurrence of acts, decisions, or circumstances  
12 which may have contributed to the filing of the complaint;

13 **8.2.1.2** concerning correction of any deficiencies or anomalies found in the substance  
14 or application of bylaws, rules, regulations, policies, procedures, or customs which  
15 may have contributed to the filing of the complaint.

16 **8.2.2 Concurring or Dissenting Opinions.** The Final Report may include concurring or  
17 dissenting opinions, or both, concerning any mandatory or optional element of the report.

18  
19 **8.3 Delivery and Archiving of Verbatim Record, Case File, and Final Report.**

20  
21 **8.3.1** The Chair of the Special AFT-B Committee shall

22 **8.3.1.1** deliver a copy of the Final Report, a copy of the verbatim record of the  
23 Hearing, and a copy of all exhibits to the Board of Regents;

24 **8.3.1.2** deliver a copy of the Final Report to each party, to the Chancellor, to the  
25 President, to the Chair of the ARRC, and to the President of the Academic Senate;  
26 and

27 **8.3.1.3** deliver a copy of the Final Report and of the case file required by Section  
28 4.1.4 to the Coordinator of the Academic Senate.

29  
30 **8.3.2** The Coordinator of the Academic Senate shall

31 **8.3.2.1** obtain from the Corporate Secretary of the Board of Regents a copy of any  
32 committee report considered by the Board of Regents and a copy of the official  
33 record of the Board of Regents action;

34 **8.3.2.2** deposit any committee report considered by the Board of Regents, the  
35 official record of the Board of Regents action, a second copy of the Final Report, and  
36 the case file in the Academic Senate Office under specified conditions of access; and

37 **8.3.2.3** deposit any committee report considered by the Board of Regents, the  
38 official record of the Board of Regents action, a second copy of the Final Report, and  
39 the case file in the University Archives under specified conditions of access.

1 **9 FOLLOW UP TO THE REPORT**

2  
3 **9.1 Chancellor's (or President's) Response to Recommendations.** In response to  
4 recommendations made by the Special AFT-B Committee, the Chancellor (or, if the Chancellor is  
5 a party, the President) shall within 30 days provide a written response to the Chair of the ARRC  
6 indicating:

7 **9.1.1** the recommendations that have been accepted and the action taken;

8 **9.1.2** the recommendations that have been rejected in part or completely; and

9 **9.1.3** for each recommendation rejected, reasons responsive to the Committee's rationale for  
10 proposing it.

11 Copies shall be sent to the parties, to the President of the Academic Senate, and to the Coordinator  
12 of the Academic Senate for inclusion in the case files in the ARRC archives and in the University  
13 Archives. If the response rejects or changes the recommendations made by the Special AFT-B  
14 Committee, the ARRC shall inform the President of the Academic Senate who shall provide each  
15 member of the Senate Executive Committee with a copy of the Final Report and of the response and  
16 shall put the matter on the agenda of the next Senate Executive Committee meeting for whatever  
17 action the Senate Executive Committee may deem appropriate.

18  
19 **9.2 ARRC Review of Implementation of Recommendations.** The ARRC shall determine the  
20 extent to which recommendations of the Special AFT-B Committee have been implemented, and  
21 shall report its findings to the President of the Academic Senate and in its annual report to the  
22 Senate.

23  
24 **9.3 ARRC Meeting with the Special AFT-B Committee.** After the Final Report has been  
25 filed, the ARRC shall meet with the Special AFT-B Committee and any others considered  
26 appropriate by the Chair of the ARRC to thank the Special AFT-B Committee for its work, to collect  
27 all copies of documents, and to hear from the Special AFT-B Committee any suggestions about how  
28 the work of the ARRC and its special committees might be improved.

29  
30 **10 COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF THE**  
31 **FORMAL WRITTEN COMPLAINT**

32  
33 **10.1** In the course of an investigation, one or more members of the Special AFT-B Committee  
34 may conclude that the Special AFT-B Committee has heard allegations or otherwise discovered  
35 information which, though outside the scope of the Formal Written Complaint and thus not subject  
36 to full investigation and evaluation by the Special AFT-B Committee, nonetheless suggests that  
37 actions or decisions have been taken or may be taken in violation of law, University policy, or  
38 academic principle.

39  
40 **10.2** Such concerns shall not be addressed in the Final Report of the Special AFT-B Committee  
41 required by Section 8.0. However, the Special AFT-B Committee acting through its chair, or any  
42 member or members of the Special AFT-B Committee, may communicate those concerns in writing  
43 to the appropriate administrator for investigation and for whatever corrective action may be  
44 appropriate. In shaping the contents of and determining the recipients for such communications,  
45 those preparing the communications shall consult with the Chair of the ARRC.

- 1 **10.3** A copy of any such communication to an administrator shall at the same time be sent to  
2 **10.3.1** the Chancellor; and  
3 **10.3.2** the Chair of the ARRC; and  
4 **10.3.3** any individual on whose actions, decisions, or practices the communication  
5 reflects; and  
6 **10.3.4** if the communication reflects on the actions, decisions, or practices of a committee  
7 or unit, the individual who heads that committee or unit;  
8 **10.3.5** if the communication reflects on the actions, decisions, or practices of the Chancellor,  
9 the President; and  
10 **10.3.6** if the communication includes concerns about alleged unlawful discrimination,  
11 including sexual or other prohibited harassment, the UNL Office of Equity, Access and  
12 Diversity Programs.  
13  
14 **10.4** Such communications shall be deemed to be a part of the responsibility of Special AFT-B  
15 Committee members and, as such, to be subject to the same protections afforded all Special AFT-B  
16 Committee activities by Section 6.8 of the Regents Bylaws.

**CODE OF PROCEDURES FOR  
 SPECIAL GRIEVANCE COMMITTEES  
 University of Nebraska-Lincoln**

**TABLE OF CONTENTS**

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45

**1 INTRODUCTION ..... 1**

**1.1 Academic Rights and Responsibilities. .... 1**

**1.2 Duty of University Officials to Investigate and to Take Action  
 on Known or Alleged Discrimination. .... 1**

**1.3 Authority and Jurisdiction of Special Grievance Committees. .... 1**

**2 DEFINITIONS ..... 2**

**2.1 Chancellor ..... 2**

**2.2 Days ..... 2**

**2.3 Faculty Member ..... 2**

**2.4 In Writing and Written ..... 2**

**2.5 Parties ..... 2**

**2.6 President ..... 2**

**2.7 Section ..... 2**

**3 GENERAL RULES GOVERNING SPECIAL GRIEVANCE  
 COMMITTEES ..... 2**

**3.1 Quorum ..... 2**

**3.2 Voting ..... 2**

**3.3 Expiration of Term ..... 3**

**3.4 Conflict of Interest ..... 3**

**3.5 Communications ..... 3**

**3.6 Dissemination of Personnel Information ..... 3**

**3.7 Closed Hearings ..... 4**

**3.8 Academic Advisors ..... 4**

**3.9 Counsel and Advice for the Special Grievance Committee ..... 4**

**3.10 Termination of Pending Grievance Proceedings ..... 4**

**3.11 Timely Completion ..... 5**

**3.12 Adherence to Procedures ..... 5**

**4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE  
 SPECIAL GRIEVANCE COMMITTEE, NOTICE, RESPONSE,  
 ALLEGATIONS OF CONFLICT OF INTEREST, AND  
 CHALLENGES TO THE ELIGIBILITY OF PROPOSED  
 ACADEMIC ADVISORS ..... 5**

**4.1 General Responsibilities of the Chair of the Special Grievance  
 Committee ..... 5**

**4.2 Written Notice to the Parties ..... 6**

1	4.3	Formal Written Responses from Respondents: Mandatory	
2		Elements and Deadline for Filing .....	6
3	4.3.1	Mandatory Elements .....	6
4	4.3.2	Optional Elements .....	7
5	4.4	Deadline for Requests from Any Party Requesting an Academic	
6		Advisor, an ARRC Observer, and for Allegations of Conflict of Interest .....	7
7	4.5	Procedure If No Respondent Files a Timely Formal Written Response .....	7
8	4.6	Procedure If a Respondent Files a Timely Formal Written Response .....	8
9	4.7	Party Challenges to Proposed Academic Advisors or ARRC Observer .....	8
10			
11	5	PRE-HEARING CONFERENCE .....	8
12	5.1	Purpose .....	8
13	5.2	Persons Who May Attend and Participate in the Pre-Hearing	
14		Conference .....	9
15	5.3	Meeting of the Special Grievance Committee after the Pre-Hearing	
16		Conference and Before the Investigative Hearing .....	9
17	5.4	Notice of Investigative Hearing .....	9
18			
19	6	INVESTIGATIVE HEARING .....	10
20	6.1	Persons Who May Attend the Investigative Hearing .....	10
21	6.2	Order of Investigative Hearing .....	10
22	6.3	Evidence and Witnesses .....	10
23	6.4	Format of Presentations and Questions .....	11
24			
25	7	DELIBERATIONS AND DECISION .....	11
26			
27	8	THE FINAL REPORT .....	12
28	8.1	Mandatory Elements of the Final Report .....	12
29	8.2	Optional Elements of the Final Report .....	12
30		8.2.1 Order of Reconsideration Under Regents Bylaw 4.13.2. ....	12
31		8.2.2 Recommendations .....	13
32		8.2.3 Concurring or Dissenting Opinions .....	13
33	8.3	Delivery and Archiving of Final Report .....	13
34			
35	9	FOLLOW UP TO THE REPORT .....	14
36	9.1	Chancellor's (or President's) Response to Recommendations .....	14
37	9.2	ARRC Review of Implementation of Recommendations .....	14
38	9.3	ARRC Meeting with the Special Grievance Committee .....	14
39			
40	10	COMMUNICATIONS REGARDING MATTERS OUTSIDE THE	
41		SCOPE OF THE FORMAL WRITTEN COMPLAINT .....	14
42			

1  
2  
3  
4  
5  
6  
7  
8  
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10  
11  
12  
13  
14  
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**CODE OF PROCEDURES FOR  
SPECIAL GRIEVANCE COMMITTEES  
University of Nebraska-Lincoln**

**1 INTRODUCTION**

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

**1.2 Duty of University Officials to Investigate and to Take Action on Known or Alleged Discrimination.** University Officials have a duty promptly to investigate and to take appropriate action on all known or alleged incidents of illegal discrimination. University officials in this context shall be defined as any individual employed by UNL with job authority or responsibility to

- 1.2.1** supervise, hire, assign or reassign responsibilities;
- 1.2.2** recommend or grant promotion or demotion; and/or
- 1.2.3** recommend or take any disciplinary or corrective actions.

**1.3 Authority and Jurisdiction of Special Grievance Committees.**

**1.3.1** Regents Bylaws 4.8 and 4.13 authorize a Faculty Grievance Committee to consider complaints by any faculty member alleging any grievance. The UNL Academic Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in Special Grievance Committees established under the aegis of the Academic Rights and Responsibilities Committee (ARRC). A description of the committees can be found in the Syllabus of Committees of the Academic Senate, available from the Academic Senate Office and on the Academic Senate website.

**1.3.2** The Code entitled “Responsibilities of the Academic Rights and Responsibilities Committee and Procedures for Handling Matters of Academic Freedom and Tenure, Grievance and Professional Conduct” (“ARRC Procedures”) indicates how complaints are to be received by the ARRC, assessed for sufficiency and jurisdiction, and transmitted to a Special Committee.

**1.3.3** This “Code of Procedures for Special Grievance Committees” indicates how a complaint is to be handled after the ARRC has transmitted it to a Special Grievance Committee.

**1.3.4** The ARRC Procedures and the Code of Procedures for Special Grievance Committees in their current form are available from the Academic Senate Office and on

1 the Academic Senate website. Any faculty member contemplating filing a complaint  
2 with the ARRC should first consult both documents. For information and advice  
3 concerning these procedures, contact the Chair of the ARRC.  
4

## 5 **2 DEFINITIONS**

6  
7 As used in this Code of Procedures for Special Grievance Committees, unless the context  
8 otherwise requires:  
9

10 **2.1 Chancellor** shall mean the Chancellor of UNL.  
11

12 **2.2 Days** shall mean days on which University offices are open for business.  
13

14 **2.3 Faculty Member** shall mean any staff member of UNL holding the academic rank of  
15 lecturer or above or equivalent rank (Regents Bylaws 3.1.1.1 and 4.4).  
16

17 **2.4 In Writing and Written**, when used to describe a communication, shall mean that the  
18 communication so described shall be either a paper document signed by the sender or an  
19 electronic communication that can be readily accessed by the sender and by the recipient.  
20

21 **2.5 Parties** shall mean the complainant(s) and the respondent(s).  
22

23 **2.6 President** shall mean the President of the University of Nebraska and shall include the  
24 authorized representative of the President. The President shall not extend such authorization to  
25 the Chancellor or staff members of any campus of the University.  
26

27 **2.7 Section**, unless otherwise noted, refers to a section of this Code of Procedures for  
28 Grievances.  
29

## 30 **3 GENERAL RULES GOVERNING SPECIAL GRIEVANCE COMMITTEES**

31  
32 **3.1 Quorum.** Each Special Grievance Committee has six members. If a member of the  
33 Special Grievance Committee withdraws or is barred prior to commencement of the  
34 Investigative Hearing, the Chair of the Special Grievance Committee shall notify the Chair of the  
35 ARRC, and the Chair of the ARRC shall make every reasonable effort to appoint a suitable  
36 replacement as provided in Section 3.3.5 of the ARRC Procedures. In an emergency, and with  
37 the consent of the parties, a hearing may be conducted with one member absent, but a member  
38 absent from the hearing may not participate in subsequent deliberations. In no case may the  
39 Special Grievance Committee proceed with the Investigative Hearing with fewer than five  
40 members present.  
41

42 **3.2 Voting.** The Special Grievance Committee may take action only on concurrence of four  
43 members. The Chair may vote.  
44

1 **3.3 Expiration of Term.** A member of the Special Grievance Committee whose term on the  
2 ARRC Panel expires during a case shall continue to serve until the case is concluded.

3  
4 **3.4 Conflict of Interest.** Conflict of Interest occurs when a member of the Special Grievance  
5 Committee

6 **3.4.1** is in the same department or equivalent unit as a party or witness; or

7 **3.4.2** answers directly to a party or witness; or

8 **3.4.3** has a direct voice in the salary or working conditions of a party or witness; or

9 **3.4.4** has, or reasonably appears to have, a personal interest in the case or its outcome; or

10 **3.4.5** has provided counsel or assistance to a party relating to the grievance; or

11 **3.4.6** has participated in the efforts of an organization to provide counsel or assistance to  
12 a party relating to the case; or

13 **3.4.7** has any other relationship with a party that might prevent impartiality.

14  
15 When a member of the Special Grievance Committee discovers that the member has a conflict of  
16 interest, the member shall voluntarily withdraw from participation. When a member of the  
17 Special Grievance Committee is alleged to have a conflict of interest and the member does not  
18 voluntarily withdraw, the ARRC shall review the allegation and, if a conflict of interest is found,  
19 shall bar that person from further participation.

20  
21 **3.5 Communications.**

22  
23 **3.5.1** The Chair of the Special Grievance Committee receives communications for the  
24 Committee and speaks for it. Both complainant and respondent shall address  
25 communications concerning the case only to the Chair of the Special Grievance  
26 Committee. Special Grievance Committee members should discourage contacts outside  
27 the regular process, and should direct those who make them to the Chair of the Special  
28 Grievance Committee.

29  
30 **3.5.2** The Chair of the Special Grievance Committee shall keep all parties informed of  
31 any substantive communications and contacts, including those that arise outside the  
32 normal process.

33  
34 **3.5.3** If the Chair of the Special Grievance Committee has difficulty communicating  
35 with a party or other necessary participant, the Chair of the Special Grievance Committee  
36 may consult with the Chair of the ARRC about ways to resolve the communication  
37 problem.

38  
39 **3.6 Dissemination of Personnel Information.** Participation in Special Grievance  
40 Committee proceedings makes participants privy to sensitive information and allegations  
41 involving the personal and professional lives of members of the University community. UNL  
42 Bylaw 2.9 describes limitations on the collection and dissemination of personnel information.  
43 Some information obtained as part of a Grievance proceeding may be protected against broader  
44 dissemination by this Bylaw. Violators of this Bylaw could be subject to sanctions for  
45 professional misconduct.

1 **3.7 Closed Hearings.** Grievance proceedings, including the Pre-Hearing Conference and the  
2 Investigative Hearing, are considered to be investigative in nature. They are not open to the  
3 public, nor to witnesses except while they are presenting evidence and responding to questions.  
4

5 **3.8 Academic Advisors.** Each party may choose an Academic Advisor who may  
6 accompany and advise the party at the Pre-Hearing Conference and the Investigative Hearing.  
7 The role of Academic Advisor is open to any person who:

8 **3.8.1** is a member of the UNL Academic Assembly (UNL Bylaw 3.3.1) or has emeritus  
9 faculty status at UNL;

10 **3.8.2** is not in the same department or equivalent unit as a witness (other than the party  
11 being advised) before or a member of the Special Grievance Committee;

12 **3.8.3** has no other relationship with a member of the Special Grievance Committee that  
13 might create, or reasonably might seem to create, a conflict of interest for that Special  
14 Grievance Committee member;

15 **3.8.4** has no direct voice in the salary or working conditions of a party or witness; and

16 **3.8.5** has no other relationship with a party, an organization, or a witness that might  
17 interfere with the investigative process.  
18

19 **3.9 Counsel and Advice for the Special Grievance Committee.**  
20

21 **3.9.1** Because of potential conflicts of interest, the Special Grievance Committee shall  
22 not seek or accept advice from anyone to whom a party is answerable or who may be in  
23 a position of giving advice or legal counsel to a party or to any person or body that may  
24 later act on the Report of the Special Grievance Committee.  
25

26 **3.9.2** The Chair of the Special Grievance Committee may receive advice from the  
27 ARRC attorney selected pursuant to section 3.10.2 of the ARRC Procedures, but may  
28 not have an attorney present at the Investigative Hearing.  
29

30 **3.9.3** Nothing in this Section 3.9 shall prevent full participation by a member of the  
31 Special Grievance Committee who is also an attorney.  
32

33 **3.10 Termination of Pending Grievance Proceedings.**  
34

35 **3.10.1** If at any time all complainants in writing ask the Chair of the Special Grievance  
36 Committee that the Formal Written Complaint be withdrawn, or all parties in writing  
37 notify the Chair of the Special Grievance Committee that they have reached a settlement  
38 of the case, the Special Grievance Committee shall terminate the proceedings and shall  
39 not deliver the Final Report described in Section 8. However, in such circumstances the  
40 Special Grievance Committee may, on its own initiative, make written recommendations  
41 authorized by Sections 8.2.2 and 8.2.3

42 **3.10.1.1** concerning ways to prevent recurrence of acts, decisions, or  
43 circumstances which may have contributed to the filing of the grievance; and

1           **3.10.1.2** concerning ways to correct any deficiencies or anomalies found in the  
2 substance or application of bylaws, rules, regulations, policies, procedures, or  
3 customs which may have contributed to the filing of the grievance.  
4

5 Termination of the proceedings under this section shall not preclude the Special  
6 Grievance Committee, or members of the Special Grievance Committee, from making  
7 the “Communications Regarding Matters Outside the Scope of the Formal Written  
8 Complaint” authorized by Section 10.  
9

10 **3.10.2** Resignation from the University by any party shall not necessarily prevent the  
11 Special Grievance Committee from completing its deliberations and delivering the Final  
12 Report described in Section 8.  
13

14 **3.11 Timely Completion.** Unless the ARRC, for good cause shown, authorizes a longer  
15 period of time, the Special Grievance Committee shall complete its investigation and deliver its  
16 report within 150 days of receiving the Formal Written Complaint from the Chair of the ARRC.  
17

18 **3.12 Adherence to Procedures.**  
19

20 **3.12.1** If a party has good reason to believe that the Special Grievance Committee is out  
21 of compliance with these procedures, the matter should be brought to the attention of the  
22 Chair of the Special Grievance Committee. Procedural questions that the Chair of the  
23 Special Grievance Committee cannot resolve promptly and that are so important that  
24 failure to resolve them would undermine the credibility of the Special Grievance  
25 Committee may be referred by the Chair of the Special Grievance Committee or by a  
26 party to the ARRC for resolution. The ARRC shall resolve the issues after obtaining the  
27 views of the parties and of the Special Grievance Committee. The Chair of the ARRC  
28 shall inform the parties and the Special Grievance Committee of the ARRC decision and  
29 direct them to follow the decision.  
30

31 **3.12.2** If a party has good reason to believe that the ARRC is out of compliance with  
32 these procedures or the ARRC Procedures, the party may invoke Section 6.2 of the  
33 ARRC Procedures.  
34

35 **4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL**  
36 **GRIEVANCE COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF**  
37 **CONFLICT OF INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF**  
38 **PROPOSED ACADEMIC ADVISORS**  
39

40 **4.1 General Responsibilities of the Chair of the Special Grievance Committee.** The  
41 responsibilities of the Chair of the Special Grievance Committee include:

42 **4.1.1** convening and presiding over meetings of the Special Grievance Committee;

43 **4.1.2** receiving communications for the Special Grievance Committee and speaking for  
44 it;

- 1       **4.1.3** ensuring that all substantive communications regarding the grievance are made
- 2       available to all parties;
- 3       **4.1.4** maintaining a complete case file, including a record of all substantive
- 4       communications, documents, committee actions, and committee reports related to the
- 5       grievance;
- 6       **4.1.5** providing a copy of the Formal Written Complaint, the Formal Written Response,
- 7       the current ARRC Procedures, and the current Code of Procedures for Special Grievance
- 8       Committees to each member of the Special Grievance Committee, and to the ARRC
- 9       Observer, if any;
- 10      **4.1.6** arranging for accommodations for the Pre-Hearing Conference and for the
- 11      Investigative Hearing, taking into account such factors as the time needed, the space
- 12      needs of the Special Committee and parties and witnesses, the need for a separate
- 13      accommodation for witnesses while waiting to testify, and access to other facilities that
- 14      may be needed;
- 15      **4.1.7** moving the proceedings toward a conclusion as expeditiously as reasonably
- 16      possible while respecting the rights and needs of all participants;
- 17      **4.1.8** notifying the Chair of the ARRC of any withdrawal from the Special Grievance
- 18      Committee to permit timely appointment of a substitute as provided in Section 3.3.5 of
- 19      the ARRC Procedures;
- 20      **4.1.9** reminding participants of limitations on the dissemination of personnel
- 21      information set forth in Section 3.6;
- 22      **4.1.10** arranging for timely consultation with the Chair of ARRC should procedural
- 23      disputes arise; and
- 24      **4.1.11** keeping accurate records of expenditures for activities of the Special Committee
- 25      and arranging for reimbursements from the Chancellor's office.

27      **4.2     Written Notice to the Parties.** Within 7 days after the Special Grievance Committee has  
 28      been convened, the Chair of the Special Grievance Committee shall send to each party the  
 29      following:

- 30      **4.2.1** a copy of the Formal Written Complaint;
- 31      **4.2.2** a copy of the current Procedures of the Academic Rights and Responsibilities
- 32      Committee;
- 33      **4.2.3** a copy of the current Code of Procedures for Grievances;
- 34      **4.2.4** a list of the members of the Special Grievance Committee;
- 35      **4.2.5** the name of the ARRC Observer or, if no ARRC Observer has been appointed,
- 36      notice to the parties that they are entitled to request that an ARRC Observer be
- 37      appointed; and
- 38      **4.2.6** notice of the deadlines established in Section 4.3 and 4.4.

40      **4.3     Formal Written Responses from Respondents: Mandatory Elements and Deadline**  
 41      **for Filing.** Within 15 days from the date of receipt of the Formal Written Complaint from the  
 42      Chair of the Special Grievance Committee, each respondent shall file a Formal Written  
 43      Response with the Chair of the Special Grievance Committee.

1       **4.3.1 Mandatory Elements.** Each Formal Written Response shall contain a clear and  
2 concise statement indicating which, if any, of the facts alleged in the Formal Written  
3 Complaint the respondent wishes to contest and a clear and concise statement indicating  
4 any ameliorating or other additional facts the respondent wishes to allege. Under Sections  
5 4.5 and 7.2, if a respondent fails to file a timely Formal Written Response or otherwise  
6 fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed  
7 to be true.

8  
9       **4.3.2 Optional Elements.** In addition, the Formal Written Response may include the  
10 following:

11           **4.3.2.1** a clear and concise statement indicating which, if any, of the standards  
12 identified in the Formal Written Complaint the respondent wishes to contest;

13           **4.3.2.2** a clear and concise statement of the standards, if any, the respondent  
14 believes to be appropriate for evaluating the complaint;

15           **4.3.2.3** a clear and concise statement indicating which, if any, of the violations  
16 alleged in the Formal Written Complaint the respondent wishes to contest;

17           **4.3.2.4** a clear and concise statement indicating which, if any, of the  
18 proposed remedies, sanctions, or other personal relief or prospective  
19 institutional change the respondent believes would be inappropriate.

20  
21 The Chair of the Special Grievance Committee may extend these deadlines for good cause  
22 shown.

23  
24       **4.4 Deadline for Requests from Any Party Requesting an Academic Advisor, an ARRC**  
25 **Observer, and for Allegations of Conflict of Interest.** Within 15 days from the date of receipt  
26 of the Formal Written Complaint from the Chair of the Special Grievance Committee,

27           **4.4.1** any party wishing to be advised by an academic advisor shall file a written request  
28 with the Chair of the Special Grievance Committee identifying the proposed academic  
29 advisor;

30           **4.4.2** any party wishing to request that the ARRC appoint an ARRC Observer shall file a  
31 written request with the Chair of the Special Grievance Committee;

32           **4.4.3** any party wishing to allege that a member of the Special Grievance Committee has  
33 a conflict of interest shall file a written statement with the Chair of the Special Grievance  
34 Committee setting forth the basis for the challenge.

35  
36 The Chair of the Special Grievance Committee may extend these deadlines for good cause  
37 shown.

38  
39       **4.5 Procedure If No Respondent Files a Timely Formal Written Response.** If no  
40 respondent files a timely Formal Written Response, the uncontested allegations of fact in the  
41 Formal Written Complaint shall be deemed to be true, and the Chair of the Special Committee  
42 shall so notify the parties and shall schedule a meeting of the Special Grievance Committee to  
43 prepare the Final Report required by Section 8.

1  
2 **4.6 Procedure If a Respondent Files a Timely Formal Written Response.** If any  
3 respondent files a timely Formal Written Response, the Chair of the Special Grievance  
4 Committee shall

5 **4.6.1** determine whether proposed academic advisors are eligible under Section 3.8, and  
6 if any party's proposed academic advisor is not eligible, invite that party to propose an  
7 eligible academic advisor;

8 **4.6.2** forward to each complainant and to each respondent a copy of each Formal Written  
9 Response and the names of proposed academic advisors; and

10 **4.6.3** forward to the Chair of the ARRC any request that an ARRC Observer be  
11 appointed.  
12

13 **4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer.**  
14

15 **4.7.1** Any party may in writing challenge the eligibility of a proposed academic advisor  
16 by delivering the challenge to the Chair of the Special Grievance Committee within 7  
17 days after receipt of the name of the proposed academic advisor. If a challenged  
18 proposed academic advisor does not voluntarily withdraw, the Chair of the Special  
19 Grievance Committee shall determine whether the proposed academic advisor is eligible.  
20 If the proposed academic advisor is not eligible, the party may propose another academic  
21 advisor. If the new proposed academic advisor appears to be eligible, the Chair of the  
22 Special Grievance Committee shall notify parties of the new proposed academic advisor  
23 and afford parties an opportunity to challenge the new proposed academic advisor.  
24

25 **4.7.2** Any party may in writing challenge the eligibility of a proposed ARRC Observer  
26 by delivering the challenge to the Chair of the Special Grievance Committee within 7  
27 days after receipt of the name of the proposed ARRC Observer. The Chair of the Special  
28 Grievance Committee shall forward the challenge to the Chair of the ARRC. If a  
29 challenged ARRC Observer does not voluntarily withdraw, the Chair of the ARRC shall  
30 determine whether the proposed ARRC Observer is eligible. If the proposed ARRC  
31 Observer is not eligible, the ARRC may in writing propose another ARRC Observer to  
32 the Chair of the Special Committee. The Chair of the Special Committee shall in writing  
33 notify parties of the new proposed ARRC Observer and afford parties an opportunity to  
34 challenge the new proposed ARRC Observer.  
35

36 **5 PRE-HEARING CONFERENCE**  
37

38 **5.1 Purpose.** As soon as possible after giving notice of a Formal Written Response  
39 contesting any allegations of the Formal Written Complaint and resolving any issues involving  
40 conflicts of interest and eligibility of proposed academic advisors and ARRC Observers, the  
41 Chair of the Special Grievance Committee shall arrange a Pre-Hearing Conference with all  
42 parties in attendance

43 **5.1.1** to clarify the issues involved;

44 **5.1.2** to identify uncontroverted facts;

45 **5.1.3** to explore the possibility of a voluntary settlement of the case;

1           **5.1.4** to explain procedures applicable to the Investigative Hearing; and  
2           **5.1.5** to establish procedures for setting the date, time, and place of the Investigative  
3           Hearing.  
4

5   At the Pre-Hearing Conference each party shall provide every other party and the Chair of the  
6   Special Grievance Committee with a copy of any documentation to be introduced by the party at  
7   the Investigative Hearing and with a list of any witnesses to be called by the party at the  
8   Investigative Hearing.  
9

10 **5.2   Persons Who May Attend and Participate in the Pre-Hearing Conference:**

11           **5.2.1** the Chair of the Special Grievance Committee;

12           **5.2.2** the parties;

13           **5.2.3** each party's academic advisor, if any;

14           **5.2.4** the ARRC attorney, if requested by the Chair of the Special Grievance Committee;  
15           and

16           **5.2.5** the ARRC Observer, if any.  
17

18 **5.3 Meeting of the Special Grievance Committee after the Pre-Hearing Conference and**  
19 **Before the Investigative Hearing.**

20           **5.3.1** As soon as possible after the conclusion of the Pre-Hearing Conference, the Chair  
21           of the Special Grievance Committee shall provide each member of the Special Grievance  
22           Committee with the following:

23                   **5.3.1.1** a copy of the Formal Written Complaint and a copy of each Formal  
24                   Written Response;

25                   **5.3.1.2** a copy of each party's written list of witnesses to be called and  
26                   documentation to be introduced at the Investigative Hearing;

27                   **5.3.1.3** a written summary of matters decided at the Pre-Hearing Conference.

28           **5.3.2** After a reasonable time to permit members of the Special Grievance Committee to  
29           review of these materials, the Chair of the Special Grievance Committee shall convene a  
30           meeting of the Special Grievance Committee, with only members of the Special  
31           Grievance Committee present, to determine whether the Special Grievance Committee  
32           wishes to call any additional witnesses or request any additional documentation. If the  
33           Special Grievance Committee decides to call any additional witnesses or request any  
34           additional documentation, the Chair of the Special Grievance Committee shall notify the  
35           parties in writing and shall make arrangements for the additional witnesses and  
36           documentation to be presented at the Investigative Hearing.  
37

38 **5.4   Notice of Investigative Hearing.** As soon as possible after the conclusion of the  
39           meeting of the Special Grievance Committee in accordance with Section 5.3, the Chair of  
40           the Special Grievance Committee shall in writing give notice of the date, time, and place  
41           of the Investigative Hearing to

42           **5.4.1** each party;

43           **5.4.2** each member of the Special Grievance Committee;

44           **5.4.3** each academic advisor, if any;

45           **5.4.4** the ARRC Observer, if any;

1           **5.4.5** the Chair of the ARRC.

2  
3   **6**       **INVESTIGATIVE HEARING**

4  
5   **6.1**     **Persons Who May Attend the Investigative Hearing:**

6       **6.1.1** members of the Special Grievance Committee;

7       **6.1.2** the parties;

8       **6.1.3** each party's academic advisor, if any;

9       **6.1.4** the ARRC Observer, if any;

10      **6.1.5** witnesses, but no witness shall be present except when that witness is testifying and  
11      responding to questions.

12  
13   **6.2**     **Order of Investigative Hearing.** The usual sequence of an Investigative Hearing is as  
14   follows:

15      **6.2.1** introductions of all present (this will be repeated for each witness);

16      **6.2.2** introduction of the case by the Chair of the Special Grievance Committee;

17      **6.2.3** complainant(s)' presentation of the Formal Written Complaint and evidence in  
18      support of the Formal Written Complaint, including all documentation and all witnesses;

19      **6.2.4** respondent(s)' presentation of the Formal Written Response and evidence in  
20      support of the Formal Written Response, including all documentation and all witnesses;

21      **6.2.5** presentation of documentation and testimony of witnesses requested by the Special  
22      Grievance Committee;

23      **6.2.6** rebuttal in support of the Formal Written Complaint;

24      **6.2.7** closing statement(s) by Complainant(s), followed by closing statement(s) by  
25      Respondent(s);

26      **6.2.8** statement by the Chair of the Special Grievance Committee thanking participants  
27      and explaining post-Investigative-Hearing procedures.

28  
29   This order may be varied if the Chair of the Special Grievance Committee determines that a  
30   clearer way of exploring the issues can be achieved, and if the Special Grievance Committee  
31   and the parties agree.

32  
33   **6.3**     **Evidence and Witnesses.**

34  
35      **6.3.1** The Special Grievance Committee may direct the parties, faculty members, and  
36      other officers of the University to produce specific relevant documents (including  
37      personnel and student records) for introduction at the Investigative Hearing.

38  
39      **6.3.2** Members of the UNL community shall cooperate with the Special Grievance  
40      Committee in providing testimony or documents; however, a person shall not be required  
41      to give testimony or to produce documents in regard to any confidential communication  
42      for which the law provides a privilege. Refusal by anyone to provide documents or to  
43      testify in regard to any communication for which the law does not provide a privilege  
44      obstructs the process and shall be taken into consideration by the Special Grievance  
45      Committee in its deliberations and in its preparation of the Final Report.

1  
2 **6.3.3** Witnesses may testify and evidence may be received not only concerning relevant  
3 facts but also concerning relevant standards. The Chair of the Special Grievance  
4 Committee may bar the introduction of documents, evidence, questions, and testimony  
5 reasonably deemed irrelevant, immaterial, not-competent, or unduly repetitious. The  
6 Chair of the Special Grievance Committee also may bar the introduction of documents,  
7 evidence, and testimony if introduction would unfairly surprise another party and if the  
8 documents, evidence, or testimony could, with reasonable diligence, have been  
9 discovered or produced before the Pre-Hearing Conference. A party adversely affected  
10 by a decision to bar the introduction of evidence may appeal the decision of the Chair to  
11 the full Special Grievance Committee.  
12

13 **6.3.4** The Chair of the Special Grievance Committee may in appropriate circumstances  
14 temporarily adjourn the Investigative Hearing.  
15

16 **6.4 Format of Presentations and Questions.** To preserve orderly and civil proceedings, the  
17 Investigative Hearing shall be conducted by the Chair of the Special Grievance Committee as  
18 follows:  
19

20 **6.4.1** No person shall speak without prior recognition by the Chair of the Special  
21 Grievance Committee.  
22

23 **6.4.2** Each party and each witness may be questioned by members of the Special  
24 Grievance Committee after the end of the presentation of that party or witness.  
25

26 **6.4.3** When the Special Grievance Committee has finished questioning a party or  
27 witness, each party may question that party or witness; alternatively, the parties may  
28 submit questions to the Chair of the Special Grievance Committee which the Chair of the  
29 Special Grievance Committee may ask on their behalf.  
30

31 **6.4.4** The Chair of the Special Grievance Committee may bar questions under Section  
32 6.3.3. A party adversely affected by a decision to bar a question may appeal the decision  
33 of the Chair to the full Special Grievance Committee  
34

35 **6.4.5** A party's academic advisor may consult privately with that party, may respond to  
36 questions from the Chair, and may address procedural questions to the Chair, but under  
37 ordinary circumstances may not otherwise participate in the Investigative Hearing.  
38  
39

## 40 **7 DELIBERATIONS AND DECISION**

41

42 **7.1** All deliberations shall be conducted in executive session with no one present except  
43 members of the Special Grievance Committee, and the ARRC attorney, if invited.  
44

1 **7.2** The complainant bears the burden of proving relevant facts by a preponderance of the  
2 relevant evidence. If a respondent fails to file a timely written response or otherwise fails to  
3 contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.  
4

5 **7.3** Refusal by anyone to provide documents or to testify obstructs the process and shall be  
6 taken into consideration by the Special Grievance Committee in its deliberations and preparation  
7 of the Final Report.  
8

9 **7.4** The standards against which the charges are to be judged include applicable state and  
10 federal law; University bylaws, rules and regulations; established policies of the relevant  
11 administrative unit; appropriate professional and discipline based standards; applicable  
12 contracts; and academic principles and tradition. In the event of conflict between different  
13 University bylaws, rules or regulations, those of the more inclusive administrative unit shall  
14 prevail.  
15

## 16 **8 THE FINAL REPORT**

17

18 When the Special Grievance Committee has completed its deliberations it shall prepare a Final  
19 Report setting forth the Special Grievance Committee's disposition of each grievance alleged in  
20 the Formal Written Complaint. Communications regarding matters outside the scope of the  
21 Formal Written Complaint shall be addressed in accordance with the rules set forth in Section 10  
22 below. The Final Report shall be limited to the following mandatory and optional elements.  
23

24 **8.1 Mandatory Elements of the Final Report.** The Final Report shall contain, with respect  
25 to each grievance alleged in the Formal Written Complaint:

26 **8.1.1** specific findings of relevant fact and reference to the evidentiary foundations upon  
27 which those findings are based;

28 **8.1.2** identification of the standards against which the grievance is being judged; and

29 **8.1.3** the Special Grievance Committee's conclusions concerning whether applicable  
30 standards have been violated.  
31

32 Before preparing the elements of the Final Report required by Sections 8.1.2 and 8.1.3, the Chair  
33 of the Special Grievance Committee shall send to each party a copy of a provisional draft of the  
34 specific findings of relevant fact and reference to the evidentiary foundations upon which those  
35 findings are based required by Section 8.1.1. Each party shall have five days after receipt of the  
36 provisional draft to submit written comments to the Chair of the Special Grievance Committee  
37 suggesting specific changes to correct specific alleged inaccuracies in the provisional draft. No  
38 changes based upon such comments shall be made to the provisional draft without first providing  
39 other parties an opportunity to respond to the comments. If the Special Grievance Committee  
40 decides not to make changes suggested in a written comment, that written comment and the  
41 Special Grievance Committee's reasons for that decision shall be appended to the Final Report.  
42

43 **8.2 Optional Elements of the Final Report** . In addition, the Final Report may contain one  
44 or more of the following:

1 **8.2.1 Order of Reconsideration Under Regents Bylaw 4.13.2.** If the grievance alleged  
2 that inadequate consideration was given to relevant matters by the person or body that  
3 took the action or made the decision that led to the grievance, and if the Special  
4 Grievance Committee has determined that inadequate consideration of the relevant  
5 matters occurred, the Final Report of the Special Grievance Committee shall state the  
6 facts found and the respects in which the consideration was inadequate. The Special  
7 Grievance Committee shall not substitute its judgment on the merits for that of the  
8 person, group, or groups that previously considered the decision. The Special Grievance  
9 Committee may order the matter reconsidered by the appropriate person, group, or  
10 groups, or recommend that other rectifying action be taken. Any such order of  
11 reconsideration shall indicate the person or unit that is to begin the reconsideration  
12 ordered by the Special Grievance Committee,<sup>1</sup> shall indicate reasonable time limits  
13 within which the reconsideration shall occur, and shall include the requirement that the  
14 file used for the reconsideration include the full Final Report of the Special Grievance  
15 Committee and any relevant further evidence submitted for the reconsideration.<sup>2</sup>

16 **8.2.2 Recommendations.** The Final Report may include recommendations:

17 **8.2.2.1** concerning ways to redress any grievance the Special Grievance  
18 Committee has determined to be justified;

19 **8.2.2.2** concerning ways to prevent recurrence of acts, decisions, or circumstances  
20 which may have contributed to the filing of the grievance;

21 **8.2.2.3** concerning correction of any deficiencies or anomalies found in the  
22 substance or application of bylaws, rules, regulations, policies, procedures, or  
23 customs which may have contributed to the filing of the grievance.

24 **8.2.3 Concurring or Dissenting Opinions.** The Final Report may include concurring or  
25 dissenting opinions, or both, concerning any mandatory or optional element of the  
26 report.

### 27 28 **8.3 Delivery and Archiving of Final Report.**

29  
30 **8.3.1** The Chair of the Special Grievance Committee shall

31 **8.3.1.1** deliver a copy of the Final Report to each party, to the Chancellor (or, if  
32 the Chancellor is a party, to the President), to the Chair of the ARRC, and to the  
33 President of the Academic Senate; and

34 **8.3.1.2** deliver a copy of the Final Report and of the case file required by Section  
35 4.1.4 to the Coordinator of the Academic Senate.

---

<sup>1</sup> Under Regents Bylaw 4.8(a), the complainant may exercise the right to designate that reconsideration begin at an earlier stage than that designated by the Special Grievance Committee, and may exercise the right to offer evidence for the reconsideration; a complainant who exercises these rights shall be deemed to have fully exercised the complainant's rights to reconsideration under that Bylaw.

<sup>2</sup> If a person or unit ordered to reconsider a decision does not thereafter correct procedural errors in the original consideration or refuses to consider all relevant information, the complainant may request that the ARRC reconvene the Special Grievance Committee as a Special Professional Conduct Committee.

1           **8.3.2** The Coordinator of the Academic Senate shall

2                   **8.3.2.1** place one copy of the Final Report and of the case file in ARRC archives  
3                   in the Academic Senate Office under specified conditions of access; and

4                   **8.3.2.2** deposit a second copy of the Final Report and of the case file in the  
5                   University Archives under specified conditions of access.  
6

7   **9       FOLLOW UP TO THE REPORT**  
8

9   **9.1     Chancellor's (or President's) Response to Recommendations.** In response to  
10 recommendations made by the Special Grievance Committee, the Chancellor (or, if the  
11 Chancellor is a party, the President) shall within 30 days provide a written response to the Chair  
12 of the ARRC indicating:

13           **9.1.1** the recommendations that have been accepted and the action taken;

14           **9.1.2** the recommendations that have been rejected in part or completely; and

15           **9.1.3** for each recommendation rejected, reasons responsive to the Committee's rationale  
16 for proposing it.

17 Copies shall be sent to the parties, to the President of the Academic Senate, and to the  
18 Coordinator of the Academic Senate for inclusion in the case files in the ARRC archives and in  
19 the University Archives. If the response rejects or changes the recommendations made by the  
20 Special Grievance Committee, the ARRC shall inform the President of the Academic Senate  
21 who shall provide each member of the Senate Executive Committee with a copy of the Final  
22 Report and of the response and shall put the matter on the agenda of the next Senate Executive  
23 Committee meeting for whatever action the Senate Executive Committee may deem appropriate.  
24

25 **9.2     ARRC Review of Implementation of Recommendations.** The ARRC shall determine  
26 the extent to which recommendations of the Special Grievance Committee have been  
27 implemented, and shall report its findings to the President of the Academic Senate and in its  
28 annual report to the Senate.  
29

30 **9.3     ARRC Meeting with the Special Grievance Committee.** After the Final Report has  
31 been filed, the ARRC shall meet with the Special Grievance Committee and any others  
32 considered appropriate by the Chair of the ARRC to thank the Special Grievance Committee for  
33 its work, to collect all copies of documents, and to hear from the Special Grievance Committee  
34 any suggestions about how the work of the ARRC and its special committees might be  
35 improved.  
36

37 **10     COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF**  
38 **THE FORMAL WRITTEN COMPLAINT**  
39

40 **10.1** In the course of an investigation, one or more members of the Special Grievance  
41 Committee may conclude that the Special Grievance Committee has heard allegations or  
42 otherwise discovered information which, though outside the scope of the Formal Written  
43 Complaint and thus not subject to full investigation and evaluation by the Special Grievance  
44 Committee, nonetheless suggests that actions or decisions have been taken or may be taken in  
45 violation of law, University policy, or academic principle.

1 **10.2** Such concerns shall not be addressed in the Final Report of the Special Grievance  
2 Committee required by Section 8.0. However, the Special Grievance Committee acting through  
3 its chair, or any member or members of the Special Grievance Committee, may communicate  
4 those concerns in writing to the appropriate administrator for investigation and for whatever  
5 corrective action may be appropriate. In shaping the contents of and determining the recipients  
6 for such communications, those preparing the communications shall consult with the Chair of  
7 the ARRC.  
8

9 **10.3** A copy of any such communication to an administrator shall at the same time be sent to

10 **10.3.1** the Chancellor; and

11 **10.3.2** the Chair of the ARRC; and

12 **10.3.3** any individual on whose actions, decisions, or practices the communication  
13 reflects; and

14 **10.3.4** if the communication reflects on the actions, decisions, or practices of a committee  
15 or unit, the individual who heads that committee or unit;

16 **10.3.5** if the communication reflects on the actions, decisions, or practices of the  
17 Chancellor, the President; and

18 **10.3.6** if the communication includes concerns about alleged unlawful discrimination,  
19 including sexual or other prohibited harassment, the UNL Office of Equity, Access and  
20 Diversity Programs.  
21

22 **10.4** Such communications shall be deemed to be a part of the responsibility of Special  
23 Grievance Committee members and, as such, to be subject to the same protections afforded all  
24 Special Grievance Committee activities by Section 6.8 of the Regents Bylaws.



1           **4.3 Formal Written Responses from Respondents: Mandatory**  
2           **Elements and Deadline for Filing** ..... 7  
3           **4.3.1 Mandatory Elements** ..... 7  
4           **4.3.2 Optional Elements** ..... 7  
5           **4.4 Deadline for Requests from Any Party Requesting an Academic**  
6           **Advisor, an ARRC Observer, and for Allegations of Conflict of Interest** ..... 7  
7           **4.5 Procedure If No Respondent Files a Timely Formal Written Response** ..... 8  
8           **4.6 Procedure If a Respondent Files a Timely Formal Written Response** ..... 8  
9           **4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer** ..... 8  
10  
11 **5 PRE-HEARING CONFERENCE** ..... 9  
12           **5.1 Purpose** ..... 9  
13           **5.2 Persons Who May Attend and Participate in the Pre-Hearing Conference** ... 9  
14           **5.3 Meeting of the Special PC-A Committee after the Pre-Hearing Conference**  
15           **and Before the Investigative Hearing** ..... 9  
16           **5.4 Notice of Investigative Hearing** ..... 10  
17  
18 **6 INVESTIGATIVE HEARING** ..... 10  
19           **6.1 Persons Who May Attend the Investigative Hearing** ..... 10  
20           **6.2 Order of Investigative Hearing** ..... 10  
21           **6.3 Evidence and Witnesses** ..... 10  
22           **6.4 Format of Presentations and Questions** ..... 11  
23  
24 **7 DELIBERATIONS AND DECISION** ..... 11  
25  
26 **8 THE FINAL REPORT** ..... 12  
27           **8.1 Mandatory Elements of the Final Report** ..... 12  
28           **8.2 Optional Elements of the Final Report** ..... 13  
29                   **8.2.1 Recommendations** ..... 13  
30                   **8.2.2 Concurring or Dissenting Opinions** ..... 13  
31           **8.3 Delivery and Archiving of Final Report** ..... 13  
32  
33 **9 FOLLOW UP TO THE REPORT** ..... 14  
34           **9.1 Chancellor’s (or President’s) Response to Recommendations** ..... 14  
35           **9.2 ARRC Review of Implementation of Recommendations** ..... 14  
36           **9.3 ARRC Meeting with the Special PC-A Committee** ..... 14  
37  
38 **10 COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF**  
39 **THE FORMAL WRITTEN COMPLAINT** ..... 14  
40

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**CODE OF PROCEDURES FOR  
SPECIAL PROFESSIONAL CONDUCT - A (PC-A) COMMITTEES  
University of Nebraska-Lincoln**

**1 INTRODUCTION**

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

**1.2 Duty of University Officials to Investigate and to Take Action on Known or Alleged Discrimination.** University Officials have a duty promptly to investigate and to take appropriate action on all known or alleged incidents of illegal discrimination. University officials in this context shall be defined as any individual employed by UNL with job authority or responsibility to

**1.2.1** supervise, hire, assign or reassign responsibilities;

**1.2.2** recommend or grant promotion or demotion; and/or

**1.2.3** recommend or take any disciplinary or corrective actions.

**1.3 Authority and Jurisdiction of Special PC-A Committees.**

**1.3.1** Regents Bylaws 4.15 authorizes a Faculty Professional Conduct Committee to consider complaints by any person charging a member of the professional staff with professional misconduct. The UNL Academic Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in Special Professional Conduct Committees established under the aegis of the Academic Rights and Responsibilities Committee (ARRC). A description of the committees can be found in the Syllabus of Committees of the Academic Senate, available from the Academic Senate Office and on the Academic Senate website.

**1.3.2** The Code entitled “Responsibilities of the Academic Rights and Responsibilities Committee and Procedures for Handling Matters of Academic Freedom and Tenure, Grievance and Professional Conduct” (“ARRC Procedures”) indicates how complaints are to be received by the ARRC, assessed for sufficiency and jurisdiction, and transmitted to a Special Committee.

**1.3.3** This “Code of Procedures for Special PC-A Committees” indicates how a complaint alleging professional misconduct other than Federal Misconduct in Science is to be handled after the ARRC has transmitted it to a Special PC-A Committee. The “Code of Procedures for Special PC-B Committees” indicates how a complaint by the Vice-Chancellor for Research alleging violation of Federal Misconduct in Science Regulations is to be handled after the ARRC has transmitted it to a Special PC-B Committee.

1           **1.3.4** The ARRC Procedures and the Code of Procedures for Special PC-A Committees in  
2 their current form are available from the Academic Senate Office and on the Academic  
3 Senate website. Any faculty member contemplating filing a complaint with the ARRC  
4 should first consult both documents. For information and advice concerning these  
5 procedures, contact the Chair of the ARRC.  
6

## 7 **2       DEFINITIONS**

8

9 As used in this Code of Procedures for Special PC-A Committees, unless the context otherwise  
10 requires:

11  
12 **2.1     Chancellor** shall mean the Chancellor of UNL.  
13

14 **2.2 Days**       shall mean days on which University offices are open for business.  
15

16 **2.3 Faculty Member** shall mean any staff member of UNL holding the academic rank of  
17 lecturer or above or equivalent rank (Regents Bylaws 3.1.1.1 and 4.4).  
18

19 **2.4     Federal Misconduct in Science Regulations** shall mean regulations covering misconduct  
20 in federally sponsored scientific research, particularly, but not exclusively, that funded by the  
21 Public Health Service. Consult the Office of the Vice Chancellor for Research to determine  
22 projects covered by these regulations.  
23

24 **2.5     In Writing and Written**, when used to describe a communication, shall mean that the  
25 communication so described shall be either a paper document signed by the sender or an electronic  
26 communication that can be readily accessed by the sender and by the recipient.  
27

28 **2.6     Parties** shall mean the complainant(s) and the respondent(s).  
29

30 **2.7     President** shall mean the President of the University of Nebraska and shall include the  
31 authorized representative of the President. The President shall not extend such authorization to the  
32 Chancellor or staff members of any campus of the University.  
33

34 **2.8     Section**, unless otherwise noted, refers to a section of this Code of Procedures for Special  
35 PC-A Committees.  
36

37 **2.9     Vice Chancellor for Research** shall include the authorized representative of the Vice  
38 Chancellor. The Vice Chancellor shall not extend such authorization to Deans with collegiate or  
39 divisional responsibility or to a staff member of any such college or division.  
40  
41  
42  
43  
44  
45

1 **3 GENERAL RULES GOVERNING SPECIAL PC-A COMMITTEES**

2  
3 **3.1 Quorum.**

4  
5 **3.1.1** Each Special PC-A Committee has six faculty members. If a Special Committee to be  
6 convened as a Special PC-A Committee is to hear a discrimination complaint filed by other than a  
7 member of the Academic/Administrative or Other Academic Staff, the Special PC-A Committee  
8 shall be augmented pursuant to Section 3.3.6 of the ARRC Procedures by the addition of three  
9 members of the committee to which the complaint would have been referred had the complainant  
10 been formally charged under the UNL "Policy and Procedures on Unlawful Discrimination,  
11 Including Sexual and Other Prohibited Harassment.

12  
13 **3.1.2** If a member of the Special PC-A Committee or a staff member or student appointed to  
14 augment the Special PC-A Committee withdraws or is barred prior to commencement of the  
15 Investigative Hearing, the Chair of the Special PC-A Committee shall notify the Chair of the  
16 ARRC, and the Chair of the ARRC shall make every reasonable effort to appoint a suitable  
17 replacement as provided in Section 3.3.5 or 3.3.6 of the ARRC Procedures. In an emergency, and  
18 with the consent of the parties, a hearing may be conducted with one faculty member absent, but a  
19 faculty member absent from the hearing may not participate in subsequent deliberations. In no case  
20 may the Special PC-A Committee proceed with the Investigative Hearing with fewer than five  
21 faculty members present.

22  
23 **3.2 Voting.** The Special PC-A Committee may take action only on concurrence of four faculty  
24 members. The Chair may vote. Students or staff added to a Special PC-A Committee pursuant to  
25 Section 3.3.6 of the ARRC Procedures may participate fully in discussions, hearings, and  
26 deliberations of the Special PC-A Committee, but may not vote. If the opinion of the students or  
27 staff added to the Special PC-A Committee differs from that of the regular members of the Special  
28 PC-A Committee, their opinion and the rationale for that opinion shall be included in the Final  
29 Report of the Special PC-A Committee required by Section 8.

30  
31 **3.3 Expiration of Term.** A member of the Special PC-A Committee whose term on the ARRC  
32 Panel expires during a case shall continue to serve until the case is concluded.

33  
34 **3.4 Conflict of Interest.** Conflict of Interest occurs when a member of the Special PC-A  
35 Committee

36 **3.4.1** is in the same department or equivalent unit as a party or witness; or

37 **3.4.2** answers directly to a party or witness; or

38 **3.4.3** has a direct voice in the salary or working conditions of a party or witness; or

39 **3.4.4** has, or reasonably appears to have, a personal interest in the case or its outcome; or

40 **3.4.5** has provided counsel or assistance to a party relating to the professional misconduct  
41 allegation; or

42 **3.4.6** has participated in the efforts of an organization to provide counsel or assistance to a  
43 party relating to the case; or

44 **3.4.7** has any other relationship with a party that might prevent impartiality.  
45

1 When a member of the Special PC-A Committee discovers that the member has a conflict of  
2 interest, the member shall voluntarily withdraw from participation. When a member of the Special  
3 PC-A Committee is alleged to have a conflict of interest and the member does not voluntarily  
4 withdraw, the ARRC shall review the allegation and, if a conflict of interest is found, shall bar that  
5 person from further participation.

### 6 7 **3.5 Communications.**

8  
9 **3.5.1** The Chair of the Special PC-A Committee receives communications for the  
10 Committee and speaks for it. Both complainant and respondent shall address  
11 communications concerning the case only to the Chair of the Special PC-A Committee.  
12 Special PC-A Committee members should discourage contacts outside the regular process,  
13 and should direct those who make them to the Chair of the Special PC-A Committee.

14  
15 **3.5.2** The Chair of the Special PC-A Committee shall keep all parties informed of any  
16 substantive communications and contacts, including those that arise outside the normal  
17 process.

18  
19 **3.5.3** If the Chair of the Special PC-A Committee has difficulty communicating with a  
20 party or other necessary participant, the Chair of the Special PC-A Committee may consult  
21 with the Chair of the ARRC about ways to resolve the communication problem.

22  
23 **3.6 Dissemination of Personnel Information.** Participation in Special PC-A Committee  
24 proceedings makes participants privy to sensitive information and allegations involving the  
25 personal and professional lives of members of the University community. UNL Bylaw 2.9 describes  
26 limitations on the collection and dissemination of personnel information. Some information  
27 obtained as part of a PC-A proceeding may be protected against broader dissemination by this  
28 Bylaw. Violators of this Bylaw could be subject to sanctions for professional misconduct.

29  
30 **3.7C Closed Hearings.** PC-A proceedings, including the Pre-Hearing Conference and the  
31 Investigative Hearing, are considered to be investigative in nature. They are not open to the public,  
32 nor to witnesses except while they are presenting evidence and responding to questions.

33  
34 **3.8 Academic Advisors.** Each party may choose an Academic Advisor who may accompany  
35 and advise the party at the Pre-Hearing Conference and the Investigative Hearing. The role of  
36 Academic Advisor is open to any person who:

37 **3.8.1** is a member of the UNL Academic Assembly (UNL Bylaw 3.3.1) or has emeritus  
38 faculty status at UNL;

39 **3.8.2** is not in the same department or equivalent unit as a witness (other than the party  
40 being advised) before or a member of the Special PC-A Committee;

41 **3.8.3** has no other relationship with a member of the Special PC-A Committee that might  
42 create, or reasonably might seem to create, a conflict of interest for that Special PC-A  
43 Committee member;

44 **3.8.4** has no direct voice in the salary or working conditions of a party or witness; and

1           **3.8.5** has no other relationship with a party, an organization, or a witness that might interfere  
2 with the investigative process.

3  
4   **3.9     Counsel and Advice for the Special PC-A Committee.**

5  
6           **3.9.1** Because of potential conflicts of interest, the Special PC-A Committee shall not seek  
7 or accept advice from anyone to whom a party is answerable or who may be in a position of  
8 giving advice or legal counsel to a party or to any person or body that may later act on the  
9 Report of the Special PC-A Committee.

10  
11           **3.9.2** The Chair of the Special PC-A Committee may receive advice from the ARRC  
12 attorney selected pursuant to section 3.10.2 of the ARRC Procedures, but may not have an  
13 attorney present at the Investigative Hearing.

14  
15           **3.9.3** Nothing in this Section 3.9 shall prevent full participation by a member of the  
16 Special PC-A Committee who is also an attorney.

17  
18   **3.10    Termination of Pending PC-A Proceedings.**

19  
20           **3.10.1** If at any time all complainants in writing ask the Chair of the Special PC-A  
21 Committee that the Formal Written Complaint be withdrawn, or all parties in writing notify  
22 the Chair of the Special PC-A Committee that they have reached a settlement of the case,  
23 the Special PC-A Committee shall terminate the proceedings and shall not deliver the Final  
24 Report described in Section 8. However, in such circumstances the Special PC-A  
25 Committee may, on its own initiative, make written recommendations authorized by  
26 Sections 8.2.2 and 8.2.3

27               **3.10.1.1** concerning ways to prevent recurrence of acts, decisions, or circumstances  
28 which may have contributed to the filing of the complaint; and

29               **3.10.1.2** concerning ways to correct any deficiencies or anomalies found in the  
30 substance or application of bylaws, rules, regulations, policies, procedures, or  
31 customs which may have contributed to the filing of the complaint.

32  
33           Termination of the proceedings under this section shall not preclude the Special PC-A  
34 Committee, or members of the Special PC-A Committee, from making the  
35 “Communications Regarding Matters Outside the Scope of the Formal Written Complaint”  
36 authorized by Section 10.

37  
38           **3.10.2** Resignation from the University by any party shall not necessarily prevent the  
39 Special PC-A Committee from completing its deliberations and delivering the Final Report  
40 described in Section 8.

41  
42   **3.11    Timely Completion.** Unless the ARRC, for good cause shown, authorizes a longer period of  
43 time, the Special PC-A Committee shall complete its investigation and deliver its report within 150  
44 days of receiving the Formal Written Complaint from the Chair of the ARRC.

1 **3.12 Adherence to Procedures.**

2  
3 **3.12.1** If a party has good reason to believe that the Special PC-A Committee is out of  
4 compliance with these procedures, the matter should be brought to the attention of the Chair  
5 of the Special PC-A Committee. Procedural questions that the Chair of the Special PC-A  
6 Committee cannot resolve promptly and that are so important that failure to resolve them  
7 would undermine the credibility of the Special PC-A Committee may be referred by the  
8 Chair of the Special PC-A Committee or by a party to the ARRC for resolution. The ARRC  
9 shall resolve the issues after obtaining the views of the parties and of the Special PC-A  
10 Committee. The Chair of the ARRC shall inform the parties and the Special PC-A  
11 Committee of the ARRC decision and direct them to follow the decision.

12  
13 **3.12.2** If a party has good reason to believe that the ARRC is out of compliance with these  
14 procedures or the ARRC Procedures, the party may invoke Section 6.2 of the ARRC  
15 Procedures.

16  
17 **4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL PC-A**  
18 **COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF**  
19 **INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED**  
20 **ACADEMIC ADVISORS**

21  
22 **4.1 General Responsibilities of the Chair of the Special PC-A Committee.** The  
23 responsibilities of the Chair of the Special PC-A Committee include:

24 **4.1.1** convening and presiding over meetings of the Special PC-A Committee;

25 **4.1.2** receiving communications for the Special PC-A Committee and speaking for it;

26 **4.1.3** ensuring that all substantive communications regarding the PC-A are made available  
27 to all parties;

28 **4.1.4** maintaining a complete case file, including a record of all substantive  
29 communications, documents, committee actions, and committee reports;

30 **4.1.5** providing a copy of the Formal Written Complaint, the Formal Written Response, the  
31 current ARRC Procedures, and the current Code of Procedures for Special PC-A  
32 Committees to each member of the Special PC-A Committee, and to the ARRC Observer, if  
33 any;

34 **4.1.6** arranging for accommodations for the Pre-Hearing Conference and for the  
35 Investigative Hearing, taking into account such factors as the time needed, the space needs  
36 of the Special Committee and parties and witnesses, the need for a separate accommodation  
37 for witnesses while waiting to testify, and access to other facilities that may be needed;

38 **4.1.7** moving the proceedings toward a conclusion as expeditiously as reasonably possible  
39 while respecting the rights and needs of all participants;

40 **4.1.8** notifying the Chair of the ARRC of any withdrawal from the Special PC-A Committee  
41 to permit timely appointment of a substitute as provided in Section 3.3.5 of the ARRC  
42 Procedures;

43 **4.1.9** reminding participants of limitations on the dissemination of personnel  
44 information set forth in Section 3.6;

1           **4.1.10** arranging for timely consultation with the Chair of ARRC should procedural disputes  
2 arise; and

3           **4.1.11** keeping accurate records of expenditures for activities of the Special Committee and  
4 arranging for reimbursements from the Chancellor's office.  
5  
6

7           **4.2     Written Notice to the Parties.** Within 7 days after the Special PC-A Committee has been  
8 convened, the Chair of the Special PC-A Committee shall send to each party the following:

9           **4.2.1** a copy of the Formal Written Complaint;

10          **4.2.2** a copy of the current Procedures of the Academic Rights and Responsibilities  
11 Committee;

12          **4.2.3** a copy of the current Code of Procedures for Special PC-A Committees;

13          **4.2.4** a list of the members of the Special PC-A Committee;

14          **4.2.5** the name of the ARRC Observer or, if no ARRC Observer has been appointed, notice  
15 to the parties that they are entitled to request that an ARRC Observer be appointed; and

16          **4.2.6** notice of the deadlines established in Section 4.3 and 4.4.  
17

18          **4.3     Formal Written Responses from Respondents: Mandatory Elements and Deadline for**  
19 **Filing.** Within 15 days from the date of receipt of the Formal Written Complaint from the Chair of  
20 the Special PC-A Committee, each respondent shall file a Formal Written Response with the Chair  
21 of the Special PC-A Committee.  
22

23          **4.3.1   Mandatory Elements.** Each Formal Written Response shall contain a clear and  
24 concise statement indicating which, if any, of the facts alleged in the Formal Written  
25 Complaint the respondent wishes to contest and a clear and concise statement indicating any  
26 ameliorating or other additional facts the respondent wishes to allege. Under Sections 4.5  
27 and 7.2, if a respondent fails to file a timely Formal Written Response or otherwise fails to  
28 contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.  
29

30          **4.3.2   Optional Elements.** In addition, the Formal Written Response may include the  
31 following:

32               **4.3.2.1** a clear and concise statement indicating which, if any, of the standards  
33 identified in the Formal Written Complaint the respondent wishes to contest;

34               **4.3.2.2** a clear and concise statement of the standards, if any, the respondent believes  
35 to be appropriate for evaluating the complaint;

36               **4.3.2.3** a clear and concise statement indicating which, if any, of the violations  
37 alleged in the Formal Written Complaint the respondent wishes to contest;

38               **4.3.2.4** a clear and concise statement indicating which, if any, of the  
39 proposed remedies, sanctions, or other personal relief or prospective  
40 institutional change the respondent believes would be inappropriate.  
41

42 The Chair of the Special PC-A Committee may extend these deadlines for good cause shown.  
43

1 **4.4 D Deadline for Requests from Any Party Requesting an Academic Advisor, an ARRC**  
2 **Observer, and for Allegations of Conflict of Interest.** Within 15 days from the date of receipt of  
3 the Formal Written Complaint from the Chair of the Special PC-A Committee,

4 4.4.1 any party wishing to be advised by an academic advisor shall file a written request  
5 with the Chair of the Special PC-A Committee identifying the proposed academic advisor;

6 4.4.2 any party wishing to request that the ARRC appoint an ARRC Observer shall file a  
7 written request with the Chair of the Special PC-A Committee;

8 4.4.3 any party wishing to allege that a member of the Special PC-A Committee has a  
9 conflict of interest shall file a written statement with the Chair of the Special PC-A  
10 Committee setting forth the basis for the challenge.

11  
12 The Chair of the Special PC-A Committee may extend these deadlines for good cause shown.

13  
14 **4.5 Procedure If No Respondent Files a Timely Formal Written Response.** If no respondent  
15 files a timely Formal Written Response, the uncontested allegations of fact in the Formal Written  
16 Complaint shall be deemed to be true, and the Chair of the Special Committee shall so notify the  
17 parties and shall schedule a meeting of the Special PC-A Committee to prepare the Final Report  
18 required by Section 8.

19  
20 **4.6 Procedure If a Respondent Files a Timely Formal Written Response.** If any respondent  
21 files a timely Formal Written Response, the Chair of the Special PC-A Committee shall

22 4.6.1 determine whether proposed academic advisors are eligible under Section 3.8, and if  
23 any party's proposed academic advisor is not eligible, invite that party to propose an eligible  
24 academic advisor;

25 4.6.2 forward to each complainant and to each respondent a copy of each Formal Written  
26 Response and the names of proposed academic advisors; and

27 4.6.3 forward to the Chair of the ARRC any request that an ARRC Observer be appointed.

28  
29 **4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer.**

30  
31 4.7.1 Any party may in writing challenge the eligibility of a proposed academic advisor by  
32 delivering the challenge to the Chair of the Special PC-A Committee within 7 days after  
33 receipt of the name of the proposed academic advisor. If a challenged proposed academic  
34 advisor does not voluntarily withdraw, the Chair of the Special PC-A Committee shall  
35 determine whether the proposed academic advisor is eligible. If the proposed academic  
36 advisor is not eligible, the party may propose another academic advisor. If the new  
37 proposed academic advisor appears to be eligible, the Chair of the Special PC-A Committee  
38 shall notify parties of the new proposed academic advisor and afford parties an opportunity  
39 to challenge the new proposed academic advisor.

40  
41 4.7.2 Any party may in writing challenge the eligibility of a proposed ARRC Observer by  
42 delivering the challenge to the Chair of the Special PC-A Committee within 7 days after  
43 receipt of the name of the proposed ARRC Observer. The Chair of the Special PC-A  
44 Committee shall forward the challenge to the Chair of the ARRC. If a challenged ARRC  
45 Observer does not voluntarily withdraw, the Chair of the ARRC shall determine whether the

1 proposed ARRC Observer is eligible. If the proposed ARRC Observer is not eligible, the  
2 ARRC may in writing propose another ARRC Observer to the Chair of the Special  
3 Committee. The Chair of the Special Committee shall in writing notify parties of the new  
4 proposed ARRC Observer and afford parties an opportunity to challenge the new proposed  
5 ARRC Observer.

## 6 7 **5 PRE-HEARING CONFERENCE**

8  
9 **5.1 Purpose.** As soon as possible after giving notice of a Formal Written Response contesting  
10 any allegations of the Formal Written Complaint and resolving any issues involving conflicts of  
11 interest and eligibility of proposed academic advisors and ARRC Observers, the Chair of the  
12 Special PC-A Committee shall arrange a Pre-Hearing Conference with all parties in attendance

13 **5.1.1** to clarify the issues involved;

14 **5.1.2** to identify uncontroverted facts;

15 **5.1.3** to explore the possibility of a voluntary settlement of the case;

16 **5.1.4** to explain procedures applicable to the Investigative Hearing; and

17 **5.1.5** to establish procedures for setting the date, time, and place of the Investigative  
18 Hearing.

19  
20 At the Pre-Hearing Conference each party shall provide every other party and the Chair of the  
21 Special PC-A Committee with a copy of any documentation to be introduced by the party at the  
22 Investigative Hearing and with a list of any witnesses to be called by the party at the Investigative  
23 Hearing.

## 24 25 **5.2 Persons Who May Attend and Participate in the Pre-Hearing Conference:**

26 **5.2.1** the Chair of the Special PC-A Committee;

27 **5.2.2** the parties;

28 **5.2.3** each party's academic advisor, if any;

29 **5.2.4** the ARRC attorney, if requested by the Chair of the Special PC-A Committee; and

30 **5.2.5** the ARRC Observer, if any.

## 31 32 **5.3 Meeting of the Special PC-A Committee after the Pre-Hearing Conference and Before** 33 **the Investigative Hearing.**

34 **5.3.1** As soon as possible after the conclusion of the Pre-Hearing Conference, the Chair of  
35 the Special PC-A Committee shall provide each member of the Special PC-A Committee  
36 with the following:

37 **5.3.1.1** a copy of the Formal Written Complaint and a copy of each Formal Written  
38 Response;

39 **5.3.1.2** a copy of each party's written list of witnesses to be called and  
40 documentation to be introduced at the Investigative Hearing;

41 **5.3.1.3** a written summary of matters decided at the Pre-Hearing Conference.

42 **5.3.2** After a reasonable time to permit members of the Special PC-A Committee to review  
43 of these materials, the Chair of the Special PC-A Committee shall convene a meeting of the  
44 Special PC-A Committee, with only members of the Special PC-A Committee present, to  
45 determine whether the Special PC-A Committee wishes to call any additional witnesses or

1 request any additional documentation. If the Special PC-A Committee decides to call any  
2 additional witnesses or request any additional documentation, the Chair of the Special PC-A  
3 Committee shall notify the parties in writing and shall make arrangements for any additional  
4 witnesses and documentation to be presented at the Investigative Hearing.  
5

6 **5.4 Notice of Investigative Hearing.** As soon as possible after the conclusion of the meeting of  
7 the Special PC-A Committee in accordance with Section 5.3, the Chair of the Special PC-A  
8 Committee shall in writing give notice of the date, time, and place of the Investigative  
9 Hearing to

10 **5.4.1** each party;

11 **5.4.2** each member of the Special PC-A Committee;

12 **5.4.3** each academic advisor, if any;

13 **5.4.4** the ARRC Observer, if any;

14 **5.4.5** the Chair of the ARRC.  
15

## 16 **6 INVESTIGATIVE HEARING**

### 17 **6.1 Persons Who May Attend the Investigative Hearing:**

18 **6.1.1** members of the Special PC-A Committee;

19 **6.1.2** the parties;

20 **6.1.3** each party's academic advisor, if any;

21 **6.1.4** the ARRC Observer, if any;

22 **6.1.5** witnesses, but no witness shall be present except when that witness is testifying and  
23 responding to questions.  
24  
25

### 26 **6.2 Order of Investigative Hearing.** The usual sequence of an Investigative Hearing is as 27 follows:

28 **6.2.1** introductions of all present (this will be repeated for each witness);

29 **6.2.2** introduction of the case by the Chair of the Special PC-A Committee;

30 **6.2.3** complainant(s)' presentation of the Formal Written Complaint and evidence in support  
31 of the Formal Written Complaint, including all documentation and all witnesses;

32 **6.2.4** respondent(s)' presentation of the Formal Written Response and evidence in support  
33 of the Formal Written Response, including all documentation and all witnesses;

34 **6.2.5** presentation of documentation and testimony of witnesses requested by the Special  
35 PC-A Committee;

36 **6.2.6** rebuttal in support of the Formal Written Complaint;

37 **6.2.7** closing statement(s) by Complainant(s), followed by closing statement(s) by  
38 Respondent(s);

39 **6.2.8** statement by the Chair of the Special PC-A Committee thanking participants and  
40 explaining post-Investigative-Hearing procedures.  
41

42 This order may be varied if the Chair of the Special PC-A Committee determines that a clearer way  
43 of exploring the issues can be achieved, and if the Special PC-A Committee and the parties agree.  
44

### 45 **6.3 Evidence and Witnesses.**

1  
2 **6.3.1** The Special PC-A Committee may direct the parties, faculty members, and other  
3 officers of the University to produce specific relevant documents (including personnel and  
4 student records) for introduction at the Investigative Hearing.  
5

6 **6.3.2** Members of the UNL community shall cooperate with the Special PC-A Committee  
7 in providing testimony or documents; however, a person shall not be required to give  
8 testimony or to produce documents in regard to any confidential communication for which  
9 the law provides a privilege. Refusal by anyone to provide documents or to testify in  
10 regard to any communication for which the law does not provide a privilege obstructs the  
11 process and shall be taken into consideration by the Special PC-A Committee in its  
12 deliberations and in its preparation of the Final Report.  
13

14 **6.3.3** Witnesses may testify and evidence may be received not only concerning relevant  
15 facts but also concerning relevant standards. The Chair of the Special PC-A Committee  
16 may bar the introduction of documents, evidence, questions, and testimony reasonably  
17 deemed irrelevant, immaterial, not-competent, or unduly repetitious. The Chair of the  
18 Special PC-A Committee also may bar the introduction of documents, evidence, and  
19 testimony if introduction would unfairly surprise another party and if the documents,  
20 evidence, or testimony could, with reasonable diligence, have been discovered or produced  
21 before the Pre-Hearing Conference. A party adversely affected by a decision to bar the  
22 introduction of evidence may appeal the decision of the Chair to the full Special PC-A  
23 Committee.  
24

25 **6.3.4** The Chair of the Special PC-A Committee may in appropriate circumstances  
26 temporarily adjourn the Investigative Hearing.  
27

28 **6.4 Format of Presentations and Questions.** To preserve orderly and civil proceedings, the  
29 Investigative Hearing shall be conducted by the Chair of the Special PC-A Committee as follows:  
30

31 **6.4.1** No person shall speak without prior recognition by the Chair of the Special PC-A  
32 Committee.  
33

34 **6.4.2** Each party and each witness may be questioned by members of the Special PC-A  
35 Committee after the end of the presentation of that party or witness.  
36

37 **6.4.3** When the Special PC-A Committee has finished questioning a party or witness, each  
38 party may question that party or witness; alternatively, the parties may submit questions to  
39 the Chair of the Special PC-A Committee which the Chair of the Special PC-A Committee  
40 may ask on their behalf.  
41

42 **6.4.4** The Chair of the Special PC-A Committee may bar questions under Section 6.3.3. A  
43 party adversely affected by a decision to bar a question may appeal the decision of the Chair  
44 to the full Special PC-A Committee  
45

1           **6.4.5** A party's academic advisor may consult privately with that party, may respond to  
2 questions from the Chair, and may address procedural questions to the Chair, but under  
3 ordinary circumstances may not otherwise participate in the Investigative Hearing.  
4

5       **7       DELIBERATIONS AND DECISION**

6  
7       **7.1** All deliberations shall be conducted in executive session with no one present except  
8 members of the Special PC-A Committee, and the ARRC attorney, if invited.  
9

10       **7.2** The complainant bears the burden of proving relevant facts by a preponderance of the  
11 relevant evidence. If a respondent fails to file a timely written response or otherwise fails to contest  
12 an allegation of fact, the uncontested allegations of fact shall be deemed to be true.  
13

14       **7.3** Refusal by anyone to provide documents or to testify obstructs the process and shall be  
15 taken into consideration by the Special PC-A Committee in its deliberations and preparation of the  
16 Final Report.  
17

18       **7.4** The standards against which the charges are to be judged include applicable state and  
19 federal law; University bylaws, rules and regulations; established policies of the relevant  
20 administrative unit; appropriate professional and discipline based standards; applicable contracts;  
21 and academic principles and tradition. In the event of conflict between different University bylaws,  
22 rules or regulations, those of the more inclusive administrative unit shall prevail.  
23

24       **7.5** Students or staff added to a Special PC-A Committee pursuant to Section 3.3.6 of the ARRC  
25 Procedures may participate fully in discussions, hearings, and deliberations of the Special PC-A  
26 Committee, but may not vote. If the opinion of students or staff added to the Special PC-A  
27 Committee differs from that of the regular members of the Special PC-A Committee, their opinion  
28 and the rationale for that opinion shall be included in the report of the Special PC-A Committee.  
29

30       **8       THE FINAL REPORT**

31  
32 When the Special PC-A Committee has completed its deliberations it shall prepare a Final Report  
33 setting forth the Special PC-A Committee's disposition of each charge of professional misconduct  
34 in the Formal Written Complaint. Communications regarding matters outside the scope of the  
35 Formal Written Complaint shall be addressed in accordance with the rules set forth in Section 10  
36 below. The Final Report shall be limited to the following mandatory and optional elements.  
37

38       **8.1       Mandatory Elements of the Final Report.** The Final Report shall contain, with respect to  
39 each charge of professional misconduct alleged in the Formal Written Complaint:

40           **8.1.1** specific findings of relevant fact and reference to the evidentiary foundations upon  
41 which those findings are based;

42           **8.1.2** identification of the standards against which the charge of professional misconduct is  
43 being judged;

44           **8.1.3** the Special PC-A Committee's conclusions concerning whether applicable standards  
45 have been violated; and

1           **8.1.4** if the opinion of students or staff added to the Special PC-A Committee pursuant to  
2           Section 3.3.6 of the ARRC Procedures differs from that of the regular members of the  
3           Special PC-A Committee, their opinion and the rationale for that opinion.  
4

5           Before preparing the elements of the Final Report required by Sections 8.1.2 and 8.1.3, the Chair of  
6           the Special PC-A Committee shall send to each party a copy of a provisional draft of the specific  
7           findings of relevant fact and reference to the evidentiary foundations upon which those findings are  
8           based required by Section 8.1.1. Each party shall have five days after receipt of the provisional  
9           draft to submit written comments to the Chair of the Special PC-A Committee suggesting specific  
10          changes to correct specific alleged inaccuracies in the provisional draft. No changes based upon  
11          such comments shall be made to the provisional draft without first providing other parties an  
12          opportunity to respond to the comments. If the Special PC-A Committee decides not to make  
13          changes suggested in a written comment, that written comment and the Special PC-A Committee's  
14          reasons for that decision shall be appended to the Final Report.  
15

16          **8.2 Optional Elements of the Final Report.** In addition, the Final Report may contain one or  
17          more of the following:

18           **8.2.1 Recommendations.** The Final Report may include recommendations:

19           **8.2.1.1** concerning appropriate sanctions for a respondent found to have committed  
20           professional misconduct, including but not limited to

21                   **8.2.1.1.1** formal censure,

22                   **8.2.1.1.2** restitution;

23                   **8.2.1.1.3** non-reappointment at the end of the respondent's specific term  
24                   appointment,

25                   **8.2.1.1.4** removal from an administrative position,

26                   **8.2.1.1.5** reduction in salary or adjustment in responsibilities,

27                   **8.2.1.1.6** recommendation by the Chancellor to the President that the  
28                   respondent be terminated under Regents Bylaw 4.1.4;

29           **8.2.1.2** concerning ways to redress the consequences of any professional misconduct  
30           by the respondent;

31           **8.2.1.3** concerning ways to prevent recurrence of acts, decisions, or circumstances  
32           which may have contributed to the professional misconduct by the respondent;

33           **8.2.1.4** concerning correction of any deficiencies or anomalies found in the  
34           substance or application of bylaws, rules, regulations, policies, procedures, or  
35           customs which may have contributed to the filing of the charge of professional  
36           misconduct against the respondent.

37           **8.2.2 Concurring or Dissenting Opinions.** The Final Report may include concurring or  
38           dissenting opinions, or both, concerning any mandatory or optional element of the report.  
39

40          **8.3 Delivery and Archiving of Final Report.**

41           **8.3.1** The Chair of the Special PC-A Committee shall

42                   **8.3.1.1** deliver a copy of the Final Report to each party, to the Chancellor (or, if the  
43                   Chancellor is a party, to the President), to the Chair of the ARRC, and to the  
44                   President of the Academic Senate;  
45

1           **8.3.1.2** if the allegations of professional misconduct included allegations of unlawful  
2 discrimination, including sexual and other prohibited harassment, deliver a copy of  
3 the Final Report to the Office of Equity, Access and Diversity Programs; and  
4           **8.3.1.3** deliver a copy of the Final Report and of the case file required by Section  
5 4.1.4 to the Coordinator of the Academic Senate.  
6

7           **8.3.2** The Coordinator of the Academic Senate shall

8           **8.3.2.1** place one copy of the Final Report and of the case file in ARRC archives in  
9 the Academic Senate Office under specified conditions of access; and

10          **8.3.2.1** deposit a second copy of the Final Report and of the case file in the  
11 University Archives under specified conditions of access.  
12

## 13 **9 FOLLOW UP TO THE REPORT**

14  
15 **9.1 Chancellor's (or President's) Response to Recommendations.** In response to  
16 recommendations made by the Special PC-A Committee, the Chancellor (or, if the Chancellor is a  
17 party, the President) shall within 30 days provide a written response to the Chair of the ARRC  
18 indicating:

19          **9.1.1** the recommendations that have been accepted and the action taken;

20          **9.1.2** the recommendations that have been rejected in part or completely; and

21          **9.1.3** for each recommendation rejected, reasons responsive to the Committee's rationale for  
22 proposing it.

23 Copies shall be sent to the parties, to the President of the Academic Senate, and to the Coordinator  
24 of the Academic Senate for inclusion in the case files in the ARRC archives and in the University  
25 Archives. If the response rejects or changes the recommendations made by the Special PC-A  
26 Committee, the ARRC shall inform the President of the Academic Senate who shall provide each  
27 member of the Senate Executive Committee with a copy of the Final Report and of the response and  
28 shall put the matter on the agenda of the next Senate Executive Committee meeting for whatever  
29 action the Senate Executive Committee may deem appropriate.  
30

31 **9.2 ARRC Review of Implementation of Recommendations.** The ARRC shall determine the  
32 extent to which recommendations of the Special PC-A Committee have been implemented, and  
33 shall report its findings to the President of the Academic Senate and in its annual report to the  
34 Senate.  
35

36 **9.3 ARRC Meeting with the Special PC-A Committee.** After the Final Report has been filed,  
37 the ARRC shall meet with the Special PC-A Committee and any others considered appropriate by  
38 the Chair of the ARRC to thank the Special PC-A Committee for its work, to collect all copies of  
39 documents, and to hear from the Special PC-A Committee any suggestions about how the work of  
40 the ARRC and its special committees might be improved.  
41

## 42 **10 COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF THE** 43 **FORMAL WRITTEN COMPLAINT** 44

1 **10.1** In the course of an investigation, one or more members of the Special PC-A Committee may  
2 conclude that the Special PC-A Committee has heard allegations or otherwise discovered  
3 information which, though outside the scope of the Formal Written Complaint and thus not subject  
4 to full investigation and evaluation by the Special PC-A Committee, nonetheless suggests that  
5 actions or decisions have been taken or may be taken in violation of law, University policy, or  
6 academic principle.

7  
8 **10.2** Such concerns shall not be addressed in the Final Report of the Special PC-A Committee  
9 required by Section 8.0. However, the Special PC-A Committee acting through its chair, or any  
10 member or members of the Special PC-A Committee, may communicate those concerns in writing  
11 to the appropriate administrator for investigation and for whatever corrective action may be  
12 appropriate. In shaping the contents of and determining the recipients for such communications,  
13 those preparing the communications shall consult with the Chair of the ARRC.

14  
15 **10.3** A copy of any such communication to an administrator shall at the same time be sent to  
16 **10.3.1** the Chancellor; and  
17 **10.3.2** the Chair of the ARRC; and  
18 **10.3.3** any individual on whose actions, decisions, or practices the communication  
19 reflects; and  
20 **10.3.4** if the communication reflects on the actions, decisions, or practices of a committee or  
21 unit, the individual who heads that committee or unit; and  
22 **10.3.5** if the communication reflects on the actions, decisions, or practices of the Chancellor,  
23 the President.

24  
25 **10.4** Such communications shall be deemed to be a part of the responsibility of Special PC-A  
26 Committee members and, as such, to be subject to the same protections afforded all Special PC-A  
27 Committee activities by Section 6.8 of the Regents Bylaws.

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1  
2 **CODE OF PROCEDURES FOR**  
3 **SPECIAL PROFESSIONAL CONDUCT - B (PC-B) COMMITTEES**  
4 **University of Nebraska-Lincoln**

5 **TABLE OF CONTENTS**

6  
7  
8 **1 INTRODUCTION ..... 1**  
9 **1.1 Academic Rights and Responsibilities ..... 1**  
10 **1.2 Duty of University Officials to Investigate and to Take Action**  
11 **on Known or Alleged Discrimination ..... 1**  
12 **1.3 Authority and Jurisdiction of Special PC-B Committees ..... 1**  
13  
14 **2 DEFINITIONS ..... 2**  
15 **2.1 Chancellor ..... 2**  
16 **2.2 Days ..... 2**  
17 **2.3 Faculty Member ..... 2**  
18 **2.4 Federal Misconduct in Science Regulations ..... 2**  
19 **2.5 In Writing and Written ..... 2**  
20 **2.6 Parties ..... 2**  
21 **2.7 President ..... 2**  
22 **2.8 Section ..... 2**  
23 **2.9 Vice Chancellor for Research ..... 2**  
24  
25 **3 GENERAL RULES GOVERNING SPECIAL PC-B COMMITTEES ..... 3**  
26 **3.1 Quorum ..... 3**  
27 **3.2 Voting ..... 3**  
28 **3.3 Expiration of Term ..... 3**  
29 **3.4 Conflict of Interest ..... 3**  
30 **3.5 Communications ..... 3**  
31 **3.6 Dissemination of Personnel Information ..... 4**  
32 **3.7 Closed Hearings ..... 4**  
33 **3.8 Academic Advisors ..... 4**  
34 **3.9 Counsel and Advice for the Special PC-B Committee ..... 4**  
35 **3.10 Termination of Pending PC-B Proceedings ..... 5**  
36 **3.11 Timely Completion ..... 5**  
37 **3.12 Adherence to Procedures ..... 5**  
38  
39 **4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL PC-B**  
40 **COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF**  
41 **INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED**  
42 **ACADEMIC ADVISORS ..... 6**  
43 **4.1 General Responsibilities of the Chair of the Special PC-B Committee ..... 6**  
44 **4.2 Written Notice to the Parties ..... 6**  
45



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4  
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**CODE OF PROCEDURES FOR  
SPECIAL PROFESSIONAL CONDUCT - B (PC-B) COMMITTEES  
University of Nebraska-Lincoln**

**1 INTRODUCTION**

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

**1.2 Duty of University Officials to Investigate and to Take Action on Known or Alleged Discrimination.** University Officials have a duty promptly to investigate and to take appropriate action on all known or alleged incidents of illegal discrimination. University officials in this context shall be defined as any individual employed by UNL with job authority or responsibility to

- 1.2.1 supervise, hire, assign or reassign responsibilities;
- 1.2.2 recommend or grant promotion or demotion; and/or
- 1.2.3 recommend or take any disciplinary or corrective actions.

**1.3 Authority and Jurisdiction of Special PC-B Committees.**

**1.3.1** Regents Bylaw 4.15 authorizes a Faculty Professional Conduct Committee to consider complaints by any person charging a member of the professional staff with professional misconduct. The UNL Academic Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in Special Professional Conduct Committees established under the aegis of the Academic Rights and Responsibilities Committee (ARRC). A description of the committees can be found in the Syllabus of Committees of the Academic Senate, available from the Academic Senate Office and on the Academic Senate website.

**1.3.2** The Code entitled “Responsibilities of the Academic Rights and Responsibilities Committee and Procedures for Handling Matters of Academic Freedom and Tenure, Grievance and Professional Conduct” (“ARRC Procedures”) indicates how complaints are to be received by the ARRC, assessed for sufficiency and jurisdiction, and transmitted to a Special Committee.

**1.3.3** This “Code of Procedures for Special PC-B Committees” indicates how a complaint by the Vice Chancellor for Research alleging violation of Federal Misconduct in Science Regulations is to be handled after the ARRC has transmitted it to a Special PC-B Committee. The “Code of Procedures for Special PC-A Committees” indicates how a complaint alleging professional misconduct other than Federal Misconduct in Science is to be handled after the ARRC has transmitted it to a Special PC-A Committee.

1  
2       **1.3.4** The ARRC Procedures and the Code of Procedures for Special PC-B Committees  
3 in their current form are available from the Academic Senate Office and on the Academic  
4 Senate website. For information and advice concerning these procedures, contact the Chair  
5 of the ARRC.  
6

## 7       **2       DEFINITIONS**

8

9 As used in this Code of Procedures for Special PC-B Committees, unless the context otherwise  
10 requires:

11  
12       **2.1       Chancellor** shall mean the Chancellor of UNL.

13  
14       **2.2 Days**       shall mean days on which University offices are open for business.

15  
16       **2.3 Faculty       Member** shall mean any staff member of UNL holding the academic rank of  
17 lecturer or above or equivalent rank (Regents Bylaws 3.1.1.1 and 4.4).  
18

19       **2.4       Federal Misconduct in Science Regulations** shall mean regulations covering misconduct  
20 in federally sponsored scientific research, particularly, but not exclusively, that funded by the  
21 Public Health Service. The Office of the Vice Chancellor for Research provides guidance  
22 concerning which projects may be covered by these regulations.  
23

24       **2.5       In Writing and Written**, when used to describe a communication, shall mean that the  
25 communication so described shall be either a paper document signed by the sender or an electronic  
26 communication that can be readily accessed by the sender and by the recipient.  
27

28       **2.6       Parties** shall mean the complainant Vice Chancellor for Research and the respondent(s).  
29

30       **2.7       President** shall mean the President of the University of Nebraska and shall include the  
31 authorized representative of the President. The President shall not extend such authorization to the  
32 Chancellor or staff members of any campus of the University.  
33

34       **2.8       Section**, unless otherwise noted, refers to a section of this Code of Procedures for Special  
35 PC-B Committees.  
36

37       **2.9       Vice Chancellor for Research** shall mean the Vice Chancellor for Research of UNL, and  
38 shall include the authorized representative of the Vice Chancellor. The Vice Chancellor shall not  
39 extend such authorization to Deans with collegiate or divisional responsibility or to a staff member  
40 of any such college or division.  
41

## 42       **3       GENERAL RULES GOVERNING SPECIAL PC-B COMMITTEES**

43

44       **3.1       Quorum.** Each Special PC-B Committee has six faculty members. If a member of the  
45 Special PC-B Committee withdraws or is barred prior to commencement of the Investigative

1 Hearing, the Chair of the Special PC-B Committee shall notify the Chair of the ARRC, and the  
2 Chair of the ARRC shall make every reasonable effort to appoint a suitable replacement as  
3 provided in Section 3.3.5 of the ARRC Procedures. In an emergency, and with the consent of the  
4 parties, a hearing may be conducted with one faculty member absent, but a faculty member absent  
5 from the hearing may not participate in subsequent deliberations. In no case may the Special PC-B  
6 Committee proceed with the Investigative Hearing with fewer than five faculty members present.  
7

8 **3.2 Voting.** The Special PC-B Committee may take action only on concurrence of four  
9 faculty members. The Chair may vote.  
10

11 **3.3 Expiration of Term.** A member of the Special PC-B Committee whose term on the  
12 ARRC Panel expires during a case shall continue to serve until the case is concluded.  
13

14 **3.4 Conflict of Interest.** Conflict of Interest occurs when a member of the Special PC-B  
15 Committee

16 **3.4.1** is in the same department or equivalent unit as a party or witness; or

17 **3.4.2** answers directly to a party or witness; or

18 **3.4.3** has a direct voice in the salary or working conditions of a party or witness; or

19 **3.4.4** has, or reasonably appears to have, a personal interest in the case or its outcome; or

20 **3.4.5** has provided counsel or assistance to a party relating to the professional misconduct  
21 allegation; or

22 **3.4.6** has participated in the efforts of an organization to provide counsel or assistance to  
23 a party relating to the case; or

24 **3.4.7** has any other relationship with a party that might prevent impartiality.  
25

26 When a member of the Special PC-B Committee discovers that the member has a conflict of  
27 interest, the member shall voluntarily withdraw from participation. When a member of the Special  
28 PC-B Committee is alleged to have a conflict of interest and the member does not voluntarily  
29 withdraw, the ARRC shall review the allegation and, if a conflict of interest is found, shall bar that  
30 person from further participation.  
31

32 **3.5 Communications.**  
33

34 **3.5.1** The Chair of the Special PC-B Committee receives communications for the  
35 Committee and speaks for it. Both the complainant Vice Chancellor for Research and the  
36 respondent(s) shall address communications concerning the case only to the Chair of the  
37 Special PC-B Committee. Special PC-B Committee members should discourage contacts  
38 outside the regular process, and should direct those who make them to the Chair of the  
39 Special PC-B Committee.  
40

41 **3.5.2** The Chair of the Special PC-B Committee shall keep all parties informed of any  
42 substantive communications and contacts, including those that arise outside the normal  
43 process.  
44

45 **3.5.3** If the Chair of the Special PC-B Committee has difficulty communicating with a

1 party or other necessary participant, the Chair of the Special PC-B Committee may consult  
2 with the Chair of the ARRC about ways to resolve the communication problem.  
3

4 **3.6 Dissemination of Personnel Information.** Participation in Special PC-B Committee  
5 proceedings makes participants privy to sensitive information and allegations involving the  
6 personal and professional lives of members of the University community. UNL Bylaw 2.9  
7 describes limitations on the collection and dissemination of personnel information. In addition,  
8 Federal Regulations Governing Misconduct in Science require great care to protect the interests  
9 of informants and the accused. Some information received by members of the ARRC may be  
10 protected by this Bylaw and these regulations. Violators of these requirements could be subject  
11 to sanctions for professional misconduct.  
12

13 **3.7 Closed Hearings.** PC-B proceedings, including the Pre-Hearing Conference and the  
14 Investigative Hearing, are considered to be investigative in nature. They are not open to the public,  
15 nor to witnesses except while they are presenting evidence and responding to questions.  
16

17 **3.8 Academic Advisors.** Each party may choose an Academic Advisor who may accompany  
18 and advise the party at the Pre-Hearing Conference and the Investigative Hearing. The role of  
19 Academic Advisor is open to any person who:

20 **3.8.1** is a member of the UNL Academic Assembly (UNL Bylaw 3.3.1) or has emeritus  
21 faculty status at UNL;

22 **3.8.2** is not in the same department or equivalent unit as a witness (other than the party  
23 being advised) before or a member of the Special PC-B Committee;

24 **3.8.3** has no other relationship with a member of the Special PC-B Committee that might  
25 create, or reasonably might seem to create, a conflict of interest for that Special PC-B  
26 Committee member;

27 **3.8.4** has no direct voice in the salary or working conditions of a party or witness; and

28 **3.8.5** has no other relationship with a party, an organization, or a witness that might  
29 interfere with the investigative process.  
30

31 **3.9 Counsel and Advice for the Special PC-B Committee.**  
32

33 **3.9.1** Because of potential conflicts of interest, the Special PC-B Committee shall not  
34 seek or accept advice from anyone to whom a party is answerable or who may be in a  
35 position of giving advice or legal counsel to a party or to any person or body that may later  
36 act on the Report of the Special PC-B Committee.  
37

38 **3.9.2** The Chair of the Special PC-B Committee may receive advice from the ARRC  
39 attorney selected pursuant to section 3.10.2 of the ARRC Procedures, but may not have an  
40 attorney present at the Investigative Hearing.  
41

42 **3.9.3** Nothing in this Section 3.9 shall prevent full participation by a member of the  
43 Special PC-B Committee who is also an attorney.  
44  
45

1     **3.10 Termination of Pending PC-B Proceedings.**  
2

3     **3.10.1** If at any time the complainant Vice Chancellor for Research in writing asks the  
4     Chair of the Special PC-B Committee that the Formal Written Complaint be withdrawn,  
5     or all parties in writing notify the Chair of the Special PC-B Committee that they have  
6     reached a settlement of the case, the Special PC-B Committee shall terminate the  
7     proceedings and shall not deliver the Final Report described in Section 8. However, in  
8     such circumstances the Special PC-B Committee may, on its own initiative, make written  
9     recommendations authorized by Sections 8.2.2 and 8.2.3

10         **3.10.1.1** concerning ways to prevent recurrence of acts, decisions, or circumstances  
11         which may have contributed to the filing of the complaint; and

12         **3.10.1.2** concerning ways to correct any deficiencies or anomalies found in the  
13         substance or application of bylaws, rules, regulations, policies, procedures, or  
14         customs which may have contributed to the filing of the complaint.  
15

16     Termination of the proceedings under this section shall not preclude the Special PC-B  
17     Committee, or members of the Special PC-B Committee, from making the  
18     “Communications Regarding Matters Outside the Scope of the Formal Written Complaint”  
19     authorized by Section 10.  
20

21     **3.10.2** Resignation from the University by any party shall not necessarily prevent the  
22     Special PC-B Committee from completing its deliberations and delivering the Final Report  
23     described in Section 8.  
24

25     **3.11 Timely Completion.** Unless the ARRC, for good cause shown, authorizes a longer period  
26     of time, the Special PC-B Committee shall complete its investigation and deliver its report within  
27     the Federal deadlines identified by the Vice Chancellor for Research pursuant to ARRC  
28     Procedures Section 4.2.1.8.  
29

30     **3.12 Adherence to Procedures.**  
31

32     **3.12.1** If a party has good reason to believe that the Special PC-B Committee is out of  
33     compliance with these procedures or with Federal procedures identified pursuant to  
34     Section 4.2.1.8 of the ARRC Procedures, the matter should be brought to the attention  
35     of the Chair of the Special PC-B Committee. Procedural questions that the Chair of the  
36     Special PC-B Committee cannot resolve promptly and that are so important that failure to  
37     resolve them would undermine the credibility of the Special PC-B Committee may be  
38     referred by the Chair of the Special PC-B Committee or by a party to the ARRC for  
39     resolution. The ARRC shall resolve the issues after obtaining the views of the parties and  
40     of the Special PC-B Committee. The Chair of the ARRC shall inform the parties and the  
41     Special PC-B Committee of the ARRC decision and direct them to follow the decision.  
42

43     **3.12.2** If a party has good reason to believe that the ARRC is out of compliance with these  
44     procedures, with Federal procedures identified pursuant to Section 4.2.1.8 of the ARRC  
45     Procedures, or with the ARRC Procedures, the party may invoke Section 6.2 of the ARRC

1 Procedures.

2  
3 **4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL PC-B**  
4 **COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF**  
5 **INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED**  
6 **ACADEMIC ADVISORS**

7  
8 **4.1 General Responsibilities of the Chair of the Special PC-B Committee.** The  
9 responsibilities of the Chair of the Special PC-B Committee include:

10 **4.1.1** convening and presiding over meetings of the Special PC-B Committee;

11 **4.1.2** receiving communications for the Special PC-B Committee and speaking for it;

12 **4.1.3** ensuring that all substantive communications regarding the Special PC-B Committee  
13 are made available to all parties;

14 **4.1.4** maintaining a complete case file, including a record of all substantive  
15 communications, documents, committee actions, and committee reports;

16 **4.1.5** providing a copy of the Formal Written Complaint, the Formal Written Response,  
17 the current ARRC Procedures, and the current Code of Procedures for Special PC-B  
18 Committees to each member of the Special PC-B Committee, and to the ARRC Observer,  
19 if any;

20 **4.1.6** arranging for accommodations for the Pre-Hearing Conference and for the  
21 Investigative Hearing, taking into account such factors as the time needed, the space needs  
22 of the Special Committee and parties and witnesses, the need for a separate  
23 accommodation for witnesses while waiting to testify, and access to other facilities that  
24 may be needed;

25 **4.1.7** moving the proceedings toward a conclusion as expeditiously as reasonably possible  
26 while respecting the rights and needs of all participants;

27 **4.1.8** notifying the Chair of the ARRC of any withdrawal from the Special PC-B  
28 Committee to permit timely appointment of a substitute as provided in Section 3.3.5 of  
29 the ARRC Procedures;

30 **4.1.9** reminding participants of limitations on the dissemination of personnel  
31 information set forth in Section 3.6;

32 **4.1.10** arranging for timely consultation with the Chair of ARRC should procedural  
33 disputes arise; and

34 **4.1.11** keeping accurate records of expenditures for activities of the Special Committee and  
35 arranging for reimbursements from the Chancellor's office.

36  
37 **4.2 Written Notice to the Parties.** Within 7 days after the Special PC-B Committee has been  
38 convened, the Chair of the Special PC-B Committee shall send to each party the following:

39 **4.2.1** a copy of the Formal Written Complaint;

40 **4.2.2** a copy of the current Procedures of the Academic Rights and Responsibilities  
41 Committee;

42 **4.2.3** a copy of the current Code of Procedures for Special PC-B Committees;

43 **4.2.4** a list of the members of the Special PC-B Committee;

44 **4.2.5** the name of the ARRC Observer or, if no ARRC Observer has been appointed, notice  
45 to the parties that they are entitled to request that an ARRC Observer be appointed; and

1 4.2.6 notice of the deadlines established in Section 4.3 and 4.4.  
2

3 **4.3 Formal Written Responses from Respondents: Mandatory Elements and Deadline**  
4 **for Filing.** Within 15 days from the date of receipt of the Formal Written Complaint from the  
5 Chair of the Special PC-B Committee, each respondent shall file a Formal Written Response with  
6 the Chair of the Special PC-B Committee.  
7

8 **4.3.1 Mandatory Elements.** Each Formal Written Response shall contain a clear and  
9 concise statement indicating which, if any, of the facts alleged in the Formal Written  
10 Complaint the respondent wishes to contest and a clear and concise statement indicating  
11 any ameliorating or other additional facts the respondent wishes to allege. Under Sections  
12 4.5 and 7.2, if a respondent fails to file a timely Formal Written Response or otherwise  
13 fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed to  
14 be true.  
15

16 **4.3.2 Optional Elements.** In addition, the Formal Written Response may include the  
17 following:

18 **4.3.2.1** a clear and concise statement indicating which, if any, of the standards  
19 identified in the Formal Written Complaint the respondent wishes to contest;

20 **4.3.2.2** a clear and concise statement of the standards, if any, the respondent  
21 believes to be appropriate for evaluating the complaint;

22 **4.3.2.3** a clear and concise statement indicating which, if any, of the violations  
23 alleged in the Formal Written Complaint the respondent wishes to contest;

24 **4.3.2.4** a clear and concise statement indicating which, if any, of the  
25 proposed remedies, sanctions, or other personal relief or prospective  
26 institutional change the respondent believes would be inappropriate.  
27

28 After consultation with the ARRC attorney to assure compliance with federal deadlines, the Chair  
29 of the Special PC-B Committee may extend these deadlines for good cause shown.  
30

31 **4.4 Deadline for Requests from Any Party Requesting an Academic Advisor, an ARRC**  
32 **Observer, and for Allegations of Conflict of Interest.** Within 15 days from the date of receipt  
33 of the Formal Written Complaint from the Chair of the Special PC-B Committee,

34 **4.4.1** any party wishing to be advised by an academic advisor shall file a written request  
35 with the Chair of the Special PC-B Committee identifying the proposed academic advisor;

36 **4.4.2** any party wishing to request that the ARRC appoint an ARRC Observer shall file a  
37 written request with the Chair of the Special PC-B Committee;

38 **4.4.3** any party wishing to allege that a member of the Special PC-B Committee has a  
39 conflict of interest shall file a written statement with the Chair of the Special PC-B  
40 Committee setting forth the basis for the challenge.  
41

42 After consultation with the ARRC attorney to assure compliance with federal deadlines, the Chair  
43 of the Special PC-B Committee may extend these deadlines for good cause shown.  
44

45 **4.5 Procedure If No Respondent Files a Timely Formal Written Response.** If no

1 respondent files a timely Formal Written Response, the uncontested allegations of fact in the  
2 Formal Written Complaint shall be deemed to be true, and the Chair of the Special Committee  
3 shall so notify the parties and shall schedule a meeting of the Special PC-B Committee to prepare  
4 the Final Report required by Section 8.

5  
6 **4.6 Procedure If a Respondent Files a Timely Formal Written Response.** If any  
7 respondent files a timely Formal Written Response, the Chair of the Special PC-B Committee shall  
8 **4.6.1** determine whether proposed academic advisors are eligible under Section 3.8, and  
9 if any party's proposed academic advisor is not eligible, invite that party to propose an  
10 eligible academic advisor;  
11 **4.6.2** forward to the complainant Vice Chancellor for Research and to each respondent a  
12 copy of each Formal Written Response and the names of proposed academic advisors; and  
13 **4.6.3** forward to the Chair of the ARRC any request that an ARRC Observer be appointed.

14  
15 **4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer.**

16  
17 **4.7.1** Any party may in writing challenge the eligibility of a proposed academic advisor  
18 by delivering the challenge to the Chair of the Special PC-B Committee within 7 days after  
19 receipt of the name of the proposed academic advisor. If a challenged proposed academic  
20 advisor does not voluntarily withdraw, the Chair of the Special PC-B Committee shall  
21 determine whether the proposed academic advisor is eligible. If the proposed academic  
22 advisor is not eligible, the party may propose another academic advisor. If the new  
23 proposed academic advisor appears to be eligible, the Chair of the Special PC-B  
24 Committee shall notify parties of the new proposed academic advisor and afford parties  
25 an opportunity to challenge the new proposed academic advisor.

26  
27 **4.7.2** Any party may in writing challenge the eligibility of a proposed ARRC Observer  
28 by delivering the challenge to the Chair of the Special PC-B Committee within 7 days after  
29 receipt of the name of the proposed ARRC Observer. The Chair of the Special PC-B  
30 Committee shall forward the challenge to the Chair of the ARRC. If a challenged ARRC  
31 Observer does not voluntarily withdraw, the Chair of the ARRC shall determine whether  
32 the proposed ARRC Observer is eligible. If the proposed ARRC Observer is not eligible,  
33 the ARRC may in writing propose another ARRC Observer to the Chair of the Special  
34 Committee. The Chair of the Special Committee shall in writing notify parties of the new  
35 proposed ARRC Observer and afford parties an opportunity to challenge the new proposed  
36 ARRC Observer.

37  
38 **5 PRE-HEARING CONFERENCE**

39  
40 **5.1 Purpose.** As soon as possible after giving notice of a Formal Written Response contesting  
41 any allegations of the Formal Written Complaint and resolving any issues involving conflicts of  
42 interest and eligibility of proposed academic advisors and ARRC Observers, the Chair of the  
43 Special PC-B Committee shall arrange a Pre-Hearing Conference with all parties in attendance  
44 **5.1.1** to clarify the issues involved;  
45 **5.1.2** to identify uncontroverted facts;

- 1           **5.1.3** to explore the possibility of a voluntary settlement of the case;
- 2           **5.1.4** to explain procedures applicable to the Investigative Hearing; and
- 3           **5.1.5** to establish procedures for setting the date, time, and place of the Investigative
- 4           Hearing.

5  
6       At the Pre-Hearing Conference each party shall provide every other party and the Chair of the  
7       Special PC-B Committee with a copy of any documentation to be introduced by the party at the  
8       Investigative Hearing and with a list of any witnesses to be called by the party at the Investigative  
9       Hearing.

10  
11       **5.2    Persons Who May Attend and Participate in the Pre-Hearing Conference:**

- 12           **5.2.1** the Chair of the Special PC-B Committee;
- 13           **5.2.2** the parties;
- 14           **5.2.3** each party's academic advisor, if any;
- 15           **5.2.4** each party's attorney, if any;
- 16           **5.2.5** the ARRC attorney, if requested by the Chair of the Special PC-B Committee; and
- 17           **5.2.6** the ARRC Observer, if any.

18  
19       **5.3    Meeting of the Special PC-B Committee after the Pre-Hearing Conference and Before**  
20       **the Investigative Hearing.**

21           **5.3.1** As soon as possible after the conclusion of the Pre-Hearing Conference, the Chair  
22           of the Special PC-B Committee shall provide each member of the Special PC-B  
23           Committee with the following:

- 24                   **5.3.1.1** a copy of the Formal Written Complaint and a copy of each Formal Written
- 25                   Response;
- 26                   **5.3.1.2** a copy of each party's written list of witnesses to be called and
- 27                   documentation to be introduced at the Investigative Hearing;
- 28                   **5.3.1.3** a written summary of matters decided at the Pre-Hearing Conference.

29           **5.3.2** After a reasonable time to permit members of the Special PC-B Committee to review  
30           of these materials, the Chair of the Special PC-B Committee shall convene a meeting of  
31           the Special PC-B Committee, with only members of the Special PC-B Committee present,  
32           to determine whether the Special PC-B Committee wishes to call any additional witnesses  
33           or request any additional documentation. If the Special PC-B Committee decides to call  
34           any additional witnesses or request any additional documentation, the Chair of the Special  
35           PC-B Committee shall notify the parties in writing and shall make arrangements for any  
36           additional witnesses and documentation to be presented at the Investigative Hearing.

37  
38       **5.4    Notice of Investigative Hearing.** As soon as possible after the conclusion of the meeting  
39       of the Special PC-B Committee in accordance with Section 5.3, the Chair of the Special  
40       PC-B Committee shall in writing give notice of the date, time, and place of the  
41       Investigative Hearing to

- 42           **5.4.1** each party;
- 43           **5.4.2** each member of the Special PC-B Committee;
- 44           **5.4.3** each academic advisor, if any;
- 45           **5.4.4** each party's attorney, if any;

1           **5.4.5** the ARRC Observer, if any;

2           **5.4.6** the Chair of the ARRC.

3  
4       **6       INVESTIGATIVE HEARING**

5  
6       **6.1       Persons Who May Attend the Investigative Hearing:**

7           **6.1.1** members of the Special PC-B Committee;

8           **6.1.2** the parties;

9           **6.1.3** each party's academic advisor, if any;

10          **6.1.4** each party's attorney, if any;

11          **6.1.5** the ARRC attorney, if requested by the Chair of the Special PC-B Committee;

12          **6.1.6** the ARRC Observer, if any;

13          **6.1.7** witnesses, but no witness shall be present except when that witness is testifying and  
14          responding to questions.

15  
16       **6.2       Order of Investigative Hearing.** The usual sequence of an Investigative Hearing is as  
17       follows:

18           **6.2.1** introductions of all present (this will be repeated for each witness);

19           **6.2.2** introduction of the case by the Chair of the Special PC-B Committee;

20           **6.2.3** complainant Vice Chancellor for Research's presentation of the Formal Written  
21           Complaint and evidence in support of the Formal Written Complaint, including all  
22           documentation and all witnesses;

23           **6.2.4** respondent(s)' presentation of the Formal Written Response and evidence in support  
24           of the Formal Written Response, including all documentation and all witnesses;

25           **6.2.5** presentation of documentation and testimony of witnesses requested by the Special  
26           PC-B Committee;

27           **6.2.6** rebuttal in support of the Formal Written Complaint;

28           **6.2.7** closing statement(s) by the Complainant Vice Chancellor for Research, followed  
29           by closing statement(s) by Respondent(s);

30           **6.2.8** statement by the Chair of the Special PC-B Committee thanking participants and  
31           explaining post-Investigative-Hearing procedures.

32  
33       This order may be varied if the Chair of the Special PC-B Committee determines that a clearer  
34       way of exploring the issues can be achieved, and if the Special PC-B Committee and the parties  
35       agree.

36  
37       **6.3       Evidence and Witnesses.**

38  
39           **6.3.1** The Special PC-B Committee may direct the parties, faculty members, and other  
40           officers of the University to produce specific relevant documents (including personnel and  
41           student records) for introduction at the Investigative Hearing.

42  
43           **6.3.2** Members of the UNL community shall cooperate with the Special PC-B  
44           Committee in providing testimony or documents; however, a person shall not be required  
45           to give testimony or to produce documents in regard to any confidential communication

1 for which the law provides a privilege. Refusal by anyone to provide documents or to  
2 testify in regard to any communication for which the law does not provide a privilege  
3 obstructs the process and shall be taken into consideration by the Special PC-B Committee  
4 in its deliberations and and in its preparation of the Final Report.  
5

6 **6.3.3** Witnesses may testify and evidence may be received not only concerning relevant  
7 facts but also concerning relevant standards. The Chair of the Special PC-B Committee  
8 may bar the introduction of documents, evidence, questions, and testimony reasonably  
9 deemed irrelevant, immaterial, not-competent, or unduly repetitious. The Chair of the  
10 Special PC-B Committee also may bar the introduction of documents, evidence, and  
11 testimony if introduction would unfairly surprise another party and if the documents,  
12 evidence, or testimony could, with reasonable diligence, have been discovered or produced  
13 before the Pre-Hearing Conference. A party adversely affected by a decision to bar the  
14 introduction of evidence may appeal the decision of the Chair to the full Special PC-B  
15 Committee.  
16

17 **6.3.4** The Chair of the Special PC-B Committee may in appropriate circumstances  
18 temporarily adjourn the Investigative Hearing.  
19

20 **6.4 Format of Presentations and Questions.** To preserve orderly and civil proceedings, the  
21 Investigative Hearing shall be conducted by the Chair of the Special PC-B Committee as follows:  
22

23 **6.4.1** No person shall speak without prior recognition by the Chair of the Special PC-B  
24 Committee.  
25

26 **6.4.2** Each party and each witness may be questioned by members of the Special PC-B  
27 Committee after the end of the presentation of that party or witness.  
28

29 **6.4.3** When the Special PC-B Committee has finished questioning a party or witness,  
30 each party may question that party or witness; alternatively, the parties may submit  
31 questions to the Chair of the Special PC-B Committee which the Chair of the Special PC-B  
32 Committee may ask on their behalf.  
33

34 **6.4.4** The Chair of the Special PC-B Committee may bar questions under Section 6.3.3.  
35 A party adversely affected by a decision to bar a question may appeal the decision of the  
36 Chair to the full Special PC-B Committee  
37

38 **6.4.5** A party's academic advisor may consult privately with that party, may respond to  
39 questions from the Chair, and may address procedural questions to the Chair, but under  
40 ordinary circumstances may not otherwise participate in the Investigative Hearing.  
41

## 42 **7 DELIBERATIONS AND DECISION**

43  
44 **7.1** All deliberations shall be conducted in executive session with no one present except  
45 members of the Special PC-B Committee, and the ARRC attorney, if invited.

1 **7.2** The complainant Vice Chancellor for Research bears the burden of proving relevant facts  
2 by a preponderance of the relevant evidence. If a respondent fails to file a timely written response  
3 or otherwise fails to contest an allegation of fact, the uncontested allegations of fact shall be  
4 deemed to be true.

5  
6 **7.3** Refusal by anyone to provide documents or to testify obstructs the process and shall be  
7 taken into consideration by the Special PC-B Committee in its deliberations and preparation of the  
8 Final Report.

9  
10 **7.4** The standards against which the charges are to be judged include applicable state and  
11 federal law; University bylaws, rules and regulations; established policies of the relevant  
12 administrative unit; appropriate professional and discipline based standards; applicable contracts;  
13 and academic principles and tradition. In the event of conflict between different University  
14 bylaws, rules or regulations, those of the more inclusive administrative unit shall prevail.

## 15 16 **8 THE FINAL REPORT**

17  
18 When the Special PC-B Committee has completed its deliberations it shall prepare a Final Report  
19 setting forth the Special PC-B Committee's disposition of each charge of professional misconduct  
20 in the Formal Written Complaint. Communications regarding matters outside the scope of the  
21 Formal Written Complaint shall be addressed in accordance with the rules set forth in Section 10  
22 below. The Final Report shall be limited to the following mandatory and optional elements.

23  
24 **8.1 Mandatory Elements of the Final Report.** The Final Report shall contain, with respect  
25 to each charge of professional misconduct alleged in the Formal Written Complaint:

26 **8.1.1** specific findings of relevant fact and reference to the evidentiary foundations upon  
27 which those findings are based;

28 **8.1.2** identification of the standards against which the charge of professional misconduct  
29 is being judged; and

30 **8.1.3** the Special PC-B Committee's conclusions concerning whether applicable standards  
31 have been violated.

32  
33 Before preparing the elements of the Final Report required by Sections 8.1.2 and 8.1.3, the Chair  
34 of the Special PC-B Committee shall send to each party a copy of a provisional draft of the  
35 specific findings of relevant fact and reference to the evidentiary foundations upon which those  
36 findings are based required by Section 8.1.1. Each party shall have five days after receipt of the  
37 provisional draft to submit written comments to the Chair of the Special PC-B Committee  
38 suggesting specific changes to correct specific alleged inaccuracies in the provisional draft. No  
39 changes based upon such comments shall be made to the provisional draft without first providing  
40 other parties an opportunity to respond to the comments. If the Special PC-B Committee decides  
41 not to make changes suggested in a written comment, that written comment and the Special PC-B  
42 Committee's reasons for that decision shall be appended to the Final Report.

43  
44  
45 **8.2 Optional Elements of the Final Report.** In addition, the Final Report may contain one

1 or more of the following:

2 **8.2.1 Recommendations.** The Final Report may include recommendations:

3 **8.2.1.1** concerning appropriate sanctions for a respondent found to have committed  
4 professional misconduct, including but not limited to

5 **8.2.1.1.1** formal censure,

6 **8.2.1.1.2** restitution;

7 **8.2.1.1.3** non-reappointment at the end of the respondent's specific term  
8 appointment,

9 **8.2.1.1.4** removal from an administrative position,

10 **8.2.1.1.5** reduction in salary or adjustment in responsibilities,

11 **8.2.1.1.6** recommendation by the Chancellor to the President that the  
12 respondent be terminated under Regents Bylaw 4.1.4;

13 **8.2.1.2** concerning ways to redress the consequences of any professional  
14 misconduct by the respondent;

15 **8.2.1.3** concerning ways to prevent recurrence of acts, decisions, or circumstances  
16 which may have contributed to the professional misconduct by the respondent;

17 **8.2.1.4** concerning correction of any deficiencies or anomalies found in the  
18 substance or application of bylaws, rules, regulations, policies, procedures, or  
19 customs which may have contributed to the filing of the charge of professional  
20 misconduct against the respondent.

21 **8.2.2 Concurring or Dissenting Opinions.** The Final Report may include concurring or  
22 dissenting opinions, or both, concerning any mandatory or optional element of the report.

23  
24 **8.3 Delivery and Archiving of Final Report.**

25  
26 **8.3.1** The Chair of the Special PC-B Committee shall

27 **8.3.1.1** deliver a copy of the Final Report to each party, to the Chancellor (or, if the  
28 Chancellor is a party, to the President), to the Chair of the ARRC, and to the  
29 President of the Academic Senate;

30 **8.3.1.2** if the allegations of professional misconduct included allegations of  
31 unlawful discrimination, including sexual and other prohibited harassment, deliver  
32 a copy of the Final Report to the Office of Equity, Access and Diversity Programs;  
33 and

34 **8.3.1.3** deliver a copy of the Final Report and of the case file required by Section  
35 4.1.4 to the Coordinator of the Academic Senate.

36  
37 **8.3.2** The Coordinator of the Academic Senate shall

38 **8.3.2.1** place one copy of the Final Report and of the case file in ARRC archives  
39 in the Academic Senate Office under specified conditions of access; and

40 **8.3.2.2** deposit a second copy of the Final Report and of the case file in the  
41 University Archives under specified conditions of access.

1  
2  
3 **9 FOLLOW UP TO THE REPORT**  
4

5 **9.1 Chancellor's (or President's) Response to Recommendations.** In response to  
6 recommendations made by the Special PC-B Committee, the Chancellor (or, if the Chancellor is  
7 a party, the President) shall within 30 days provide a written response to the Chair of the ARRC  
8 indicating:

9 **9.1.1** the recommendations that have been accepted and the action taken;

10 **9.1.2** the recommendations that have been rejected in part or completely; and

11 **9.1.3** for each recommendation rejected, reasons responsive to the Committee's rationale  
12 for proposing it.

13 Copies shall be sent to the parties, to the President of the Academic Senate, and to the Coordinator  
14 of the Academic Senate for inclusion in the case files in the ARRC archives and in the University  
15 Archives. If the response rejects or changes the recommendations made by the Special PC-B  
16 Committee, the ARRC shall inform the President of the Academic Senate who shall provide each  
17 member of the Senate Executive Committee with a copy of the Final Report and of the response  
18 and shall put the matter on the agenda of the next Senate Executive Committee meeting for  
19 whatever action the Senate Executive Committee may deem appropriate.  
20

21 **9.2 ARRC Review of Implementation of Recommendations.** The ARRC shall determine  
22 the extent to which recommendations of the Special PC-B Committee have been implemented, and  
23 shall report its findings to the President of the Academic Senate and in its annual report to the  
24 Senate.  
25

26 **9.3 ARRC Meeting with the Special PC-B Committee.** After the Final Report has been  
27 filed, the ARRC shall meet with the Special PC-B Committee and any others considered  
28 appropriate by the Chair of the ARRC to thank the Special PC-B Committee for its work, to  
29 collect all copies of documents, and to hear from the Special PC-B Committee any suggestions  
30 about how the work of the ARRC and its special committees might be improved.  
31

32 **10 COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF THE**  
33 **FORMAL WRITTEN COMPLAINT**  
34

35 **10.1** In the course of an investigation, one or more members of the Special PC-B Committee  
36 may conclude that the Special PC-B Committee has heard allegations or otherwise discovered  
37 information which, though outside the scope of the Formal Written Complaint and thus not subject  
38 to full investigation and evaluation by the Special PC-B Committee, nonetheless suggests that  
39 actions or decisions have been taken or may be taken in violation of law, University policy, or  
40 academic principle.  
41

42 **10.2** Such concerns shall not be addressed in the Final Report of the Special PC-B Committee  
43 required by Section 8.0. However, the Special PC-B Committee acting through its chair, or any  
44 member or members of the Special PC-B Committee, may communicate those concerns in writing  
45 to the appropriate administrator for investigation and for whatever corrective action may be

1 appropriate. In shaping the contents of and determining the recipients for such communications,  
2 those preparing the communications shall consult with the Chair of the ARRC.

3  
4 **10.3** A copy of any such communication to an administrator shall at the same time be sent to

5 **10.3.1** the Chancellor; and

6 **10.3.2** the Chair of the ARRC; and

7 **10.3.3** any individual on whose actions, decisions, or practices the communication  
8 reflects; and

9 **10.3.4** if the communication reflects on the actions, decisions, or practices of a committee  
10 or unit, the individual who heads that committee or unit; and

11 **10.3.5** if the communication reflects on the actions, decisions, or practices of the  
12 Chancellor, the President.

13  
14 **10.4** Such communications shall be deemed to be a part of the responsibility of Special PC-B  
15 Committee members and, as such, to be subject to the same protections afforded all Special PC-B  
16 Committee activities by Section 6.8 of the Regents Bylaws.

TO: The Board of Regents  
Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Approval of the Rules of Order of the Academic Senate

RECOMMENDED ACTION: Approve the proposed amendment of the Rules of Order of the University of Nebraska-Lincoln Academic Senate.

PREVIOUS ACTION: None

EXPLANATION: Section 2.12 of the *Bylaws* requires "All rules and regulations of such agency [faculty governance] shall be subject to Board approval."  
  
The attached proposed rules, which have been approved by the Academic Senate, provide for the orderly and efficient operation of Academic Senate meetings, while at the same time allowing for the expression of a variety of opinions.

SPONSOR: Barbara Couture  
Senior Vice Chancellor for Academic Affairs

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 31, 2005

## **RULES OF ORDER OF THE ACADEMIC SENATE OF THE UNIVERSITY OF NEBRASKA-LINCOLN**

Preamble: The following Rules of Order of the Academic Senate are designed to:

1. allow for the full and free discussion of all issues appropriately brought before the Academic Senate.
2. encourage consultation between senators and the members of the Academic Assembly whom they represent.
3. allow the Senate to act in a timely manner on the issues before it.

### 1. Basic Procedural Rules of the Academic Senate

The rules contained in the current edition of Robert's Rules of Order shall govern the conduct of Academic Senate meetings except insofar as they are superseded by the Bylaws of the Board of Regents, the Bylaws of the University of Nebraska-Lincoln, or the following rules of order.

### 2. Introduction of Motions and Timing of Their Consideration

A motion may be moved by any senator or by a Committee of the Academic Senate. Following the presentation of a report by an officer or committee, one or more motions to carry out recommendations related to the report may be introduced. Motions brought forward by a committee of the Senate require no second from the floor.

When a principal motion has been moved and seconded, the presiding officer clearly state the motion and open the floor for debate. The member who made the motion will generally have the right to speak first in debate. To facilitate consultation with colleagues, motions brought and debated before the Senate at a given meeting will then be placed on the agenda of the following meeting, with or without amendment, and may be voted on at that meeting.

If, however, the presiding officer determines that the nature of the motion is sufficiently urgent as to require immediate action, the presiding officer may declare, before debate begins, the motion an emergency motion thus allowing the vote to be taken at the meeting in which the motion is offered. Any member wishing to challenge the ruling of the chair must do so immediately before debate begins and, if seconded the body shall vote on whether the decision of the chair shall be sustained. A two-thirds vote sustains the decision of the chair.

Additionally, any member of the Senate may move that a motion be given emergency status. Members wishing to offer a motion as an emergency motion must ask that it be considered as such when their motion is made. If seconded the body can, with a two-thirds vote, accept the original motion as an emergency motion. Likewise, any member may move that emergency status be given to a motion just offered. In either case, the motion to assign emergency status must be made before debate begins on the original motion.

The presumption, in the absence of evidence to the contrary, shall be that elections and motions for commendation of an individual or group shall have action at the meeting in which they are made, whereas motions concerning senate policy are presumed to not require immediate action in the absence of countervailing facts.

### 3. Reconsideration

A motion to reconsider a vote must be made at the meeting at which the original vote was taken. The reconsideration shall occur as the next item of business at the meeting, unless a motion to postpone the reconsideration to a definite time is passed by the Senate. Should the motion to reconsider be neither voted upon nor postponed by vote at that meeting prior to adjournment, the motion to reconsider shall be deemed to have failed.

### 4. Rearrangement of the Agenda By the Presiding Officer

The presiding officer shall have the right to deviate from the published agenda of the Senate to facilitate the reception of reports by an administrator or committee, or to otherwise assist the Senate. Such deviation from the agenda shall be subject to appeal, which appeal shall require a simple majority of the voting members to approve.

### 5. Conduct of Elections of Officers and the Executive Committee

Nominations for President Elect, for Secretary, and for the Executive Committee of the Academic Senate shall be solicited by the Committee on Committees. The Committee on Committees shall strive to obtain at least two nominations for each office. All nominations received by the Committee on Committees shall be forwarded to the President up until three weeks prior to the last regular meeting of the Senate. The nominations shall be forwarded without being ranked. Nominations from any member of the UNL Assembly may also be directly forwarded to the President up until three weeks prior to the last regular meeting of the academic year. Nominations shall be considered only with the consent of the individual nominated.

Two weeks in advance of that Senate meeting, a list of candidates (all valid nominees) for these positions shall be sent to all senators, along with biographical materials submitted by the candidates. The Senate Executive Committee may set reasonable limits on the length of this material.

At the last regular meeting of the Senate, the first order of business shall be the election for the President Elect of the Senate, followed immediately by the election of the Secretary of the Senate. Each candidate will be allowed to make a statement to the Senate if she/he so chooses. The Senate will then proceed to a vote, which will be by secret ballot unless there is only one candidate and no objection to a voice vote. On the initial ballot for these offices, a candidate must be chosen on a majority of the ballots cast to be elected. The valid ballots will be counted, and if someone is elected, the winner is announced to the Senate. If no candidate receives a majority of the ballots cast, a run-off will be held between the two candidates receiving the most votes. If the result of any ballot is a tie, additional ballots shall be held, as needed, until a candidate has been elected.

At the last regular meeting, election of the Executive Committee shall follow immediately upon announcement of the results of the elections for President Elect and Secretary. Each candidate will then be allowed to make a statement to the Senate if she/he so chooses. The Senate will then proceed to a vote, which will be by secret ballot. The valid ballots will be counted and the winners announced to the Senate. The candidates receiving the largest numbers of votes shall be elected. In the case that there are terms of different length to be filled, the candidates receiving the most votes will fill the seats with the longest terms. Additional ballots, as needed, shall resolve ties.

In the event that a special election is needed for the President Elect, Secretary, or a member of the Executive Committee, voting procedures applicable to the office will be followed. The Executive Committee will publicly solicit nominations from the current Senate membership and forward all valid nominations for a vote by the full Senate. The Executive Committee shall strive to obtain at least two nominations for all offices. The election(s) will be held at the next meeting of the Senate, if the nominations can be included with the call to the meeting.

Upon a permanent vacancy of the Presidency, the President Elect, shall assume the duties of the President (Bylaw 3.3.11C). If such a vacancy occurs prior to the regular November Senate meeting, the President Elect shall become the President of the Senate for the remainder of their term and an election for a new President Elect must be held according to the special election procedures outlined above.

#### 6. Quorum

A quorum for the making of or action on motions of any sort other than a motion to adjourn shall consist of a majority of the voting members of the Senate. Any member noticing the apparent absence of a quorum can make a point of order to that effect. The Senate may continue to receive reports and discuss business before it so long as at least one quarter of the voting members are present.

#### 7. Writing of Motions

On the request of any one (1) senator, a principal or subsidiary motion shall not be voted upon unless submitted in written form to the secretary, who shall read the motion to the senate before the close of debate on the motion. If the senator who initiated the motion does not submit the motion in writing within five (5) minutes, or such longer time as may be granted by the Senate, the motion shall be regarded as withdrawn.

#### 8. Proxies

On any motion or election before the senate, votes by proxy shall not be allowed.

#### 9. Presentation of Written Material

The author or authors must be identified in all written material presented or distributed in the Academic Senate.

TO: The Board of Regents  
Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Approval of revisions to the document outlining Faculty Government for the University of Nebraska.

RECOMMENDED ACTION: Approve the proposed revisions from the Academic Senate outlining Faculty Government at the University of Nebraska-Lincoln.

PREVIOUS ACTION: June 23, 2001 – The current version of Faculty Government was approved by the Board of Regents.

EXPLANATION: The proposed changes are largely housekeeping matters to bring the Faculty Government document into conformity with current practices at UNL. For example, the earlier version called for the presidency of the Senate to change during the May meeting of the Senate. Due to changes in the academic calendar, the last meeting of the Senate occurs in late April. In addition the changes allow for the recall of a Senator by the Senator's home department under certain circumstances. The proposed changes have been approved by the Academic Senate and UNL campus administration.

SPONSOR: Barbara Couture  
Senior Vice Chancellor for Academic Affairs

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: September 7, 2005

## FACULTY GOVERNMENT

- 3.0 Purpose.** The purpose of this chapter is to establish a process by which the faculty may participate with the administration in the formulation of education policy and governance as provided in Sections 2.12 and 2.12.1 of the Bylaws of the Board of Regents of the University of Nebraska.
- 3.1 Organization.** The powers of the faculty shall be exercised by the Academic Senate and UNL Assembly established by this chapter.
- 3.2 UNL Assembly.** There shall be established the UNL Assembly to provide a formal setting for discussion of UNL matters involving faculty and administrators.
- 3.2.1 Composition.** The UNL Assembly shall comprise: (1) Assistant professors and above, and those with equivalent rank, holding Continuous or Specific Term appointments of 0.5 FTE or greater; (2) Assistant professors and above, and those with equivalent rank, holding 0.5 FTE or greater Special Appointments and having three successive academic years of paid faculty service at any professorial rank at UNL; (3) the Chancellor, Vice Chancellors, and all administrators who hold continuous appointments or appointment for a specific term; ***(4) Lecturers and Senior Lecturers, holding 0.5 FTE or greater Special Appointment and having three successive academic years of paid faculty service at 0.5 FTE or greater at any faculty rank at UNL.***
- 3.2.2 Meetings of the Assembly.** Meetings of the Assembly can be convened on seven days notice by the Chancellor, the President of the Academic Senate, a petition by one hundred members of the Assembly, or a majority vote of the Academic Senate. A meeting may be convened with three days notice, if called jointly by the Chancellor and the President of the Academic Senate. Any call to a meeting must specify the issue or issues to be considered.
- 3.2.3 Procedures and Powers.** The discussion at meetings of the Assembly shall be informational and deliberative. The Assembly has the following powers relating to matters covered under section 2.12.1 of the Bylaws of the Board of Regents:
- A. It may refer the matter for consideration to the Academic Senate, appropriate campus wide committees or administrators.
  - B. It may order a referendum by mail ballot of all members of the Assembly. The adoption of a position by referendum by a simple majority of those members of the Assembly voting on that issue supersedes any action taken by the Academic Senate.

- 3.3 UNL Academic Senate.** There shall be established a UNL Academic Senate with the powers specified in section 2.12.1 of the Bylaws of the Board of Regents of the University of Nebraska.
- 3.3.1 Composition.** The UNL Academic Senate shall comprise: Members of the Assembly elected for staggered terms of three years\* by constituencies described in 3.3.5(a). A candidate for election to the Academic Senate must be a member of the constituency he/she seeks to represent, a member of the UNL Assembly and have at least three years service\*\* at UNL. The Vice Chancellors and three Deans shall be ex officio non voting members. The Deans shall be selected by the Chancellor from among those Deans responsible for faculty and shall serve staggered terms of three years.
- 3.3.2 Participation by non-members.** Faculty and administrators who are not members of the Senate, the managerial/professional staff, the office/service staff, and students shall have the right to request the President of the Senate to place matters on the agenda of the Academic Senate, and to participate in the resulting discussion.
- 3.3.3 Meetings.** The Senate shall have nine regular monthly meetings during the academic year. The terms of the elected members and officers commence and terminate at the ~~May~~ **last meeting in April** of the Academic Senate. Special meetings of the Academic Senate may be called with seven days notice by the President of the Academic Senate, the Chancellor, any ten elected members of the Senate or any fifty members of the Assembly. The President shall preside at all meetings.
- 3.3.4 Attendance.** Elected members of the Senate who miss more than three meetings in a Senate year may be removed from membership of the Senate by action of the Secretary with the approval of the President.
- 3.3.5 Electoral Constituencies.** At the February meeting of even numbered years, the Senate shall consider and act on a report, developed by the Secretary of the Senate and recommended by the Committee on Committees, proposing the apportionment of Senate seats according to the following guidelines:
- A. Each department with five or more members of the Assembly shall have one seat, those with more than twenty five shall have two seats and those over fifty shall have three seats.
  - B. Colleges not subdivided into academic departments and each of the research and extension district centers shall be treated as a single department.
  - C. A department with four or fewer members shall be linked with one of closely related interests, after appropriate consultation with the departments in question.

- D. The faculty of departments with two or more seats shall decide whether separate constituencies should be established within the department and, if so, how they shall be constituted.
- E. No Assembly member may belong to more than one constituency. A member associated with more than one department shall vote in the department designated on the personnel action form as the home department.

**3.3.6 Conduct of Elections.** Beginning in the week following the February meeting the Secretary of the Senate shall conduct elections. Nominations from a particular electoral constituency must be made in writing by an Assembly member from that constituency with the consent of the nominee. When the nomination process produces only one nomination, the Academic Senate Office notifies the electoral constituency and allows an extended time period of ten (10) working days for the district to nominate additional qualified candidates. In the event no further nomination is received, the electoral constituency is notified, and the original nominee is considered to have been elected. In the event two or more nominations are received, an election is held. The voting shall be by secret ballot. In order to be elected, a nominee must receive the votes of more than fifty percent of the persons voting. In the event no person receives this requisite number of votes, the Secretary shall hold a run-off election between the two nominees receiving the most votes in the first ballot. A tie in the second ballot shall be broken by lot. The election of members shall be completed by the 15<sup>th</sup> of April.

**3.3.7 Interim Elections.** When an elected member ceases to serve in the Senate, the procedures for electing a replacement for the remainder of the term shall follow those in 3.3.6 and commence within fifteen days of the seat becoming vacant.

**3.3.8 Vacancies in the ex officio seats.** Vacancies in the ex officio positions shall be filled by the Chancellor within thirty days of the seat becoming vacant.

**3.3.9 Election of Officers.** At its regular ~~May~~ *last meeting in April*, the Senate shall elect from among its members a President Elect who shall take office as President at the end of one year.\* The Senate shall also elect one of its members to serve as Secretary of the Senate for a term of one year.

**3.3.10 Executive Committee Composition.** The Executive Committee of the Senate shall be composed of the President, President Elect, Immediate Past President, the Secretary and nine ordinary members of the Senate at the time of their election. They shall be elected by the members of the Senate at the ~~May~~ *last meeting in April*. Any member of the Executive Committee whose term as an elected member of the Senate has expired shall become an ex officio voting member of the Senate until the term on the Executive Committee expires. No more than four members of the Executive Committee can be from one college or IANR. At least one member from IANR must be an Extension Agent.

### **3.3.11 Duties of the President.**

- A. The President shall be the chief representative of the UNL Assembly to the Campus and System Administrations, the Board of Regents and the State.
- B. The duties of the President in addition to those specified in sections 3.2.2, 3.3.3, 3.3.4 and 3.4 shall include:
  - (a) Serving as the chair of all meetings of the Executive Committee.
  - (b) Arranging the agendas for the Academic Senate in consultation with the Chancellor, Vice Chancellors and the Executive Committee.
  - (c) Ensuring that motions of the Senate that require response are brought promptly to the attention of the appropriate administrators or committees, and that the responses are reported back to the Senate as expeditiously as possible.
  - (d) Dealing with any matter of importance to the Faculty. The President may delegate duties to the officers or other suitable faculty members, and may establish ad hoc committees in consultation with the Executive Committee.
- C. In the absence of the President, the President Elect shall assume the duties of the President.

**3.3.12 Duties of the Executive Committee.** The Executive Committee shall act for the Faculty between meetings of the Senate and the Assembly. The Executive Committee shall meet with the Chancellor of the University of Nebraska-Lincoln at least twice per month, except that one of these meetings may be waived by mutual consent if the Chancellor appears and answers questions at the regular meeting of the Senate for that month. The Executive Committee shall advise and otherwise assist the Chancellor in carrying out all the duties and administrative functions specified in Section 2.8.1 and 2.3.2 of the Bylaws of the Board of Regents of the University of Nebraska. The Executive Committee shall report to the Senate about such meetings and receive instructions from the Senate concerning the position of the faculty relating to the operations of the University.

The Executive Committee shall also meet with the Senior Vice Chancellor for Academic Affairs at least bimonthly, and shall advise and otherwise assist the Senior Vice Chancellor in carrying out the duties and functions specified in Section 1.5.1 of the Bylaws of the University of Nebraska-Lincoln. The Executive Committee shall meet with the Vice Chancellor for Agriculture and Natural Resources at least bimonthly, and shall advise and otherwise assist the Vice Chancellor in carrying out the duties and functions specified in Section 1.5.2 of the Bylaws of the University of Nebraska-Lincoln, particularly with regard to academic matters, items affecting the relationship of IANR

with other academic units, and concerns affecting academic personnel within the Institute of Agriculture and Natural Resources.

**3.3.13 Recall of Representatives.** *Upon receipt of the Senate Office of requests from at least 50% of the members of a constituency described in 3.3.5, for the recall of a representative of that constituency, and receipt of a consent form from at least one eligible constituent agreeing to run for one vacancy resulting from a recall, then the Senate shall conduct, within 14 days, a recall vote by secret ballot of the constituency. If more than 50% of the persons voting are in favor of recall, then the seat is vacated and an interim election shall be conducted as in 3.3.7. If not more than 50% of the persons voting are in favor of recall, then for the remainder of that annual term of the Senate (as defined for 3.3.9), that representative shall not be subject to another recall vote unless requests from more than 50% of the members of the constituency are received in the Senate Office. Recall requests are to be held in confidence by the Senate Office, except that the Senate Secretary (or the Senate President, in such cases that request is to recall the representative serving as the Senate Secretary) may review and confirm the authenticity of the requests.*

**3.4 Senate and Other Campus-Wide Standing Committees.** The Senate shall publish annually a Syllabus of Senate and other campus-wide standing committees. The Academic Senate shall have power to modify the number and charges of Senate Committees at any time. The President of the Senate shall appoint a member of the Senate as a non-voting member of every standing, campus-wide committee that lacks a representative from the Senate.

**3.5 Amendments.** In addition to the provisions of Chapter VII of the UNL Bylaws, any amendments to this chapter on Faculty Governance must be approved by a majority of the members of the Assembly voting in a mail ballot ordered either by the Assembly in accord with Section 3.2.3(b) above, or by a two-thirds majority of those voting in a vote of the Senate.

#### **FOOTNOTES:**

##### **SECTION 3.3.1**

~~\*Members of the current Senate shall remain in office until the first meeting of the new Senate. In the meantime elections shall be held for all seats of the new Senate. After the elections are completed that Secretary of the Senate shall select by a lot a third of the new members to serve one year terms, a third for two years and a third for three years.~~

~~\*\*The three year rule shall not apply to those who were eligible for election to the Faculty Senate during the 1989-90 and earlier academic years, although all other eligibility rules shall apply.~~

##### **SECTION 3.3.9**

~~\*At the May, 1990, meeting, both a President and President Elect shall be elected from among the membership of the Academic Senate. The President shall take office at the conclusion of that meeting and preside over the Senate during the period May 1990 - May 1991. The President Elect will assume Presidency in May 1991.~~

#### SECTION 3.3.10

~~\*The three with highest number of votes at the first election shall serve terms of three years, the next three, two years and the lowest three one year. Ties will be decided by lot.~~

TO: The Board of Regents  
Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Amendment of Section 5.6 of the *Bylaws of the Board of Regents*.

RECOMMENDED ACTION: Approve amendment of Section 5.6 of the *Bylaws of the Board of Regents* relating to public information regarding students.

PREVIOUS ACTION: Section 5.6 of the *Bylaws* was originally adopted on November 10, 1978. It was amended on June 16, 1984, to delete “marital status” as public information; and on June 3, 1992, to permit the release of names of students mentioned in campus security or campus police reports concerning accidents and incidents.

EXPLANATION: It is requested that the Board of Regents approve the following amendment of Section 5.6 of the *Bylaws of the Board of Regents* to add additional information regarding students that is considered to be public information:

**5.6 Public Information Regarding Students.** Public information regarding students attending the University shall be the (i) student's name, ~~current~~ (ii) local address, (iii) permanent address, (iv) telephone listings, (v) year at the University, (vi) dates of attendance, and (vii) academic college and major field of study, (viii) enrollment status (e.g., undergraduate or graduate; full-time or part-time), (ix) participation in officially recognized activities and sports, (x) degrees, honors and awards received, and (xi) most recent educational agency or institution attended. The names of students mentioned in some kinds of campus security or campus police reports concerning accidents and incidents may also be released to the public. Each major administrative unit shall define the kinds of reports and information that may be released to the public. Information contained in personal files of the student is considered confidential and requires written authorization by the student for release; provided such records with names and personal identification deleted, and kept confidential, may be made available for governmental or University approved research and analysis.

The foregoing proposed amendment would add eight additional classifications of public information regarding students to Section 5.6, namely local address; telephone listings; dates of attendance; academic college; enrollment status; participation in officially recognized activities and sports; degrees, honors and awards received; and most recent educational agency or institution attended.

Each proposed additional classification of public information, except college of study, is expressly included in the definition of directory information in the regulations for the Federal Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g, at 34 CFR §99.3. Directory information is considered to be information that may be publicly disclosed without the necessity of obtaining written consent for its release.

With regard to including college of study as public information, the FERPA regulations permit public disclosure of additional information contained in education records of students so long as it is information that “would not generally be considered harmful or an invasion of privacy if disclosed.” Making college of study public information would not generally be considered harmful or an invasion of privacy if disclosed.

SPONSORS:

Jay Noren  
Executive Vice President and Provost

Richard R. Wood  
Vice President and General Counsel

APPROVAL:

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James B. Milliken  
President

DATE:

August 25, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Amendment of Section 3.4.5 of the *Bylaws of the Board of Regents*

RECOMMENDED ACTION: Approve amendment of Section 3.4.5 of the *Bylaws of the Board of Regents* relating to outside professional employment.

PREVIOUS ACTION: Section 3.4.5 of the *Bylaws* was originally adopted on November 10, 1978. It has been amended once on June 22, 1991.

EXPLANATION: It is requested that the Board of Regents approve the following amendment of Section 3.4.5 of the *Bylaws of the Board of Regents* relating to outside professional employment by members of the University's professional staff:

**3.4.5 Outside Employment.**

Staff members employed on a part-time basis by the University, such as practicing lawyers or physicians, may engage in outside employment or activities unless it is expressly stipulated to the contrary in the conditions of employment.

Staff members employed by the University, other than those covered in the preceding paragraph, shall be encouraged to engage in professional activities outside the University as a means of contributing to the economic growth and development of the state as well as broadening their experience and keeping them abreast of the latest developments in their specialized fields; provided such activities do not interfere with their regular duties at the University, or represent a conflict of interest. Staff members may accept temporary or occasional employment for such professional services when such employment is recommended by the Dean of the college or director of the division involved and approved by the Chancellor or President, or their designees.

Specific approval of the Board is required before any members of the full-time professional staff:

- (a) ~~Accept retainer fees or other remuneration on a permanent or yearly basis as~~ May be retained to provide professional consultants services outside the University to an individual person, client, company, firm or governmental agency over a time period lasting more than two years.

(b) May accept professional employment requiring more than an average of two days per month during the period of ~~their~~ his or her full-time University employment.

~~(c) Charge fees for work performed in University buildings with University equipment and materials.~~

~~(d) Provide professional services for remuneration to departments or agencies of state government.~~

The President shall promulgate such executive policies as shall be necessary for administration and enforcement of this Section 3.4.5, including regulations covering the conduct of outside professional activity performed in University buildings using University equipment or materials that assure there is adequate consideration to the University for such use.

~~Nothing contained in this Section 3.4.5 shall, however, prevent the Board from continuing affect the administration or enforcement of the Medical Service Plan at the University of Nebraska Medical Center adopted March 5, 1972, and or the Dental Service Plan at the University of Nebraska Medical Center, adopted January 16, 1982, or from making or any amendments, changes, or alterations thereto or revisions thereof which have been approved by the Board.~~

SPONSORS:

Jay Noren  
Executive Vice President and Provost

Richard R. Wood  
Vice President and General Counsel

David E. Lechner  
Vice President for Business & Finance

APPROVAL:

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James B. Milliken  
President

DATE:

August 31, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Ratification of Gift Agreement and Naming of the School of Architectural Engineering and Construction.

RECOMMENDED ACTION: Ratify (i) the written agreement with the University of Nebraska Foundation relating to acceptance of a major private gift from the Durham Foundation to the University of Nebraska Foundation for the benefit of the School of Architectural Engineering and Construction, and (ii) the naming of the of the Charles W. Durham School of Architectural Engineering and Construction.

PREVIOUS ACTION: On July 29, 2005, the Regents delegated authority to the Chairman of the Board and the President to approve a written agreement with the University of Nebraska Foundation relating to acceptance of a major private gift to the University of Nebraska Foundation for the benefit of the University, including the naming of a University program in honor of the private donor.

EXPLANATION: On August 5, 2005, the Chairman of the Board and the President approved a written agreement with the University of Nebraska Foundation relating to acceptance of a major private gift from the Durham Foundation to the University of Nebraska Foundation for the benefit of the School of Architectural Engineering and Construction.

Also on August 5, 2005, Chairman Hawks and President Milliken formally dedicated the School of Architectural Engineering and Construction at the Peter Kiewit Institute in Omaha as the "Charles W. Durham School of Architectural Engineering and Construction."

By approval of this agenda item the Board of Regents will formally ratify the foregoing actions of the Chairman and the President on behalf of the Board pursuant to the authority delegated to them by the Board on July 29, 2005.

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

SPONSORS:

David E. Lechner  
Vice President for Business and Finance

Richard R. Wood  
Vice President and General Counsel

APPROVAL:

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James B. Milliken  
President

DATE:

September 6, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Delegation of Authority to the Chairman of the Board and the President to submit a fiscal year 2005-2006 Budget Deficit Request

RECOMMENDED ACTION: Delegate authority to the Chairman of the Board and the President on a one time basis to make a budget deficit request for fiscal year 2005-2006 to the State of Nebraska.

PREVIOUS ACTION: June 10, 2005 – The Board of Regents approved the fiscal year 2005-2006 Operating Budget.

EXPLANATION: The University of Nebraska proposes to submit a deficit budget request for two items for the fiscal year 2005-2006 operating budget:

- (1) Mead ARDC environmental clean-up costs
- (2) Utility increases

Environmental clean-up expenses related to ARDC property, which can be incurred by the University, are projected to be between \$2 and \$6 million.

The University is experiencing rapidly increasing energy prices and evaluating the potential impact they will have on the current year operating budget. A 7.5% utility increase was included in the operating budget approved in June. However, petroleum and natural gas market prices have been higher than anticipated and are expected to remain high over the next several months.

Fiscal year 2005-2006 budget deficit requests are due to the Governor on October 28, 2005. Section 81-126 Reissue Revised Statutes of Nebraska, 1996, provides for the Governor to make recommendations to the Legislature as to the deficiency funding requirements of the various agencies, boards, and commissions of State government.

Approval of this agenda item will delegate authority to the Chairman of the Board and the President on a one time basis to finalize and approve the terms of the submission of a budget deficit request to the Governor and Legislature consistent with this agenda item. The request, when finalized, will be reported to the Board of Regents.

SPONSOR:

David E. Lechner  
Vice President for Business & Finance

APPROVAL:

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James B. Milliken  
President

DATE:

September 6, 2005

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

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Lease agreement between the University of Nebraska at Kearney and Alltel Communications of Nebraska, Inc.

RECOMMENDED ACTION: Approve a five year lease agreement between UNK and Alltel Communications of Nebraska, Inc. for the lease of real property located at the southeast side of Foster Field on the UNK campus.

PREVIOUS ACTION: None

EXPLANATION: Alltel Communications requests to install a communications tower on the UNK campus to better supply service to their clients, which include many students, faculty and staff. Alltel proposes to place a monopole tower on the south end of Foster Field designed to fly a flag. In addition, Alltel will construct a 13' x 27' building to be utilized as a ticket booth for UNK with space to be utilized as a communications shelter for Alltel equipment. The building will be compatible with existing use and character of UNK's other structures.

The agreement grants Alltel a non-exclusive easement during the term of the Lease for ingress, egress and regress and for the installation and transmission of utilities on the property. In exchange for the lease of property, Alltel will pay rent of \$9,600 the first year with 10% increases per year for the five year term. The University will also receive \$375 monthly for utilities used with a 10% escalation per 5 year term. Alltel will be granted the right to extend the lease for five additional terms of five (5) years each on the same terms and conditions except that the rent will increase as specified in paragraph 6 of the attached lease agreement.

The proposed lease agreement has been reviewed and approved by the Office of the University General Counsel.

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

PROJECT COST: None

ON-GOING FISCAL IMPACT: None

SOURCE OF FUNDS: N/A

SPONSOR:

Randal L. Haack  
Vice Chancellor for Business & Finance

APPROVAL:

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Douglas A. Kristensen, Chancellor  
University of Nebraska at Kearney

DATE:

August 29, 2005

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

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: University of Nebraska-Lincoln (UNL) Behlen Renovation for Nanotechnology/Atomic, Molecular, and Optical Physics

RECOMMENDED ACTION: Approve an increase in the project budget, and approve the limited use of change orders for the UNL Behlen Renovation for Nanotechnology/Atomic, Molecular, and Optical Physics Project (the Behlen Renovation).

PREVIOUS ACTION: December 11, 2004 - The Board approved a \$770,000 increase in the project budget for the Behlen Renovation.

June 7, 2003 - The Board approved the program statement for the Behlen Renovation.

EXPLANATION: The project as originally programmed remodeled 5,414 gross square feet of existing space into laboratory and office spaces, added a new emergency exit stairway from the sub-basement laboratory, provided equipment access to the basement spaces, and met code requirements for safe egress.

Recent successes in recruiting and research at UNL dictates further improvements to accommodate the research projects of a newly hired professor. Approval of this item will allow improvements to an additional 800 gross square feet for relocation of research offices to accommodate additional space needed for research equipment. The project budget would increase by \$551,000 to \$1,921,000.

This item, if approved, would also grant that change orders over \$100,000 in value may be approved by the UNL Vice Chancellor for Business and Finance as long as such change orders do not exceed the revised project budget.

PROJECT COST:	Original Budget	\$1,370,000
	Change per this Action	<u>551,000</u>
	Revised Budget	<u>\$1,921,000</u>

ON-GOING FISCAL IMPACT:	Annual Operating Costs	None
	2% Assessment	None

SOURCE OF FUNDS:	Prior Funding:	
	Cash Funds	\$1,230,000
	General Funds	<u>140,000</u>
	Total Prior Approved Budget	1,370,000
	Cash Funds	<u>551,000</u>
	Total Amended Budget	<u>\$1,921,000</u>

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

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 31, 2005

TO: The Board of Regents Addendum X-B-7

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Valentino's Corporation Sponsorship; Amendment to Catering/Concessions Agreement: Department of Intercollegiate Athletics, University of Nebraska-Lincoln

RECOMMENDED ACTION: Approve an agreement with Valentino's of America, Inc. for a sponsorship of the intercollegiate athletic programs of the University of Nebraska-Lincoln (UNL) and approve an amendment to the present catering agreement with Valentino's.

PREVIOUS ACTION: None

EXPLANATION: The corporate sponsorship provides, over a term of four years and ten months ending June 30, 2010, that Valentino's will make a charitable donation to UNL, for the benefit of the Department of Intercollegiate Athletics, in the sum of \$725,000. Valentino's will receive major signage and other permitted forms of sponsorship recognition in various athletic venues.

In addition, approval is also sought for an amendment to the present catering agreement with Valentino's. The amendment grants additional exclusive rights to Valentino's for the North Stadium skybox suites and Sideline Club catering, grants a right of first refusal on catering privileges to special events hosted by or hosted in facilities operated by Athletics, and grants a right of first refusal on sales of additional specialty concession items, over an extended term which runs through June 2010. In exchange for these rights, Valentino's will pay Athletics additional license fees and donated product of \$675,000. In addition, Athletics will also receive royalties for catering and concessions at rates which remain substantially unchanged by the contract amendment.

These proposed agreements have been reviewed and approved by the Office of the University General Counsel.

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

SPONSORS:

Steve Pederson  
Director, Intercollegiate Athletics

Christine Jackson  
Vice Chancellor for Business & Finance

APPROVAL:

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Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE:

September 6, 2005

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

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Purchase and installation of video screens in Memorial Stadium.

RECOMMENDED ACTION: Approve the purchase and installation of video screens in Memorial Stadium and related financing.

PREVIOUS ACTION: None

EXPLANATION: This project will install a new 33 by 117 foot video screen above the North Addition to Memorial Stadium and replace the existing video screens on the southeast and northwest towers with two new screens on the southwest and southeast towers. Proposals for the purchase and installation of the screens will be sought from qualified vendors with the project costs to be paid by sponsorships and donations.

The requests for proposals will be designed to allow the vendor to propose under two scenarios: 1) the video screens only and 2) the video screens with the vendor accepting installment payments. In the case of the former, bids will be combined with other means of financing to arrive at the package most advantageous to the Department of Athletics.

Accordingly, in addition to the purchase and installation, approval of this item would allow the Vice President for Business and Finance to enter into an appropriate financing for this transaction, should that option prove to be preferable. The proposed financing would be five years or less.

Proposed start of construction	March 2006
Proposed completion of construction	July 2006

PROJECT COST: \$5,000,000

ON-GOING FISCAL IMPACT:	Annual Operating Costs	N/A
	2% Assessment	N/A

SOURCE OF FUNDS: Auxiliary Funds

SPONSORS: Steve Pederson  
Director, Intercollegiate Athletics  
  
Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 29, 2005

TO: The Board of Regents Addendum X-B-9

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Lease of space

RECOMMENDED ACTION: Approve leasing of space at Gordman Building located at 5155 South 36<sup>th</sup> Street, Omaha, Nebraska.

PREVIOUS ACTION: None.

EXPLANATION: Through the approval of this agenda item, UNMC intends to lease 11,280 square feet of space from Gordman Properties Company. The proposed lease space is located at 5155 South 36<sup>th</sup> Street, Omaha, Nebraska. The five-year lease, with renewable options, is at an initial rate of \$8.75 per square foot and is a triple-net lease.

This space will be utilized for programs and clinic operations currently located at the South Omaha Neighborhood Building, 5211 S. 31<sup>st</sup> Street, Omaha, Nebraska. The proposed location will provide the opportunity for expanded operations and programs.

The proposed lease agreement has been reviewed and approved by the Office of the University General Counsel.

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

PROJECT COST: \$493,500

SOURCE OF FUNDS: University of Nebraska Medical Center Cash Fund

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

APPROVAL:

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

DATE: August 31, 2005

TO: The Board of Regents Addendum X-B-10  
Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Approval of contract

RECOMMENDED ACTION: Approve a Services Contract between the Wyoming Health Care Commission and the University of Nebraska by and for the University of Nebraska Medical Center's Health Professions Tracking Center.

PREVIOUS ACTION: None.

EXPLANATION: The Wyoming Health Care Commission (WHCC) needs to generate, in a relatively short period of time, and to thereafter maintain an accurate compilation of the medical personnel currently providing health care services in the state of Wyoming. UNMC has demonstrated expertise in providing the services required by WHCC, and UNMC will provide its services and related software license to WHCC as set forth in this Contract.

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

PROJECT COST: WHCC shall pay UNMC \$244,769, plus additional actual expenses, not to exceed the budgeted amount of \$31,250. The total payment under this Contract, before consideration of any renewal, shall not exceed \$276,020.

SOURCE OF FUNDS: Wyoming Health Care Commission

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

APPROVAL: \_\_\_\_\_  
Harold M. Maurer, M.D., Chancellor  
University of Nebraska Medical Center

DATE: September 1, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Real property exchange and acquisition for future expansion of the University of Nebraska at Omaha campus.

RECOMMENDED ACTION: Approve non-binding Memorandum of Understanding with Ak-Sar-Ben Future Trust providing for the negotiation of a definitive agreement for (i) the exchange of parcels of land located in the Ak-Sar-Ben Business and Education Campus, and (ii) the acquisition of the Chili Greens property and approximately 17 acres of real property in the vicinity of 64<sup>th</sup> and Center Streets in Omaha.

PREVIOUS ACTION: None.

EXPLANATION: Approval of this agenda item will approve the attached non-binding Memorandum of Understanding between the University and Ak-Sar-Ben Future Trust providing for the parties to endeavor to negotiate and execute a definitive agreement for (i) the exchange of parcels of land located in the Ak-Sar-Ben Business and Education Campus, and (ii) the acquisition of the 54 acre Chili Greens property and approximately 17 acres of real property in the vicinity of 64<sup>th</sup> and Center Streets, all as described in more detail in the transaction set forth in Section 2 of the Memorandum of Understanding.

If this Memorandum of Understanding is approved by the Regents, the parties will then undertake negotiation of a proposed binding definitive agreement to carry out the transaction. The proposed binding definitive agreement will be submitted to the Regents for consideration and approval no later than the Regents meeting scheduled for November 11, 2005.

The exchange of parcels in the Ak-Sar-Ben Business and Education Campus will assist Ak-Sar-Ben Future Trust with its proposed development of its site south of the UNO south campus.

The proposed purchase by the University of the 54 acre Chili Greens property and the 17 acres in the vicinity of 64<sup>th</sup> and Center Streets will provide the Board of Regents with a needed site for future development of the UNO campus in a manner which will be compatible with the Ak-Sar-Ben Future Trust development north of Center Street.

SOURCE OF FUNDS: University of Nebraska Foundation

SPONSOR:

Nancy Belck, Chancellor  
University of Nebraska at Omaha

APPROVAL:

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James B. Milliken  
President

DATE:

September 7 ,2005

ag091605.aft.mou

## MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING (this “MOU”) is entered into on September \_\_\_\_, 2005, by and between AK-SAR-BEN FUTURE TRUST, a Nebraska non-profit corporation (“AFT”) and the BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA, a public body corporate of the State of Nebraska (the “University”).

1. **Real Property.** AFT owns or intends to obtain ownership or control of the parcels of real property identified in Exhibit A attached to this MOU as follows: (a) the approximately 2-acre parcel identified as parcel A-3 (the “University Target”) and (b) the approximately 54-acre parcel identified as parcel A-1 (“Chili Greens”). The University owns or intends to obtain ownership or control of the parcels of real property identified in Exhibit A attached to this MOU as follows: (a) the approximately 4-acre parcel identified as parcel A-4 (the “AFT Target”) and (b) the approximately 17-acre parcel identified as parcel A-2 (the “Center Street 17”).

2. **Transaction.** Subject to the terms and conditions set forth in this MOU:

- a. AFT shall convey fee title to the University Target and Chili Greens to the University or its designee;
- b. the University shall convey fee title to the AFT Target to AFT or its designee;
- c. the University shall acquire ownership or control of all of the real property comprising the Center Street 17 (the “Assemblage”);
- d. AFT and the University shall take all actions and execute and deliver all instruments necessary to dedicate to the City of Omaha (the “City”), at no cost to the City or the parties hereto, any land they may own or control sufficient to extend the 67<sup>th</sup> Street right-of-way from Pine Street to Center Street, including but not limited to parcel A-5 identified in Exhibit A;
- e. the University shall take all actions and execute, deliver and record all instruments necessary to ensure that any real property located south of Pacific Street owned or controlled by the University or any of its affiliates shall be developed in a manner consistent with the basic urban design principles employed in connection with the development of the area depicted in Exhibit A (the “Project”). Such principles generally include:
  - i. Wide, pedestrian-friendly sidewalks with extensive landscaping and specialty lighting;
  - ii. Plazas and other small gathering spaces incorporated into the pedestrian system;
  - iii. Buildings that front on the sidewalks with little or no set-backs;

- iv. Localize streets with on-street parking;
  - v. Off-street parking facilities, be they structures or surface lots, located behind and screened by the buildings; and
  - vi. Building architecture and design which present a consistent theme, rhythm and use of materials.
- f. the University shall take all actions and execute, deliver and record all instruments necessary to ensure that the Center Street 17 and Chili Greens shall be used for University purposes, such as student housing, academic buildings, athletic facilities and off street parking facilities, or for purposes that are complementary to the teaching, research and service mission of the University, such as business incubator facilities and affiliated educational or research facilities. The University shall commence construction of improvements and building structures on the Center Street 17 on or before January 1, 2009, and on Chili Greens when funds are available and plans have been completed; and
- g. the University shall cause to be constructed all infrastructure within the areas highlighted in yellow in Exhibit A attached to this MOU.

3. **Conditions to Closing the Transaction.** AFT shall convey fee title to the University Target and Chili Greens to the University or its designee, and the University shall convey fee title to the AFT Target to AFT or its designee subject to the following conditions:

- a. the University shall convey fee title to the AFT Target to AFT or its designee subject to any matters of record other than liens, leaseholds and other possessory rights (which the University shall release and terminate at its sole cost and expense) and AFT shall accept such conveyance;
- b. AFT shall convey fee title to the University Target and Chili Greens to the University or its designee subject to any matters of record other than liens, leaseholds and other possessory rights (which AFT shall release and terminate at its sole cost and expense) and the University shall accept such conveyance;
- c. the University shall pay or cause to be paid to AFT the sum of \$1,750,000, as adjusted for closing expenses and prorations in accordance with local custom, as consideration for AFT's conveyance of Chili Greens to the University;
- d. AFT shall evaluate the status of the Assemblage of the Center Street 17 to ensure, in AFT's reasonable opinion, that the Assemblage shall be completed and that the Center Street 17 shall be developed for use by the University or its affiliates;
- e. the University shall have taken all actions and executed and delivered all instruments necessary to dedicate land sufficient to extend the 67<sup>th</sup> Street right-of-way as described above; and

f. the University shall take all actions and execute, deliver and record all instruments necessary to fulfill the terms of Sections 2(e) and 2(f) above.

4. **Closing Date; Due Diligence Costs.** The Agreement, as defined below, shall provide that the parties shall satisfy the conditions set forth above and close the transaction set forth above on or before October 31, 2005. Each party shall be solely responsible for any due diligence it desires to conduct with respect to the real property which is the subject of this MOU.

5. **Approvals/Consents.** The Agreement shall provide that the University shall use reasonable efforts to obtain any required approval or consent of First Data Resources or its affiliates to any of the proposed development activities of AFT, the University or their assignees in connection with the Agreement. The Agreement shall provide that AFT shall use reasonable efforts to obtain the release of any mortgage or other debt instrument encumbering any real property to be conveyed by AFT to the University as contemplated in this MOU.

6. **Non-Binding Nature of MOU.** AFT and the University intend and desire to enter into the transaction generally described in this MOU, subject to the terms and conditions set forth in this MOU. This MOU is merely a general statement of the parties' intent to proceed, does not create any binding obligations upon the parties and should not be considered an offer binding on the parties hereto. Any closing of the transaction described herein is conditioned upon the execution and delivery of a definitive purchase/swap agreement (the "Agreement") by and among the parties hereto. The parties agree to negotiate the terms of the Agreement in good faith and to use their best efforts to finalize, execute and deliver the same on or before October 15, 2005.

7. **Counterparts.** This MOU may be executed in one or more counterparts, each of which shall be deemed an original.

IN WITNESS WHEREOF, the parties hereto have executed this MOU as of the date first set forth above.

AK-SAR-BEN FUTURE TRUST,  
a Nebraska non-profit corporation

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

ATTEST:

BOARD OF REGENTS OF THE  
UNIVERSITY OF NEBRASKA, a public body  
corporate of the State of Nebraska

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

**EXHIBIT A**  
**SITE PLAN DEPICTING PARCELS OF REAL PROPERTY**



TO: The Board of Regents  
Business Affairs

MEETING DATE: September 16, 2005

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

RECOMMENDED ACTION: Approve resolution authorizing the University Administration to proceed with the purchase of real property in the vicinity of 64<sup>th</sup> and Center Streets in Omaha for the development of the south campus of the University of Nebraska at Omaha, including the initiation of eminent domain proceedings to purchase such property, if necessary.

PREVIOUS ACTION: None.

EXPLANATION: Approval of this agenda item will authorize the University Administration to proceed according to law with those actions necessary to purchase approximately 17 acres of real property, identified as A-2 on the attached site plan marked Exhibit A, for public use by the University of Nebraska at Omaha. This includes authorization to initiate eminent domain proceedings to purchase any real property interest in A-2 that the University is unable to acquire after good faith negotiations to purchase the same have been exhausted as required by law.

The proposed purchase of this real property in the vicinity of 64<sup>th</sup> and Center Streets will provide the Board of Regents with a needed site for development of the south campus of the University of Nebraska at Omaha.

SOURCE OF FUNDS: University of Nebraska Foundation

SPONSOR: Nancy Belck, Chancellor  
University of Nebraska at Omaha

APPROVAL: \_\_\_\_\_  
James B. Milliken  
President

DATE: September 7 ,2005

**RESOLUTION**  
**Acquisition of Real Property**  
**Vicinity of 64<sup>th</sup> and Center Streets**  
**Omaha, Nebraska**

**WHEREAS**, the campus of the University of Nebraska at Omaha does not have adequate land area for future growth and development of University uses for off street parking, student housing, and academic and recreational facilities; and

**WHEREAS**, the University has a unique opportunity to acquire at a favorable price from Ak-Sar-Ben Future Trust approximately 54 acres of land identified as Parcel A-1 (Chili Greens) in the attached Exhibit “A” in accordance with terms of a Memorandum of Understanding between the University and Ak-Sar-Ben Future Trust, a copy of which memorandum is attached as Exhibit “B”; and

**WHEREAS**, the terms of the Memorandum of Understanding with Ak-Sar-Ben Future Trust require the University to acquire approximately 17 acres of real property identified as Parcel A-2 in the attached Exhibit “A” as a condition to the conveyance of Parcel A-1 (Chili Greens) by Ak-Sar-Ben Future Trust to the University; and

**WHEREAS**, the University of Nebraska Foundation has been and is in the process of trying to purchase tracts of real property within Parcel A-2 for the benefit of and use by the University, and to date has purchased several separate tracts within Parcel A-2; and

**WHEREAS**, the Board Regents believes it is prudent to authorize the University Administration to proceed at this time with the process for the University to directly acquire those tracts of real property within Parcel A-2 which the University of Nebraska Foundation is unable to acquire;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Regent of the University of Nebraska that the University Administration is authorized to proceed with those actions necessary, including proceedings pursuant to *Neb. Rev. Stat.* §§ 25-2501 through 25-2506 (uniform procedure for acquiring private property for public use), to purchase by negotiation those real property interests in Parcel A-2 which the University of Nebraska Foundation has been unable to purchase.

**BE IT FURTHER RESOLVED** that in the event the University is unable to acquire any such real property interest in Parcel A-2 after good faith negotiations to purchase the same have been exhausted as required by law, the University Administration is further authorized to initiate eminent domain proceedings to purchase such real property interest for public use by the University in accordance with the provisions of *Neb Rev. Stat.* § 85-133 (University power of eminent domain) and §§ 76-704 through 76-724 (general procedure for the exercise of the power of eminent domain).

**EXHIBIT A**  
**SITE PLAN DEPICTING PARCELS OF REAL PROPERTY**



**EXHIBIT B**  
**TO RESOLUTION AUTHORIZING ACQUISITION OF REAL PROPERTY IN THE VICINITY**  
**OF 64<sup>TH</sup> AND CENTER STREETS, OMAHA, NEBRASKA**

**MEMORANDUM OF UNDERSTANDING**

This MEMORANDUM OF UNDERSTANDING (this "MOU") is entered into on September \_\_\_\_, 2005, by and between AK-SAR-BEN FUTURE TRUST, a Nebraska non-profit corporation ("AFT") and the BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA, a public body corporate of the State of Nebraska (the "University").

1. **Real Property.** AFT owns or intends to obtain ownership or control of the parcels of real property identified in Exhibit A attached to this MOU as follows: (a) the approximately 2-acre parcel identified as parcel A-3 (the "University Target") and (b) the approximately 54-acre parcel identified as parcel A-1 ("Chili Greens"). The University owns or intends to obtain ownership or control of the parcels of real property identified in Exhibit A attached to this MOU as follows: (a) the approximately 4-acre parcel identified as parcel A-4 (the "AFT Target") and (b) the approximately 17-acre parcel identified as parcel A-2 (the "Center Street 17").

2. **Transaction.** Subject to the terms and conditions set forth in this MOU:

- a. AFT shall convey fee title to the University Target and Chili Greens to the University or its designee;
- b. the University shall convey fee title to the AFT Target to AFT or its designee;
- c. the University shall acquire ownership or control of all of the real property comprising the Center Street 17 (the "Assemblage");
- d. AFT and the University shall take all actions and execute and deliver all instruments necessary to dedicate to the City of Omaha (the "City"), at no cost to the City or the parties hereto, any land they may own or control sufficient to extend the 67<sup>th</sup> Street right-of-way from Pine Street to Center Street, including but not limited to parcel A-5 identified in Exhibit A;
- e. the University shall take all actions and execute, deliver and record all instruments necessary to ensure that any real property located south of Pacific Street owned or controlled by the University or any of its affiliates shall be developed in a manner consistent with the basic urban design principles employed in connection with the development of the area depicted in Exhibit A (the "Project"). Such principles generally include:
  - i. Wide, pedestrian-friendly sidewalks with extensive landscaping and specialty lighting;
  - ii. Plazas and other small gathering spaces incorporated into the pedestrian system;

- iii. Buildings that front on the sidewalks with little or no set-backs;
- iv. Localize streets with on-street parking;
- v. Off-street parking facilities, be they structures or surface lots, located behind and screened by the buildings; and
- vi. Building architecture and design which present a consistent theme, rhythm and use of materials.

- f. the University shall take all actions and execute, deliver and record all instruments necessary to ensure that the Center Street 17 and Chili Greens shall be used for University purposes, such as student housing, academic buildings, athletic facilities and off street parking facilities, or for purposes that are complementary to the teaching, research and service mission of the University, such as business incubator facilities and affiliated educational or research facilities. The University shall commence construction of improvements and building structures on the Center Street 17 on or before January 1, 2009, and on Chili Greens when funds are available and plans have been completed; and
- g. the University shall cause to be constructed all infrastructure within the areas highlighted in yellow in Exhibit A attached to this MOU.

3. **Conditions to Closing the Transaction.** AFT shall convey fee title to the University Target and Chili Greens to the University or its designee, and the University shall convey fee title to the AFT Target to AFT or its designee subject to the following conditions:

- a. the University shall convey fee title to the AFT Target to AFT or its designee subject to any matters of record other than liens, leaseholds and other possessory rights (which the University shall release and terminate at its sole cost and expense) and AFT shall accept such conveyance;
- b. AFT shall convey fee title to the University Target and Chili Greens to the University or its designee subject to any matters of record other than liens, leaseholds and other possessory rights (which AFT shall release and terminate at its sole cost and expense) and the University shall accept such conveyance;
- c. the University shall pay or cause to be paid to AFT the sum of \$1,750,000, as adjusted for closing expenses and prorations in accordance with local custom, as consideration for AFT's conveyance of Chili Greens to the University;
- d. AFT shall evaluate the status of the Assemblage of the Center Street 17 to ensure, in AFT's reasonable opinion, that the Assemblage shall be completed and that the Center Street 17 shall be developed for use by the University or its affiliates;
- e. the University shall have taken all actions and executed and delivered all instruments necessary to dedicate land sufficient to extend the 67<sup>th</sup> Street right-of-way as described above; and

f. the University shall take all actions and execute, deliver and record all instruments necessary to fulfill the terms of Sections 2(e) and 2(f) above.

4. **Closing Date; Due Diligence Costs.** The Agreement, as defined below, shall provide that the parties shall satisfy the conditions set forth above and close the transaction set forth above on or before October 31, 2005. Each party shall be solely responsible for any due diligence it desires to conduct with respect to the real property which is the subject of this MOU.

5. **Approvals/Consents.** The Agreement shall provide that the University shall use reasonable efforts to obtain any required approval or consent of First Data Resources or its affiliates to any of the proposed development activities of AFT, the University or their assignees in connection with the Agreement. The Agreement shall provide that AFT shall use reasonable efforts to obtain the release of any mortgage or other debt instrument encumbering any real property to be conveyed by AFT to the University as contemplated in this MOU.

6. **Non-Binding Nature of MOU.** AFT and the University intend and desire to enter into the transaction generally described in this MOU, subject to the terms and conditions set forth in this MOU. This MOU is merely a general statement of the parties' intent to proceed, does not create any binding obligations upon the parties and should not be considered an offer binding on the parties hereto. Any closing of the transaction described herein is conditioned upon the execution and delivery of a definitive purchase/swap agreement (the "Agreement") by and among the parties hereto. The parties agree to negotiate the terms of the Agreement in good faith and to use their best efforts to finalize, execute and deliver the same on or before October 15, 2005.

7. **Counterparts.** This MOU may be executed in one or more counterparts, each of which shall be deemed an original.

IN WITNESS WHEREOF, the parties hereto have executed this MOU as of the date first set forth above.

AK-SAR-BEN FUTURE TRUST,  
a Nebraska non-profit corporation

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

ATTEST:

BOARD OF REGENTS OF THE  
UNIVERSITY OF NEBRASKA, a public body  
corporate of the State of Nebraska

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

TO: The Board of Regents

Academic Affairs

MEETING DATE: September 16, 2005

SUBJECT: Personnel Reports for 2005-2006

RECOMMENDED ACTION: Report

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

EXPLANATION: This report includes the campus personnel actions for the period of April 1, 2005 through June 30, 2005.

In addition, there is a listing of new Continuous, Promotion, and Emeritus appointments which have been made for the academic and fiscal year 2004-2005.

Finally, a listing of salaries for academic and administrative personnel with the rank of Assistant Professor or equivalent and above for the academic and fiscal year 2005-2006 is provided.

APPROVAL:

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James B. Milliken  
President

DATE: September 6, 2005

**CHANCELLOR'S PERSONNEL REPORT**  
**4/1/05 - 6/30/05**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Copeland, Aleta	Libraries	Assistant Professor	Specific Term	06/13/05		41,500	FY	1.00
Falconer, Adam	Office of Technology Development	Coordinator	Special	05/31/05		66,000	FY	1.00
Kebaara, Bessie	Biological Sciences	Research Assistant Professor	Special	04/01/05		29,784	FY	1.00
Guerra, Romeo	Academic Conferences	Director	Special	04/27/05		76,000	FY	1.00
Lewis, Charlotte	Center on Child, Family and The Law	Project Director	Special	05/23/05		50,000	FY	1.00
Suing, Jeremy	J.D. Edwards Honors Program/Comp. Sci. Computer Science	Design Studio Project Manager Lecturer	Special Special	05/01/05 05/01/05		79,900 14,100	FY FY	0.85 0.15
Yang, Liyong	Engineering Mechanics	Research Assistant Professor	Special	04/14/05	05/18/06	33,000	FY	1.00

**CHANCELLOR'S PERSONNEL REPORT**  
**4/1/05 - 6/30/05**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Babcock, Beverly	Southeast Research and Extension Center	Assistant Extension Educator	Special	06/13/05		37,500	FY	1.00
Farrell, Jackie	West Central Research and Extension Ctr.	Assistant Extension Educator	Special	06/01/05		36,000	FY	1.00
Gemar, Teresa	Southeast Research and Extension Center	Associate Extension Educator	Special	06/01/05		53,000	FY	1.00
Guzman, Jacqueline	Panhandle Research and Extension Center	Associate Extension Educator	Special	06/20/05		69,000	FY	1.00
Hla, Aung	Panhandle Research and Extension Center	Assistant Extension Educator	Special	05/01/05		37,400	FY	1.00
Jackson, Tamra	Plant Pathology	Assistant Professor	Specific Term	04/01/05		65,000	FY	1.00
Jenkins, Jay	Panhandle Research and Extension Center	Associate Extension Educator	Special	05/01/05		60,900	FY	1.00
Urrea Florez, Carlos	Panhandle Research and Extension Center	Assistant Professor	Specific Term	04/01/05		70,000	FY	1.00
Wegulo, Stephen	Plant Pathology	Assistant Professor	Specific Term	06/01/05		70,000	FY	1.00

**CHANCELLOR'S PERSONNEL REPORT**  
**4/1/05 - 6/30/05**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Duncan, Kim F.	Surgery	Professor	Health Prof	04/01/05	06/30/08	105,000	FY	1.00
Fletcher, Mavis S.	Pathology & Microbiology	Assistant Professor	Special	05/01/05		61,800	FY	0.70
White, Matthew L.	Radiology	Assistant Professor	Special	04/25/05		65,333	FY	0.70

**CHANCELLOR'S PERSONNEL REPORT  
4/1/05 - 6/30/05  
UNIVERSITY OF NEBRASKA-LINCOLN**

**ADJUSTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
<sup>(1)</sup> Collier, Barry	Athletic	Head Coach - Men's Basketball	Special	04/05/05		224,933	FY	1.00
		Head Coach - Men's Basketball	Special			224,933	FY	1.00
Gunderson, Greg	Sr. Vice Chancellor for Academic Affairs Fiscal Affairs	Assistant Vice Chancellor	Special	04/11/05		84,350	FY	1.00
		Director	Special			82,850	FY	1.00
Luckner, Warren	Finance	College Professor (stipend)	Special	04/01/05		10,000	AY	0.00
		N/A	N/A			0	AY	0.00
		Director	Continuous	04/01/05		78,000	AY	1.00
		Director	Continuous			78,000	AY	1.00
<sup>(2)</sup> Perez, Lance	Electrical Engineering	Associate Professor	Continuous	03/01/05		93,888	AY	0.90
		Associate Professor	Continuous			93,888	AY	1.00
	College of Engineering	Director of Graduate Programs	Special	03/01/05		10,432	AY	0.10
		N/A	N/A			0	AY	0.00
<sup>(3)</sup> Stansbury, John	Civil Engineering	Associate Professor	Continuous	03/01/05		75,485	AY	1.00
		Associate Professor	Continuous			75,485	AY	1.00
		Chairperson	Special	03/01/05		8,387	AY	0.00
		Chairperson	Special			7,625	AY	0.00

<sup>(1)</sup> Contract renewal.

<sup>(2)</sup> New contract when Director of Graduate Programs position added showed salary would remain at \$93,888 and FTE would be .90 as Professor.

<sup>(3)</sup> Correction of stipend (through new contract) effective at the beginning of second semester, but did not begin paying out at new rate until March.

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**CHANCELLOR'S PERSONNEL REPORT**  
**4/1/05 - 6/30/05**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Armstrong, Jane	Northeast Research and Extension Center	Assistant Extension Educator	Special	05/01/05		39,206	FY	0.80
		Assistant Extension Educator	Special		04/30/05	49,008	FY	1.00
Baxendale, Frederick	Entomology	Professor	Continuous	04/25/05		40,564	FY	0.40
		Professor	Continuous		04/24/05	101,410	FY	1.00
		Interim Dept Head (incl stipend)	Special	04/25/05	06/30/06	70,986	FY	0.40
		N/A	N/A			0	FY	0.00
Christensen, Andrew	Southeast Research and Extension Center	Assistant Extension Educator	Special	04/01/05		42,400	FY	1.00
	Northeast Research and Extension Center	Assistant Extension Educator	Special		03/31/05	40,000	FY	1.00
Mayo, Z B	Ag Research Division	Interim Assoc Dean (incl stipend)	Special	04/25/05	06/30/06	146,166	FY	1.00
	Entomology	Department Head (incl stipend)	Special		04/24/05	84,957	FY	0.60
	Entomology	N/A	N/A	04/25/05		0	FY	0.00
		Professor	Continuous		04/24/05	47,921	FY	0.40
Reimer-Hild, Connie	Southeast Research and Extension Center	Assistant Extension Educator	Special	04/18/05		52,000	FY	1.00
	Entomology	Lecturer	Special		04/17/05	36,558	FY	1.00
<sup>(4)</sup> Stockwell, Sandra	West Central Research and Extension Ctr.	Professor	Special	05/01/05		44,439	FY	0.50
		Professor	Continuous		04/30/05	88,878	FY	1.00
Stolzenburg, Byron	Panhandle Research and Extension Center	Extension Educator	Special	05/01/05		42,335	FY	0.60
		Extension Educator	Special		04/30/05	70,558	FY	1.00
Tadesse, Tsegaye	Survey Division - SNR	Assistant Geoscientist	Special	06/01/05		52,000	FY	1.00
	School of Natural Resources	Post-Doc Research Associate	Other		05/31/05	41,331	FY	1.00

<sup>(4)</sup> Early retirement.

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**CHANCELLOR'S PERSONNEL REPORT**  
**4/1/05 - 6/30/05**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**ADJUSTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Barnes, Caren M.	COD - Dental Administration	Coordinator of Clinical Research	Special	05/01/05		92,421	FY 1.00
		Coordinator of Clinical Research	Special			92,421	FY 1.00
	Dental Hygiene Surgical Specialties	Professor	Continuous	05/01/05		0	FY 0.00
		Professor	Continuous			0	FY 0.00
<sup>(5)</sup> Berger, Ann Malone	College of Nursing	Associate Professor	Continuous	04/01/05		78,926	FY 1.00
		Associate Professor	Continuous			78,926	FY 1.00
	Named Professorship	Special	04/01/05	03/31/08	0	FY 0.00	
		N/A	N/A			0	FY 0.00
Cramer, Mary E.	College of Nursing	Assistant Professor	Health Prof	06/01/05	06/30/06	71,519	FY 1.00
		Assistant Professor	Health Prof			68,519	FY 1.00
	Interim Chair (incl stipend)	Special	06/01/05		3,000	FY 0.00	
		N/A	N/A			0	FY 0.00
Gross, Gloria J.	CON - West Nebraska Division	Associate Professor	Special	06/01/05	08/14/05	5,528	FY 0.30
		Associate Professor	Health Prof			90,814	FY 1.00
	N/A	N/A	06/01/05		0	FY 0.00	
		Assistant Dean	Special			5,000	FY 0.00
<sup>(6)</sup> Pipinos, Iraklis I.	Surgery	Assistant Professor	Health Prof	04/01/05	06/30/06	47,976	FY 0.75
		Assistant Professor	Health Prof			15,992	FY 0.25
<sup>(7)</sup> Walker, Susan Noble	College of Nursing	Professor	Continuous	06/01/05		54,069	FY 0.50
		Professor	Continuous			21,628	FY 0.20
	N/A	N/A	06/01/05		0	FY 0.00	
		Chairperson	Special			35,441	FY 0.30
	Named Chair	Special	04/01/05	03/31/08	54,070	FY 0.50	
Named Chair		Special			54,070	FY 0.50	

<sup>(5)</sup> Florence Niedfelt Professor of Nursing.

<sup>(6)</sup> Remainder of full-time appointment is at the Veterans Administration Hospital.

<sup>(7)</sup> Dorothy Hodges Olson Chair in Nursing.

*Shaded reflects new or ongoing appointment*  
*Un-shaded reflects old appointment*

**CHANCELLOR'S PERSONNEL REPORT**  
**4/1/05 - 6/30/05**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**ADJUSTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Wilhelm, Susan L.	CON - West Nebraska Division	Assistant Professor	Health Prof	06/01/05	06/30/06	63,425	FY	1.00
		Assistant Professor	Health Prof			63,425	FY	1.00
		Interim Assistant Dean stipend	Special	06/01/05		5,000	FY	0.00
		N/A	N/A			0	FY	0.00
<sup>(8)</sup> Zimmerman, Lani M.	COD - Adult Health & Illness	Chairperson	Special	04/01/05		63,211	FY	0.60
		Chairperson	Special			63,211	FY	0.60
		Professor	Continuous	04/01/05		40,143	FY	0.40
		Professor	Continuous			40,143	FY	0.40
		Assistant Dean (stipend)	Special	04/01/05		2,000	FY	0.00
		Assistant Dean (stipend)	Special			2,000	FY	0.00
		Named Professorship	Special	04/01/05	03/31/08	0	FY	0.00
		N/A	N/A			0	FY	0.00

<sup>(8)</sup> Florence Niedfelt Professor of Nursing.

*Shaded reflects new or ongoing appointment*  
*Un-shaded reflects old appointment*

**CHANCELLOR'S PERSONNEL REPORT**  
**4/1/05 - 6/30/05**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
<sup>(9)</sup> Shorb, Stephen	Library	Professor (incl stipend)	Continuous	05/23/05		130,000	FY 1.00
		Associate Professor (incl stipend)	Continuous			130,000	FY 1.00

<sup>(9)</sup> Completed second master's degree, as required by the University Library for the full rank of Professor.

*Shaded reflects new or ongoing appointment*  
*Un-shaded reflects old appointment*

**CHANCELLOR'S PERSONNEL REPORT**  
**4/1/05 - 6/30/05**  
**UNIVERSITY OF NEBRASKA AT KEARNEY**

**ADJUSTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Guzman, Juan	Multicultural Affairs	Assistant Director	Special	04/01/05		33,696	AY	1.00
		Interim Assistant Director	Special		03/31/05	33,696	AY	1.00
<sup>(10)</sup> Nyffeler, Peg	Health Care (Student Health)	Assistant Director	Special	02/01/05	05/23/05	42,922	AY	1.00
		Interim Director	Special		01/31/05	42,922	AY	1.00

<sup>(10)</sup> \$450 per month stipend for the additional duties.

*Shaded reflects new or ongoing appointment*  
*Un-shaded reflects old appointment*

**Continuous Appointment  
University of Nebraska-Lincoln**

Name	Department	Present Rank	Effective Date
<b><i>College of Arts &amp; Sciences</i></b>			
Avramova, Zoya	Biological Sciences	Associate Professor	August 15, 2005
Belot, John	Chemistry	Assistant Professor	August 15, 2005
DiLillo, David	Psychology	Assistant Professor	August 15, 2005
Elbaum, Sebastian	Computer Science & Engineering	Assistant Professor	August 15, 2005
Erber, Lynne	Mathematics	Professor	August 15, 2005
McCollough, Martha	Anthropology & Geography	Assistant Professor	August 15, 2005
McKitrick, Jennifer	Philosophy	Assistant Professor	August 15, 2005
McQuillan, Julia	Sociology	Assistant Professor	August 15, 2005
Tsymbal, Evgeny	Physics & Astronomy	Associate Professor	August 15, 2005
<b><i>College of Education &amp; Human Sciences</i></b>			
Caldwell, Leon	Educational Psychology	Assistant Professor	August 15, 2005
Churchill, Susan	Family & Consumer Sciences	Assistant Professor	August 15, 2005
Cress, Cynthia	Special Education & Communication Disorders	Assistant Professor	August 15, 2005
Enders, Craig	Educational Psychology	Assistant Professor	August 15, 2005
Steckelberg, Allen	Teaching, Learning, & Teacher Education	Assistant Professor	August 15, 2005
<b><i>College of Engineering &amp; Technology</i></b>			
Admiraal, David	Civil Engineering	Assistant Professor	August 15, 2005
Balkir, Sina	Electrical Engineering	Associate Professor	August 15, 2005
Houser, Kevin	Architectural Engineering	Assistant Professor	August 15, 2005
Lu, Yongfeng	Electrical Engineering	Associate Professor	August 15, 2005

**Continuous Appointment  
University of Nebraska-Lincoln**

Name	Department	Present Rank	Effective Date
<i>College of Engineering &amp; Technology (continued)</i>			
Subramanian, Ana	Chemical Engineering	Assistant Professor	August 15, 2005
<i>College of Fine &amp; Performing Arts</i>			
Katz, Wendy	Art & Art History	Assistant Professor	August 15, 2005
<i>Libraries</i>			
Ducey, Mary Ellen	Libraries	Assistant Professor	July 1, 2005
Tyler, David	Libraries	Assistant Professor	July 1, 2005
<i>Institute of Agriculture and Natural Resources</i>			
Becker, Donald	Biochemistry	Associate Professor	July 1, 2005
Blankenship, Erin	Statistics	Associate Professor	July 1, 2005
<sup>(1)</sup> Churchill, Susan	Family & Consumer Sciences	Associate Professor	August 15, 2005
Dweikat, Ismail	Agronomy & Horticulture	Associate Professor	July 1, 2005
Geisler, Loren	Plant Pathology	Associate Professor	July 1, 2005
Harveson, Robert	Plant Pathology	Associate Professor	July 1, 2005
Powell, Larkin	School of Natural Resources	Associate Professor	July 1, 2005
Reiling, Bryan	Animal Science	Associate Professor	July 1, 2005
Russell, William	Agronomy & Horticulture	Associate Professor	July 1, 2005

<sup>(1)</sup> Joint appointment between Programs 711 and 715.

**Continuous Appointment  
University of Nebraska Medical Center**

Name	Department	Present Rank	Effective Date
<b><i>College of Dentistry</i></b>			
Chang, Myung W. Brian	Adult Restorative Dentistry	Assistant Professor	July 1, 2005
Johnson, William W.	Adult Restorative Dentistry	Associate Professor	July 1, 2005
<b><i>College of Medicine</i></b>			
Ghorpade, Anuja	Pharmacology	Associate Professor	July 1, 2005
Persidsky, Yuri I.	Pathology & Microbiology	Associate Professor	July 1, 2005
Pirruccello, Samuel J.	Pathology & Microbiology	Associate Professor	July 1, 2005
Singh, Rakesh K.	Pathology & Microbiology	Associate Professor	July 1, 2005
Wang, Wei	Cellular & Integrative Physiology	Associate Professor	July 1, 2005
Zheng, Jialin	Pharmacology	Associate Professor	July 1, 2005
<b><i>College of Pharmacy</i></b>			
Labhassetwar, Vinod D.	Pharmaceutical Sciences	Associate Professor	July 1, 2005
<b><i>Eppley Institute</i></b>			
Solheim, Joyce C.	Eppley Institute	Associate Professor	July 1, 2005

**Continuous Appointment  
University of Nebraska at Omaha**

Name	Department	Present Rank	Effective Date
<b><i>College of Arts &amp; Sciences</i></b>			
Bramlett, Frank	English	Assistant Professor	August 15, 2005
Gershovich, Moshe	History	Associate Professor	August 15, 2005
Powell, Mary Ann	Sociology & Anthropology	Assistant Professor	August 15, 2005
Robins, Barbara	English	Assistant Professor	August 15, 2005
Rowen, Donald	Biology	Assistant Professor	August 15, 2005
Snyder, Scott	Biology	Assistant Professor	August 15, 2005
Wang, Zhenyuan	Mathematics	Professor	August 15, 2005
<b><i>College of Business Administration</i></b>			
Decker, Christopher	Economics	Assistant Professor	August 15, 2005
Guo, Weiyu	Finance, Banking & Law	Assistant Professor	August 15, 2005
<b><i>College of Education</i></b>			
Pasco, Rebecca	Teacher Education	Associate Professor	August 15, 2005
<b><i>College of Fine Arts</i></b>			
Berke, Melissa	Music	Assistant Professor	August 15, 2005
<b><i>College of Information Science and Technology</i></b>			
Winter, Victor	Computer Science	Assistant Professor	August 15, 2005
<b><i>College of Public Affairs and Community Service</i></b>			
Brown, Samuel	Public Administration	Assistant Professor	August 15, 2005
Kriz, Kenneth	Public Administration	Assistant Professor	August 15, 2005
Schumaker, Alice	Public Administration	Assistant Professor	August 15, 2005

**Continuous Appointment  
University of Nebraska at Kearney**

Name	Department	Present Rank	Effective Date
<b><i>College of Business &amp; Technology</i></b>			
Asay, Sylvia	Family Studies & Interior Design	Associate Professor	August 15, 2005
Frickel, Beverly	Accounting/Finance	Associate Professor	August 15, 2005
Lightner, Stan	Industrial Technology	Associate Professor	August 15, 2005
Moore, Tami	Family Studies & Interior Design	Associate Professor	August 15, 2005
<b><i>College of Education</i></b>			
Tracy, Glenn	Teacher Education	Associate Professor	August 15, 2005
Unruh, Nita	Health, PE, Recreation and Leisure Studies	Associate Professor	August 15, 2005
Unruh, Scott	Health, PE, Recreation and Leisure Studies	Associate Professor	August 15, 2005
<b><i>College of Natural &amp; Social Sciences</i></b>			
Markes, Mark	Physics & Physical Science	Associate Professor	August 15, 2005
Shaffer, Julie	Biology	Associate Professor	August 15, 2005
<b><i>Library</i></b>			
Heidenreich, Sheryl	Library	Assistant Professor	August 15, 2005

**Promotion  
University of Nebraska-Lincoln**

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Arts &amp; Sciences</i>				
Belot, John	Chemistry	Assistant Professor	Associate Professor	August 15, 2005
Berkowitz, David	Chemistry	Associate Professor	Professor	August 15, 2005
Blum, Paul	Biological Sciences	Associate Professor	Professor	August 15, 2005
Carranza, Miguel	Sociology/Ethnic Studies	Associate Professor	Professor	August 15, 2005
DeLillo, David	Psychology	Assistant Professor	Associate Professor	August 15, 2005
Elbaum, Sebastian	Computer Science & Engineering	Assistant Professor	Associate Professor	August 15, 2005
Foster, Gwendolyn	English	Associate Professor	Professor	August 15, 2005
Jiang, Hong	Computer Science & Engineering	Associate Professor	Professor	August 15, 2005
Krone, Kathleen	Communication Studies	Associate Professor	Professor	August 15, 2005
Lavin, Stephen	Anthropology & Geography	Associate Professor	Professor	August 15, 2005
McCullough, Martha	Anthropology & Geography	Assistant Professor	Associate Professor	August 15, 2005
McKittrick, Jennifer	Philosophy	Assistant Professor	Associate Professor	August 15, 2005
McQuillan, Julia	Sociology	Assistant Professor	Associate Professor	August 15, 2005
Smith, Kevin	Political Science	Associate Professor	Professor	August 15, 2005
Stump, Jordan	Modern Languages	Associate Professor	Professor	August 15, 2005
Tsymbol, Evgeny	Physics & Astronomy	Associate Professor	Professor	August 15, 2005
<i>College of Business Administration</i>				
Siau, Keng	Management	Associate Professor	Professor	August 15, 2005
<i>College of Education &amp; Human Sciences</i>				
Caldwell, Leon	Educational Psychology	Assistant Professor	Associate Professor	August 15, 2005
Churchill, Susan	Family & Consumer Science	Assistant Professor	Associate Professor	August 15, 2005
Cress, Cynthia	Special Education & Communication Disorders	Assistant Professor	Associate Professor	August 15, 2005
Enders, Craig	Educational Psychology	Assistant Professor	Associate Professor	August 15, 2005

**Promotion  
University of Nebraska-Lincoln**

Name	Department	Present Rank	New Rank	Effective Date
<b><i>College of Education &amp; Human Sciences (continued)</i></b>				
Housh, Terry	Nutrition & Health Sciences	Associate Professor	Professor	August 15, 2005
Lewis, Nancy	Nutrition & Health Sciences	Associate Professor	Professor	August 15, 2005
Steckelberg, Allen	Teaching, Learning, & Teacher Education	Assistant Professor	Associate Professor	August 15, 2005
Trout, Barbara	Textiles, Clothing & Design	Associate Professor	Professor	August 15, 2005
<b><i>College of Engineering &amp; Technology</i></b>				
Admiraal, David	Civil Engineering	Assistant Professor	Associate Professor	August 15, 2005
Brand, Jennifer	Mechanical Engineering	Associate Professor	Professor	August 15, 2005
Gogos, George	Mechanical Engineering	Associate Professor	Professor	August 15, 2005
Houser, Kevin	Architectural Engineering	Assistant Professor	Associate Professor	August 15, 2005
Larsen, Gustavo	Chemical Engineering	Associate Professor	Professor	August 15, 2005
Subramanian, Ana	Chemical Engineering	Assistant Professor	Associate Professor	August 15, 2005
<b><i>College of Fine &amp; Performing Arts</i></b>				
Hoff, Michael	Art & Art History	Associate Professor	Professor	August 15, 2005
Katz, Wendy	Art & Art History	Assistant Professor	Associate Professor	August 15, 2005
<b><i>College of Law</i></b>				
Medill, Colleen	Law	Associate Professor	Professor	August 15, 2005
Zellmer, Sandra	Law	Associate Professor	Professor	August 15, 2005
<b><i>Libraries</i></b>				
Ducey, Mary Ellen	Libraries	Assistant Professor	Associate Professor	August 15, 2005
Johnson, Kathy	Libraries	Associate Professor	Professor	August 15, 2005
McNeil, Beth	Libraries	Associate Professor	Professor	August 15, 2005
Tyler, David	Libraries	Assistant Professor	Associate Professor	August 15, 2005

**Promotion  
University of Nebraska-Lincoln**

Name	Department	Present Rank	New Rank	Effective Date
<i>Institute of Agriculture and Natural Resources</i>				
Becker, Donald	Biochemistry	Assistant Professor	Associate Professor	July 1, 2005
Behnken, Tracy	Southeast Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2005
Blankenship, Erin	Statistics	Assistant Professor	Associate Professor	July 1, 2005
Bosshamer, Brian	West Central Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2005
Chaky, Jennifer	Southeast Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2005
Chen, Xun-Hong	School of Natural Resources	Associate Professor	Professor	July 1, 2005
<sup>(1)</sup> Churchill, Susan	Family & Consumer Science	Assistant Professor	Associate Professor	August 15, 2005
Dweikat, Ismail	Agronomy & Horticulture	Assistant Professor	Associate Professor	July 1, 2005
Fisher, Cheryl	Northeast Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2005
Frecks, Nancy	West Central Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2005
Germer, Sondra	Southeast Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2005
Giesler, Loren	Plant Pathology	Assistant Professor	Associate Professor	July 1, 2005
Hart, Jeff	Southeast Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2005
Harveson, Robert	Plant Pathology	Assistant Professor	Associate Professor	July 1, 2005
Kachman, Stephen	Statistics	Associate Professor	Professor	July 1, 2005
<sup>(2)</sup> Koszewski, Wanda	Nutrition & Health Sciences	Extension Asst Professor	Extension Assoc Professor	September 1, 2005
<sup>(1)</sup> Lewis, Nancy	Nutrition & Health Sciences	Associate Professor	Professor	July 1, 2005
Lodl, Kathleen	4-H & Youth Development	Associate Professor	Professor	July 1, 2005
Nickerson, Doak	Nebraska Forest Service	Associate Forester	Forester	July 1, 2005
Pattnaik, Asit	Veterinary & Biomedical Sciences	Associate Professor	Professor	July 1, 2005

<sup>(1)</sup> Joint appointment between Programs 711 and 715.

<sup>(2)</sup> 10 month paid over 12 employee, and her new year starts September 1 rather than August 15.

**Promotion  
University of Nebraska-Lincoln**

Name	Department	Present Rank	New Rank	Effective Date
<i>Institute of Agriculture and Natural Resources (continued)</i>				
Powell, Larkin	School of Natural Resources	Assistant Professor	Associate Professor	July 1, 2005
Reiling, Bryan	Animal Science	Assistant Professor	Associate Professor	July 1, 2005
Russell, William	Agronomy & Horticulture	Assistant Professor	Associate Professor	July 1, 2005
Schacht, Walter	Agronomy & Horticulture	Associate Professor	Professor	July 1, 2005
Steffen, David	Veterinary & Biomedical Sciences	Associate Professor	Professor	July 1, 2005
Wells, Cami	Southeast Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2005
Yuen, Gary	Plant Pathology	Associate Professor	Professor	July 1, 2005

**Promotion**  
**University of Nebraska Medical Center**

<b>Name</b>	<b>Department</b>	<b>Present Rank</b>	<b>New Rank</b>	<b>Effective Date</b>
<i>College of Dentistry</i>				
Beatty, Mark W.	Adult Restorative Dentistry	Associate Professor	Professor	July 1, 2005
Chang, Myung W. Brian	Adult Restorative Dentistry	Assistant Professor	Associate Professor	July 1, 2005
Durham, Timothy M.	Adult Restorative Dentistry	Associate Professor	Professor	July 1, 2005
<i>College of Medicine</i>				
Backer, Elisabeth L.	Family Medicine	Clinical Assistant Professor	Clinical Associate Professor	July 1, 2005
Balaji, Kethandapatti	Surgery (Urology)	Associate Professor	Professor	July 1, 2005
Ball, Laura J.	Pediatrics	Assistant Professor	Associate Professor	July 1, 2005
Baranowska-Kortylewicz, Janina	Radiation Oncology	Associate Professor	Professor	July 1, 2005
Barkoukis, Teri J.	Internal Medicine (Pulmonary)	Assistant Professor	Associate Professor	July 1, 2005
Bociek, Robert G.	Internal Medicine (Oncology)	Assistant Professor	Associate Professor	July 1, 2005
Bruch, Leslie A.	Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2005
Carlson, Mark A.	Surgery (General)	Assistant Professor	Associate Professor	July 1, 2005
Carstens, Kaye B.	Family Medicine	Clinical Assistant Professor	Clinical Associate Professor	July 1, 2005
Chen, Li-Wu	Preventive & Societal Medicine	Assistant Professor	Associate Professor	July 1, 2005
Cornish, Kurtis G.	Cellular & Integrative Physiology	Associate Professor	Professor	July 1, 2005
Elhendy, Abdou	Internal Medicine (Cardiology)	Assistant Professor	Associate Professor	July 1, 2005
Gebhart, Catherine L.	Pathology & Microbiology	Instructor	Assistant Professor	July 1, 2005
Greiner, Timothy C.	Pathology & Microbiology	Associate Professor	Professor	July 1, 2005
Groggel, Gerald C.	Internal Medicine (Nephrology)	Associate Professor	Professor	July 1, 2005
Hay, William H.	Family Medicine	Clinical Assistant Professor	Clinical Associate Professor	July 1, 2005
Jones, Jodi P.	Pediatrics	Assistant Professor	Associate Professor	July 1, 2005

**Promotion**  
**University of Nebraska Medical Center**

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Medicine (continued)</i>				
Mack-Shipman, Lynn R.	Internal Medicine (Diabetes, Endocrine, & Metabolism)	Assistant Professor	Associate Professor	July 1, 2005
Miloro, Michael J.	Surgery (Oral & Maxillofacial)	Associate Professor	Professor	July 1, 2005
Minier, William C.	Family Medicine	Clinical Assistant Professor	Clinical Associate Professor	July 1, 2005
Nasir, Laeth S.	Family Medicine	Associate Professor	Professor	July 1, 2005
Pang, Hailing	Anesthesiology	Instructor	Assistant Professor	July 1, 2005
Parker, Jennifer R.	Internal Medicine (General)	Instructor	Assistant Professor	July 1, 2005
Pillai, Sushakumari	Radiation Oncology	Instructor	Assistant Professor	July 1, 2005
Reay, Deborah K.	Pediatrics	Instructor	Assistant Professor	July 1, 2005
Roberts, Ellen Kay	Anesthesiology	Instructor	Assistant Professor	July 1, 2005
Romberger, Debra J.	Internal Medicine (Pulmonary)	Associate Professor	Professor	July 1, 2005
Scherl, Susan A.	Orthopaedic Surgery	Assistant Professor	Associate Professor	July 1, 2005
Scott-Mordhorst, Tina R.	Pediatrics	Clinical Assistant Professor	Clinical Associate Professor	July 1, 2005
Stancil, Marvin L.	Obstetrics & Gynecology	Assistant Professor	Associate Professor	July 1, 2005
Steinke, Laurey A.	Biochemistry & Molecular Biology	Instructor	Assistant Professor	July 1, 2005
Thoreson, Wallace B.	Ophthalmology & Visual Sciences	Associate Professor	Professor	July 1, 2005
Wilczynski, Susan M.	Pediatrics	Assistant Professor	Associate Professor	July 1, 2005
Wilwerding, Laura F.	Pediatrics	Clinical Assistant Professor	Clinical Associate Professor	July 1, 2005
<i>College of Nursing</i>				
Cramer, Mary E.	Gerontological, Psychosocial, and Community Health Nursing	Assistant Professor	Associate Professor	July 1, 2005
Muhlbauer, Susan A.	Gerontological, Psychosocial, and Community Health Nursing	Assistant Professor	Associate Professor	July 1, 2005

**Promotion**  
**University of Nebraska Medical Center**

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Pharmacy</i>				
Vennerstrom, Jonathan L.	Pharmaceutical Sciences	Associate Professor	Professor	July 1, 2005
Vinogradov, Serguei V.	Pharmaceutical Sciences	Research Assistant Prof	Research Associate Prof	July 1, 2005
<i>Eppley Research Institute</i>				
Lahue, Robert S.	Eppley Institute	Associate Professor	Professor	July 1, 2005

**Promotion  
University of Nebraska at Omaha**

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Arts &amp; Sciences</i>				
Bingham, Shereen	Communication	Associate Professor	Professor	August 15, 2005
Bramlett, Frank	English	Assistant Professor	Associate Professor	August 15, 2005
Bridgeford, Tracy	English	Assistant Professor	Associate Professor	August 15, 2005
Buchanan, Thomas	History	Assistant Professor	Associate Professor	August 15, 2005
Gouveia, Lourdes	Sociology & Anthropology	Associate Professor	Professor	August 15, 2005
Harrison, Wayne	Psychology	Associate Professor	Professor	August 15, 2005
Kolok, Alan	Biology	Associate Professor	Professor	August 15, 2005
McCarty, John	Biology	Associate Professor	Professor	August 15, 2005
Novikov, Tatyana	Foreign Languages	Associate Professor	Professor	August 15, 2005
Ogden, David	Communication	Assistant Professor	Associate Professor	August 15, 2005
Oyinlade, Olu	Sociology & Anthropology	Associate Professor	Professor	August 15, 2005
Pavlinek, Petr	Geography & Geology	Associate Professor	Professor	August 15, 2005
Pickering, Barbara	Communication	Assistant Professor	Associate Professor	August 15, 2005
Powell, Mary Ann	Sociology & Anthropology	Assistant Professor	Associate Professor	August 15, 2005
Rajaram, Shireen	Sociology & Anthropology	Associate Professor	Professor	August 15, 2005
Snyder, Scott	Biology	Assistant Professor	Associate Professor	August 15, 2005
Weber, Thomas	Biology	Associate Professor	Professor	August 15, 2005
<i>College of Business Administration</i>				
Decker, Christopher	Economics	Assistant Professor	Associate Professor	August 15, 2005
Guo, Weiyu	Finance, Banking, and Law	Assistant Professor	Associate Professor	August 15, 2005
Morris, Rebecca	Marketing & Management	Associate Professor	Professor	August 15, 2005

**Promotion  
University of Nebraska at Omaha**

Name	Department	Present Rank	New Rank	Effective Date
<b><i>College of Education</i></b>				
Carter, David	Counseling	Assistant Professor	Associate Professor	August 15, 2005
Kuhlman, Wilma	Teacher Education	Associate Professor	Professor	August 15, 2005
Stergiou, Nicholas	Health, Physical Education, and Recreation	Associate Professor	Professor	August 15, 2005
<b><i>College of Fine Arts</i></b>				
Berke, Melissa	Music	Assistant Professor	Associate Professor	August 15, 2005
<b><i>College of Information Science and Technology</i></b>				
Winter, Victor	Computer Science	Assistant Professor	Associate Professor	August 15, 2005
<b><i>College of Public Affairs &amp; Community Service</i></b>				
Brown, Samuel	Public Administration	Assistant Professor	Associate Professor	August 15, 2005
Kriz, Kenneth	Public Administration	Assistant Professor	Associate Professor	August 15, 2005
Schumaker, Alice	Public Administration	Assistant Professor	Associate Professor	August 15, 2005
Tarry, Scott	Public Administration	Associate Professor	Professor	August 15, 2005
Zhao, Saloman	Criminal Justice	Associate Professor	Professor	August 15, 2005
<b><i>Library</i></b>				
Shorb, Stephen	Library	Associate Professor	Professor	May 23, 2005

**Promotion  
University of Nebraska at Kearney**

Name	Department	Present Rank	New Rank	Effective Date
<b><i>College of Business &amp; Technology</i></b>				
Agrawal, Vijay	Marketing/MIS	Assistant Professor	Associate Professor	August 15, 2005
Carstenson, Larry	Accounting/Finance	Associate Professor	Professor	August 15, 2005
<b><i>College of Fine Arts &amp; Humanities</i></b>				
Lomicky, Carol	Communications	Associate Professor	Professor	August 15, 2005
Mitchell, Darleen	Music & Performing Arts	Assistant Professor	Associate Professor	August 15, 2005
Schuessler, Richard	Art & Art History	Associate Professor	Professor	August 15, 2005
<b><i>College of Natural &amp; Social Sciences</i></b>				
Brown, Dennis	Criminal Justice & Social Work	Associate Professor	Professor	August 15, 2005
Burger, Paul	Sociology, Geography & Earth Science	Assistant Professor	Associate Professor	August 15, 2005
Ellis, Mark	History	Assistant Professor	Associate Professor	August 15, 2005
Harms, Sherri	Computer Science & Info Systems	Assistant Professor	Associate Professor	August 15, 2005
Rieder, Paula	History	Assistant Professor	Associate Professor	August 15, 2005
Siedschlaw, Kurt	Criminal Justice & Social Work	Associate Professor	Professor	August 15, 2005
Steele, Janet	Biology	Associate Professor	Professor	August 15, 2005
Younes, Maha	Criminal Justice & Social Work	Associate Professor	Professor	August 15, 2005
<b><i>Library</i></b>				
Heidenreich, Sheryl	Library	Assistant Professor	Associate Professor	August 15, 2005

**Promotion**  
**Nebraska College of Technical Agriculture**

<b>Name</b>	<b>Department</b>	<b>Present Rank</b>	<b>New Rank</b>	<b>Effective Date</b>
Wach, Ricky	Nebraska College of Technical Agriculture	Associate Professor	Professor	August 15, 2005

**Emeritus Status  
University of Nebraska-Lincoln**

Name	Department	Present Rank	Effective Date
Adams, Agnes	Libraries	Professor	September 10, 2004
Bergstrom, Robert	English	Professor	June 1, 2005
Kalish, Steve	Law	Professor	May 13, 2005
Karch, Dieter	Modern Languages & Literature	Professor	January 3, 2005
<sup>(1)</sup> Luther, Joseph	Community & Regional Planning	Professor	May 14, 2004
Nelson, Don J.	Electrical Engineering	Professor	May 13, 2005
Rejda, George	Finance	Professor	May 13, 2005
<sup>(1)</sup> Treves, Samuel	Geosciences	Professor	May 14, 2004
Wright, Eugene	Construction Management	Professor	May 13, 2005

<sup>(1)</sup> Emitted from last year's report.

**Emeritus Status  
University of Nebraska-Lincoln IANR**

<b>Name</b>	<b>Department</b>	<b>Present Rank</b>	<b>Effective Date</b>
Austin, Richard	Agronomy & Horticulture	Professor	July 1, 2004
Doran, John	Agronomy & Horticulture	Professor	August 1, 2004
Eastin, Jerry	Agronomy & Horticulture	Professor	January 1, 2005
Hergenrader, Gary	School of Natural Resources	Professor	February 1, 2005
Kittok, Roger	Animal Science	Associate Professor	September 1, 2004
Kuzelka, Robert	School of Natural Resources	Associate Professor	July 1, 2004
Osborn, Lynne	Extension	Extension Educator	June 1, 2005
Peters, Edward	School of Natural Resources	Professor	June 2, 2005
Pohlman, H. Darlene	Nutrition & Health Sciences	Associate Professor	May 1, 2005
Roeth, Fred	Agronomy & Horticulture	Professor	January 1, 2005
Srikumaran, Subramaniam	Veterinary & Biomedical Sciences	Professor	September 28, 2004
Stanley, David	Entomology	Professor	March 19, 2005
Stevens, Georgia	Family & Consumer Science	Professor	February 1, 2005
Straub, Carolyn	Extension	Extension Educator	July 1, 2004
Thayer, Carol	Extension	Extension Professor	April 1, 2005

**Emeritus Status  
University of Nebraska Medical Center**

Name	Department	Present Rank	Effective Date
Atwood, Jan R.	College of Nursing	Professor	May 1, 2005
Farr, Lynne A.	College of Nursing	Professor	January 1, 2005
Imray, Thomas J.	Radiology	Professor	June 30, 2005
McCabe, Barbara W.	College of Nursing	Associate Professor	June 30, 2005
<sup>(3)</sup> Westfall, Joan R.	College of Nursing	Assistant Professor	May 15, 2004

<sup>(3)</sup> Emitted from last year's report.

**Emeritus Status  
University of Nebraska at Omaha**

Name	Department	Present Rank	Effective Date
Farr, John	Academic & Student Affairs/ Political Science	Associate Vice Chancellor/ Associate Professor	January 1, 2005
Garsombke, H. Perrin	Accounting	Professor	May 14, 2005
Hartzell, Gary	Educational Administration & Supervision	Professor	May 14, 2005
Liu, Yi-Hsin	Mathematics	Professor	February 28, 2005
Nielsen, Donald A.	Economics	Professor	May 14, 2005
Powell, Falvey	Gerontology	Professor	June 30, 2005
Specht, Pamela	Information Systems & Quantitative Analysis	Professor	May 14, 2005
Trussell, Larry	Accounting	Professor	May 14, 2005
Walker, Samuel E.	Criminal Justice	Professor	May 14, 2005

**Emeritus Status  
University of Nebraska at Kearney**

<b>Name</b>	<b>Department</b>	<b>Present Rank</b>	<b>Effective Date</b>
Lewis, William R.	University Relations	Vice Chancellor	November 1, 2004
Renner, Terry	Health, Physical Education, and Recreation	Instructor	March 1, 2005
Zaruba, Gary	Art & Art History	Professor	March 1, 2005

**Listing of Assistant Professors and Above  
July 1, 2005**

University of Nebraska – Lincoln	Page 1
University of Nebraska – Lincoln – IANR	Page 31
University of Nebraska Medical Center	Page 44
University of Nebraska at Omaha	Page 68
University of Nebraska at Kearney	Page 82
University of Nebraska Central Administration	Page 91
University of Nebraska – NCTA	Page 92

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Abbott, Douglas A</b>	Family & Consumer Science	Professor	0.75	\$1,744	\$69,855	FY
* <i>See also: IANR</i>						
<b>Abel, Marco</b>	English	Asst Professor	1.00	\$1,450	\$52,450	AY
<b>Adams, Kate E</b>	University Libraries	Professor	1.00	\$2,370	\$68,039	FY
	University Libraries	Coordinator	0.00	\$0	\$1,200	FY
			1.00	\$2,370	\$69,239	
<b>Adams, Stephanie G</b>	Industrial & Mgmt Syst Engineering	Assoc Professor	0.50	\$2,276	\$42,276	AY
	Industrial & Mgmt Syst Engineering	Assistant Dean	0.50	\$2,276	\$52,276	AY
			1.00	\$4,552	\$94,552	
<b>Aden, Nancy M</b>	EE&O Distance Education Srvc	Director	1.00	\$2,600	\$65,900	FY
<b>Adenwalla, Shireen</b>	Physics & Astronomy	Assoc Professor	1.00	\$1,659	\$68,704	AY
<b>Adkin, Neil</b>	Classics & Religious Studies	Assoc Professor	1.00	\$2,041	\$54,591	AY
<b>Admiraal, David M</b>	Civil Engineering	Asst Professor	1.00	\$7,103	\$72,391	AY
<b>Agee, Jonis</b>	English	Professor	1.00	\$5,748	\$97,380	AY
<b>Akers, Donna L</b>	History	Asst Professor	0.60	\$676	\$34,876	AY
	Ethnic Studies	Asst Professor	0.40	\$451	\$23,251	AY
			1.00	\$1,127	\$58,127	
<b>Albers, Lonnie S</b>	Athletics	Director	1.00	\$5,165	\$135,919	FY
<b>Alexander, Dennis R</b>	Electrical Engineering	Professor	1.00	\$5,532	\$142,308	AY
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,532	\$152,308	
<b>Allen, Arthur C</b>	School of Accountancy	Assoc Professor	1.00	\$6,133	\$115,702	AY
<b>Allen, David H</b>	College of Engineering & Technology	Dean	1.00	\$8,253	\$220,959	FY
<b>Allen, Francis</b>	Athletics	Director	1.00	\$3,546	\$93,306	FY
<b>Allgood, Sam Anthony</b>	Economics	Assoc Professor	1.00	\$2,275	\$78,093	AY
<b>Allison, Deeann K</b>	University Libraries	Professor	1.00	\$3,381	\$82,682	FY
	University Libraries	Director	0.00	\$0	\$1,200	FY
			1.00	\$3,381	\$83,882	
<b>Alloway, Richard K</b>	Broadcasting	Asst Professor	1.00	\$2,408	\$68,370	FY
<b>Ambrosius, Lloyd</b>	History	Professor	1.00	\$2,878	\$91,429	AY
<b>Amedeo, Douglas M</b>	Anthropology and Geography	Professor	1.00	\$1,631	\$69,598	AY
<b>Anderson, Christine F</b>	Athletics	Associate Director	1.00	\$3,904	\$102,738	FY
<b>Anderson, John E</b>	Economics	Chairperson	0.60	\$3,015	\$76,550	AY
	Economics	Professor	0.40	\$2,010	\$46,367	AY
	Economics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,025	\$132,917	
<b>Anderson, Mark Robert</b>	Geosciences	Assoc Professor	1.00	\$2,385	\$76,907	AY
<b>Anderson, Michael</b>	Athletics	Head Coach	1.00	\$16,469	\$130,000	FY
<b>Anderson, Scott L</b>	School of Music	Assoc Professor	1.00	\$1,850	\$60,344	AY
<b>Andrews, Larry K</b>	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,500	\$101,521	AY
<b>Angeletti, Anisa K</b>	School of Biological Sciences	Research Assistant Professor	1.00	\$1,622	\$42,677	FY
<b>Angeletti, Peter C</b>	School of Biological Sciences	Asst Professor	1.00	\$1,081	\$51,670	AY
<b>Ankerson, Katherine S</b>	Architecture	Assoc Professor	1.00	\$4,100	\$64,293	AY
<b>Ansorge, Charles J</b>	Educational Psychology	Professor	1.00	\$2,810	\$89,801	AY
<b>Archer, John Clark</b>	Anthropology and Geography	Professor	1.00	\$2,034	\$69,844	AY
<b>Arnould, Eric J</b>	Marketing	Professor	0.75	\$3,475	\$98,667	AY
	Agribusiness	Director	0.25	\$1,158	\$32,888	AY
	Marketing	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,633	\$141,555	
<b>Arth, Alfred Arthur</b>	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,638	\$81,850	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Asato, Noriko</b>	Modern Language & Literature	Assoc Professor	1.00	\$2,636	\$52,111	AY
<b>Asgarpoor, Sohrab</b>	Electrical Engineering	Assoc Professor	1.00	\$2,340	\$80,466	AY
<b>Athassopoulos, Effie F</b>	Anthropology and Geography	Asst Professor	0.80	\$1,040	\$36,892	AY
	Classics & Religious Studies	Asst Professor	0.20	\$260	\$9,223	AY
			1.00	\$1,300	\$46,115	
<b>Atkin, Audrey L</b>	School of Biological Sciences	Asst Professor	1.00	\$1,351	\$55,155	AY
<b>Avalos, George</b>	Mathematics	Assoc Professor	1.00	\$3,750	\$70,100	AY
<b>Avery, William P</b>	Political Science	Professor	1.00	\$1,139	\$64,774	AY
<b>Avolio, Bruce J</b>	Management	Professor	1.00	\$8,427	\$143,857	AY
	Management	College Professor	0.00	\$0	\$40,650	AY
			1.00	\$8,427	\$184,507	
<b>Avramov, Luchezar L</b>	Mathematics	Professor	1.00	\$5,086	\$146,436	AY
	Mathematics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,086	\$156,436	
<b>Avramova, Zoya V</b>	School of Biological Sciences	Assoc Professor	1.00	\$1,515	\$68,134	AY
<b>Awakuni-Swetland, Mark J</b>	Anthropology and Geography	Asst Professor	0.60	\$1,696	\$27,981	AY
	Ethnic Studies	Asst Professor	0.40	\$1,130	\$18,654	AY
			1.00	\$2,826	\$46,635	
<b>Ayers, Jerry F</b>	School of Natural Resources	Assoc Professor	0.25	\$450	\$20,369	FY
* <i>See also: IANR</i>						
<b>Aziznamini, Atorod</b>	Civil Engineering	Professor	1.00	\$5,301	\$108,281	AY
<b>Baack, Kristie L</b>	Student Involvement	Assistant Director	1.00	\$2,140	\$56,308	FY
<b>Bachman, Gwendolyn C</b>	School of Biological Sciences	Assoc Professor	1.00	\$1,338	\$57,501	AY
<b>Baesu, Eveline</b>	Engineering Mechanics	Assoc Professor	1.00	\$500	\$73,726	AY
<b>Bahar, Ezekiel</b>	Electrical Engineering	Professor	1.00	\$2,330	\$157,642	AY
	Electrical Engineering	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$2,330	\$172,642	
<b>Bailey, John Robert</b>	School of Music	Professor	1.00	\$2,411	\$77,088	AY
	School of Music	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$2,411	\$82,088	
<b>Balasubramanian, Radha</b>	Modern Language & Literature	Assoc Professor	1.00	\$3,036	\$55,649	AY
	Modern Language & Literature	Vice Chairperson	0.00	\$0	\$900	AY
			1.00	\$3,036	\$56,549	
<b>Baldwin, Virginia A</b>	University Libraries	Professor	1.00	\$2,100	\$62,209	FY
<b>Balkir, Sina</b>	Electrical Engineering	Assoc Professor	1.00	\$5,772	\$88,331	AY
<b>Ball, Allen Dwayne</b>	Marketing	Assoc Professor	1.00	\$2,030	\$83,235	AY
<b>Ballard, John L</b>	College of Engineering & Technology	Associate Dean	1.00	\$6,405	\$169,973	FY
<b>Barber, Carolyn A</b>	School of Music	Assoc Professor	1.00	\$2,173	\$61,858	AY
<b>Barber, Marie A</b>	EE&O Instructional Design & Dev	Director	1.00	\$2,500	\$64,996	FY
<b>Barger, Diane C</b>	School of Music	Assoc Professor	1.00	\$1,803	\$60,777	AY
<b>Barnes, Paul E</b>	School of Music	Assoc Professor	1.00	\$2,901	\$65,985	AY
<b>Barrett, Laverne A</b>	Ag Leadership Educ & Comm	Professor	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>						
<b>Bartels, Ronald H</b>	Art & Art History	Assoc Professor	1.00	\$1,373	\$63,453	AY
<b>Barton, John Paul</b>	Mechanical Engineering	Professor	1.00	\$4,986	\$94,820	AY
<b>Basolo, Alexandra L</b>	School of Biological Sciences	Professor	1.00	\$3,923	\$76,701	AY
<b>Batelaan, Herman</b>	Physics & Astronomy	Assoc Professor	1.00	\$3,146	\$71,074	AY
<b>Bateman, Arnold J</b>	Extended Education & Outreach	Assoc Vice Chancellor	0.50	\$2,454	\$63,801	FY
* <i>See also: IANR</i>						
<b>Bates, Rodney L</b>	University Television	Director	1.00	\$5,810	\$151,062	FY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Bauer, Lois Grace</b>	English	Assoc Professor	1.00	\$1,830	\$60,831	AY
<b>Becker, Edward F</b>	Philosophy	Assoc Professor	1.00	\$1,151	\$42,924	AY
<b>Becker, Karen A</b>	School of Music	Assoc Professor	1.00	\$1,564	\$51,785	AY
<b>Behrendt, Patricia Flanagan</b>	Theatre Arts	Assoc Professor	0.50	\$572	\$23,060	AY
<b>Behrendt, Stephen C</b>	English	Professor	1.00	\$2,400	\$85,984	AY
	English	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$2,400	\$100,984	
<b>Belasco, Susan M</b>	English	Professor	1.00	\$2,650	\$89,387	AY
<b>Belli, Robert F</b>	Psychology	Assoc Professor	1.00	\$2,850	\$75,003	AY
<b>Belot Jr, John A</b>	Chemistry	Asst Professor	1.00	\$6,132	\$64,460	AY
<b>Benak, Joseph V</b>	Civil Engineering @ UNO	Professor	1.00	\$1,600	\$96,218	AY
<b>Bender, John</b>	News - Editorial	Assoc Professor	1.00	\$2,400	\$68,508	AY
<b>Berens, Charlyne R</b>	News - Editorial	Assoc Professor	1.00	\$2,408	\$68,360	AY
<b>Berger, Patrice M</b>	University Honors Program UNL	Director/Chair	1.00	\$3,859	\$109,588	FY
	History	Professor	0.00	\$0	\$2,500	FY
			1.00	\$3,859	\$112,088	
<b>Berkowitz, David B</b>	Chemistry	Assoc Professor	1.00	\$9,186	\$82,587	AY
<b>Bernholz, Charles D</b>	University Libraries	Asst Professor	1.00	\$1,490	\$43,940	FY
<b>Bernstein, Stuart P</b>	Construction Systems	Asst Professor	1.00	\$2,750	\$65,450	AY
<b>Bernthal, John E</b>	Special Ed & Communic Disorders	Director/Chair	0.60	\$3,180	\$82,092	FY
	Special Ed & Communic Disorders	Professor	0.40	\$2,043	\$52,731	FY
			1.00	\$5,223	\$134,823	
<b>Bernthal, Rebecca A</b>	University Libraries	Assoc Professor	1.00	\$2,023	\$60,409	FY
<b>Berryman, Charles W</b>	Construction Management	Assoc Professor	1.00	\$1,392	\$71,010	AY
<b>Bethea, Charles Henry</b>	Lied Center for Performing Arts	Director	0.85	\$4,154	\$93,206	FY
	Theatre Arts	Asst Professor	0.15	\$472	\$16,213	FY
			1.00	\$4,626	\$109,419	
<b>Bettis, Clifford L</b>	Physics & Astronomy	Research Associate Professor	1.00	\$1,516	\$52,298	AY
<b>Beukelman, David R</b>	Special Ed & Communic Disorders	University Professor	0.83	\$4,446	\$115,587	FY
* <i>See also: UNMC</i>						
<b>Bevins, Rick A</b>	Psychology	Assoc Professor	1.00	\$4,616	\$74,887	AY
<b>Bicknell-Holmes, Tracy</b>	University Libraries	Chairperson	0.60	\$1,851	\$46,381	FY
	University Libraries	Professor	0.40	\$1,237	\$30,123	FY
			1.00	\$3,088	\$76,504	
<b>Bilder, Christopher R</b>	Statistics	Asst Professor	0.55	\$1,560	\$36,214	AY
* <i>See also: IANR</i>						
<b>Binek, Christian</b>	Physics & Astronomy	Asst Professor	1.00	\$3,385	\$64,707	AY
<b>Birnstihl, Elizabeth A</b>	Cooperative Ext Division	Associate Dean	0.05	\$261	\$6,740	FY
* <i>See also: IANR</i>						
<b>Bischoff, Richard J</b>	Family & Consumer Science	Assoc Professor	0.75	\$2,584	\$58,844	FY
* <i>See also: IANR</i>						
<b>Bishu, Ramaratnam Ram</b>	Industrial & Mgmt Syst Engineering	Professor	1.00	\$4,026	\$95,813	AY
<b>Blaha, Franz G</b>	English	Assoc Professor	1.00	\$1,150	\$50,564	AY
<b>Bleed, Peter A</b>	College of Arts & Sciences	Associate Dean	0.75	\$2,682	\$65,788	AY
	Anthropology and Geography	Professor	0.25	\$894	\$20,761	AY
			1.00	\$3,576	\$86,549	
<b>Bloom, Kenneth A</b>	Physics & Astronomy	Asst Professor	1.00	\$1,986	\$64,486	AY
<b>Blum, Paul H</b>	School of Biological Sciences	Assoc Professor	1.00	\$9,635	\$77,731	AY
<b>Bobaru, Florin</b>	Engineering Mechanics	Asst Professor	1.00	\$2,979	\$69,491	AY
<b>Boden, Dana W</b>	University Libraries	Assoc Professor	1.00	\$1,792	\$52,989	FY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Boehm, Marcus L</b>	Athletics	Associate Director	1.00	\$8,025	\$162,000	FY
<b>Bogardi, Istvan</b>	Civil Engineering	Professor	1.00	\$1,566	\$105,814	AY
<b>Bolin, Mary K</b>	University Libraries	Chairperson	0.60	\$1,950	\$48,740	FY
	University Libraries	Professor	0.40	\$1,300	\$27,760	FY
			1.00	\$3,250	\$76,500	
<b>Bolin, Robert L</b>	University Libraries	Assoc Professor	1.00	\$1,138	\$46,788	FY
<b>Bolland, Andrea Lee</b>	Art & Art History	Assoc Professor	1.00	\$1,610	\$52,198	AY
<b>Bond, Alan B</b>	School of Biological Sciences	Research Associate Professor	1.00	\$15,400	\$89,490	FY
<b>Bonnstetter, Ronald J</b>	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,432	\$74,029	AY
<b>Bormann, Dennis R</b>	Communication Studies	Professor	1.00	\$2,664	\$75,662	AY
<b>Borner, William L</b>	Architecture	Professor	1.00	\$3,737	\$86,000	AY
<b>Bornstein, Brian H.</b>	Psychology	Professor	1.00	\$4,107	\$75,286	AY
<b>Borstelmann, Thomas</b>	History	Professor	1.00	\$3,526	\$121,056	AY
	History	Distinguished Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,526	\$131,056	
<b>Boudreau, Signe O</b>	University Libraries	Assoc Professor	1.00	\$1,680	\$49,673	FY
<b>Bourlier, Lisa M</b>	EE&O Independent Study HS	Coordinator	1.00	\$1,624	\$55,759	FY
<b>Boye, A John</b>	Electrical Engineering	Professor	1.00	\$3,115	\$106,934	AY
<b>Bradford, Charles Steven</b>	College of Law	Professor	1.00	\$3,332	\$114,405	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,332	\$124,405	
<b>Braithwaite, Dawn O</b>	Communication Studies	Professor	1.00	\$3,684	\$86,507	AY
<b>Brand, Jennifer I</b>	Chemical Engineering	Assoc Professor	1.00	\$10,305	\$93,539	AY
<b>Brantner, Christina Elisabeth</b>	Modern Language & Literature	Assoc Professor	1.00	\$1,300	\$49,998	AY
<b>Brasch, John J</b>	Technology Development	Assoc Vice Chancellor	0.75	\$0	\$90,000	FY
<b>Breckbill, Anita S</b>	University Libraries	Professor	1.00	\$2,540	\$62,881	FY
<b>Brittenham, Mark W</b>	Mathematics	Assoc Professor	1.00	\$3,050	\$67,110	AY
<b>Brooke, Robert E</b>	English	Professor	1.00	\$2,115	\$73,103	AY
<b>Brooks, David W</b>	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,849	\$106,056	AY
<b>Brown Jr, James F</b>	School of Accountancy	Professor	1.00	\$1,125	\$113,643	AY
	School of Accountancy	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,125	\$123,643	
<b>Brown Parker, Matthew D</b>	Geosciences	Asst Professor	1.00	\$1,969	\$55,914	AY
<b>Brown, Stan A</b>	Theatre Arts	Assoc Professor	1.00	\$1,698	\$57,907	AY
<b>Bruning, Roger H</b>	Educational Psychology	Professor	1.00	\$3,293	\$103,870	AY
	College of Education & Human Sci	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,293	\$113,870	
<b>Bryant, Miles Taft</b>	Educational Administration	Professor	1.00	\$3,310	\$78,769	AY
<b>Buck, Gayle A</b>	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$5,954	\$68,333	AY
<b>Buckendahl, Chad W</b>	Buros Institute	Director	1.00	\$15,164	\$90,000	FY
<b>Buhler, Stephen Michael</b>	English	Professor	1.00	\$3,354	\$71,582	AY
<b>Buhs, Eric S</b>	Educational Psychology	Asst Professor	1.00	\$3,442	\$56,592	AY
<b>Burnett, Amy Nelson</b>	History	Assoc Professor	1.00	\$1,785	\$61,276	AY
<b>Burnett, Stephen G</b>	Classics & Religious Studies	Assoc Professor	0.60	\$734	\$32,086	AY
	History	Assoc Professor	0.40	\$489	\$21,391	AY
			1.00	\$1,223	\$53,477	
<b>Burton, Robert A</b>	Athletics	Associate Director	1.00	\$0	\$134,138	FY
<b>Busch, Nancy J</b>	University Libraries	Associate Dean	1.00	\$5,180	\$94,680	FY
<b>Buss, Paulette D'Vee</b>	College of Business Administration	Assistant Dean	1.00	\$3,030	\$70,787	FY
<b>Butler, Kathleen S</b>	School of Music	Asst Professor	1.00	\$1,672	\$46,672	AY
<b>Butler, Kevin S</b>	College of Engineering & Technology	Assistant Dean	1.00	\$5,606	\$110,511	FY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Bybee, Ariel</b>	School of Music	Assoc Professor	1.00	\$1,850	\$84,164	AY
<b>Cacioppo, Benjamin F</b>	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$2,075	\$71,244	FY
<b>Cahan, David L</b>	History	Professor	1.00	\$2,797	\$76,557	AY
<b>Cahan, Jean Axelrad</b>	Philosophy	Sr. Lecturer	1.00	\$1,137	\$44,244	AY
	Judaic Studies	Director/Chair	0.00	\$0	\$2,400	AY
			1.00	\$1,137	\$46,644	
<b>Cal, Santiago J</b>	Art & Art History	Asst Professor	1.00	\$3,903	\$46,549	AY
<b>Caldwell, Leon D</b>	Educational Psychology	Asst Professor	1.00	\$5,598	\$61,680	AY
<b>Callahan, Jan</b>	Nutrition & Health Sciences	Asst Professor	0.75	\$1,344	\$46,139	AY
<b>Callahan, William E</b>	Athletics	Head Coach	1.00	\$0	\$325,000	FY
	Athletics	Cook Endowment	0.00	\$0	\$26,250	FY
			1.00	\$0	\$351,250	
<b>Callejo, David M</b>	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$0	\$53,760	FY
<b>Campbell, Stan R</b>	Campus Recreation	Director	1.00	\$7,234	\$96,280	FY
<b>Cantarero, Rodrigo</b>	Community & Regional Planning	Assoc Professor	1.00	\$1,700	\$58,354	AY
<b>Caramagno, Thomas C</b>	English	Assoc Professor	1.00	\$1,672	\$47,475	AY
<b>Carlo, Gustavo</b>	Psychology	Professor	1.00	\$4,705	\$75,628	AY
<b>Carr Jr, Thomas M</b>	Modern Language & Literature	Professor	1.00	\$3,500	\$76,201	AY
<b>Carr, James D</b>	Chemistry	Professor	1.00	\$1,962	\$76,716	AY
<b>Carr, Timothy P</b>	Nutrition & Health Sciences	Assoc Professor	0.50	\$1,275	\$37,294	FY
* <i>See also: IANR</i>						
<b>Carranza, Michael A</b>	Sociology	Assoc Professor	0.60	\$10,180	\$54,450	AY
	Ethnic Studies	Assoc Professor	0.40	\$6,786	\$36,300	AY
	Ethnic Studies	Director/Chair	0.00	\$0	\$2,400	AY
			1.00	\$16,966	\$93,150	
<b>Carrell, Thomas D</b>	Special Ed & Communic Disorders	Assoc Professor	1.00	\$1,540	\$63,159	AY
<b>Case, Frank D</b>	Architecture	Assoc Professor	1.00	\$1,665	\$54,500	AY
<b>Cassidy, Timothy P</b>	Athletics	Associate Director	1.00	\$4,543	\$119,543	FY
<b>Cassner, Mary E</b>	University Libraries	Assoc Professor	1.00	\$1,929	\$47,489	FY
<b>Casullo, Albert</b>	Philosophy	Professor	1.00	\$4,221	\$92,315	AY
<b>Cerny, Ronald</b>	Chemistry	Research Associate Professor	1.00	\$2,523	\$80,371	AY
<b>Cerutti, Heriberto D</b>	School of Biological Sciences	Assoc Professor	0.60	\$1,513	\$39,825	AY
	NRI Center of Biotechnology	Assoc Professor	0.40	\$1,009	\$26,548	AY
			1.00	\$2,522	\$66,373	
<b>Cervený, Alan L</b>	Admissions	Dean	1.00	\$5,030	\$122,000	FY
<b>Chapple, Constance L</b>	Sociology	Asst Professor	1.00	\$0	\$52,232	AY
<b>Chauche, Marc L</b>	Fiscal Affairs	Asst Vice Chancellor	1.00	\$500	\$125,500	FY
<b>Chen, Bing</b>	Computer & Electronics Engineering	Professor	0.60	\$3,498	\$68,926	AY
	Computer & Electronics Engineering	Chairperson	0.40	\$2,332	\$48,346	AY
			1.00	\$5,830	\$117,272	
<b>Chen, Kung H</b>	School of Accountancy	Professor	1.00	\$4,520	\$122,110	AY
	School of Accountancy	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,520	\$132,110	
<b>Cheney, Veva L</b>	Students w/ Disabilities Services	Director	1.00	\$2,461	\$62,000	FY
<b>Cheung, Chin Li</b>	Chemistry	Asst Professor	1.00	\$1,506	\$61,506	AY
<b>Chia, Catherine P</b>	School of Biological Sciences	Assoc Professor	1.00	\$992	\$58,262	AY
<b>Childers, Scott M</b>	University Libraries	Asst Professor	1.00	\$1,784	\$44,384	FY
<b>Choe, Wonyoung</b>	Chemistry	Asst Professor	1.00	\$2,654	\$61,654	AY
<b>Chollet, Raymond</b>	Biochemistry	University Professor	0.00	\$0	\$5,000	FY
* <i>See also: IANR</i>						

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Choobineh, F Fred</b>	Industrial & Mgmt Syst Engineering	Professor	0.50	\$2,229	\$56,469	AY
	Industrial & Mgmt Syst Engineering	College Professor	0.00	\$0	\$10,000	AY
* <i>See also: UNCA</i>			0.50	\$2,229	\$66,469	
<b>Choueiry, Berthe Y</b>	Computer Science & Engineering	Assoc Professor	1.00	\$3,828	\$84,835	AY
<b>Chouinard, Leo G</b>	Mathematics	Assoc Professor	1.00	\$1,000	\$51,100	AY
<b>Christensen, Alan Carl</b>	School of Biological Sciences	Assoc Professor	1.00	\$1,552	\$59,944	AY
<b>Churchill, Susan Lynn</b>	Family & Consumer Science	Asst Professor	0.76	\$4,550	\$41,539	AY
* <i>See also: IANR</i>						
<b>Claes, Daniel R</b>	Physics & Astronomy	Assoc Professor	1.00	\$3,489	\$74,132	AY
<b>Clare, Patrick E</b>	Athletics	Physician	0.07	\$181	\$4,774	FY
<b>Clemente, Thomas E</b>	Agronomy & Horticulture	Assoc Professor	0.60	\$1,901	\$50,031	FY
* <i>See also: IANR</i>						
<b>Clinton, Mark K</b>	School of Music	Assoc Professor	1.00	\$2,434	\$61,613	AY
<b>Coble, Parks M</b>	History	Professor	1.00	\$3,412	\$78,048	AY
<b>Cochran, David J</b>	Industrial & Mgmt Syst Engineering	Professor	1.00	\$2,365	\$93,337	AY
<b>Cochran, Michael J</b>	School of Music	Asst Professor	1.00	\$0	\$42,170	AY
<b>Cohen, Myra B</b>	Computer Science & Engineering	Asst Professor	1.00	\$3,110	\$80,110	AY
<b>Cohn, Steven David</b>	Mathematics	Assoc Professor	1.00	\$3,054	\$58,554	AY
<b>Cole, Kevin David</b>	Mechanical Engineering	Assoc Professor	1.00	\$3,243	\$80,888	AY
<b>Collier, Barry S</b>	Athletics	Head Coach	1.00	\$0	\$224,933	FY
<b>Combs, Gwendolyn M</b>	Management	Asst Professor	1.00	\$4,100	\$76,566	AY
<b>Combs, Michael Warren</b>	Political Science	Professor	1.00	\$1,473	\$66,740	AY
<b>Comer, John C</b>	Political Science	Chairperson	0.60	\$1,494	\$42,811	AY
	Political Science	Professor	0.40	\$996	\$26,206	AY
			1.00	\$2,490	\$69,017	
<b>Cook, John G</b>	Athletics	Head Coach	1.00	\$8,652	\$145,000	FY
<b>Coope, Jessica Ann</b>	History	Assoc Professor	1.00	\$868	\$58,721	AY
<b>Couture, Barbara A</b>	Academic Affairs	Sr Vice Chancellor	1.00	\$8,077	\$212,563	FY
<b>Crabtree, Aaron D</b>	School of Accountancy	Asst Professor	1.00	\$5,550	\$115,550	AY
<b>Cramer, Sheran L</b>	Family & Consumer Science	Assoc Professor	1.00	\$3,451	\$72,429	AY
<b>Crawford, Sidnie White</b>	Classics & Religious Studies	Chairperson	0.60	\$1,892	\$52,686	AY
	Classics & Religious Studies	Professor	0.40	\$1,261	\$32,788	AY
			1.00	\$3,153	\$85,474	
<b>Cress Nipper, Cynthia J</b>	Special Ed & Communic Disorders	Asst Professor	1.00	\$5,053	\$57,708	AY
<b>Creswell, John W</b>	Educational Psychology	Professor	1.00	\$2,830	\$87,966	AY
<b>Crews, Patricia C</b>	Textiles Clothing & Design	Professor	0.75	\$5,854	\$100,709	FY
* <i>See also: IANR</i>						
<b>Crockett, Elizabeth J</b>	Research	Assoc Vice Chancellor	0.75	\$5,128	\$88,692	FY
	Psychology	Professor	0.25	\$1,282	\$20,270	FY
			1.00	\$6,410	\$108,962	
<b>Cross, Jeanne G</b>	University Libraries	Asst Professor	1.00	\$1,440	\$41,440	FY
<b>Crump, Arthel Eugene</b>	Business and Finance	Assoc Gen Counsel	0.50	\$1,679	\$44,186	FY
* <i>See also: UNCA</i>						
<b>Crump, Linda</b>	Equity, Access & Diversity Programs	Asst To Chancellor	1.00	\$4,213	\$110,879	FY
<b>Currin, Bruce Alan</b>	Human Resources	Asst Vice Chancellor	1.00	\$5,446	\$120,000	FY
<b>Cushing, Matthew J</b>	Economics	Assoc Professor	1.00	\$4,339	\$74,607	AY
<b>Dahab, Mohamed F</b>	Civil Engineering	Chairperson	0.60	\$3,366	\$91,357	FY
	Civil Engineering	Professor	0.40	\$2,244	\$57,514	FY
			1.00	\$5,610	\$148,871	

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Dalla, Rochelle L</b>	Family & Consumer Science	Assoc Professor	0.75	\$2,469	\$46,978	AY
* <i>See also: IANR</i>						
<b>Daly III, Edward J</b>	Educational Psychology	Assoc Professor	1.00	\$2,668	\$79,788	AY
<b>Damuth, Laura</b>	Ofc of Dean of Undergraduate Studie	Coordinator	1.00	\$1,418	\$47,376	FY
<b>Davis, Susan L</b>	Buros Institute	Coordinator	1.00	\$0	\$60,000	FY
<b>Day, Jeffrey L</b>	Architecture	Asst Professor	1.00	\$5,013	\$57,776	AY
<b>Day, Victor W</b>	Chemistry	Professor	1.00	\$774	\$51,787	AY
<b>De Ayala, Rafael J</b>	Educational Psychology	Chairperson	0.60	\$2,795	\$72,149	FY
	Educational Psychology	Professor	0.40	\$1,797	\$46,391	FY
			1.00	\$4,592	\$118,540	
<b>Decker, T Newell</b>	Special Ed & Communic Disorders	Professor	1.00	\$3,881	\$80,495	AY
<b>Deegan, Mary Jo</b>	Sociology	Professor	1.00	\$1,800	\$61,123	AY
<b>DeFusco, Richard A</b>	Finance	Assoc Professor	1.00	\$1,889	\$96,321	AY
<b>Demers, Paul A</b>	Anthropology and Geography	Asst Professor	1.00	\$2,402	\$44,902	AY
<b>Deng, Bo</b>	Mathematics	Professor	1.00	\$3,404	\$69,304	AY
<b>Denicola, Robert C</b>	College of Law	Professor	1.00	\$6,344	\$164,945	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$6,344	\$179,945	
<b>Deogun, Jitender S</b>	Computer Science & Engineering	Professor	1.00	\$3,400	\$114,918	AY
<b>Develder, Carla J</b>	College of Law	Assistant Dean	1.00	\$1,761	\$60,460	FY
<b>Dewey, Kenneth F</b>	School of Natural Resources	Professor	0.60	\$1,393	\$44,864	AY
	Geosciences	Professor	0.15	\$348	\$11,215	AY
* <i>See also: IANR</i>			0.75	\$1,741	\$56,079	
<b>Diamond, Judy</b>	University Museum	Professor	1.00	\$2,942	\$101,024	FY
<b>DiBernard, Barbara J</b>	English	Professor	1.00	\$2,115	\$72,793	AY
<b>Dienstbier, Richard A</b>	Psychology	Professor	1.00	\$3,229	\$91,699	AY
<b>Digman, Lester A</b>	Management	Professor	1.00	\$3,409	\$115,776	AY
	Management	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,409	\$125,776	
<b>Dilillo, David K</b>	Psychology	Asst Professor	1.00	\$10,976	\$64,119	AY
<b>DiMagno, Stephen</b>	Chemistry	Assoc Professor	1.00	\$2,987	\$71,736	AY
<b>Dixon, Wheeler W</b>	English	Professor	1.00	\$4,448	\$86,316	AY
	English	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,448	\$96,316	
<b>Dlugosh, Larry L</b>	Educational Administration	Chairperson	0.60	\$2,832	\$74,544	FY
	Educational Administration	Professor	0.40	\$1,824	\$47,987	FY
			1.00	\$4,656	\$122,531	
<b>Doll, Elizabeth J</b>	Educational Psychology	Professor	1.00	\$3,059	\$92,824	AY
<b>Dominguez, David A M</b>	Physics & Astronomy	Asst Professor	1.00	\$1,948	\$64,448	AY
<b>Dominguez, Eddie R</b>	Art & Art History	Assoc Professor	0.65	\$1,595	\$41,554	AY
<b>Donsig, Allan P</b>	Mathematics	Assoc Professor	1.00	\$1,700	\$62,000	AY
<b>Dorsey, Learthen</b>	History	Assoc Professor	0.60	\$1,103	\$31,330	AY
	Ethnic Studies	Assoc Professor	0.40	\$735	\$20,885	AY
	African American & African Studies	Coordinator	0.00	\$0	\$2,400	AY
			1.00	\$1,838	\$54,615	
<b>Doudin, Bernard</b>	Physics & Astronomy	Assoc Professor	1.00	\$3,020	\$70,217	AY
<b>Dowben, Peter</b>	Physics & Astronomy	Professor	1.00	\$4,319	\$104,563	AY
	Physics & Astronomy	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$4,319	\$107,063	
<b>Draper, Patricia C</b>	Anthropology and Geography	Professor	1.00	\$2,997	\$102,884	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Dreher, Kwakiutl L</b>	English	Asst Professor	0.60	\$1,615	\$31,240	AY
	Ethnic Studies	Asst Professor	0.40	\$1,076	\$20,827	AY
			1.00	\$2,691	\$52,067	
<b>Driesbach, Janice T</b>	Sheldon Art Gallery	Director	1.00	\$3,300	\$98,159	FY
<b>Driskell, Judy A</b>	Nutrition & Health Sciences	Professor	0.50	\$1,100	\$45,046	AY
* <i>See also: IANR</i>						
<b>Druke, Mary Jeanetta</b>	University Libraries	Assoc Professor	1.00	\$2,335	\$57,819	FY
<b>Drummond, R Wayne</b>	College of Architecture	Dean	1.00	\$6,630	\$177,500	FY
<b>Du, Liangcheng</b>	Chemistry	Asst Professor	1.00	\$3,650	\$58,677	AY
<b>Ducey, Mary Ellen</b>	University Libraries	Assoc Professor	1.00	\$7,090	\$49,040	FY
<b>Ducharme, Stephen</b>	Physics & Astronomy	Professor	1.00	\$3,350	\$85,869	AY
<b>Dudney, Donna Marie</b>	Finance	Asst Professor	1.00	\$2,148	\$88,083	AY
<b>Dugas, Robert Wayne</b>	Athletics	Physician	0.07	\$181	\$4,774	FY
<b>Dumais, Joseph James</b>	Chemistry	Research Associate Professor	1.00	\$1,902	\$72,902	FY
<b>Dunbar, Steven R</b>	Mathematics	Professor	1.00	\$2,450	\$85,997	AY
<b>Duncan, Richard F</b>	College of Law	Professor	1.00	\$3,859	\$132,492	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,859	\$147,492	
<b>Duncan, Robert I</b>	Architecture	Professor	0.80	\$1,481	\$65,243	AY
	Architecture	Director	0.20	\$370	\$18,311	AY
			1.00	\$1,851	\$83,554	
<b>Dunham, Gary H</b>	University Press	Director	1.00	\$5,000	\$130,000	FY
<b>Dussault, Patrick H</b>	Chemistry	Chairperson	0.60	\$3,280	\$80,368	FY
	Chemistry	Professor	0.40	\$2,187	\$50,246	FY
			1.00	\$5,467	\$130,614	
<b>Dvorak, Bruce I</b>	Civil Engineering	Assoc Professor	1.00	\$3,273	\$83,368	AY
	Civil Engineering	Associate Chairman	0.00	\$364	\$9,263	AY
			1.00	\$3,637	\$92,631	
<b>Dwyer, Matthew B</b>	Computer Science & Engineering	Professor	1.00	\$5,400	\$135,400	AY
	Computer Science & Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,400	\$145,400	
<b>Dzenis, Yuris</b>	Engineering Mechanics	Professor	1.00	\$7,875	\$111,494	AY
	Engineering Mechanics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$7,875	\$121,494	
<b>Eckhardt, Craig J</b>	Chemistry	Professor	1.00	\$2,268	\$114,143	AY
<b>Eckhout, Teresa J</b>	Buros Institute	Coordinator	1.00	\$0	\$50,000	FY
<b>Edwards, Carolyn Pope</b>	Psychology	Professor	0.75	\$3,773	\$89,475	FY
* <i>See also: IANR</i>						
<b>Edwards, Richard C</b>	Economics	Professor	0.50	\$2,259	\$77,547	AY
<b>Eklund, Peter A</b>	School of Music	Assoc Professor	1.00	\$2,443	\$63,472	AY
<b>Elbaum, Sebastian G</b>	Computer Science & Engineering	Asst Professor	1.00	\$9,139	\$93,558	AY
<b>Ells, Mark L</b>	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$2,697	\$79,762	FY
<b>Elthon, Thomas E</b>	Agronomy & Horticulture	Assoc Professor	0.92	\$2,290	\$60,253	AY
* <i>See also: IANR</i>						
<b>Endacott, Richard D</b>	Theatre Arts	Asst Professor	1.00	\$4,106	\$47,337	AY
<b>Enders, Craig</b>	Educational Psychology	Asst Professor	1.00	\$0	\$63,270	AY
<b>Epley, Boyd D</b>	Athletics	Associate Director	1.00	\$10,024	\$110,000	FY
<b>Epstein, Michael H</b>	Special Ed & Communic Disorders	Professor	1.00	\$3,569	\$122,524	AY
<b>Erbe, Lynn H</b>	Mathematics	Research Professor	0.67	\$1,160	\$59,509	AY
<b>Erdogmus, Ece</b>	Architectural Engineering	Asst Professor	1.00	\$2,762	\$74,762	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Erickson, Joan L</b>	Special Ed & Communic Disorders	Assoc Professor	1.00	\$1,235	\$63,004	AY
<b>Ernst, Tim L</b>	EE&O Business Operations	Director	1.00	\$500	\$65,000	FY
<b>Ertl, Ted A</b>	Architecture	Assoc Professor	1.00	\$1,674	\$63,000	AY
<b>Evans, Sharon A</b>	Educational Psychology	Assoc Professor	1.00	\$1,154	\$58,980	AY
<b>Eversoll, Deanna Baxter</b>	College of Education & Human Sci	Coordinator	0.50	\$1,065	\$36,554	FY
<b>Fabrikant, Ilya I</b>	Physics & Astronomy	Professor	1.00	\$3,244	\$92,054	AY
<b>Falconer, Adam J</b>	Technology Development	Coordinator	1.00	\$0	\$66,000	FY
<b>Faller, Ronald Keith</b>	Midwest Roadside Safety Facility	Research Assistant Professor	1.00	\$2,284	\$78,406	FY
<b>Farrell, Kathleen Anne</b>	Finance	Assoc Professor	1.00	\$7,848	\$126,535	AY
<b>Farritor, Shane M</b>	Mechanical Engineering	Assoc Professor	1.00	\$5,081	\$81,985	AY
<b>Faulkner, Quentin J</b>	School of Music	Professor	1.00	\$1,864	\$74,842	AY
	School of Music	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$1,864	\$79,842	
<b>Feng, Ruqiang</b>	Engineering Mechanics	Assoc Professor	1.00	\$4,761	\$85,274	AY
<b>Fielding, Christopher R</b>	Geosciences	Professor	1.00	\$6,614	\$89,910	AY
	Geosciences	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$6,614	\$99,910	
<b>Fischer, Bruce A</b>	Construction Management	Asst Professor	1.00	\$3,681	\$65,193	AY
<b>Fischer, Tammie J</b>	Economic Education	Director	1.00	\$1,405	\$48,246	FY
<b>Fleming, Donna C</b>	University Libraries	Assoc Professor	1.00	\$1,650	\$48,350	FY
<b>Flowers, John H</b>	Psychology	Professor	1.00	\$1,924	\$75,911	AY
<b>Foley, Gretchen C</b>	School of Music	Asst Professor	1.00	\$3,892	\$46,537	AY
<b>Ford, James E</b>	English	Assoc Professor	1.00	\$1,400	\$53,608	AY
<b>Forde, Edward C</b>	Art & Art History	Professor	0.90	\$4,690	\$109,235	FY
	Art & Art History	Chairperson	0.10	\$470	\$10,925	FY
			1.00	\$5,160	\$120,160	
<b>Forsythe, David P</b>	Political Science	Professor	1.00	\$5,198	\$104,092	AY
	Political Science	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$5,198	\$119,092	
<b>Foster II, Jesse James</b>	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$0	\$51,981	AY
<b>Foster, Edward Terence</b>	Construction Systems	Professor	1.00	\$3,672	\$85,838	AY
<b>Foster, Gwendolyn Audrey</b>	English	Assoc Professor	1.00	\$7,780	\$66,996	AY
<b>Fought, Robert A</b>	Hixson-Lied Fine & Performing Arts	Associate Dean	1.00	\$4,869	\$112,069	AY
<b>Fowler, David</b>	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$2,391	\$61,223	AY
<b>Frank, Alan H</b>	College of Law	Professor	1.00	\$3,958	\$102,905	AY
<b>Frank, Tracy D</b>	Geosciences	Asst Professor	1.00	\$1,815	\$56,815	AY
<b>French, K Allen</b>	School of Music	Assoc Professor	1.00	\$1,503	\$53,199	AY
<b>Friendt, Glenn A</b>	Ctr for Entrepreneurship	Director	1.00	\$3,800	\$93,800	FY
<b>Fritz, Dana B</b>	Art & Art History	Assoc Professor	1.00	\$1,673	\$51,222	AY
<b>Fritz, Sherilyn Claire</b>	Geosciences	Professor	0.85	\$6,358	\$84,474	AY
	School of Biological Sciences	Professor	0.15	\$1,122	\$14,906	AY
			1.00	\$7,480	\$99,380	
<b>Fromm, Michael E</b>	Agronomy & Horticulture	Professor	0.38	\$2,732	\$71,007	AY
* <i>See also: IANR</i>						
<b>Fuelberth, Rhonda J</b>	School of Music	Asst Professor	1.00	\$4,109	\$46,485	AY
<b>Fuess, Scott Macneill</b>	Economics	Professor	1.00	\$4,970	\$92,500	AY
<b>Fuller, Shelley T</b>	Art & Art History	Assoc Professor	1.00	\$1,328	\$48,698	AY
<b>Fusillo, Lisa A</b>	School of Music	Professor	1.00	\$3,607	\$71,186	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Gabb, Betsy Shofstall</b>	Architecture	Professor	0.95	\$4,365	\$71,468	AY
	Architecture	Chairperson	0.05	\$0	\$3,532	AY
			1.00	\$4,365	\$75,000	
<b>Gallagher, Chris W</b>	English	Assoc Professor	1.00	\$1,694	\$64,649	AY
<b>Ganim, Russell Joseph</b>	Modern Language & Literature	Chairperson	0.60	\$1,568	\$43,476	AY
	Modern Language & Literature	Assoc Professor	0.40	\$1,046	\$25,651	AY
			1.00	\$2,614	\$69,127	
<b>Gannon, Thomas C</b>	English	Asst Professor	0.60	\$1,825	\$30,660	AY
	Ethnic Studies	Asst Professor	0.40	\$1,216	\$20,439	AY
			1.00	\$3,041	\$51,099	
<b>Garbin, Calvin Peter</b>	Psychology	Professor	1.00	\$1,693	\$67,586	AY
<b>Garcia, Ricardo L</b>	Teaching, Learning & Teacher Ed	Professor	0.75	\$1,120	\$75,801	FY
* <i>See also: IANR</i>						
<b>Gardner, Martin R</b>	College of Law	Professor	1.00	\$5,918	\$153,868	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,918	\$163,868	
<b>Gardner, Scott L</b>	School of Biological Sciences	Professor	1.00	\$2,064	\$79,693	AY
<b>Gardner, Sue Ann</b>	University Libraries	Assoc Professor	0.50	\$810	\$23,878	FY
<b>Gardner, William L</b>	Management	Professor	1.00	\$3,762	\$106,818	AY
	Management	College Professor	0.00	\$0	\$40,984	AY
			1.00	\$3,762	\$147,802	
<b>Garza, James A</b>	History	Asst Professor	0.60	\$2,529	\$31,352	AY
	Ethnic Studies	Asst Professor	0.40	\$1,686	\$20,901	AY
			1.00	\$4,215	\$52,253	
<b>Gay, Timothy</b>	Physics & Astronomy	Professor	1.00	\$4,406	\$107,671	AY
<b>Genoways, Hugh Howard</b>	University Museum	Professor	0.25	\$740	\$25,409	FY
* <i>See also: IANR</i>						
<b>Gentry, James William</b>	Marketing	Professor	1.00	\$3,759	\$117,658	AY
	College of Business Administration	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,759	\$127,658	
<b>George, Thomas A</b>	Chemistry	Professor	1.00	\$3,982	\$98,381	AY
<b>Geppert, John M</b>	Finance	Assoc Professor	1.00	\$1,988	\$101,397	AY
<b>Gibbons, John S</b>	Philosophy	Asst Professor	1.00	\$2,570	\$49,904	AY
<b>Gibson, Robert M</b>	School of Biological Sciences	Professor	1.00	\$1,722	\$70,574	AY
<b>Giesecke, Joan Ruth</b>	University Libraries	Dean	1.00	\$5,602	\$149,244	FY
<b>Gitelson, Anatoly A</b>	School of Natural Resources	Professor	0.25	\$700	\$26,161	FY
* <i>See also: IANR</i>						
<b>Gladyshev, Vadim N</b>	Biochemistry	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>						
<b>Goble, Ronald J</b>	Geosciences	Assoc Professor	1.00	\$1,905	\$57,945	AY
<b>Goddard, Stephen M</b>	Computer Science & Engineering	Assoc Professor	1.00	\$6,469	\$97,872	AY
<b>Goebes, Carole A</b>	University Libraries	Assoc Professor	1.00	\$930	\$38,117	AY
<b>Goedert, James D</b>	Construction Systems	Chairperson	0.60	\$2,132	\$57,769	AY
	Construction Systems	Assoc Professor	0.40	\$1,421	\$36,912	AY
			1.00	\$3,553	\$94,681	
<b>Gogos, George</b>	Mechanical Engineering	Assoc Professor	1.00	\$10,186	\$108,654	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Gonzalez, Jose E</b>	Modern Language & Literature	Assoc Professor	0.60	\$1,009	\$33,219	AY
	Ethnic Studies	Assoc Professor	0.40	\$672	\$22,148	AY
	Latin American & Latino Studies	Coordinator	0.00	\$0	\$2,400	AY
			1.00	\$1,681	\$57,767	
<b>Gonzalez-Kruger, Gloria E</b>	Family & Consumer Science	Asst Professor	1.00	\$1,829	\$73,829	FY
<b>Goodburn, Amy M</b>	English	Assoc Professor	1.00	\$3,760	\$66,897	AY
<b>Gorman, Vanessa B</b>	History	Assoc Professor	1.00	\$1,708	\$58,619	AY
<b>Gradwohl, John M</b>	College of Law	Professor	0.67	\$2,011	\$102,585	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			0.67	\$2,011	\$112,585	
<b>Grady, Marilyn L</b>	Educational Administration	Professor	1.00	\$6,474	\$90,425	AY
<b>Graef, Michelle I</b>	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$3,227	\$67,764	FY
<b>Graham, Richard L</b>	University Libraries	Asst Professor	1.00	\$1,440	\$41,440	FY
<b>Grange, William M</b>	Theatre Arts	Professor	1.00	\$2,982	\$65,791	AY
<b>Green, Jordan R</b>	Special Ed & Communic Disorders	College Associate Professor	1.00	\$3,018	\$78,473	AY
<b>Gregory, Donald L</b>	Division of General Studies	Director	1.00	\$3,177	\$90,199	FY
	Housing Residence Life	Coordinator	0.00	\$0	\$8,040	FY
			1.00	\$3,177	\$98,239	
<b>Grew, Priscilla C</b>	University Museum	Director	1.00	\$4,501	\$136,868	FY
<b>Griep, Mark A</b>	Chemistry	Assoc Professor	1.00	\$1,188	\$59,395	AY
<b>Griesen, James V</b>	Student Affairs	Vice Chancellor	1.00	\$5,169	\$165,805	FY
<b>Grossbart, Sanford L</b>	Marketing	Professor	1.00	\$2,167	\$125,997	AY
	Marketing	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,167	\$135,997	
<b>Gruhl, John R</b>	Political Science	Professor	1.00	\$3,551	\$72,912	AY
<b>Guerra, Romeo J</b>	Academic Conferences	Director	1.00	\$0	\$76,000	FY
<b>Guest, James R</b>	University Health Center	Director	1.00	\$10,530	\$150,530	FY
<b>Guevara, Jose' R</b>	Modern Language & Literature	Asst Professor	1.00	\$2,200	\$45,800	AY
<b>Gunderson, Greg R</b>	Academic Affairs	Asst Vice Chancellor	1.00	\$3,332	\$87,682	FY
<b>Guo, Junke</b>	Civil Engineering @ UNO	Asst Professor	1.00	\$1,200	\$69,200	AY
<b>Gursoy, Mustafa C</b>	Electrical Engineering	Asst Professor	1.00	\$2,696	\$75,696	AY
<b>Haar, Ora P</b>	School of Music	Asst Professor	1.00	\$2,173	\$45,673	AY
<b>Hachtmann, Frauke</b>	Advertising	Asst Professor	1.00	\$3,373	\$50,673	AY
<b>Hage, David S</b>	Chemistry	Professor	1.00	\$4,682	\$88,073	AY
<b>Haggin, Ronald K</b>	Construction Systems	Assoc Professor	1.00	\$3,000	\$85,452	AY
<b>Hall, James</b>	Research Compliance-Animal Care	Director	1.00	\$4,030	\$134,030	FY
<b>Hallbeck, M Susan</b>	Industrial & Mgmt Syst Engineering	Assoc Professor	1.00	\$4,486	\$84,486	AY
<b>Haller, Robert S</b>	English	Professor	1.00	\$1,444	\$64,357	AY
<b>Hames, Raymond</b>	Anthropology and Geography	Professor	1.00	\$2,487	\$82,714	AY
<b>Hamouz, Fayrene L</b>	College of Education & Human Sci	Associate Dean	0.75	\$2,915	\$75,232	FY
* <i>See also: IANR</i>						
<b>Hampton, Ronald D</b>	Marketing	Assoc Professor	1.00	\$3,330	\$97,808	AY
<b>Handa, Rumiko</b>	Architecture	Assoc Professor	1.00	\$2,277	\$70,000	AY
<b>Hannappel, Pamela P</b>	Psychology	Research Assistant Professor	0.70	\$0	\$40,607	FY
<b>Hansen, David J</b>	Psychology	Chairperson	0.60	\$3,707	\$83,587	FY
	Psychology	Professor	0.40	\$2,472	\$52,392	FY
			1.00	\$6,179	\$135,979	
<b>Hanson, William E</b>	Educational Psychology	Asst Professor	1.00	\$0	\$53,649	AY
<b>Harbison, Gerard</b>	Chemistry	Professor	1.00	\$4,031	\$98,043	AY
<b>Harbourne, Brian Lee</b>	Mathematics	Professor	1.00	\$3,804	\$79,651	AY
<b>Hardy, Robert J</b>	Physics & Astronomy	Professor	0.50	\$1,024	\$40,024	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Harler, Donna D</b>	School of Music	Professor	1.00	\$1,709	\$64,513	AY
<b>Harmon, Paul E</b>	Construction Management	Assoc Professor	1.00	\$2,228	\$102,532	AY
<b>Harnisch, Delwyn L</b>	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,388	\$93,908	AY
<b>Harpending, Michael A</b>	English	Coordinator	1.00	\$1,389	\$58,052	FY
<b>Harshman, Lawrence G</b>	School of Biological Sciences	Assoc Professor	1.00	\$3,666	\$70,820	AY
<b>Harwood, David</b>	Geosciences	Professor	1.00	\$2,713	\$80,230	AY
	Geosciences	College Professor	0.00	\$0	\$7,500	AY
			1.00	\$2,713	\$87,730	
<b>Hawkey, Earl W</b>	Registration & Records	Director	1.00	\$4,000	\$104,000	FY
<b>Hayden, F Gregory</b>	Economics	Professor	1.00	\$2,565	\$105,167	AY
<b>Hayden-Roy, Priscilla A</b>	Modern Language & Literature	Assoc Professor	1.00	\$2,800	\$59,239	AY
<b>Healey, E Charles</b>	Special Ed & Communic Disorders	Professor	1.00	\$2,107	\$78,733	AY
<b>Heaton, Ruth M</b>	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$4,604	\$75,989	AY
<b>Hecker, Matthew J</b>	Student Judicial Affairs	Director	1.00	\$2,700	\$69,300	FY
<b>Henderson, Alicia B</b>	College of Law	Clinical Assoc Prof	1.00	\$5,030	\$88,870	FY
<b>Hendrickson, Kent H</b>	Information Services	Assoc Vice Chancellor	1.00	\$5,717	\$155,005	FY
<b>Hendrix, James L</b>	Chemical Engineering	Professor	1.00	\$3,385	\$138,787	AY
<b>Henninger, Scott R</b>	Computer Science & Engineering	Assoc Professor	1.00	\$1,254	\$84,854	AY
<b>Henze, Gregor P</b>	Architectural Engineering	Assoc Professor	1.00	\$4,821	\$89,795	AY
<b>Hermiller, Susan M</b>	Mathematics	Assoc Professor	1.00	\$3,650	\$69,592	AY
<b>Hermesen, Joseph M</b>	University Health Center	Physician	1.00	\$4,828	\$121,744	FY
<b>Hibbing, John R</b>	Political Science	Professor	1.00	\$11,812	\$125,000	AY
	Political Science	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$11,812	\$140,000	
<b>Hibner, Barbara A</b>	Athletics	Associate Director	1.00	\$3,396	\$89,382	FY
<b>Hilliard, Stephen S</b>	English	Professor	1.00	\$2,884	\$109,690	AY
<b>Hinchman, Mark A</b>	Architecture	Assoc Professor	1.00	\$2,322	\$59,000	AY
<b>Hines, Gwendolen</b>	Mathematics	Assoc Professor	1.00	\$3,500	\$60,110	AY
<b>Hitchcock, Robert K</b>	Anthropology and Geography	Professor	1.00	\$3,358	\$70,807	AY
<b>Hoff, Michael C</b>	Art & Art History	Assoc Professor	1.00	\$7,646	\$60,568	AY
<b>Hoffman, Michael W</b>	Electrical Engineering	Assoc Professor	1.00	\$3,537	\$91,103	AY
<b>Hoffman, Richard O</b>	Industrial & Mgmt Syst Engineering	Professor	1.00	\$1,706	\$77,708	AY
<b>Hoffmann, Richard J</b>	College of Arts & Sciences	Dean	1.00	\$7,800	\$202,800	FY
<b>Hoistad, Mark A</b>	Architecture	Director	0.50	\$2,722	\$64,886	FY
	Architecture	Professor	0.40	\$2,177	\$45,389	FY
	College of Architecture	Associate Dean	0.10	\$545	\$11,348	FY
			1.00	\$5,444	\$121,623	
<b>Holdegraver, Donald W</b>	Operations Analysis	Director	1.00	\$5,877	\$96,477	FY
<b>Holmes, Mary Anne</b>	Geosciences	Research Associate Professor	0.60	\$1,038	\$35,637	AY
<b>Holmes, William W</b>	Construction Systems	Assoc Professor	1.00	\$2,650	\$90,166	AY
<b>Holz, Aaron J</b>	Art & Art History	Asst Professor	1.00	\$1,671	\$45,671	AY
<b>Honey, Maureen E</b>	English	Professor	1.00	\$2,728	\$90,722	AY
<b>Hope, Debra Anne</b>	Psychology	Professor	1.00	\$3,777	\$88,658	AY
<b>Horn, Christy A</b>	Center for Instructional Innovation	Director	0.50	\$785	\$44,576	FY
* <i>See also: UNCA</i>						
<b>Hostetler, Karl David</b>	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,838	\$73,564	AY
<b>Houser, Kevin W</b>	Architectural Engineering	Asst Professor	1.00	\$7,958	\$93,069	AY
<b>Housh, Terry J</b>	Nutrition & Health Sciences	Assoc Professor	1.00	\$8,525	\$86,076	AY
<b>Howe, David L</b>	College of Arts & Sciences	Assistant Dean	1.00	\$9,247	\$90,753	FY
<b>Howe, Herbert</b>	Office of the Chancellor	Assoc To The Chancellor	1.00	\$5,548	\$146,039	FY
<b>Howe, Nathan J</b>	Architecture	Asst Professor	1.00	\$0	\$46,740	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Hoyt, Danny R</b>	Sociology	Professor	1.00	\$3,095	\$97,213	AY
<b>Hu, Qi S</b>	School of Natural Resources	Assoc Professor	0.25	\$902	\$19,110	FY
* <i>See also: IANR</i>						
<b>Huddleston-Casas, Catherine A</b>	Family & Consumer Science	Asst Professor	0.75	\$1,374	\$37,186	AY
* <i>See also: IANR</i>						
<b>Hudgins, Jerry L</b>	Electrical Engineering	Professor	0.65	\$4,277	\$84,227	AY
	Electrical Engineering	Chairperson	0.35	\$2,303	\$45,353	AY
			1.00	\$6,580	\$129,580	
<b>Hull, Ronald E</b>	University Television	Associate Director	0.50	\$373	\$12,797	FY
<b>Hulvershorn, John K</b>	Community & Regional Planning	Assoc Professor	1.00	\$2,302	\$76,000	AY
<b>Humes, Brian Douglas</b>	Political Science	Assoc Professor	1.00	\$1,000	\$58,755	AY
<b>Hunt Jr, Robert M</b>	Geosciences	Professor	1.00	\$5,327	\$79,524	AY
<b>Hunt, Jennifer S</b>	Psychology	Asst Professor	1.00	\$1,204	\$48,959	AY
<b>Hux, Karen A</b>	Special Ed & Communic Disorders	Assoc Professor	1.00	\$1,807	\$67,512	AY
<b>Ianno, Natale Joseph</b>	Electrical Engineering	Professor	1.00	\$4,654	\$110,944	AY
<b>Ide, Harry Albert</b>	Philosophy	Assoc Professor	1.00	\$1,300	\$54,890	AY
<b>Impara, James C</b>	Buros Institute	Professor	0.50	\$4,336	\$47,694	AY
<b>Inderbitzen Nolan, Heidi M</b>	Psychology	Assoc Professor	1.00	\$1,536	\$66,404	AY
<b>Ingraham, Elizabeth</b>	Art & Art History	Assoc Professor	1.00	\$1,662	\$51,790	AY
<b>Isernhagen, Jody C</b>	Educational Administration	Assoc Professor	1.00	\$3,485	\$88,389	AY
<b>Iyengar, Srikanth B</b>	Mathematics	Assoc Professor	1.00	\$4,100	\$72,100	AY
<b>Jackson, Christine A</b>	Business and Finance	Vice Chancellor	1.00	\$8,400	\$191,284	FY
<b>Jacobs, Margaret D</b>	History	Assoc Professor	1.00	\$1,755	\$60,255	AY
<b>Jacobshagen II, N Keith</b>	Art & Art History	Professor	1.00	\$1,544	\$75,197	AY
	Art & Art History	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$1,544	\$77,697	
<b>Jacobson, Evelyn M</b>	Academic Affairs	Assoc Vice Chancellor	1.00	\$4,834	\$125,677	FY
<b>Jacobson, Manfred R</b>	Modern Language & Literature	Professor	1.00	\$1,200	\$60,900	AY
<b>Jacobson, Scott D</b>	Athletics	Head Coach	1.00	\$3,316	\$52,000	FY
<b>James, Michael F</b>	Textiles Clothing & Design	Professor	1.00	\$5,393	\$79,050	AY
<b>Jang, Won Mee</b>	Computer & Electronics Engineering	Asst Professor	1.00	\$2,790	\$76,330	AY
<b>Janovy, John</b>	School of Biological Sciences	Professor	1.00	\$4,635	\$101,710	AY
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$4,635	\$116,710	
<b>Japp, Phyllis</b>	Communication Studies	Assoc Professor	1.00	\$1,600	\$59,894	AY
<b>Jensen, Wayne G</b>	Construction Management	Asst Professor	1.00	\$3,458	\$68,034	AY
<b>Jewell, Andrew W</b>	University Libraries	Asst Professor	1.00	\$0	\$40,500	FY
<b>Jiang, Hong</b>	Computer Science & Engineering	Assoc Professor	1.00	\$10,265	\$99,691	AY
	Computer Science & Engineering	Vice Chairperson	0.00	\$0	\$2,400	AY
			1.00	\$10,265	\$102,091	
<b>Johnson, Gerald W</b>	Mathematics	Professor	0.65	\$1,000	\$63,916	AY
<b>Johnson, Judy L</b>	University Libraries	Professor	1.00	\$3,159	\$77,169	FY
	University Libraries	Coordinator	0.00	\$0	\$1,200	FY
			1.00	\$3,159	\$78,369	
<b>Johnson, Julie M</b>	Family & Consumer Science	Professor	0.40	\$1,679	\$43,345	FY
	Family & Consumer Science	Chairperson	0.37	\$1,795	\$46,310	FY
* <i>See also: IANR</i>			0.77	\$3,474	\$89,655	
<b>Johnson, Kathleen A</b>	University Libraries	Professor	1.00	\$10,280	\$75,298	FY
<b>Jones, C Edward</b>	Physics & Astronomy	Professor	1.00	\$2,369	\$96,927	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Jones, Clinton J</b>	Vet & Biomedical Sciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
* <i>See also: IANR</i>						
<b>Jones, Elizabeth G</b>	Civil Engineering @ UNO	Assoc Professor	1.00	\$3,172	\$74,249	AY
<b>Jones, Erick C</b>	Industrial & Mgmt Syst Engineering	Asst Professor	1.00	\$4,406	\$74,906	AY
<b>Jones, Georgia</b>	Nutrition & Health Sciences	Asst Professor	0.50	\$900	\$32,147	FY
* <i>See also: IANR</i>						
<b>Jones, Jeannette E</b>	History	Asst Professor	0.60	\$2,410	\$31,210	AY
	Ethnic Studies	Asst Professor	0.40	\$1,607	\$20,807	AY
			1.00	\$4,017	\$52,017	
<b>Jones, M Colleen</b>	Management	Clinical Asst Prof	0.50	\$1,233	\$42,011	AY
	Office of the Chancellor	Asst To Chancellor	0.50	\$1,385	\$46,577	AY
			1.00	\$2,618	\$88,588	
<b>Jones, Patrick D</b>	History	Asst Professor	0.60	\$2,457	\$31,857	AY
	Ethnic Studies	Asst Professor	0.40	\$1,639	\$21,239	AY
			1.00	\$4,096	\$53,096	
<b>Jonson, Jessica L</b>	Ofc of Dean of Undergraduate Studie	Coordinator	0.75	\$1,528	\$43,398	FY
<b>Kalisa, Marie-Chantal</b>	Modern Language & Literature	Asst Professor	1.00	\$1,100	\$47,200	AY
<b>Kalish, Stephen E</b>	College of Law	Professor	1.00	\$0	\$120,321	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$0	\$130,321	
<b>Kamil, Alan C</b>	School of Biological Sciences	Professor	1.00	\$5,773	\$131,003	AY
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$5,773	\$146,003	
<b>Karels, Gordon V</b>	College of Business Administration	Associate Dean	1.00	\$8,448	\$200,639	FY
	Finance	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$8,448	\$210,639	
<b>Katz, Wendy J</b>	Art & Art History	Asst Professor	1.00	\$5,563	\$51,681	AY
<b>Kaye, Frances W</b>	English	Professor	1.00	\$3,424	\$71,150	AY
<b>Kean, Rita C</b>	Ofc of Dean of Undergraduate Studie	Dean	1.00	\$5,697	\$149,925	FY
<b>Keck, David W</b>	JD Edwards Program	Director	1.00	\$7,419	\$195,248	FY
<b>Keeler, Kathleen H</b>	School of Biological Sciences	Professor	1.00	\$1,305	\$70,346	AY
<b>Kellas, Jody L</b>	Communication Studies	Asst Professor	1.00	\$1,550	\$56,050	AY
<b>Kendall, Gail Marie</b>	Art & Art History	Professor	1.00	\$1,567	\$68,431	AY
<b>Kendig, Daniel J</b>	Athletics	Head Coach	1.00	\$3,923	\$77,000	FY
<b>Kennedy, Patricia</b>	Marketing	Assoc Professor	1.00	\$2,292	\$93,862	AY
<b>Kenny, Nancy E</b>	Athletics	Associate Director	1.00	\$11,166	\$110,000	FY
<b>Kettler, Richard Mark</b>	Geosciences	Assoc Professor	1.00	\$1,050	\$62,789	AY
<b>Kezer, Zeynep</b>	Architecture	Asst Professor	1.00	\$2,742	\$50,080	AY
<b>Khattak, Aemal J</b>	Civil Engineering	Asst Professor	1.00	\$4,177	\$68,307	AY
<b>Kiewra, Kenneth Anthony</b>	Educational Psychology	Professor	1.00	\$6,504	\$77,454	AY
<b>Kim, Benjamin J</b>	Economics	Assoc Professor	1.00	\$1,001	\$67,745	AY
<b>Kingsbury, Charles A</b>	Chemistry	Professor	0.50	\$775	\$33,671	AY
<b>Kirby, Roger D</b>	Physics & Astronomy	Chairperson	0.60	\$3,558	\$86,772	FY
	Physics & Astronomy	Professor	0.40	\$2,372	\$54,517	FY
			1.00	\$5,930	\$141,289	
<b>Kirst, Roger W</b>	College of Law	Professor	1.00	\$3,961	\$136,009	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,961	\$146,009	
<b>Kiviniemi, Marc T</b>	Psychology	Asst Professor	1.00	\$1,174	\$47,755	AY
<b>Kleimola, Ann M</b>	History	Professor	1.00	\$961	\$65,035	AY

\* Refer also to funding at other campus

Fiscal Year 2005 - 2006

Page 14 of 92

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Knoche, Lisa L</b>	NE Ctr Rsrch on Youth,Fam & School	Coordinator	1.00	\$1,395	\$47,895	FY
<b>Knops, Johannes M</b>	School of Biological Sciences	Assoc Professor	0.80	\$3,036	\$54,460	AY
	School of Natural Resources	Assoc Professor	0.20	\$759	\$13,613	AY
			1.00	\$3,795	\$68,073	
<b>Konecky, Joan Latta</b>	University Libraries	Assoc Professor	1.00	\$1,803	\$53,314	FY
<b>Koopmann, Ann</b>	College of Engineering & Technology	Director	1.00	\$3,474	\$68,474	FY
<b>Kostelnik, Marjorie J</b>	College of Education & Human Sci	Dean	0.75	\$5,163	\$134,230	FY
* <i>See also: IANR</i>						
<b>Koszewski, Wanda M</b>	Nutrition & Health Sciences	Ext Asst Professor	0.25	\$820	\$18,937	AY
* <i>See also: IANR</i>						
<b>Krahmer, Debralee A</b>	University Libraries	Asst Professor	1.00	\$1,518	\$40,518	FY
<b>Krapfl, Robin</b>	Athletics	Head Coach	1.00	\$1,796	\$47,275	FY
<b>Kraus, Joseph C</b>	School of Music	Professor	1.00	\$1,695	\$68,606	AY
<b>Krause, Gary L</b>	Civil Engineering @ UNO	Assoc Professor	1.00	\$1,800	\$66,229	AY
<b>Krone, Kathleen</b>	Communication Studies	Assoc Professor	1.00	\$8,851	\$79,522	AY
<b>Krug, Nathan S</b>	Architecture	Assoc Professor	1.00	\$1,809	\$58,000	AY
<b>Kunc, Karen S</b>	Art & Art History	Professor	0.70	\$4,257	\$66,496	AY
<b>Kunz, Gina M</b>	NE Ctr Rsrch on Youth,Fam & School	Research Assistant Professor	1.00	\$1,740	\$59,740	FY
<b>Kuska, Sharon Suzanne</b>	Architecture	Professor	1.00	\$2,312	\$72,000	AY
<b>Kuzelka, Robert D</b>	Environmental Studies	Director/Chair	0.00	\$0	\$2,400	FY
<b>Kuzma, Gregory S</b>	English	Professor	1.00	\$981	\$66,393	AY
<b>Lacost, Barbara A</b>	Educational Administration	Assoc Professor	1.00	\$940	\$63,715	AY
<b>Laging, Thomas S</b>	Architecture	Professor	1.00	\$4,110	\$86,500	AY
<b>Lamothe, Scott J</b>	Political Science	Asst Professor	1.00	\$1,276	\$49,776	AY
<b>Langell, Marjorie A</b>	Chemistry	Professor	1.00	\$3,793	\$88,708	AY
	Chemistry	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$3,793	\$91,208	
<b>Larsen, Gustavo</b>	Chemical Engineering	Assoc Professor	1.00	\$11,437	\$100,114	AY
<b>Larsen, Phyllis Vance</b>	Advertising	Asst Professor	1.00	\$2,051	\$58,259	AY
<b>Latta, Gail Frances</b>	University Libraries	Professor	1.00	\$7,161	\$71,325	FY
<b>Latta, Margaret A</b>	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$5,454	\$61,325	AY
<b>Lauderback, Lee L</b>	Chemical Engineering	Assoc Professor	1.00	\$1,039	\$70,323	AY
<b>Lauerman, Margaret A</b>	Office of University Communications	Director	1.00	\$4,199	\$110,513	FY
<b>Lavin, Stephen J</b>	Anthropology and Geography	Assoc Professor	1.00	\$7,888	\$72,995	AY
<b>Lawrence, Janice E</b>	School of Accountancy	Assoc Professor	1.00	\$3,285	\$112,785	AY
<b>Lawson, Craig M</b>	College of Law	Professor	1.00	\$2,002	\$102,109	AY
	College of Law	Fellow	0.00	\$0	\$5,000	AY
			1.00	\$2,002	\$107,109	
<b>Lawson, Merlin P</b>	Geosciences	Professor	1.00	\$3,573	\$124,706	AY
<b>Leblanc, Dennis</b>	Athletics	Associate Director	1.00	\$3,904	\$102,733	FY
<b>Ledder, Glenn W</b>	Mathematics	Assoc Professor	1.00	\$3,054	\$58,704	AY
<b>Lee, Kevin M</b>	Physics & Astronomy	Research Assistant Professor	0.55	\$976	\$27,736	AY
	Ctr for Science Math & Computer Ed	Research Assistant Professor	0.45	\$799	\$22,694	AY
			1.00	\$1,775	\$50,430	
<b>Lee, Laurie Thomas</b>	Broadcasting	Assoc Professor	1.00	\$2,300	\$67,283	AY
<b>Lee, Ronald</b>	Communication Studies	Professor	1.00	\$3,112	\$80,887	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Lee, Sang M</b>	Management	Chairperson	0.60	\$5,263	\$123,509	AY
	Management	Professor	0.40	\$3,508	\$80,473	AY
	Management	University Professor	0.00	\$0	\$25,000	AY
	Management	Distinguished Professor	0.00	\$0	\$5,000	AY
			1.00	\$8,771	\$233,982	
<b>Lefferts, Peter Martin</b>	School of Music	Professor	1.00	\$1,747	\$62,072	AY
<b>Leger, Daniel W</b>	Psychology	Professor	1.00	\$1,814	\$73,788	AY
<b>Lehmann, Jennifer M</b>	Sociology	Assoc Professor	1.00	\$0	\$48,188	AY
<b>Leinieks, Valdis</b>	Classics & Religious Studies	Professor	0.50	\$1,467	\$41,656	AY
<b>Leiter, Richard A</b>	College of Law	Professor	1.00	\$4,777	\$124,194	FY
<b>Lenich, John P</b>	College of Law	Professor	1.00	\$2,980	\$102,303	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,980	\$112,303	
<b>Lepard, Brian David</b>	College of Law	Professor	1.00	\$5,814	\$102,722	AY
<b>Leslie-Pelecky, Diandra L</b>	Physics & Astronomy	Assoc Professor	1.00	\$3,090	\$73,533	AY
<b>Lesueur, James D</b>	History	Assoc Professor	1.00	\$2,025	\$59,870	AY
<b>Leung, Kam-Ching</b>	Physics & Astronomy	Professor	1.00	\$1,200	\$72,925	AY
<b>Levin, Carole</b>	History	Professor	1.00	\$2,844	\$90,342	AY
	History	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$2,844	\$92,842	
<b>Leviticus, Louis I</b>	University Museum	Curator	0.00	\$0	\$1,206	FY
<b>Levitov, Peter S</b>	International Affairs	Associate Dean	0.91	\$2,376	\$84,597	FY
* <i>See also: UNCA</i>						
<b>Levy, Richard H</b>	Geosciences	Research Assistant Professor	1.00	\$0	\$51,030	FY
<b>Lewis, Nancy M</b>	Nutrition & Health Sciences	Professor	0.56	\$5,780	\$45,779	FY
* <i>See also: IANR</i>						
<b>Lewis, William J</b>	Mathematics	Professor	0.67	\$3,481	\$85,718	AY
	Ctr for Science Math & Computer Ed	Director	0.33	\$1,740	\$41,580	AY
			1.00	\$5,221	\$127,298	
<b>Li, Jianguy</b>	Engineering Mechanics	Asst Professor	1.00	\$4,453	\$73,448	AY
<b>Lindsley-Griffin, Nancy</b>	Geosciences	Professor	1.00	\$1,535	\$68,289	AY
<b>Liou, Sy-Hwang</b>	Physics & Astronomy	Professor	1.00	\$2,168	\$85,697	AY
<b>Liu, Chunsheng</b>	Computer & Electronics Engineering	Asst Professor	1.00	\$2,565	\$66,825	AY
<b>Liu, Mingsheng</b>	Architectural Engineering	Professor	1.00	\$2,655	\$99,376	AY
<b>Logan, John David</b>	Mathematics	Professor	1.00	\$3,600	\$106,100	AY
	Mathematics	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$3,600	\$108,600	
<b>Logan-Peters, Kay</b>	University Libraries	Chairperson	0.60	\$1,554	\$46,616	FY
	University Libraries	Professor	0.40	\$1,036	\$29,744	FY
			1.00	\$2,590	\$76,360	
<b>Loladze, Irakli</b>	Mathematics	Asst Professor	1.00	\$1,700	\$57,925	AY
<b>Loope, David B</b>	Geosciences	Professor	1.00	\$2,490	\$91,463	AY
	Geosciences	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$2,490	\$96,463	
<b>Lou, David Y</b>	Mechanical Engineering	Chairperson	0.60	\$2,562	\$99,688	FY
	Mechanical Engineering	Professor	0.40	\$1,709	\$64,860	FY
	Mechanical Engineering	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$4,271	\$174,548	

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Lou, Marjorie F</b>	Vet & Biomedical Sciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>						
<b>Louda, Svata M</b>	School of Biological Sciences	Professor	1.00	\$5,312	\$110,495	AY
	School of Biological Sciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$5,312	\$112,995	
<b>Lu, Suping</b>	University Libraries	Assoc Professor	1.00	\$1,650	\$48,512	FY
<b>Lu, Yongfeng</b>	Electrical Engineering	Assoc Professor	1.00	\$6,964	\$91,772	AY
<b>Luckner, Warren R</b>	Finance	Director	1.00	\$4,680	\$82,680	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,680	\$92,680	
<b>Luthans, Fred</b>	Management	Professor	1.00	\$9,050	\$192,718	AY
	Management	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$9,050	\$207,718	
<b>Lutz, Mary C</b>	University Health Center	Physician	0.73	\$3,575	\$88,762	FY
<b>Lynch, Thomas P</b>	English	Asst Professor	1.00	\$1,435	\$54,435	AY
<b>Lyons, Karen V</b>	University Honors Program UNL	Associate Director	1.00	\$1,852	\$52,569	FY
<b>Lyons, William H</b>	College of Law	Professor	1.00	\$3,549	\$121,847	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,549	\$131,847	
<b>Maag, John W</b>	Special Ed & Communic Disorders	Professor	1.00	\$2,495	\$74,650	AY
<b>Mackenzie, Sally</b>	School of Biological Sciences	Professor	0.40	\$1,683	\$43,766	AY
* <i>See also: IANR</i>						
<b>MacPhee, Craig</b>	Economics	Professor	1.00	\$1,524	\$91,162	AY
	Economics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,524	\$101,162	
<b>Mahoney, Timothy Raymond</b>	History	Professor	1.00	\$2,711	\$73,817	AY
<b>Mamiya, Christin Joy</b>	Art & Art History	Professor	1.00	\$3,948	\$74,548	AY
<b>Manning, Mark M</b>	Athletics	Head Coach	1.00	\$5,266	\$90,000	FY
<b>Marcelino, Deanna R</b>	Research	Coordinator	1.00	\$0	\$70,000	FY
<b>Markwell, John P</b>	Biochemistry	Professor	0.50	\$2,060	\$52,937	FY
* <i>See also: IANR</i>						
<b>Marley, Thomas John</b>	Mathematics	Assoc Professor	1.00	\$3,350	\$60,900	AY
<b>Martin, Charity K</b>	University Libraries	Assoc Professor	1.00	\$1,163	\$47,816	FY
<b>Martin, Eugene L</b>	School of Biological Sciences	Assoc Professor	1.00	\$881	\$55,777	AY
<b>Martinez, Adelaida L</b>	Modern Language & Literature	Professor	1.00	\$4,505	\$89,992	AY
<b>Martinez, Antonio H</b>	Modern Language & Literature	Assoc Professor	1.00	\$1,100	\$52,473	AY
<b>Marvin, Christine Ann</b>	Special Ed & Communic Disorders	Assoc Professor	1.00	\$1,984	\$68,116	AY
<b>Mashayekhi, Mostafa</b>	Finance	Assoc Professor	1.00	\$2,459	\$66,089	AY
<b>Maslowski, Linda A</b>	NE Ctr Rsrch on Youth,Fam & School	Coordinator	0.75	\$1,150	\$39,475	FY
<b>Maslowski, Peter</b>	History	Professor	1.00	\$3,522	\$80,255	AY
<b>May, Ann Mari</b>	Economics	Assoc Professor	1.00	\$2,250	\$79,738	AY
<b>May, Douglas R</b>	Management	Assoc Professor	1.00	\$3,701	\$105,113	AY
<b>Mayeux, Peter E</b>	Broadcasting	Professor	1.00	\$2,880	\$81,788	AY
	Broadcasting	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,880	\$91,788	
<b>McBride, Patrick J</b>	Admissions	Associate Dean	1.00	\$2,845	\$74,864	FY
<b>McCollough, Martha L</b>	Anthropology and Geography	Asst Professor	0.60	\$3,112	\$29,737	AY
	Ethnic Studies	Asst Professor	0.40	\$2,074	\$19,823	AY
			1.00	\$5,186	\$49,560	
<b>McCurdy, Merilee</b>	Educational Psychology	Asst Professor	1.00	\$3,459	\$57,192	AY

\* Refer also to funding at other campus

Fiscal Year 2005 - 2006

Page 17 of 92

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>McCutcheon, Allan L</b>	NRI Gallup Research Center	Director	0.75	\$1,916	\$71,150	AY
	Statistics	Professor	0.25	\$639	\$22,917	AY
	Sociology	College Professor	0.00	\$0	\$25,000	AY
			1.00	\$2,555	\$119,067	
<b>McDermott, Kerry F</b>	Athletics	Head Coach	1.00	\$1,794	\$47,222	FY
<b>McGarvey, Mary G</b>	Economics	Assoc Professor	1.00	\$2,088	\$71,686	AY
<b>McGowan, Thomas M</b>	Teaching, Learning & Teacher Ed	Chairperson	0.60	\$2,784	\$71,888	FY
	Teaching, Learning & Teacher Ed	Professor	0.40	\$1,791	\$46,218	FY
			1.00	\$4,575	\$118,106	
<b>McKitrick, Jennifer L</b>	Philosophy	Asst Professor	1.00	\$5,633	\$55,633	AY
<b>McLeod, Harriet J</b>	Textiles Clothing & Design	Asst Professor	1.00	\$1,050	\$53,529	AY
<b>McMahon, Patrice C</b>	Political Science	Asst Professor	1.00	\$3,143	\$53,863	AY
<b>McMullen, William Wallace</b>	School of Music	Professor	1.00	\$1,756	\$59,893	AY
<b>McNeil, Mary E</b>	University Libraries	Associate Dean	1.00	\$12,200	\$87,200	FY
<b>McQuillan, Julia</b>	Sociology	Asst Professor	1.00	\$6,964	\$64,245	AY
<b>Meagher, Michael M</b>	Chemical Engineering	Professor	1.00	\$5,592	\$141,031	AY
	Chemical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,592	\$151,031	
<b>Meakin, John C</b>	Mathematics	Chairperson	0.60	\$3,458	\$78,311	AY
	Mathematics	Professor	0.40	\$2,304	\$48,872	AY
	Mathematics	College Professor	0.00	\$0	\$10,000	AY
		1.00	\$5,762	\$137,183		
<b>Medill, Colleen E</b>	College of Law	Assoc Professor	1.00	\$9,893	\$107,211	AY
<b>Meers, Gary D</b>	Special Ed & Communic Disorders	Professor	1.00	\$2,255	\$92,448	FY
<b>Meili, Launi K</b>	Athletics	Head Coach	1.00	\$3,192	\$50,000	FY
<b>Mejias-Vicandi, Errapel</b>	Modern Language & Literature	Assoc Professor	1.00	\$1,300	\$57,377	AY
<b>Mendola, Joseph Robert</b>	Philosophy	Chairperson	0.60	\$4,454	\$52,721	AY
	Philosophy	Professor	0.40	\$2,969	\$32,817	AY
			1.00	\$7,423	\$85,538	
<b>Mering, Margaret V</b>	University Libraries	Professor	1.00	\$2,480	\$61,702	FY
<b>Micklich, Albie J</b>	School of Music	Asst Professor	1.00	\$2,595	\$46,001	AY
<b>Miles, Paul B</b>	Athletics	Associate Director	1.00	\$5,000	\$130,000	FY
<b>Miller, Nancy J</b>	Textiles Clothing & Design	Assoc Professor	1.00	\$2,345	\$69,345	AY
<b>Miller, Tice L</b>	Theatre Arts	Professor	1.00	\$2,050	\$77,729	FY
<b>Milligan, Cynthia Hardin</b>	College of Business Administration	Dean	1.00	\$8,219	\$218,957	FY
<b>Minter, Deborah W</b>	English	Assoc Professor	1.00	\$4,706	\$57,550	AY
<b>Mitchell, Nancy D</b>	Advertising	Assoc Professor	1.00	\$2,600	\$77,002	AY
<b>Moberly, Richard E</b>	College of Law	Asst Professor	1.00	\$5,100	\$90,100	AY
<b>Moeller, Aleidine</b>	Teaching, Learning & Teacher Ed	Professor	1.00	\$6,054	\$85,700	AY
	Teaching, Learning & Teacher Ed	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$6,054	\$95,700	
<b>Mohebbi, Esmail</b>	Industrial & Mgmt Syst Engineering	Asst Professor	1.00	\$3,260	\$66,015	AY
<b>Montes, Amelia M</b>	English	Asst Professor	0.60	\$8,416	\$39,210	AY
	Ethnic Studies	Asst Professor	0.40	\$5,611	\$26,142	AY
			1.00	\$14,027	\$65,352	
<b>Moore, Brian Robert</b>	School of Music	Assoc Professor	1.00	\$1,494	\$55,672	AY
<b>Moore, Helen A</b>	Sociology	Professor	1.00	\$4,089	\$97,670	AY
<b>Moore, Raymond</b>	Engineering @ UNO	Associate Dean	1.00	\$5,906	\$156,990	FY
<b>Morales, Pedro P</b>	Athletics	Head Coach	1.00	\$4,893	\$55,000	FY
<b>Morcous, George</b>	Construction Systems	Asst Professor	1.00	\$2,484	\$67,484	AY
<b>Morgado, Patricia E</b>	Architecture	Asst Professor	1.00	\$2,622	\$47,960	AY

\* Refer also to funding at other campus

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Morgan, Thomas A</b>	Physics & Astronomy	Assoc Professor	1.00	\$681	\$46,111	AY
<b>Moriyama, Etsuko</b>	School of Biological Sciences	Asst Professor	0.60	\$1,741	\$44,947	AY
	NRI Center of Biotechnology	Asst Professor	0.40	\$1,161	\$29,966	AY
			1.00	\$2,902	\$74,913	
<b>Moriyama, Hideaki</b>	Chemistry	Research Associate Professor	1.00	\$2,781	\$73,199	AY
<b>Morley, Matthew C</b>	Civil Engineering	Asst Professor	1.00	\$1,817	\$62,373	AY
<b>Morris, Pamela K</b>	College of Journalism & Mass Comm	Asst Professor	1.00	\$2,850	\$57,850	AY
<b>Morris, Thomas Jack</b>	School of Biological Sciences	Director/Chair	0.60	\$3,992	\$110,075	FY
	School of Biological Sciences	Professor	0.40	\$2,662	\$70,051	FY
			1.00	\$6,654	\$180,126	
<b>Moshman, David</b>	Educational Psychology	Professor	1.00	\$7,641	\$83,174	AY
<b>Moussavi, Massoum</b>	Civil Engineering @ UNO	Assoc Professor	1.00	\$2,267	\$74,227	AY
<b>Munier, Craig D</b>	Scholarship & Financial Aid	Director	1.00	\$4,000	\$104,000	FY
<b>Mutunayagam, N Brito</b>	Community & Regional Planning	Professor	0.75	\$2,919	\$94,000	FY
* <i>See also: IANR</i>						
<b>Nadarajah, Saraleesan R</b>	Statistics	Assoc Professor	1.00	\$1,870	\$65,870	AY
<b>Nadkarni, Sucheta S</b>	Management	Asst Professor	1.00	\$4,850	\$93,859	AY
<b>Nag, Dipanjan</b>	Technology Development	Coordinator	1.00	\$0	\$98,000	FY
<b>Nah, Fui Hoon</b>	Management	Assoc Professor	1.00	\$5,206	\$114,761	AY
<b>Narumalani, Sunil G</b>	School of Natural Resources	Assoc Professor	0.60	\$13,072	\$48,000	AY
* <i>See also: IANR</i>						
<b>Neal, P Maureen</b>	Art & Art History	Assoc Professor	1.00	\$1,495	\$51,589	AY
<b>Neely, David</b>	School of Music	Assoc Professor	1.00	\$1,414	\$54,466	AY
<b>Negahban, Mehrdad</b>	Engineering Mechanics	Assoc Professor	1.00	\$2,474	\$83,033	AY
<b>Nelson, Don J</b>	Electrical Engineering	Professor	1.00	\$0	\$83,228	AY
<b>Nelson, Donna Kay</b>	University Health Center	Physician	1.00	\$5,055	\$122,395	FY
<b>Nelson, James R</b>	Special Ed & Communic Disorders	Assoc Professor	1.00	\$4,919	\$67,419	AY
<b>Nemeth, Edward J</b>	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$1,541	\$56,300	AY
<b>Newman, Ian M</b>	Educational Psychology	Professor	1.00	\$3,794	\$126,061	FY
	Health & Human Performance	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$3,794	\$136,061	
<b>Nguyen, Lim</b>	Computer & Electronics Engineering	Assoc Professor	1.00	\$1,644	\$84,617	AY
<b>Nickel, Catherine A</b>	Modern Language & Literature	Assoc Professor	1.00	\$1,200	\$55,458	AY
<b>Nickerson, Kenneth</b>	School of Biological Sciences	Professor	1.00	\$3,266	\$80,809	AY
<b>Nickol, Brent B</b>	School of Biological Sciences	Professor	1.00	\$3,188	\$90,508	AY
<b>Nierman, Glenn E</b>	School of Music	Professor	1.00	\$3,295	\$84,329	AY
	School of Music	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$3,295	\$89,329	
<b>Nisse, Ruth S</b>	English	Assoc Professor	1.00	\$4,108	\$59,884	AY
<b>Norby, Monica M</b>	Research	Asst Vice Chancellor	1.00	\$8,546	\$115,366	FY
<b>Norton Jr, H Wilbert</b>	College of Journalism & Mass Comm	Dean	1.00	\$7,200	\$187,200	FY
<b>Noureddini, Hossein</b>	Chemical Engineering	Assoc Professor	1.00	\$3,381	\$91,541	AY
<b>Nowak, Andrzej S</b>	Civil Engineering	Professor	1.00	\$5,809	\$140,809	AY
<b>Nowick, Elaine A</b>	University Libraries	Assoc Professor	1.00	\$1,630	\$48,380	FY
<b>Nugent, Gwen C</b>	NE Ctr Rsrch on Youth,Fam & School	Research Associate Professor	1.00	\$1,800	\$61,800	FY
<b>Nunez, William J</b>	Institutional Research & Planning	Director	1.00	\$4,130	\$108,680	FY
<b>O'Connor, Thomas Joseph</b>	College of Business Administration	Coordinator	1.00	\$1,452	\$49,843	AY
<b>O'Hanlon, James P</b>	College of Education & Human Sci	Professor	1.00	\$4,628	\$136,859	AY
<b>Olds, Marshall Curtis</b>	Modern Language & Literature	Professor	1.00	\$3,623	\$93,195	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Oliva, Giacomo M</b>	Hixson-Lied Fine & Performing Arts	Dean	1.00	\$6,297	\$163,733	FY
	Hixson-Lied Fine & Performing Arts	College Professor	0.00	\$0	\$17,500	FY
			1.00	\$6,297	\$181,233	
<b>Olson, David L</b>	Management	Professor	1.00	\$6,269	\$119,369	AY
	Management	College Professor	0.00	\$0	\$38,000	AY
			1.00	\$6,269	\$157,369	
<b>Olson, Kathryn A</b>	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$2,964	\$87,646	FY
<b>Olson, Paul A</b>	English	Professor	1.00	\$1,803	\$115,350	AY
	English	Regents Professor	0.00	\$0	\$15,000	AY
			1.00	\$1,803	\$130,350	
<b>Orey, Byron D</b>	Political Science	Asst Professor	1.00	\$1,401	\$55,022	AY
<b>Orr, John</b>	Mathematics	Professor	1.00	\$2,200	\$77,725	AY
<b>Orti, Guillermo</b>	School of Biological Sciences	Assoc Professor	1.00	\$3,063	\$70,121	AY
<b>Osterman, John</b>	School of Biological Sciences	Assoc Professor	1.00	\$2,739	\$61,700	AY
<b>Owomoyela, Oyekan</b>	English	Professor	1.00	\$1,762	\$75,926	AY
	English	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,762	\$85,926	
<b>Paquette, Edward J</b>	Alumni Association	Executive Director	1.00	\$2,493	\$65,597	FY
<b>Pardy, Rosevelt L</b>	School of Biological Sciences	Professor	1.00	\$1,581	\$86,452	AY
<b>Park, Mingue</b>	Statistics	Asst Professor	1.00	\$2,829	\$59,704	AY
<b>Parkhurst, Lawrence J</b>	Chemistry	Professor	1.00	\$3,007	\$107,074	AY
	Chemistry	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,007	\$122,074	
<b>Pasten, Jose Agustin</b>	Modern Language & Literature	Assoc Professor	1.00	\$1,750	\$51,224	AY
<b>Pattnaik, Asit K</b>	Vet & Biomedical Sciences	Assoc Professor	1.00	\$6,000	\$94,600	AY
<b>Paul, Prem S</b>	Research	Vice Chancellor	1.00	\$7,425	\$202,895	FY
<b>Pearlman, Stefanie S</b>	College of Law	Asst Professor	1.00	\$1,743	\$45,317	FY
<b>Pearson, Debra Jean</b>	University Libraries	Assoc Professor	1.00	\$2,510	\$62,160	FY
<b>Pedersen, Keith E</b>	Construction Systems	Asst Professor	1.00	\$956	\$63,525	AY
<b>Pederson, Darryll T</b>	Geosciences	Professor	1.00	\$1,305	\$78,119	AY
<b>Pederson, Steven C</b>	Athletics	Director	1.00	\$13,825	\$303,825	FY
	Athletics	Athletic Dir Endowment	0.00	\$0	\$60,000	FY
			1.00	\$13,825	\$363,825	
<b>Peng, Dongming</b>	Computer & Electronics Engineering	Asst Professor	1.00	\$2,499	\$69,792	AY
<b>Pepin, Gary D</b>	Athletics	Head Coach	1.00	\$4,542	\$119,542	FY
<b>Pereira, Oscar</b>	Modern Language & Literature	Assoc Professor	1.00	\$1,650	\$50,791	AY
<b>Perez, Lance C</b>	Electrical Engineering	Assoc Professor	0.90	\$5,243	\$99,131	AY
	College of Engineering & Technology	Director	0.10	\$583	\$11,015	AY
			1.00	\$5,826	\$110,146	
<b>Perlman, Harvey S</b>	Office of the Chancellor	Chancellor	1.00	\$9,243	\$243,243	FY
<b>Peterson, Allan C</b>	Mathematics	Professor	1.00	\$3,600	\$104,235	AY
<b>Peterson, Manfred O</b>	Finance	Chairperson	0.60	\$2,652	\$79,737	AY
	Finance	Professor	0.40	\$1,768	\$51,292	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,420	\$141,029	
<b>Peterson, Reece L</b>	Special Ed & Communic Disorders	Professor	1.00	\$5,805	\$78,384	AY
<b>Phelps, Kim A</b>	University Services	Assoc Vice Chancellor	1.00	\$5,469	\$134,000	FY
<b>Pierce, Glenda Jean</b>	College of Law	Associate Dean	1.00	\$2,602	\$89,332	FY
<b>Pilson, Diana J</b>	School of Biological Sciences	Assoc Professor	1.00	\$1,709	\$60,951	AY
<b>Pinnell, Peter J</b>	Art & Art History	Assoc Professor	1.00	\$3,208	\$57,387	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Pitts, David Ryder</b>	Mathematics	Professor	1.00	\$2,800	\$73,414	AY
<b>Placzek, Sandra B</b>	College of Law	Assoc Professor	1.00	\$2,393	\$62,216	FY
<b>Plake, Barbara</b>	Educational Psychology	Professor	1.00	\$3,296	\$100,731	AY
	Educational Psychology	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,296	\$115,731	
<b>Poppler, Gretchen Holten</b>	University Libraries	Assoc Professor	1.00	\$0	\$45,653	FY
<b>Poser, Susan</b>	College of Law	Assoc Professor	1.00	\$6,289	\$96,129	AY
<b>Potter, Clark E</b>	School of Music	Assoc Professor	1.00	\$1,690	\$52,377	AY
<b>Potter, James J</b>	Architecture	Professor	1.00	\$2,718	\$81,500	AY
<b>Potter, Megan</b>	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$1,638	\$48,446	FY
<b>Potter, Nelson Thomas</b>	Philosophy	Professor	1.00	\$1,968	\$64,165	AY
<b>Potuto, Josephine R</b>	College of Law	Professor	1.00	\$2,737	\$139,611	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,737	\$149,611	
<b>Powers, Robert</b>	Chemistry	Asst Professor	1.00	\$2,728	\$64,830	AY
<b>Pratt, Linda Ray</b>	English	Chairperson	0.60	\$2,986	\$73,620	AY
	English	Professor	0.40	\$1,991	\$45,752	AY
			1.00	\$4,977	\$119,372	
<b>Price, Kenneth M</b>	English	Professor	1.00	\$5,672	\$105,672	AY
	English	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$5,672	\$120,672	
<b>Price, Linda</b>	Marketing	Chairperson	0.60	\$3,029	\$92,033	AY
	Marketing	Professor	0.40	\$2,020	\$57,356	AY
	Marketing	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,049	\$159,389	
<b>Price, Renee A</b>	School of Accountancy	Asst Professor	1.00	\$1,062	\$107,237	AY
<b>Prochaska-Cue, M Kathleen</b>	Family & Consumer Science	Assoc Professor	0.13	\$315	\$11,993	FY
* <i>See also: IANR</i>						
<b>Pytlík Zillig, Brian L</b>	University Libraries	Asst Professor	1.00	\$2,624	\$44,000	FY
<b>Quiring, Roger S</b>	University Health Center	Physician	1.00	\$3,994	\$118,094	FY
<b>Radcliffe, Andrew John</b>	Mathematics	Assoc Professor	1.00	\$3,104	\$60,404	AY
<b>Rader, Benjamin G</b>	History	Professor	1.00	\$2,840	\$97,496	AY
	History	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,840	\$107,496	
<b>Raffaelli, Marcela</b>	Psychology	Professor	0.60	\$1,961	\$46,614	AY
	Ethnic Studies	Professor	0.40	\$1,307	\$31,075	AY
			1.00	\$3,268	\$77,689	
<b>Rajca, Andrzej</b>	Chemistry	Professor	1.00	\$4,335	\$85,398	AY
<b>Rajurkar, Kamlakar P</b>	Industrial & Mgmt Syst Engineering	Professor	1.00	\$6,256	\$143,614	AY
	Industrial & Mgmt Syst Engineering	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$6,256	\$158,614	
<b>Ramamurthy, Byravamurthy</b>	Computer Science & Engineering	Assoc Professor	1.00	\$3,339	\$94,336	AY
<b>Rammaha, Mohammad A</b>	Mathematics	Professor	1.00	\$3,404	\$67,674	AY
<b>Ramsay, Colin Mark</b>	Finance	Professor	1.00	\$3,446	\$100,000	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,446	\$110,000	
<b>Randolph, Ladette</b>	University Press	Associate Director	1.00	\$1,800	\$81,800	FY
<b>Rapkin, David P</b>	Political Science	Assoc Professor	1.00	\$1,545	\$60,743	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Raz, Hilda</b>	English	Professor	1.00	\$2,702	\$92,788	AY
	English	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,702	\$102,788	
<b>Rebarber, Richard L</b>	Mathematics	Professor	1.00	\$3,386	\$81,883	AY
<b>Redepenning, Jody</b>	Chemistry	Assoc Professor	1.00	\$1,938	\$60,872	AY
<b>Reichenbach, Stephen E</b>	Computer Science & Engineering	Professor	1.00	\$3,027	\$103,941	AY
<b>Reid, John D</b>	Mechanical Engineering	Professor	1.00	\$5,125	\$100,837	AY
<b>Reid, Robert C</b>	Special Ed & Communic Disorders	Professor	1.00	\$4,031	\$75,526	AY
<b>Reinhard, Karl J</b>	School of Natural Resources	Professor	1.00	\$2,268	\$59,694	AY
<b>Rejda, George E</b>	Finance	University Professor	0.00	\$0	\$15,000	AY
<b>Renaud, Jerry</b>	Broadcasting	Assoc Professor	1.00	\$2,522	\$71,613	AY
<b>Revelle, Rhonda</b>	Athletics	Head Coach	1.00	\$5,441	\$107,000	FY
<b>Revesz, Peter Z</b>	Computer Science & Engineering	Professor	1.00	\$2,165	\$92,376	AY
<b>Reynolds, Guy J</b>	English	Professor	1.00	\$3,716	\$85,316	AY
<b>Richmond, John W</b>	School of Music	Director/Chair	1.00	\$5,622	\$128,622	FY
<b>Riefler, Roger</b>	Economics	Professor	1.00	\$2,231	\$99,250	AY
<b>Rilett, Laurence R</b>	Civil Engineering	Professor	1.00	\$5,061	\$120,061	AY
	Civil Engineering	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$5,061	\$135,061	
<b>Riley, Michael W</b>	Industrial & Mgmt Syst Engineering	Chairperson	0.60	\$2,548	\$92,153	FY
	Industrial & Mgmt Syst Engineering	Professor	0.40	\$1,699	\$59,834	FY
			1.00	\$4,247	\$151,987	
<b>Rinkevich, Thomas E</b>	Classics & Religious Studies	Assoc Professor	1.00	\$1,762	\$50,020	AY
<b>Ritchie, George H</b>	School of Music	Professor	1.00	\$1,864	\$79,702	AY
	School of Music	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,864	\$89,702	
<b>Ritchie, Joy S</b>	English	Professor	1.00	\$3,286	\$78,010	AY
	Women's Studies	Director/Chair	0.00	\$0	\$2,400	AY
			1.00	\$3,286	\$80,410	
<b>Robertson, Brian W</b>	Mechanical Engineering	Assoc Professor	1.00	\$3,511	\$87,433	AY
<b>Roeber, Ronald L</b>	Academic Affairs	Assoc Vice Chancellor	0.50	\$0	\$46,234	FY
<b>Rohde, John R</b>	Civil Engineering	Assoc Professor	1.00	\$3,527	\$88,885	AY
<b>Rohde, Suzanne Louise</b>	Mechanical Engineering	Professor	1.00	\$2,900	\$99,922	AY
<b>Rometo, Albert A</b>	School of Music	Professor	1.00	\$618	\$66,356	AY
<b>Roschewski, Patty K</b>	College of Education & Human Sci	Coordinator	1.00	\$2,243	\$77,019	FY
<b>Rosenbaum, David I</b>	Economics	Professor	1.00	\$4,063	\$96,014	AY
<b>Rosowski, Jim R</b>	School of Biological Sciences	Professor	0.50	\$432	\$32,970	AY
<b>Roth, Leeann C</b>	Educational Psychology	Director	1.00	\$1,691	\$58,054	FY
<b>Rothermel, Gregg E</b>	Computer Science & Engineering	Professor	1.00	\$5,400	\$135,400	AY
	Computer Science & Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,400	\$145,400	
<b>Routh, Larry R</b>	Career Services	Director	1.00	\$2,884	\$109,500	FY
<b>Rowe, Clinton M</b>	Geosciences	Assoc Professor	1.00	\$1,149	\$58,586	AY
<b>Royster, Paul B</b>	University Libraries	Coordinator	1.00	\$0	\$70,000	FY
<b>Ruchala, Linda V</b>	School of Accountancy	Assoc Professor	1.00	\$5,468	\$114,054	AY
<b>Ruser, Kevin L</b>	College of Law	Clinical Professor	1.00	\$4,692	\$98,528	FY
	College of Law	Director/Chair	0.00	\$469	\$9,853	FY
			1.00	\$5,161	\$108,381	
<b>Saini, Amit</b>	Marketing	Asst Professor	1.00	\$6,400	\$109,300	AY
<b>Samal, Ashok Kumar</b>	Computer Science & Engineering	Assoc Professor	1.00	\$2,500	\$85,871	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Sanchez, Carleen D</b>	Anthropology and Geography	Asst Professor	0.60	\$1,412	\$29,312	AY
	Ethnic Studies	Asst Professor	0.40	\$942	\$19,542	AY
			1.00	\$2,354	\$48,854	
<b>Sanger, Dixie D</b>	Special Ed & Communic Disorders	Professor	1.00	\$5,982	\$77,909	AY
<b>Saraf, Ravi F</b>	Chemical Engineering	Professor	1.00	\$5,474	\$130,474	AY
	Chemical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,474	\$140,474	
<b>Sarroub, Loukia K</b>	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$5,454	\$61,355	AY
<b>Sash, Roger D</b>	Computer & Electronics Engineering	Assoc Professor	1.00	\$2,822	\$82,327	AY
<b>Saskova-Pierce, Miluse</b>	Modern Language & Literature	Assoc Professor	1.00	\$2,700	\$52,071	AY
<b>Sass, Gerald M</b>	News - Editorial	Assoc Professor	1.00	\$2,595	\$73,784	AY
	News - Editorial	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,595	\$83,784	
<b>Savory, Paul A</b>	Industrial & Mgmt Syst Engineering	Assoc Professor	1.00	\$3,218	\$76,583	AY
<b>Sawyer, Robert McLaran</b>	Teaching, Learning & Teacher Ed	Professor	0.50	\$491	\$33,203	AY
<b>Sawyer, Sarah A</b>	Philosophy	Assoc Professor	1.00	\$2,007	\$60,007	AY
<b>Sayood, Khalid</b>	Electrical Engineering	Professor	1.00	\$5,060	\$121,138	AY
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,060	\$131,138	
<b>Sayward Jr, Charles W</b>	Philosophy	Professor	1.00	\$2,028	\$84,215	AY
<b>Scalora, Mario Joseph</b>	Psychology	Assoc Professor	1.00	\$3,723	\$59,149	AY
<b>Schade, George R</b>	Mechanical Engineering	Assoc Professor	1.00	\$1,300	\$65,254	AY
<b>Schaefer, Matthew Paul</b>	College of Law	Professor	1.00	\$5,852	\$103,384	AY
<b>Schartz, Michalla R</b>	Special Ed & Communic Disorders	Coordinator	0.60	\$918	\$31,530	FY
<b>Scheel, Michael J</b>	Educational Psychology	Assoc Professor	1.00	\$2,434	\$74,385	AY
<b>Scheer, John K</b>	Nutrition & Health Sciences	Assoc Professor	1.00	\$1,500	\$69,648	AY
<b>Scheffler, Marilyn Olds</b>	Special Ed & Communic Disorders	Research Assistant Professor	0.85	\$2,171	\$56,454	FY
	Special Ed & Communic Disorders	Coordinator	0.15	\$383	\$9,961	FY
			1.00	\$2,554	\$66,415	
<b>Schmechel, Linda Lou</b>	Ctr Children Family & the Law	Research Assistant Professor	0.50	\$0	\$38,414	FY
<b>Schmidt, Edward G</b>	College of Arts & Sciences	Associate Dean	0.67	\$3,978	\$95,867	FY
	Physics & Astronomy	Professor	0.33	\$1,959	\$45,492	FY
			1.00	\$5,937	\$141,359	
<b>Schmidt, James R</b>	Economics	Professor	1.00	\$2,892	\$99,304	AY
	Economics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,892	\$109,304	
<b>Schmidt, Richard J</b>	Nutrition & Health Sciences	Assoc Professor	1.00	\$1,600	\$67,812	AY
<b>Schnepf, Marilynn</b>	Nutrition & Health Sciences	Chairperson	0.35	\$1,641	\$42,360	FY
	Nutrition & Health Sciences	Professor	0.15	\$606	\$15,627	FY
			0.50	\$2,247	\$57,987	
* <i>See also: IANR</i>						
<b>Schniederjans, Marc J</b>	Management	Professor	1.00	\$4,939	\$127,459	AY
	Management	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,939	\$137,459	
<b>Scholz, Gordon P</b>	Community & Regional Planning	Professor	0.60	\$1,650	\$50,089	AY
	Community & Regional Planning	Chairperson	0.40	\$1,100	\$41,231	AY
			1.00	\$2,750	\$91,320	
<b>Schopp, Robert F</b>	College of Law	Professor	1.00	\$3,156	\$108,344	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,156	\$118,344	

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
Schutte, Anne R	Psychology	Asst Professor	1.00	\$1,202	\$46,202	AY
Schwartzkopf, Linda	Greek Affairs	Director	1.00	\$2,649	\$67,499	FY
Schwer, Avery Don	Construction Systems	Assoc Professor	1.00	\$2,550	\$76,199	AY
Scott, Stephen D	Computer Science & Engineering	Assoc Professor	1.00	\$4,254	\$94,331	AY
Seagren, Alan T	Educational Administration	Professor	0.50	\$1,100	\$54,149	AY
Sebora, Terrence C	Ctr for Entrepreneurship	Assoc Professor	1.00	\$3,003	\$94,151	AY
	Ctr for Entrepreneurship	Coordinator	0.00	\$0	\$5,500	AY
			1.00	\$3,003	\$99,651	
Sedlacek, Charles L	Computer & Electronics Engineering	Professor	1.00	\$1,273	\$86,139	AY
Seefeldt, William D	History	Asst Professor	1.00	\$4,010	\$52,010	AY
Seiler, William J	Communication Studies	Chairperson	0.60	\$2,226	\$66,723	AY
	Communication Studies	Professor	0.40	\$1,484	\$42,151	AY
			1.00	\$3,710	\$108,874	
Sellmyer, David J	Physics & Astronomy	Professor	1.00	\$7,368	\$160,110	AY
	Physics & Astronomy	University Professor	0.00	\$0	\$15,000	AY
	NRI Center for Material Research	Director	0.00	\$0	\$1,800	AY
			1.00	\$7,368	\$176,910	
Seth, Sharad C	Computer Science & Engineering	Professor	1.00	\$3,700	\$125,239	AY
Shank, Nancy C	Public Policy Center	Associate Director	1.00	\$2,696	\$76,547	FY
Shapiro, Gerald David	English	Professor	1.00	\$3,477	\$72,891	AY
Sharif-Kashani, Hamid Reza	Computer & Electronics Engineering	Professor	1.00	\$5,027	\$111,991	AY
	Computer & Electronics Engineering	College Professor	0.00	\$0	\$7,000	AY
			1.00	\$5,027	\$118,991	
Shavers, Anna Williams	College of Law	Professor	1.00	\$5,044	\$105,917	AY
Shell, Duane F	Educational Psychology	Research Associate Professor	0.64	\$1,594	\$41,977	FY
Shepard, Neil T	Special Ed & Communic Disorders	Professor	1.00	\$2,580	\$88,580	AY
Sheridan, Susan M	Educational Psychology	Professor	1.00	\$3,536	\$108,737	AY
Shield, Jeffrey E	Mechanical Engineering	Assoc Professor	1.00	\$3,631	\$89,421	AY
Shipley, Linda J	College of Journalism & Mass Comm	Associate Dean	0.60	\$2,618	\$74,339	FY
	Advertising	Professor	0.40	\$1,635	\$46,422	FY
	Advertising	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$4,253	\$130,761	
Shirer, Robert Kent	Modern Language & Literature	Assoc Professor	1.00	\$1,100	\$51,649	AY
Shoemaker, Paul A	School of Accountancy	Director	0.60	\$2,871	\$73,632	AY
	School of Accountancy	Assoc Professor	0.40	\$1,914	\$44,421	AY
	School of Accountancy	College Professor	0.00	\$0	\$4,000	AY
			1.00	\$4,785	\$122,053	
Shomos, William	School of Music	Assoc Professor	1.00	\$2,443	\$66,322	AY
Shores, Thomas S	Mathematics	Professor	1.00	\$1,550	\$80,600	AY
Siau, Keng Leng	Management	Assoc Professor	1.00	\$11,518	\$125,907	AY
Sicking, Dean L	Civil Engineering	Professor	1.00	\$6,173	\$98,351	AY
	Civil Engineering	College Professor	0.00	\$0	\$10,000	AY
	Midwest Roadside Safety Facility	Director	0.00	\$0	\$1,800	AY
			1.00	\$6,173	\$110,151	
Siegel, Ellin B	Special Ed & Communic Disorders	Assoc Professor	1.00	\$1,254	\$63,963	AY
Signal, Sloane M	Advertising	Asst Professor	1.00	\$1,804	\$51,231	AY
Sime, Wesley E	Nutrition & Health Sciences	Professor	0.50	\$987	\$33,879	AY
Simon, Norman	Physics & Astronomy	Professor	0.50	\$774	\$42,718	AY
Simpson, Rachel A	School of Natural Resources	Research Assistant Professor	0.33	\$400	\$16,145	FY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Sincovec, Richard F	Computer Science & Engineering	Chairperson	0.60	\$4,632	\$109,931	FY
	Computer Science & Engineering	Professor	0.40	\$3,088	\$70,956	FY
			1.00	\$7,720	\$180,887	
Sires, Thomas H	Construction Systems	Professor	1.00	\$2,150	\$88,525	AY
	Construction Systems	Director	0.00	\$0	\$1,200	AY
			1.00	\$2,150	\$89,725	
Skoug, David L	Mathematics	Professor	1.00	\$2,100	\$99,600	AY
Slater, Judith Carol	English	Professor	1.00	\$3,336	\$71,374	AY
Smith, Craig W	Family & Consumer Science	Assoc Professor	1.00	\$1,502	\$61,595	AY
Smith, Harris D	Theatre Arts	Assoc Professor	1.00	\$3,002	\$63,000	AY
Smith, Kevin Brian	Political Science	Assoc Professor	1.00	\$9,645	\$71,966	AY
Smith, L Dennis	School of Biological Sciences	Professor	0.50	\$2,701	\$76,701	AY
Smith, Nicole	Modern Language & Literature	Professor	1.00	\$2,600	\$59,931	AY
Smith, Norman D	Geosciences	Professor	1.00	\$3,063	\$125,593	AY
Smith, Victoria A O	History	Asst Professor	0.60	\$2,506	\$30,819	AY
	Ethnic Studies	Asst Professor	0.40	\$1,672	\$20,547	AY
			1.00	\$4,178	\$51,366	
Smith, Virginia L	Theatre Arts	Assoc Professor	1.00	\$2,983	\$56,325	AY
Snow, Daniel Davidson	Water Center	Research Assistant Professor	0.90	\$1,675	\$57,524	FY
* See also: IANR						
Snow, Gregory R	Physics & Astronomy	Assoc Professor	1.00	\$3,107	\$93,060	AY
Snowden, John R	College of Law	Professor	1.00	\$0	\$81,990	AY
Snyder, Paul G	Electrical Engineering	Assoc Professor	1.00	\$1,175	\$79,493	AY
Snyder, Randall L	School of Music	Professor	1.00	\$1,620	\$58,456	AY
Soh, Leen-Kiat	Computer Science & Engineering	Asst Professor	1.00	\$4,628	\$82,123	AY
Sohi, Ravipreet S	Marketing	Assoc Professor	1.00	\$8,000	\$111,050	AY
Soliz, Jordan E	Communication Studies	Asst Professor	1.00	\$1,406	\$51,406	AY
Soukup, Rodney J	Electrical Engineering	Professor	1.00	\$3,920	\$130,089	AY
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,920	\$140,089	
Souto, Francisco E	Art & Art History	Asst Professor	1.00	\$1,672	\$46,672	AY
Spalding, Jody Lou	Special Ed & Communic Disorders	Coordinator	0.70	\$1,059	\$42,437	FY
Spangler, William	Athletics	Head Coach	1.00	\$1,543	\$40,614	FY
Spann, Arthur T	Broadcasting	Assoc Professor	1.00	\$1,051	\$71,107	AY
Spaulding, William D	Psychology	Professor	1.00	\$1,930	\$78,526	AY
Spencer, Nicholas P	English	Assoc Professor	1.00	\$1,542	\$57,662	AY
Spiegel, Amy N	University Museum	Research Assistant Professor	0.50	\$849	\$29,145	FY
Spies, Robert A	Buros Institute	Associate Director	1.00	\$1,894	\$65,004	FY
Spinner-Halev, Jeffrey A	Political Science	Professor	1.00	\$2,448	\$69,487	AY
	Political Science	College Professor	0.00	\$0	\$7,500	AY
			1.00	\$2,448	\$76,987	
Splinter, William E	University Museum	Director	0.00	\$0	\$1,206	FY
Srisa-An, Witawas	Computer Science & Engineering	Asst Professor	1.00	\$4,572	\$84,314	AY
Stanek Krogstrand, Kaye L	Nutrition & Health Sciences	Assoc Professor	0.75	\$1,700	\$58,094	FY
* See also: IANR						
Stansbury, John S	Civil Engineering @ UNO	Assoc Professor	1.00	\$3,085	\$78,570	AY
	Civil Engineering @ UNO	Chairperson	0.00	\$343	\$8,730	AY
			1.00	\$3,428	\$87,300	

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Starace, Anthony F</b>	Physics & Astronomy	Professor	1.00	\$6,818	\$140,494	AY
	Physics & Astronomy	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$6,818	\$155,494	
<b>Starita, Joseph M</b>	News - Editorial	Assoc Professor	1.00	\$2,511	\$71,316	FY
	News - Editorial	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$2,511	\$81,316	
<b>Starr, Pamela F</b>	School of Music	Professor	1.00	\$1,836	\$64,899	AY
<b>Stauffer, Edward J</b>	Theatre Arts	Assoc Professor	1.00	\$1,420	\$57,079	AY
<b>Stauffer, Janice E</b>	Theatre Arts	Assoc Professor	1.00	\$1,723	\$58,892	AY
<b>Steckelberg, Allen L</b>	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$7,904	\$63,604	AY
<b>Stegeman, Jerold D</b>	Construction Management	Asst Professor	1.00	\$1,500	\$64,500	AY
<b>Steinweis, Alan E</b>	History	Assoc Professor	1.00	\$2,097	\$62,010	AY
	History	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$2,097	\$67,010	
<b>Stentz, Terry L</b>	Construction Management	Assoc Professor	1.00	\$4,086	\$72,540	AY
<b>Stewart, Alison G</b>	Art & Art History	Assoc Professor	1.00	\$1,452	\$53,859	AY
<b>Stezowski, John J</b>	Chemistry	Professor	1.00	\$1,837	\$86,183	AY
<b>Stick, Sheldon L</b>	Educational Administration	Professor	1.00	\$2,500	\$93,033	FY
<b>Stock, Robert D</b>	English	Professor	1.00	\$2,154	\$79,100	AY
<b>Strasburger Dr, Scott E</b>	Athletics	Physician	0.07	\$181	\$4,774	FY
<b>Straub, William P.v.</b>	Athletics	Head Coach	1.00	\$3,282	\$55,000	FY
<b>Striman, Brian D</b>	College of Law	Professor	1.00	\$2,552	\$66,348	FY
<b>Struthers, Amy J</b>	Advertising	Asst Professor	1.00	\$3,022	\$53,022	AY
<b>Stubbendieck, James L</b>	Center of Great Plains Studies	Director/Chair	0.50	\$2,550	\$64,938	FY
* <i>See also: IANR</i>						
<b>Stump, Jordan Matthew</b>	Modern Language & Literature	Assoc Professor	1.00	\$9,570	\$75,817	AY
<b>Subramanian, Anuradha</b>	Chemical Engineering	Asst Professor	1.00	\$6,537	\$98,808	AY
<b>Suing, Jeremy R</b>	JD Edwards Program	Coordinator	0.85	\$0	\$79,900	FY
	Computer Science & Engineering	Lecturer	0.15	\$0	\$14,100	FY
			1.00	\$0	\$94,000	
<b>Surkan, Alvin J</b>	Computer Science & Engineering	Professor	1.00	\$0	\$74,178	AY
<b>Swearer Napolitano, Susan M</b>	Educational Psychology	Assoc Professor	1.00	\$2,194	\$66,133	AY
<b>Sweet, Annette D</b>	JD Edwards Program	Director	1.00	\$3,059	\$86,859	FY
<b>Swenseth, Scott Richard</b>	Management	Assoc Professor	1.00	\$1,887	\$77,703	AY
<b>Swidler, Stephen A</b>	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$1,477	\$55,765	AY
<b>Swinehart, James B</b>	Geosciences	Professor	0.15	\$317	\$11,851	FY
* <i>See also: IANR</i>						
<b>Synhorst, Lori L</b>	Special Ed & Communic Disorders	Research Assistant Professor	1.00	\$1,500	\$51,500	FY
<b>Szydowski, Wieslaw M</b>	Mechanical Engineering	Assoc Professor	1.00	\$2,350	\$81,543	AY
<b>Tadros, Maher K</b>	Civil Engineering @ UNO	Professor	1.00	\$5,207	\$135,558	AY
	Civil Engineering @ UNO	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,207	\$145,558	
<b>Takacs, James M</b>	Chemistry	Professor	1.00	\$5,313	\$104,443	AY
<b>Teo, Sharon M</b>	Theatre Arts	Asst Professor	1.00	\$4,194	\$47,407	AY
<b>Theiss-Morse, Elizabeth A</b>	Political Science	Professor	1.00	\$4,218	\$79,342	AY
<b>Thompson, Eric C</b>	Bureau Business Research	Assoc Professor	1.00	\$3,025	\$73,025	AY
	Bureau Business Research	Director/Chair	0.00	\$0	\$10,000	AY
			1.00	\$3,025	\$83,025	
<b>Thornton-Jaringe, Judith E</b>	University Libraries	Asst Professor	1.00	\$1,764	\$52,166	FY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Thorson, James A</b>	Educational Administration	Professor	0.10	\$400	\$11,220	FY
* <i>See also: UNO</i>						
<b>Tiller, Dale K</b>	Architectural Engineering	Assoc Professor	1.00	\$2,460	\$84,565	AY
<b>Timm, Delmar C</b>	Chemical Engineering	Professor	1.00	\$1,754	\$118,691	AY
<b>To, Cho Wing</b>	Mechanical Engineering	Professor	1.00	\$2,325	\$83,275	AY
<b>Tomkins, Alan Jeffrey</b>	Public Policy Center	Director	1.00	\$4,331	\$113,956	FY
<b>Torquati, Julia</b>	Family & Consumer Science	Assoc Professor	1.00	\$3,037	\$59,400	AY
<b>Torraco, Richard</b>	Educational Administration	Assoc Professor	1.00	\$5,174	\$69,039	AY
<b>Torres Stone, Rosalie A</b>	Sociology	Asst Professor	1.00	\$2,505	\$52,045	AY
<b>Trainin, Guy</b>	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$5,254	\$57,575	AY
<b>Trimi, Silvana</b>	Management	Asst Professor	1.00	\$4,300	\$97,384	AY
<b>Trout, Barbara L</b>	Textiles Clothing & Design	Assoc Professor	1.00	\$7,785	\$67,275	AY
<b>Tsymbal, Evgeny Y</b>	Physics & Astronomy	Assoc Professor	1.00	\$9,241	\$79,166	AY
<b>Tuan, Christopher Y</b>	Civil Engineering @ UNO	Assoc Professor	1.00	\$4,073	\$82,257	AY
<b>Turner, Harriet S</b>	International Affairs	Director	0.75	\$3,384	\$91,276	AY
	Modern Language & Literature	Professor	0.25	\$1,015	\$27,388	AY
			1.00	\$4,399	\$118,664	
<b>Turner, John D</b>	Classics & Religious Studies	Professor	1.00	\$3,882	\$92,794	AY
	Classics & Religious Studies	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,882	\$107,794	
<b>Turner, Joseph A</b>	Engineering Mechanics	Assoc Professor	0.60	\$2,880	\$56,880	AY
	Engineering Mechanics	Chairperson	0.40	\$1,920	\$40,320	AY
			1.00	\$4,800	\$97,200	
<b>Tyler, David C</b>	University Libraries	Assoc Professor	1.00	\$7,063	\$48,168	FY
<b>Tyler, Kimberly A</b>	Sociology	Assoc Professor	1.00	\$3,192	\$65,022	AY
<b>Uerling, Donald F</b>	Educational Administration	Assoc Professor	1.00	\$3,375	\$78,573	AY
<b>Uiterwaal, Cornelis J</b>	Physics & Astronomy	Asst Professor	1.00	\$3,940	\$61,555	AY
<b>Umstadter, Donald P</b>	Physics & Astronomy	Professor	1.00	\$4,742	\$134,742	AY
	Physics & Astronomy	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$4,742	\$149,742	
<b>Vakilzadian, Hamid</b>	Electrical Engineering	Assoc Professor	1.00	\$2,332	\$80,054	AY
<b>Van Cott, Kevin</b>	Chemical Engineering	Assoc Professor	1.00	\$7,037	\$90,037	AY
<b>Van Den Berg, Hendrik F</b>	Economics	Assoc Professor	1.00	\$1,436	\$73,162	AY
<b>van Roojen, Mark S</b>	Philosophy	Assoc Professor	1.00	\$5,158	\$62,758	AY
<b>Variyam, Vinodchandran N</b>	Computer Science & Engineering	Asst Professor	1.00	\$4,600	\$80,715	AY
<b>Varner, Jerald L</b>	Electrical Engineering	Assoc Professor	1.00	\$2,418	\$83,017	AY
<b>Vasa, Stanley F</b>	Special Ed & Communic Disorders	Professor	1.00	\$2,159	\$88,532	AY
<b>Vasgird, Daniel R</b>	Research Compliance-Human Subjects	Director	1.00	\$0	\$136,000	FY
<b>Velander, William H</b>	Chemical Engineering	Professor	0.65	\$3,835	\$99,580	AY
	Chemical Engineering	Chairperson	0.35	\$2,065	\$55,420	AY
	Chemical Engineering	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$5,900	\$170,000	
<b>Veomett, George E</b>	School of Biological Sciences	Assoc Professor	1.00	\$1,990	\$66,554	AY
<b>Verma, Shashi B</b>	School of Natural Resources	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>						
<b>Viljoen, Hendrik J</b>	Chemical Engineering	Professor	1.00	\$8,218	\$108,914	AY
<b>Viljoen, Jodi</b>	Psychology	Asst Professor	1.00	\$1,228	\$47,228	AY
<b>Voeltz, Richard E</b>	University Libraries	Assoc Professor	1.00	\$1,550	\$63,534	FY
<b>Voorhies, Michael R</b>	Geosciences	Professor	1.00	\$2,100	\$78,456	AY
<b>Wagner, William E</b>	School of Biological Sciences	Assoc Professor	1.00	\$1,654	\$59,181	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Waite, Michelle R</b>	Office of the Chancellor	Asst To Chn Com Relations	1.00	\$3,792	\$89,651	FY
<b>Walker, John V</b>	Athletics	Head Coach	1.00	\$5,441	\$107,000	FY
<b>Walker, Judy L</b>	Mathematics	Assoc Professor	1.00	\$3,900	\$74,900	AY
<b>Walker, Mark E</b>	Mathematics	Assoc Professor	1.00	\$4,100	\$74,786	AY
<b>Walklin, Larry J</b>	Broadcasting	Professor	1.00	\$2,500	\$95,397	AY
	Broadcasting	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,500	\$105,397	
<b>Walstad, William B</b>	Economic Education	Director	1.00	\$8,011	\$161,170	FY
	Economic Education	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$8,011	\$171,170	
<b>Walter, Katherine L</b>	University Libraries	Chairperson	0.60	\$2,479	\$47,580	FY
	University Libraries	Professor	0.40	\$1,652	\$31,420	FY
			1.00	\$4,131	\$79,000	
<b>Walter, Larry J</b>	College of Education & Human Sci	Associate Dean	1.00	\$4,701	\$121,350	FY
<b>Walters, Janet Lynn</b>	Ctr Children Family & the Law	Coordinator	1.00	\$6,873	\$46,350	FY
<b>Wandsnider, LuAnn</b>	Anthropology and Geography	Assoc Professor	1.00	\$1,638	\$56,270	AY
<b>Wandzilak, Thomas</b>	College of Education & Human Sci	Director	1.00	\$3,887	\$110,372	FY
<b>Wang, Dechun</b>	School of Accountancy	Asst Professor	1.00	\$8,425	\$118,425	AY
<b>Wang, Jun</b>	Computer Science & Engineering	Asst Professor	1.00	\$1,155	\$78,191	AY
<b>Wang, Lily M</b>	Architectural Engineering	Asst Professor	1.00	\$5,749	\$84,381	AY
<b>Wang, Xinwei</b>	Mechanical Engineering	Asst Professor	1.00	\$5,397	\$72,867	AY
<b>Waters, Clarence E</b>	Architectural Engineering	Assoc Professor	1.00	\$2,479	\$92,491	AY
<b>Watkins, David K</b>	Geosciences	Chairperson	0.60	\$2,529	\$61,377	FY
	Geosciences	Professor	0.40	\$1,686	\$38,584	FY
			1.00	\$4,215	\$99,961	
<b>Wedeman, Andrew H</b>	Political Science	Assoc Professor	1.00	\$3,643	\$62,323	AY
	A&S General	Director/Chair	0.00	\$0	\$1,200	AY
			1.00	\$3,643	\$63,523	
<b>Weidner, Theodore J</b>	FM&P Administration	Asst Vice Chancellor	1.00	\$5,500	\$130,500	FY
<b>Weiss, Wendy Ruth</b>	Textiles Clothing & Design	Professor	1.00	\$1,683	\$68,987	AY
<b>Weissinger, Ellen Marie</b>	Graduate Studies	Associate Dean	1.00	\$8,368	\$138,368	FY
<b>Weisz, Victoria P</b>	Ctr Children Family & the Law	Research Associate Professor	1.00	\$2,479	\$73,296	FY
<b>Weldon Jr, Robert A</b>	School of Biological Sciences	Asst Professor	1.00	\$753	\$52,812	AY
<b>Wentz, Timothy G</b>	Construction Management	Chairperson	0.50	\$1,043	\$41,172	AY
	Construction Management	Assoc Professor	0.50	\$1,043	\$38,773	AY
			1.00	\$2,086	\$79,945	
<b>West, John T</b>	School of Biological Sciences	Research Assistant Professor	1.00	\$2,340	\$49,066	FY
<b>Whitbeck, Leslie B</b>	Sociology	Professor	1.00	\$4,941	\$114,881	AY
<b>White, Darryl A</b>	School of Music	Assoc Professor	1.00	\$1,601	\$57,433	AY
<b>White, Laura M</b>	College of Arts & Sciences	Associate Dean	0.75	\$3,381	\$48,673	AY
	English	Assoc Professor	0.25	\$1,127	\$15,057	AY
			1.00	\$4,508	\$63,730	
<b>White, Lynn K</b>	Sociology	Professor	0.33	\$1,083	\$30,738	AY
<b>White, Russell C</b>	School of Music	Assoc Professor	1.00	\$1,503	\$62,751	AY
<b>White, Tyler G</b>	School of Music	Assoc Professor	1.00	\$1,756	\$58,896	AY
<b>Whitt, Hugh P</b>	Sociology	Professor	1.00	\$2,802	\$61,102	AY
<b>Wiegand, Roger</b>	Mathematics	Professor	1.00	\$3,950	\$118,750	AY
	Mathematics	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$3,950	\$121,250	
<b>Wiegand, Sylvia</b>	Mathematics	Professor	1.00	\$2,300	\$92,971	AY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Wiener, Richard L</b>	Psychology	Professor	1.00	\$4,978	\$118,117	AY
<b>Wilcox, Brian L</b>	Psychology	Professor	1.00	\$4,949	\$130,255	FY
	Ctr Children Family & the Law	Director	0.00	\$0	\$2,400	FY
			1.00	\$4,949	\$132,655	
<b>Wilhelmsen, Elizabeth C</b>	Modern Language & Literature	Assoc Professor	1.00	\$1,152	\$52,621	AY
<b>Wilkins, Gerald William</b>	University Health Center	Physician	1.00	\$4,164	\$123,145	FY
<b>Willborn, Steven L</b>	College of Law	Dean	1.00	\$8,235	\$214,123	FY
	College of Law	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$8,235	\$224,123	
<b>Williams Jr, James A</b>	Sociology	Chairperson	0.60	\$1,832	\$51,715	AY
	Sociology	Professor	0.40	\$1,222	\$32,142	AY
			1.00	\$3,054	\$83,857	
<b>Williams, Paul F</b>	Electrical Engineering	Professor	1.00	\$3,195	\$107,755	AY
	Electrical Engineering	College Professor	0.00	\$0	\$11,906	AY
			1.00	\$3,195	\$119,661	
<b>Williams, Robert E</b>	Industrial & Mgmt Syst Engineering	Assoc Professor	1.00	\$3,332	\$81,386	AY
<b>Williams, Sandra M</b>	Art & Art History	Asst Professor	1.00	\$3,873	\$46,504	AY
<b>Willis, Mary S</b>	Anthropology and Geography	Asst Professor	1.00	\$3,531	\$52,060	AY
<b>Willis-Esqueda, Cynthia</b>	Psychology	Assoc Professor	0.60	\$770	\$34,565	AY
	Ethnic Studies	Assoc Professor	0.40	\$513	\$23,041	AY
	Native American Studies	Coordinator	0.00	\$0	\$2,400	AY
			1.00	\$1,283	\$60,006	
<b>Wilson, Catherine Lee</b>	College of Law	Assoc Professor	1.00	\$4,930	\$87,099	AY
<b>Wilson, David E</b>	Academic Affairs	Assoc Vice Chancellor	1.00	\$0	\$99,150	FY
<b>Wilson, Kathleen M</b>	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$3,654	\$63,469	AY
<b>Winkle, Kenneth John</b>	History	Chairperson	0.60	\$2,024	\$49,051	AY
	History	Professor	0.40	\$1,350	\$30,368	AY
	History	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,374	\$89,419	
<b>Winter, Thomas N</b>	Classics & Religious Studies	Assoc Professor	1.00	\$1,329	\$48,955	AY
<b>Wishart, David J</b>	Anthropology and Geography	Chairperson	0.60	\$2,196	\$49,634	AY
	Anthropology and Geography	Professor	0.40	\$1,465	\$30,758	AY
			1.00	\$3,661	\$80,392	
<b>Woldt, Wayne</b>	Biological Systems Engineering	Assoc Professor	0.25	\$735	\$21,376	FY
* <i>See also: IANR</i>						
<b>Wolfe, Judith A</b>	University Libraries	Asst Professor	1.00	\$1,404	\$41,404	FY
<b>Wood, Charles</b>	School of Biological Sciences	Professor	0.75	\$5,435	\$105,482	AY
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	AY
* <i>See also: IANR</i>			0.75	\$5,435	\$120,482	
<b>Wood, Simon A</b>	Classics & Religious Studies	Asst Professor	1.00	\$1,301	\$46,301	AY
<b>Woodward, Gordon S</b>	Mathematics	Professor	1.00	\$2,300	\$74,098	AY
<b>Woody, Robert H</b>	School of Music	Asst Professor	1.00	\$4,514	\$49,229	AY
<b>Woollam, John A</b>	Electrical Engineering	Professor	1.00	\$4,500	\$154,401	AY
	Electrical Engineering	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$4,500	\$169,401	
<b>Works, Robert G</b>	College of Law	Professor	1.00	\$2,674	\$136,382	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,674	\$146,382	
<b>Wright, Gregg F</b>	Ctr Children Family & the Law	Research Associate Professor	1.00	\$3,323	\$114,081	FY

**University of Nebraska - UNL**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Wright-Chollet, Barbara J</b>	Student Affairs	Asst Vice Chancellor	0.67	\$2,419	\$49,658	AY
<b>Wristen, Brenda G</b>	School of Music	Asst Professor	1.00	\$3,984	\$46,453	AY
<b>Wu, Lin</b>	Mechanical Engineering	Asst Professor	1.00	\$1,500	\$70,996	AY
<b>Wunder, John R</b>	History	Professor	1.00	\$1,711	\$115,786	AY
<b>Wunder, Susan K</b>	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$2,443	\$62,787	AY
<b>Wylie, Dwane E</b>	School of Biological Sciences	Professor	0.45	\$400	\$32,131	AY
<b>Xia, Yan</b>	Family & Consumer Science	Asst Professor	0.89	\$1,841	\$45,115	AY
* <i>See also: IANR</i>						
<b>Xia, Yuannan</b>	NRI Center of Biotechnology	Research Assistant Professor	1.00	\$2,862	\$75,333	FY
<b>Xu, Lisong</b>	Computer Science & Engineering	Asst Professor	1.00	\$3,000	\$78,000	AY
<b>Yakushko, Oksana F</b>	Educational Psychology	Asst Professor	1.00	\$1,870	\$55,370	AY
<b>Yamamoto, Catherine A</b>	TRIO Programs	Director	1.00	\$2,370	\$62,370	FY
<b>Yang, Jiashi</b>	Engineering Mechanics	Assoc Professor	1.00	\$1,400	\$69,050	AY
<b>Yang, Min</b>	Statistics	Asst Professor	1.00	\$2,087	\$59,262	AY
<b>Yang, Yiqi</b>	Textiles Clothing & Design	Professor	0.50	\$2,874	\$43,351	AY
* <i>See also: IANR</i>						
<b>Yardley, Owen K</b>	University Police	Chief Police Srves	1.00	\$3,950	\$97,250	FY
<b>Yenen, Orhan</b>	Physics & Astronomy	Research Assistant Professor	1.00	\$0	\$42,878	FY
<b>Yori, Connie S</b>	Athletics	Head Coach	1.00	\$6,771	\$178,197	FY
<b>Yu, Zuyuan</b>	Industrial & Mgmt Syst Engineering	Research Assistant Professor	1.00	\$1,101	\$37,809	FY
<b>Yuill, Grenville K</b>	Architectural Engineering	Professor	1.00	\$2,834	\$131,804	AY
<b>Zatechka, Douglas S</b>	Housing Administration	Director	1.00	\$4,487	\$118,087	FY
<b>Zeece, Pauline D</b>	Family & Consumer Science	Professor	1.00	\$2,374	\$78,970	AY
<b>Zeleny, Michael J</b>	Research	Asst Vice Chancellor	1.00	\$8,546	\$115,366	FY
<b>Zellmer, Sandra B</b>	College of Law	Assoc Professor	1.00	\$9,864	\$106,458	AY
<b>Zempleni, Janos</b>	Nutrition & Health Sciences	Asst Professor	0.50	\$4,537	\$35,806	AY
* <i>See also: IANR</i>						
<b>Zeng, Xiao Cheng</b>	Chemistry	Professor	1.00	\$5,959	\$85,244	AY
	Chemistry	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$5,959	\$87,744	
<b>Zera, Anthony James</b>	School of Biological Sciences	Professor	1.00	\$3,792	\$78,734	AY
<b>Zhang, Luwen</b>	School of Biological Sciences	Asst Professor	1.00	\$1,430	\$52,396	AY
<b>Zhang, Shunpu</b>	Statistics	Assoc Professor	1.00	\$2,110	\$74,110	AY
<b>Zhang, Tian C</b>	Civil Engineering @ UNO	Assoc Professor	1.00	\$3,939	\$80,042	AY
<b>Zhang, Yange</b>	Vet & Biomedical Sciences	Research Assistant Professor	1.00	\$1,321	\$34,757	FY
<b>Zhang, Zhaoyan</b>	Mechanical Engineering	Asst Professor	1.00	\$2,906	\$67,981	AY
<b>Zhou, You</b>	Vet & Biomedical Sciences	Research Associate Professor	1.00	\$2,743	\$72,193	FY
<b>Zlotnik, Vitaly A</b>	Geosciences	Professor	1.00	\$2,618	\$81,944	AY
<b>Zorn, Thomas S</b>	Finance	Professor	1.00	\$6,340	\$138,579	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$6,340	\$148,579	

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Abbott, Douglas A</b>	Family & Consumer Science	Professor	0.25	\$581	\$23,291	FY
* <i>See also: UNL</i>						
<b>Adamchuk, Viacheslav I</b>	Biological Systems Engineering	Asst Professor	1.00	\$1,668	\$68,356	FY
<b>Adams, Dennis M</b>	Nebraska Forest Service	Forester	1.00	\$2,604	\$77,242	FY
<b>Adams, Don C</b>	West Central Rsch & Ext Center	Director	0.60	\$3,041	\$78,136	FY
	West Central Rsch & Ext Center	Professor	0.40	\$1,844	\$47,355	FY
			1.00	\$4,885	\$125,491	
<b>Aiken, J David</b>	Agricultural Economics	Professor	1.00	\$2,622	\$97,959	FY
<b>Albrecht, Julie A</b>	Nutrition & Health Sciences	Assoc Professor	1.00	\$1,676	\$81,184	FY
<b>Alfano, James R</b>	Plant Pathology	Assoc Professor	1.00	\$3,680	\$100,032	FY
<b>Anderson, Bruce E</b>	Agronomy & Horticulture	Professor	1.00	\$2,768	\$95,040	FY
<b>Anderson, Douglas L</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,129	\$48,161	FY
<b>Anderson, Kathleen P</b>	Animal Science	Assoc Professor	1.00	\$1,000	\$81,054	FY
<b>Anderson, Verne A</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,123	\$53,377	FY
<b>Arkebauer, Timothy J</b>	Agronomy & Horticulture	Professor	1.00	\$2,369	\$81,345	FY
<b>Armstrong, Jane L</b>	Northeast Rsch & Ext Center	Asst Exten Educator	0.80	\$1,098	\$40,304	FY
<b>Asard, Han H</b>	Biochemistry	Assoc Professor	1.00	\$0	\$69,276	FY
<b>Aufdenkamp, Brenda K</b>	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,636	\$45,571	FY
<b>Awada, Tala N</b>	School of Natural Resources	Asst Professor	1.00	\$4,140	\$54,827	AY
<b>Ayers, Jerry F</b>	Survey Division - School of Nat Res	Assoc Professor	0.75	\$1,350	\$61,108	FY
* <i>See also: UNL</i>						
<b>Azzam, Azzeddine M</b>	Agricultural Economics	Professor	1.00	\$6,242	\$128,647	FY
<b>Baenziger, P Stephen</b>	Agronomy & Horticulture	Professor	1.00	\$7,692	\$141,757	FY
	Agronomy & Horticulture	University Professor	0.00	\$0	\$15,000	FY
			1.00	\$7,692	\$156,757	
<b>Baltensperger, David D</b>	Panhandle Rsch & Ext Center	Professor	1.00	\$6,194	\$109,419	FY
<b>Banerjee, Ruma V</b>	Biochemistry	Professor	1.00	\$6,521	\$115,217	FY
	Biochemistry	University Professor	0.00	\$0	\$15,000	FY
			1.00	\$6,521	\$130,217	
<b>Baquet, Alan E</b>	Agricultural Economics	Department Head	0.70	\$0	\$109,900	FY
	Center for Applied Rural Innovation	Director	0.30	\$0	\$47,100	FY
			1.00	\$0	\$157,000	
<b>Barbuto Jr, John E</b>	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$2,556	\$87,776	FY
<b>Barker, Bradley Scott</b>	4-H Youth Development	Asst Professor	1.00	\$1,350	\$61,350	FY
<b>Barletta, Raul G</b>	Vet & Biomedical Sciences	Professor	1.00	\$4,750	\$93,736	FY
<b>Barrett, Laverne A</b>	Ag Leadership Educ & Comm	Professor	1.00	\$2,960	\$99,219	FY
* <i>See also: UNL</i>						
<b>Bartos, Lorene</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,102	\$49,219	FY
<b>Barycki, Joseph J</b>	Biochemistry	Asst Professor	1.00	\$1,772	\$66,218	FY
<b>Bashford, Gregory R</b>	Biological Systems Engineering	Asst Professor	1.00	\$2,892	\$90,264	AY
<b>Bashford, Leonard L</b>	Biological Systems Engineering	Professor	0.75	\$2,679	\$83,566	FY
<b>Bateman, Arnold J</b>	Office of Vice Pres/Vice Chancellor	Director	0.50	\$2,165	\$56,326	FY
* <i>See also: UNL</i>						
<b>Bauer, Dennis E</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$4,796	\$93,833	FY
<b>Baxendale, Frederick P</b>	Entomology	Department Head	0.60	\$2,839	\$73,826	FY
	Entomology	Professor	0.40	\$1,623	\$42,187	FY
			1.00	\$4,462	\$116,013	
<b>Bearnes, Kim J</b>	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,045	\$42,852	FY
<b>Beck, Mary M</b>	Animal Science	Professor	1.00	\$3,676	\$100,295	FY
<b>Becker, Donald F</b>	Biochemistry	Asst Professor	1.00	\$8,245	\$81,947	FY

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Been, Kent D</b>	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$1,338	\$50,000	FY
<b>Beermann, Donald H</b>	Animal Science	Department Head	0.60	\$3,390	\$92,610	FY
	Animal Science	Professor	0.40	\$1,909	\$52,129	FY
			1.00	\$5,299	\$144,739	
<b>Behnken, Tracy J</b>	Southeast Rsch & Ext Center	Asst Exten Educator	0.50	\$2,623	\$24,426	FY
<b>Bell, Lloyd C</b>	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$3,087	\$80,302	FY
<b>Belohlavy, Francis V</b>	Survey Division - School of Nat Res	Asst Geoscientist	1.00	\$1,275	\$57,917	FY
<b>Benson, Andrew K</b>	Food Science & Technology	Assoc Professor	1.00	\$0	\$88,500	AY
<b>Berger, Aaron L</b>	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$1,044	\$39,044	FY
<b>Bergman, Gary C</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,799	\$76,115	FY
<b>Bilder, Christopher R</b>	Statistics	Asst Professor	0.45	\$1,278	\$29,631	AY
* <i>See also: UNL</i>						
<b>Billesbach, David</b>	Biological Systems Engineering	Research Assistant Professor	1.00	\$2,093	\$57,879	FY
<b>Birnstihl, Elizabeth A</b>	Cooperative Ext Division	Associate Dean	0.95	\$5,768	\$129,504	FY
* <i>See also: UNL</i>						
<b>Bischoff, Richard J</b>	Family & Consumer Science	Assoc Professor	0.25	\$860	\$19,567	FY
* <i>See also: UNL</i>						
<b>Blankenship, Erin E</b>	Statistics	Asst Professor	1.00	\$8,768	\$70,478	FY
<b>Blezek, Allen G</b>	Nebraska Lead Program	Director	1.00	\$5,278	\$138,903	FY
<b>Boeckner, Linda S</b>	Panhandle Rsch & Ext Center	Professor	1.00	\$6,249	\$110,424	FY
<b>Booker, William L</b>	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$1,237	\$46,237	FY
<b>Bosch, Kathy R</b>	Panhandle Rsch & Ext Center	Asst Professor	1.00	\$1,701	\$64,565	FY
<b>Bosshamer, Brian K</b>	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$6,266	\$51,363	FY
<b>Brady, Scott E</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,734	\$71,111	FY
<b>Brand, Gail L</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,832	\$54,663	FY
<b>Brandle, James R</b>	School of Natural Resources	Professor	1.00	\$2,464	\$92,060	FY
<b>Brink, Dennis R</b>	Animal Science	Professor	1.00	\$4,300	\$117,275	FY
<b>Brison, Cindy M</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,931	\$46,304	FY
<b>Brodersen, Bruce W</b>	Vet & Biomedical Sciences	Research Associate Professor	1.00	\$4,485	\$84,367	FY
<b>Brown, Susan E</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,394	\$89,864	FY
<b>Browning, Sarah J</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$2,528	\$35,174	FY
<b>Brumm, Michael C</b>	Northeast Rsch & Ext Center	Professor	1.00	\$4,694	\$113,896	FY
<b>Bullerman, Lloyd B</b>	Food Science & Technology	Professor	1.00	\$4,757	\$123,005	FY
<b>Burbach, Mark E</b>	Survey Division - School of Nat Res	Asst Geoscientist	1.00	\$3,613	\$53,088	FY
<b>Burkhart-Kriesel, Cheryl A</b>	Panhandle Rsch & Ext Center	Ext Asst Professor	1.00	\$1,963	\$70,502	FY
<b>Burr, Charles A</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$3,882	\$75,009	FY
<b>Burson, Dennis E</b>	Animal Science	Professor	1.00	\$3,975	\$94,935	FY
<b>Burson, Maureen H</b>	Southeast Rsch & Ext Center	Extension Educator	0.80	\$1,868	\$57,456	FY
<b>Caine, Brenda N</b>	Comm Information Technology	Director	1.00	\$0	\$88,400	FY
<b>Calkins, Chris R</b>	Animal Science	Professor	1.00	\$5,430	\$96,046	AY
	Animal Science	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,430	\$106,046	
<b>Campbell, John B</b>	West Central Rsch & Ext Center	Professor	0.50	\$0	\$59,165	FY
<b>Campbell, William P</b>	Biological Systems Engineering	Assoc Professor	1.00	\$0	\$71,163	FY
<b>Carlson, Marvin P</b>	Survey Division - School of Nat Res	Professor	1.00	\$1,817	\$105,635	FY
<b>Carr, Timothy P</b>	Nutrition & Health Sciences	Assoc Professor	0.50	\$1,275	\$37,457	FY
* <i>See also: UNL</i>						
<b>Cassman, Kenneth G</b>	Agronomy & Horticulture	Professor	1.00	\$4,097	\$136,247	FY
<b>Chaky, Jennifer L</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$5,616	\$44,420	FY
<b>Chen, Shaorong</b>	Plant Pathology	Research Assistant Professor	1.00	\$1,032	\$34,061	FY
<b>Chen, Xun-Hong</b>	School of Natural Resources	Assoc Professor	1.00	\$12,554	\$85,224	FY

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Chollet, Raymond</b>	Biochemistry	Professor	1.00	\$4,444	\$147,807	FY
	Biochemistry	University Professor	0.00	\$0	\$10,000	FY
* <i>See also: UNL</i>			1.00	\$4,444	\$157,807	
<b>Christensen, Andrew J</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$886	\$43,286	FY
<b>Christiansen, Andrew P</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,825	\$80,803	FY
<b>Churchill, Susan Lynn</b>	Family & Consumer Science	Assoc Professor	0.24	\$1,436	\$13,117	AY
* <i>See also: UNL</i>						
<b>Cirillo, Jeffrey D</b>	Vet & Biomedical Sciences	Assoc Professor	1.00	\$5,555	\$102,947	FY
<b>Clark, Janet D</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$792	\$35,387	FY
<b>Clark, Richard T</b>	Agricultural Economics	Professor	0.90	\$0	\$126,760	FY
<b>Clemente, Thomas E</b>	Agronomy & Horticulture	Assoc Professor	0.40	\$1,444	\$33,530	FY
* <i>See also: UNL</i>						
<b>Comfort, Steven</b>	School of Natural Resources	Professor	1.00	\$3,448	\$92,477	FY
<b>Conley, Dennis M</b>	Agricultural Economics	Professor	1.00	\$2,674	\$99,916	FY
<b>Corr, Alan J</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,822	\$69,299	FY
<b>Cotton, Dan C</b>	e-Extension	Director	1.00	\$0	\$135,000	FY
<b>Crandall, Leslie</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$3,855	\$74,253	FY
<b>Crews, Patricia C</b>	Textiles Clothing & Design	Professor	0.25	\$1,943	\$33,436	FY
* <i>See also: UNL</i>						
<b>Cupp, Andrea S</b>	Animal Science	Asst Professor	1.00	\$3,550	\$76,158	FY
<b>Cuppett, Susan L</b>	Food Science & Technology	Professor	1.00	\$3,743	\$99,716	FY
<b>Dalla, Rochelle L</b>	Family & Consumer Science	Assoc Professor	0.25	\$817	\$15,570	AY
* <i>See also: UNL</i>						
<b>Danielson, Stephen D</b>	Entomology	Assoc Professor	1.00	\$2,380	\$72,345	FY
<b>DeBoer, Karen L</b>	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$1,988	\$70,578	FY
<b>DeFrain, John D</b>	Family & Consumer Science	Professor	1.00	\$3,700	\$94,451	FY
<b>DeWald, Scott J</b>	Nebraska Forest Service	Associate Forester	1.00	\$1,626	\$55,834	FY
<b>Dewey, Kenneth F</b>	School of Natural Resources	Professor	0.25	\$579	\$18,692	AY
* <i>See also: UNL</i>						
<b>Dickey, Elbert C</b>	Cooperative Ext Division	Dean	1.00	\$7,998	\$179,270	FY
<b>Dickman, Martin B</b>	Plant Pathology	Professor	1.00	\$10,788	\$119,021	FY
<b>Diestler, Dennis J</b>	Agronomy & Horticulture	Research Professor	0.25	\$343	\$11,791	FY
<b>Dill, Thomas O</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,139	\$53,179	FY
<b>Dobermann, Achim R</b>	Agronomy & Horticulture	Professor	1.00	\$5,812	\$100,433	FY
<b>Dorn, Thomas W</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,903	\$76,003	FY
<b>Doster, Alan R</b>	Vet & Biomedical Sciences	Professor	1.00	\$4,456	\$131,770	FY
<b>Drijber, Rhae A</b>	Agronomy & Horticulture	Assoc Professor	1.00	\$2,345	\$80,521	FY
<b>Driskell, Judy A</b>	Nutrition & Health Sciences	Professor	0.50	\$1,095	\$44,930	AY
* <i>See also: UNL</i>						
<b>Drudik, Thomas J</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,642	\$73,340	FY
<b>Dubois, Myrna M</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,554	\$63,712	FY
<b>Duhamel, Gerald E</b>	Vet & Biomedical Sciences	Professor	1.00	\$4,052	\$111,856	FY
<b>Duncan, Daniel J</b>	Agricultural Rsch & Dev Center	Director	0.75	\$3,503	\$80,482	FY
	Agricultural Rsch Division	Assistant Director	0.25	\$1,167	\$26,827	FY
			1.00	\$4,670	\$107,309	
<b>Dunigan, David D</b>	Plant Pathology	Research Assistant Professor	1.00	\$1,481	\$52,662	FY
<b>Dweikat, Ismail M</b>	Agronomy & Horticulture	Asst Professor	1.00	\$7,242	\$70,880	FY
<b>Edwards, Carolyn Pope</b>	Psychology	Professor	0.25	\$1,276	\$30,266	FY
* <i>See also: UNL</i>						
<b>Eisenhauer, Dean E</b>	Biological Systems Engineering	Professor	1.00	\$4,762	\$113,413	FY

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Ellis, Marion D</b>	Entomology	Assoc Professor	1.00	\$3,919	\$78,770	FY
<b>Elthon, Thomas E</b>	Agronomy & Horticulture	Assoc Professor	0.08	\$199	\$5,239	AY
* <i>See also: UNL</i>						
<b>Emal, James G</b>	Comm Information Technology	Professor	0.30	\$1,095	\$28,824	FY
	Information Services	Professor	0.20	\$730	\$19,216	FY
* <i>See also: UNCA</i>			0.50	\$1,825	\$48,040	
<b>Erickson, Galen E</b>	Animal Science	Asst Professor	1.00	\$7,144	\$70,000	FY
<b>Eskridge, Kent M</b>	Statistics	Professor	1.00	\$5,445	\$96,735	FY
<b>Etling, Arlen W</b>	College of Ag Sci & Nat Res	Professor	1.00	\$3,558	\$101,047	FY
<b>Fairchild, Patricia J</b>	4-H Youth Development	Assoc Professor	1.00	\$1,906	\$86,586	FY
<b>Fech, John C</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,334	\$66,065	FY
<b>Feehan, Kelly A</b>	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,226	\$50,721	FY
<b>Fenton, Ann M</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,394	\$57,159	FY
<b>Ferguson, Richard B</b>	Agronomy & Horticulture	Professor	1.00	\$2,654	\$91,121	FY
<b>Fernando, M Rohan</b>	Vet & Biomedical Sciences	Research Assistant Professor	1.00	\$820	\$41,820	FY
<b>Ferraro, Dennis M</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,303	\$52,378	FY
<b>Feuz, Dillon M</b>	Panhandle Rsch & Ext Center	Professor	1.00	\$4,222	\$98,899	FY
<b>Fisher, Cheryl J</b>	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$6,044	\$45,176	FY
<b>Fitzgerald, Jay B</b>	Agronomy & Horticulture	Professor	1.00	\$0	\$86,872	FY
<b>Fluharty, Charles W</b>	Center for Applied Rural Innovation	Director	1.00	\$5,685	\$149,611	FY
<b>Fomenko, Dmitri</b>	Biochemistry	Research Assistant Professor	1.00	\$1,139	\$41,139	FY
<b>Foster, John E</b>	Entomology	Professor	1.00	\$3,700	\$127,066	FY
<b>Fox, Marilyn S</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$5,126	\$90,620	FY
<b>Francis, Charles A</b>	Agronomy & Horticulture	Professor	1.00	\$3,509	\$116,710	FY
<b>Francis, Connie M</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$3,821	\$79,785	FY
<b>Franti, Thomas G</b>	Biological Systems Engineering	Assoc Professor	1.00	\$1,503	\$82,647	FY
<b>Frecks, Nancy G</b>	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$5,996	\$41,988	FY
<b>Freeman, Patricia W</b>	Survey Division - School of Nat Res	Professor	1.00	\$4,715	\$80,897	FY
<b>Friesen, Jeanette L</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,765	\$71,488	FY
<b>Fritz, Susan M</b>	College of Ag Sci & Nat Res	Associate Dean	0.50	\$2,522	\$58,522	FY
	Ag Leadership Educ & Comm	Department Head	0.50	\$2,518	\$58,518	FY
			1.00	\$5,040	\$117,040	
<b>Fromm, Michael E</b>	Agronomy & Horticulture	Professor	0.62	\$4,590	\$119,376	AY
* <i>See also: UNL</i>						
<b>Fulginiti, Lilyan E</b>	Agricultural Economics	Professor	1.00	\$4,003	\$104,074	AY
<b>Funston, Richard N</b>	West Central Rsch & Ext Center	Asst Professor	1.00	\$3,902	\$76,446	FY
<b>Garcia, Ricardo L</b>	Cooperative Ext Division	Professor	0.25	\$363	\$24,509	FY
* <i>See also: UNL</i>						
<b>Gaussoin, Roch E</b>	Agronomy & Horticulture	Professor	1.00	\$4,112	\$104,506	FY
<b>Genoways, Hugh Howard</b>	School of Natural Resources	Professor	0.50	\$1,482	\$50,874	FY
* <i>See also: UNL</i>						
<b>Germer, Larry E</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,579	\$67,377	FY
<b>Germer, Sondra S</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$6,117	\$55,055	FY
<b>Giannakas, Konstantinos</b>	Agricultural Economics	Assoc Professor	1.00	\$5,152	\$87,012	AY
<b>Giesler, Loren J</b>	Plant Pathology	Asst Professor	1.00	\$8,696	\$75,952	FY
<b>Ginting, Daniel</b>	Agronomy & Horticulture	Research Assistant Professor	1.00	\$1,916	\$50,427	FY
<b>Gitelson, Anatoly A</b>	School of Natural Resources	Professor	0.75	\$2,100	\$78,473	FY
* <i>See also: UNL</i>						
<b>Gladyshev, Vadim N</b>	Biochemistry	Professor	1.00	\$5,904	\$102,854	FY
* <i>See also: UNL</i>						

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Glewen, Keith L</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,228	\$90,505	FY
<b>Goeke, James W</b>	Survey Division - School of Nat Res	Professor	1.00	\$3,640	\$94,636	FY
<b>Goertz, Jessye A</b>	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,785	\$53,071	FY
<b>Goffena, Jamie M</b>	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,734	\$46,200	FY
<b>Gompert, Terry L</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$3,635	\$95,486	FY
<b>Goodman, Richard E</b>	Food Science & Technology	Research Professor	1.00	\$3,298	\$100,298	FY
<b>Gosey, James A</b>	Animal Science	Professor	1.00	\$1,550	\$104,255	FY
<b>Gosselin, David C</b>	School of Natural Resources		0.50	\$1,464	\$50,217	FY
	School of Natural Resources	Professor	0.50	\$1,330	\$45,653	FY
			1.00	\$2,794	\$95,870	
<b>Graef, George L</b>	Agronomy & Horticulture	Professor	1.00	\$2,788	\$94,188	FY
<b>Gramlich, Steven M</b>	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$1,055	\$50,109	FY
<b>Greve, Vickie L</b>	Northeast Rsch & Ext Center	Ext Assoc Professor	1.00	\$2,410	\$69,539	FY
<b>Griffin, Dicky Dee</b>	Vet & Biomedical Sciences	Professor	1.00	\$3,798	\$112,320	FY
<b>Gustafson, William A</b>	Agronomy & Horticulture	Professor	0.50	\$1,288	\$43,512	AY
<b>Hall, Anita M</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,475	\$60,471	FY
<b>Hamouz, Fayrene L</b>	Nutrition & Health Sciences	Assoc Professor	0.25	\$877	\$22,644	FY
* <i>See also: UNL</i>						
<b>Hancock, Connie K</b>	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$1,947	\$72,752	FY
<b>Hanna, Janet S</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$2,696	\$65,639	FY
<b>Hanna, Milford A</b>	Biological Systems Engineering	Professor	0.75	\$4,359	\$103,360	FY
	Industrial Ag Products Center	Director/Chair	0.25	\$1,609	\$38,159	FY
	Biological Systems Engineering	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$5,968	\$151,519	
<b>Hansen, Susan A</b>	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,238	\$50,792	FY
<b>Hanson, Ronald J</b>	Agricultural Economics	Professor	1.00	\$5,638	\$118,394	FY
	Agricultural Economics	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$5,638	\$128,394	
<b>Harb, Jason J</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$882	\$39,382	FY
<b>Harrell, Mark O</b>	Nebraska Forest Service	Forester	1.00	\$2,551	\$87,586	FY
<b>Harris, Steven D</b>	Plant Pathology	Asst Professor	1.00	\$2,261	\$85,728	FY
<b>Hart, Jeffrey G</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$6,507	\$50,245	FY
<b>Hartung, Stephen L</b>	Survey Division - School of Nat Res	Asst Geoscientist	1.00	\$1,132	\$51,458	FY
<b>Harveson, Robert M</b>	Panhandle Rsch & Ext Center	Asst Professor	1.00	\$8,561	\$74,079	FY
<b>Harvey, F Edwin</b>	School of Natural Resources	Assoc Professor	1.00	\$1,696	\$77,075	FY
<b>Hay, DeLynn</b>	Cooperative Ext Division	Program Leader	1.00	\$4,899	\$112,579	FY
<b>Hay, Francis J</b>	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$2,737	\$36,229	FY
<b>Hay, Paul C</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,041	\$86,689	FY
<b>Hayes, Michael J</b>	School of Natural Resources	Research Associate Professor	1.00	\$1,706	\$63,760	FY
<b>Heavilin, Celeste L</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$818	\$36,318	FY
<b>Heemstra, Jill M</b>	Northeast Rsch & Ext Center	Extension Educator	0.50	\$597	\$20,089	FY
<b>Hefle, Susan L</b>	Food Science & Technology	Assoc Professor	1.00	\$5,094	\$92,916	FY
<b>Hein, Gary L</b>	Panhandle Rsch & Ext Center	Professor	1.00	\$3,558	\$94,078	FY
<b>Hejny, Terence A</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,416	\$69,634	FY
<b>Helmers, Glenn A</b>	Agricultural Economics	Professor	1.00	\$3,195	\$115,278	FY
<b>Hemsath, Delroy L</b>	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,246	\$45,762	FY
<b>Henebry, Geoffrey M</b>	School of Natural Resources	Research Associate Professor	1.00	\$2,022	\$75,546	FY
<b>Heng-Moss, Tiffany M</b>	Entomology	Asst Professor	1.00	\$5,170	\$72,385	FY
<b>Henneman, Alice C</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,752	\$78,815	FY
<b>Hergert, Gary W</b>	Panhandle Rsch & Ext Center	Professor	1.00	\$3,072	\$110,338	FY

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Hibberd, Charles A</b>	Panhandle Rsch & Ext Center	Director/Chair	0.60	\$3,070	\$78,870	FY
	Panhandle Rsch & Ext Center	Professor	0.40	\$1,728	\$44,409	FY
			1.00	\$4,798	\$123,279	
<b>Higley, Leon G</b>	Entomology	Professor	1.00	\$5,513	\$113,236	FY
<b>Hinrichs, Kayla M</b>	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,895	\$37,426	FY
<b>Hoagland, Kyle D</b>	Water Center	Director/Chair	0.50	\$2,711	\$65,738	FY
	School of Natural Resources	Professor	0.50	\$2,260	\$54,832	FY
			1.00	\$4,971	\$120,570	
<b>Hoback, William W</b>	Entomology	Assoc Professor	0.25	\$581	\$17,250	FY
* See also: UNK						
<b>Hodges, Laurie</b>	Agronomy & Horticulture	Assoc Professor	1.00	\$1,697	\$77,137	FY
<b>Holland, Mary Ann</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$859	\$38,368	FY
<b>Holman, Thomas L</b>	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$3,292	\$81,700	FY
<b>Holz, John C</b>	School of Natural Resources	Research Assistant Professor	1.00	\$2,479	\$65,326	FY
<b>Horst, Garald L</b>	Agronomy & Horticulture	Professor	1.00	\$3,225	\$110,772	FY
<b>Howard, Larry F</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$4,064	\$73,735	FY
<b>Hruskoci, James D</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,462	\$65,302	FY
<b>Hu, Qi S</b>	School of Natural Resources	Assoc Professor	0.75	\$2,703	\$57,328	FY
* See also: UNL						
<b>Hubbard, Kenneth G</b>	School of Natural Resources	Professor	1.00	\$4,604	\$105,965	FY
<b>Huddleston-Casas, Catherine A</b>	Family & Consumer Science	Asst Professor	0.25	\$458	\$12,396	AY
* See also: UNL						
<b>Hunt, Thomas E</b>	Northeast Rsch & Ext Center	Assoc Professor	1.00	\$3,630	\$71,346	FY
<b>Husmann, Dann E</b>	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$3,200	\$83,186	FY
<b>Hutkins, Robert W</b>	Food Science & Technology	Professor	1.00	\$3,815	\$101,631	FY
<b>Hygnstrom, Scott E</b>	School of Natural Resources	Professor	1.00	\$3,117	\$92,170	FY
<b>Ingram, Tonya S</b>	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$906	\$35,087	FY
<b>Irmak, Ayse</b>	Biological Systems Engineering	Research Assistant Professor	1.00	\$1,098	\$51,696	FY
<b>Irmak, Suat</b>	Biological Systems Engineering	Asst Professor	1.00	\$3,625	\$74,462	FY
<b>Jackson, David S</b>	Food Science & Technology	Department Head	0.60	\$0	\$64,068	FY
	Food Science & Technology	Professor	0.40	\$0	\$36,613	FY
			1.00	\$0	\$100,681	
<b>Jackson, Tamra A</b>	Plant Pathology	Asst Professor	1.00	\$975	\$65,975	FY
<b>Janssen, Donald E</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,572	\$70,203	FY
<b>Joekel, Robert M</b>	Survey Division - School of Nat Res	Asst Professor	1.00	\$3,737	\$66,439	FY
<b>Johnson, Bruce B</b>	Agricultural Economics	Professor	1.00	\$2,553	\$95,397	FY
<b>Johnson, Julie M</b>	Family & Consumer Science	Chairperson	0.23	\$1,110	\$28,643	FY
* See also: UNL						
<b>Johnson, Rodger K</b>	Animal Science	Professor	1.00	\$7,845	\$138,600	FY
	Animal Science	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$7,845	\$148,600	
<b>Johnson, Ron J</b>	School of Natural Resources	Professor	1.00	\$2,464	\$92,080	FY
<b>Johnston, Catherine E</b>	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$3,180	\$71,765	FY
<b>Jones, Clinton J</b>	Vet & Biomedical Sciences	Professor	1.00	\$7,010	\$123,291	AY
* See also: UNL						
<b>Jones, David D</b>	Biological Systems Engineering	Professor	1.00	\$5,454	\$100,075	FY
<b>Jones, Georgia</b>	Nutrition & Health Sciences	Asst Professor	0.50	\$897	\$32,044	FY
* See also: UNL						
<b>Jones, Steven J</b>	Animal Science	Professor	1.00	\$3,500	\$94,852	FY
<b>Jose, H Douglas</b>	Agricultural Economics	Professor	1.00	\$3,887	\$90,247	FY

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Josiah, Scott J</b>	Nebraska Forest Service	Director	1.00	\$0	\$105,851	FY
<b>Kachman, Stephen D</b>	Statistics	Assoc Professor	1.00	\$11,260	\$87,850	FY
<b>Kahl, Dennis L</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,203	\$89,973	FY
<b>Kamble, Shripat T</b>	Entomology	Ext Professor	1.00	\$2,035	\$75,847	AY
<b>Kang, Ming</b>	Plant Pathology	Research Assistant Professor	1.00	\$984	\$32,502	FY
<b>Kappler, Brady F</b>	Agronomy & Horticulture	Assoc Exten Educator	1.00	\$2,177	\$53,033	FY
<b>Karloff, Steve L</b>	Nebraska Forest Service	Associate Forester	1.00	\$1,028	\$46,699	FY
<b>Kaslon, Lisa C</b>	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$2,854	\$39,898	FY
<b>Kelling, Clayton L</b>	Vet & Biomedical Sciences	Professor	1.00	\$3,815	\$112,819	FY
<b>Keown, Jeffrey F</b>	Animal Science	Professor	1.00	\$4,000	\$108,129	FY
<b>Kim, Hwa-Young</b>	Biochemistry	Research Assistant Professor	1.00	\$1,139	\$41,139	FY
<b>King, James W</b>	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$1,229	\$67,650	FY
<b>Klein, Robert N</b>	West Central Rsch & Ext Center	Ext Professor	1.00	\$6,205	\$103,828	FY
<b>Klopfenstein, Terry J</b>	Animal Science	Professor	1.00	\$8,908	\$157,411	FY
	Animal Science	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$8,908	\$167,411	
<b>Knezevic, Stevan</b>	Northeast Rsch & Ext Center	Assoc Professor	1.00	\$2,664	\$71,478	FY
<b>Knutson, Cody Lane</b>	School of Natural Resources	Asst Geoscientist	1.00	\$1,170	\$53,170	FY
<b>Kocher, Michael F</b>	Biological Systems Engineering	Assoc Professor	1.00	\$1,604	\$81,965	FY
<b>Koelsch, Richard K</b>	Biological Systems Engineering	Assoc Professor	0.70	\$4,046	\$71,573	FY
	Animal Science	Assoc Professor	0.30	\$1,736	\$30,681	FY
			1.00	\$5,782	\$102,254	
<b>Kononoff, Paul J</b>	Animal Science	Asst Professor	1.00	\$2,010	\$69,010	FY
<b>Kostelnik, Marjorie J</b>	College of Education & Human Sci	Dean	0.25	\$1,637	\$42,570	FY
* <i>See also: UNL</i>						
<b>Koszewski, Wanda M</b>	Nutrition & Health Sciences	Ext Asst Professor	0.59	\$4,776	\$47,065	AY
* <i>See also: UNL</i>						
<b>Kranz, William L</b>	Northeast Rsch & Ext Center	Assoc Professor	1.00	\$955	\$64,589	FY
<b>Krumbach, Eileen M</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,446	\$61,035	FY
<b>Kulm, Ralph D</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$2,981	\$73,928	FY
<b>Kuzila, Mark S</b>	School of Natural Resources	Director	0.80	\$4,377	\$111,644	FY
	School of Natural Resources	Professor	0.20	\$858	\$21,904	FY
			1.00	\$5,235	\$133,548	
<b>Lackey, Susan O</b>	Survey Division - School of Nat Res	Geoscientist	1.00	\$1,441	\$65,495	FY
<b>Lagarry, Hannan E</b>	Survey Division - School of Nat Res	Asst Geoscientist	1.00	\$1,056	\$48,010	FY
<b>Larson, Larry L</b>	Animal Science	Assoc Professor	1.00	\$2,925	\$78,913	FY
<b>Larvick, Carol J</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,506	\$55,304	FY
<b>Lee, Donald J</b>	Agronomy & Horticulture	Professor	1.00	\$2,849	\$96,268	FY
<b>Lee, Jaekwon</b>	Biochemistry	Asst Professor	1.00	\$1,894	\$68,437	FY
<b>Lemmons, Timothy M</b>	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$2,500	\$42,500	FY
<b>Lesoing, Gary W</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$2,135	\$46,635	FY
<b>Levey, Brooke</b>	4-H Youth Development	Asst Exten Educator	0.50	\$537	\$18,431	FY
<b>Levis, Donald G</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,027	\$90,527	FY
<b>Lewis, Nancy M</b>	Nutrition & Health Sciences	Professor	0.44	\$4,540	\$35,879	FY
* <i>See also: UNL</i>						
<b>Lienemann, Duane A</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,488	\$65,418	FY
<b>Lin, Xiaomao</b>	School of Natural Resources	Research Assistant Professor	1.00	\$1,703	\$63,640	FY
<b>Lindgren, Dale T</b>	West Central Rsch & Ext Center	Professor	1.00	\$4,576	\$91,085	FY
<b>Lindquist, John L</b>	Agronomy & Horticulture	Assoc Professor	1.00	\$3,130	\$74,125	FY
<b>Locklear, James H</b>	Nebraska Statewide Arboretum	Director	1.00	\$3,195	\$84,071	FY
<b>Lodes, Richard J</b>	Nebraska Forest Service	Forester	1.00	\$1,304	\$59,267	FY

\* Refer also to funding at other campus

Fiscal Year 2005 - 2006

Page 37 of 92

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Lodl, Kathleen A</b>	4-H Youth Development	Assoc Professor	1.00	\$12,257	\$101,984	FY
<b>Lou, Marjorie F</b>	Vet & Biomedical Sciences	Professor	1.00	\$7,744	\$139,526	FY
* <i>See also: UNL</i>						
<b>Lovett, William R</b>	Nebraska Forest Service	Forester	1.00	\$1,430	\$64,991	FY
<b>Lutgen, Lynn H</b>	Agricultural Economics	Assoc Professor	1.00	\$1,427	\$72,770	FY
<b>Lynne, Gary D</b>	Agricultural Economics	Professor	1.00	\$5,049	\$125,274	FY
<b>Lyon, Drew J</b>	Panhandle Rsch & Ext Center	Professor	1.00	\$3,466	\$91,664	FY
<b>Mackenzie, Sally</b>	NRI Center of Biotechnology	Professor	0.60	\$2,526	\$65,682	AY
	Agronomy & Horticulture	Distinguished Professor	0.00	\$0	\$10,000	AY
* <i>See also: UNL</i>			0.60	\$2,526	\$75,682	
<b>Mader, Terry L</b>	Northeast Rsch & Ext Center	Professor	1.00	\$5,495	\$102,000	FY
<b>Mahar, Carla J</b>	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,834	\$57,151	FY
<b>Mamo, Martha</b>	Agronomy & Horticulture	Asst Professor	1.00	\$3,803	\$70,021	FY
<b>Mandigo, Roger W</b>	Animal Science	Professor	1.00	\$5,292	\$143,971	FY
<b>Manning, Leanne M</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,144	\$48,825	FY
<b>Mark, Darrell R</b>	Agricultural Economics	Asst Professor	1.00	\$3,530	\$81,963	FY
<b>Markwell, John P</b>	Agronomy & Horticulture	Professor	0.50	\$2,061	\$52,939	FY
* <i>See also: UNL</i>						
<b>Martin, Alexander R</b>	Agronomy & Horticulture	Professor	1.00	\$5,507	\$140,651	FY
<b>Martin, Derrel L</b>	Biological Systems Engineering	Professor	1.00	\$6,720	\$118,681	FY
<b>Marx, David B</b>	Statistics	Professor	1.00	\$3,785	\$129,100	FY
<b>Mason, Stephen C</b>	Agronomy & Horticulture	Professor	1.00	\$4,648	\$106,214	FY
<b>Massengale, Martin A</b>	Agronomy & Horticulture	Professor	0.75	\$4,892	\$115,570	FY
	Grassland Studies Center	Director	0.25	\$1,629	\$38,511	FY
	Agronomy & Horticulture	Un Foundation Professor	0.00	\$0	\$10,000	FY
			1.00	\$6,521	\$164,081	
<b>Mayfield, Jennifer D</b>	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$895	\$36,695	FY
<b>Mayo, Z B</b>	Agricultural Rsch Division	Dean	1.00	\$6,022	\$152,188	FY
<b>McCallister, Dennis L</b>	Agronomy & Horticulture	Professor	1.00	\$3,460	\$89,965	FY
<b>McNulty, Carol J</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,922	\$45,976	FY
<b>Meduna, Robert J</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,692	\$69,101	FY
<b>Meinke, Lance J</b>	Entomology	Professor	1.00	\$3,460	\$94,542	FY
<b>Melvin, Steven R</b>	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,377	\$51,466	FY
<b>Merchant, James W</b>	Survey Division - School of Nat Res	Professor	1.00	\$3,721	\$110,023	FY
<b>Meyer, George E</b>	Biological Systems Engineering	Professor	1.00	\$2,131	\$105,111	FY
<b>Miller, Phillip S</b>	Animal Science	Professor	1.00	\$2,900	\$83,984	FY
<b>Miner, Jess L</b>	Animal Science	Assoc Professor	1.00	\$2,500	\$76,270	FY
<b>Mitra, Amitava</b>	Plant Pathology	Assoc Professor	1.00	\$3,665	\$69,000	AY
<b>Mitrofanova, Yelena V</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$774	\$34,574	FY
<b>Moeller, Alan R</b>	IANR Finance & Personnel Office	Asst Vice Chancellor	1.00	\$8,607	\$141,436	FY
<b>Mooter, David P</b>	Nebraska Forest Service	Forester	1.00	\$2,311	\$79,332	FY
<b>Moser, Lowell E</b>	Agronomy & Horticulture	Department Head	0.60	\$4,149	\$102,768	FY
	Agronomy & Horticulture	Professor	0.40	\$2,345	\$58,128	FY
	Agronomy & Horticulture	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$6,494	\$170,896	
<b>Moxley, Rodney A</b>	Vet & Biomedical Sciences	Department Head	0.60	\$3,397	\$88,127	FY
	Vet & Biomedical Sciences	Professor	0.40	\$1,942	\$50,359	FY
			1.00	\$5,339	\$138,486	
<b>Mues, Noel L</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,377	\$64,558	FY
<b>Murray, Jeanne C</b>	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,234	\$43,795	FY

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Mutunayagam, N Brito</b>	Cooperative Ext Division	Professor	0.25	\$882	\$30,275	FY
* <i>See also: UNL</i>						
<b>Narumalani, Sunil G</b>	School of Natural Resources	Assoc Professor	0.40	\$8,714	\$32,000	AY
* <i>See also: UNL</i>						
<b>Nelson, Lenis A</b>	Agronomy & Horticulture	Professor	1.00	\$2,702	\$92,774	FY
<b>Nelson, Mary E</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,195	\$53,382	FY
<b>Nickerson, H Doak</b>	Nebraska Forest Service	Associate Forester	1.00	\$8,372	\$64,752	FY
<b>Nielsen, Merlyn K</b>	Animal Science	Professor	1.00	\$4,125	\$111,428	FY
<b>Nielsen, Sharon R</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,751	\$68,925	FY
<b>Niemann, Keith F</b>	Cooperative Ext Division	Director	1.00	\$4,190	\$96,267	FY
<b>Niemeyer, Shirley M</b>	Textile Clothing & Design	Professor	1.00	\$2,930	\$87,387	FY
<b>Niemeyer, Steven W</b>	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,126	\$46,159	FY
<b>Nisley, Andrea S</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,989	\$76,506	FY
<b>Nixon, Jennifer S</b>	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,427	\$50,668	FY
<b>Nold, Rosemarie A</b>	Animal Science	Assoc Professor	1.00	\$3,390	\$81,161	FY
<b>Novoselov, Sergey V</b>	Biochemistry	Research Assistant Professor	1.00	\$1,167	\$42,167	FY
<b>Ogg, Barbara P</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,249	\$50,399	FY
<b>Ogg, Clyde L</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,846	\$48,586	FY
<b>O'Neill, Edward E</b>	Food Processing Center	Associate Director	1.00	\$2,897	\$99,455	FY
<b>Osorio, Fernando A</b>	Vet & Biomedical Sciences	Professor	1.00	\$4,113	\$121,634	FY
<b>Owens, John C</b>	Office of Vice Pres/Vice Chancellor	Vice Chancellor	1.00	\$8,235	\$216,721	FY
	Office of Vice Pres/Vice Chancellor	Distinguished Professor	0.00	\$0	\$15,000	FY
			1.00	\$8,235	\$231,721	
<b>Paparozi, Ellen T</b>	Agronomy & Horticulture	Professor	1.00	\$2,872	\$98,626	FY
<b>Parkhurst, Anne M</b>	Statistics	Professor	1.00	\$2,400	\$97,586	FY
<b>Partridge, James E</b>	Plant Pathology	Assoc Professor	1.00	\$5,150	\$85,422	FY
<b>Pavlista, Alexander D</b>	Panhandle Rsch & Ext Center	Professor	1.00	\$2,218	\$79,602	FY
<b>Payero, Jose O</b>	West Central Rsch & Ext Center	Asst Professor	1.00	\$0	\$67,254	FY
<b>Perk, Richard L</b>	Survey Division - School of Nat Res	Asst Geoscientist	1.00	\$1,394	\$52,101	FY
<b>Perrin, Richard K</b>	Agricultural Economics	Professor	1.00	\$4,836	\$119,974	AY
	Agricultural Economics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,836	\$129,974	
<b>Peterson, Amy L</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,336	\$57,460	FY
<b>Peterson, Deanna L</b>	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,339	\$46,556	FY
<b>Peterson, E Wesley</b>	Agricultural Economics	Professor	1.00	\$6,303	\$90,343	FY
<b>Peterson, James M</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,784	\$79,686	FY
<b>Plate, Carol J</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,998	\$73,341	FY
<b>Plugge, Brent L</b>	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,433	\$61,092	FY
<b>Poley, Janet K</b>	ADEC	President/Ceo Ag*sat Corp	1.00	\$5,820	\$151,446	FY
<b>Powell, Larkin A</b>	School of Natural Resources	Asst Professor	1.00	\$11,097	\$74,000	FY
<b>Powers, Thomas O</b>	Plant Pathology	Assoc Professor	1.00	\$2,162	\$86,968	FY
<b>Preston, Sandra D</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$2,938	\$73,335	FY
<b>Pritchard, Steven M</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$2,885	\$71,633	FY
<b>Prochaska-Cue, M Kathleen</b>	Family & Consumer Science	Assoc Professor	0.87	\$2,026	\$77,045	FY
* <i>See also: UNL</i>						
<b>Prosch, Allen L</b>	Agricultural Economics	Asst Exten Educator	1.00	\$1,135	\$43,165	FY
<b>Pryor, Randy W</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,575	\$65,262	FY
<b>Purcell, Sarah E</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,714	\$69,832	FY
<b>Ragsdale, Stephen W</b>	Biochemistry	Professor	1.00	\$6,841	\$120,860	FY
<b>Randall, James K</b>	Comm Information Technology	Professor	1.00	\$3,694	\$97,196	FY
<b>Rasby, Richard J</b>	Animal Science	Professor	1.00	\$3,560	\$96,223	FY

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Rasmussen, Eric J</b>	Nebraska Forest Service	Associate Forester	1.00	\$1,090	\$49,531	FY
<b>Rasmussen, Steven D</b>	Nebraska Forest Service	Forester	1.00	\$2,012	\$69,069	FY
<b>Ratcliffe, Brett C</b>	Entomology	Professor	1.00	\$3,978	\$107,513	FY
<b>Raza, Ashraf</b>	Biochemistry	Research Assistant Professor	1.00	\$2,170	\$72,170	FY
<b>Read, Paul E</b>	Agronomy & Horticulture	Professor	1.00	\$4,156	\$140,445	FY
<b>Reece, Patrick E</b>	Panhandle Rsch & Ext Center	Professor	1.00	\$2,294	\$87,057	FY
<b>Rees, Jennifer M</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$4,163	\$36,763	FY
<b>Reese, Duane E</b>	Animal Science	Assoc Professor	1.00	\$1,240	\$83,799	FY
<b>Reiling, Bryan A</b>	Animal Science	Asst Professor	1.00	\$8,733	\$87,104	FY
<b>Reimers-Hild, Connie I</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,191	\$53,191	FY
<b>Ringenberg, Carol R</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,424	\$60,738	FY
<b>Riordan, Terrance P</b>	Agronomy & Horticulture	Professor	1.00	\$5,078	\$126,001	FY
<b>Rodie, Steven N</b>	Agronomy & Horticulture	Assoc Professor	1.00	\$2,334	\$80,155	FY
<b>Rogers, Douglas G</b>	Vet & Biomedical Sciences	Professor	1.00	\$4,593	\$104,087	FY
<b>Roller, Maurine E</b>	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$970	\$36,256	FY
<b>Royer, Jeffrey S</b>	Agricultural Economics	Professor	1.00	\$3,347	\$120,754	FY
<b>Rundquist, Donald C</b>	School of Natural Resources	Professor	1.00	\$3,830	\$113,274	FY
<b>Rupnow, John H</b>	Food Science & Technology	Professor	1.00	\$5,478	\$96,799	AY
<b>Rupp, Gary P</b>	Vet & Biomedical Sciences	Director	0.60	\$1,913	\$75,520	FY
	Vet & Biomedical Sciences	Professor	0.40	\$1,226	\$48,354	FY
			1.00	\$3,139	\$123,874	
<b>Rush, Ivan G</b>	Panhandle Rsch & Ext Center	Professor	1.00	\$3,531	\$93,344	FY
<b>Russell, William K</b>	Agronomy & Horticulture	Asst Professor	1.00	\$7,243	\$70,915	FY
<b>Schacht, Walter H</b>	Agronomy & Horticulture	Assoc Professor	1.00	\$10,589	\$94,051	FY
<b>Scharf, Barbara J</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$3,169	\$82,208	FY
<b>Scheideler, Sheila E</b>	Animal Science	Professor	1.00	\$4,180	\$100,594	FY
<b>Schild, James A</b>	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$3,252	\$72,442	FY
<b>Schinstock, Jack L</b>	Biological Systems Engineering	Professor	0.50	\$1,985	\$56,411	FY
	College of Ag Sci & Nat Res	Associate Dean	0.50	\$2,186	\$62,028	FY
			1.00	\$4,171	\$118,439	
<b>Schlegel, Vicki L</b>	Food Science & Technology	Asst Professor	1.00	\$2,026	\$75,708	FY
<b>Schmidt, Barbara L</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,317	\$58,840	FY
<b>Schmitz, John A</b>	Vet & Biomedical Sciences	Professor	1.00	\$4,058	\$160,184	FY
<b>Schneider-Miller, Carrie L</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$2,835	\$37,842	FY
<b>Schnepf, Marilynn</b>	Nutrition & Health Sciences	Chairperson	0.25	\$1,171	\$30,219	FY
	Nutrition & Health Sciences	Professor	0.25	\$1,002	\$25,856	FY
* <i>See also: UNL</i>			0.50	\$2,173	\$56,075	
<b>Schoenholz, Phyllis I</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,376	\$64,914	FY
<b>Scholtz, D'Ette S</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,088	\$48,588	FY
<b>Schroeder, Debra E</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$4,334	\$81,170	FY
<b>Schulte, Dennis D</b>	Biological Systems Engineering	Professor	1.00	\$6,754	\$141,815	FY
<b>Schulze, Larry</b>	Agronomy & Horticulture	Professor	1.00	\$3,487	\$90,668	FY
<b>Schwarz, Carol J</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,674	\$66,489	FY
<b>Scofield, Sandra K</b>	Nebraska Rural Initiative	Director	1.00	\$3,966	\$104,368	FY
<b>Seravalli, Javier</b>	Biochemistry	Research Assistant Professor	1.00	\$1,218	\$44,007	FY
<b>Seymour, Ronald C</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,315	\$56,756	FY
<b>Shapiro, Charles A</b>	Northeast Rsch & Ext Center	Professor	1.00	\$3,190	\$88,996	FY
<b>Shea, Patrick J</b>	School of Natural Resources	Professor	1.00	\$3,709	\$109,683	FY
<b>Shearman, Robert C</b>	Agronomy & Horticulture	Professor	1.00	\$3,752	\$124,753	FY
<b>Shelton, David P</b>	Northeast Rsch & Ext Center	Professor	1.00	\$3,564	\$101,448	FY
<b>Sherry, Hallie P</b>	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,351	\$54,700	FY

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Sibray, Steven S</b>	Survey Division - School of Nat Res	Geoscientist	1.00	\$1,704	\$77,462	FY
<b>Siegfried, Blair D</b>	Entomology	Professor	1.00	\$4,855	\$101,085	FY
<b>Siekman, Darrel D</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,893	\$84,544	FY
<b>Simmons, Mark E</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,969	\$45,421	FY
<b>Simpson, Melanie A</b>	Biochemistry	Asst Professor	1.00	\$3,309	\$67,955	FY
<b>Sitz, Bethany M</b>	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$3,461	\$35,961	FY
<b>Skipton, Sharon O</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,786	\$79,727	FY
<b>Skopp, Joseph M</b>	School of Natural Resources	Assoc Professor	1.00	\$0	\$70,490	FY
<b>Smith, David R</b>	Vet & Biomedical Sciences	Assoc Professor	1.00	\$6,906	\$106,991	FY
<b>Smith, Durward A</b>	Food Science & Technology	Assoc Professor	1.00	\$2,219	\$82,840	FY
<b>Smith, John A</b>	Panhandle Rsch & Ext Center	Professor	1.00	\$4,010	\$106,030	FY
<b>Snow, Daniel Davidson</b>	Water Center	Research Assistant Professor	0.10	\$243	\$6,387	FY
* <i>See also: UNL</i>						
<b>Somerville, Greg A</b>	Vet & Biomedical Sciences	Asst Professor	1.00	\$2,440	\$74,440	FY
<b>Spalding, Mary E</b>	Survey Division - School of Nat Res	Professor	1.00	\$1,571	\$71,407	FY
<b>Spalding, Roy F</b>	Agronomy & Horticulture	Professor	1.00	\$3,461	\$118,825	FY
<b>Specht, James E</b>	Agronomy & Horticulture	Professor	1.00	\$4,932	\$117,454	FY
<b>Spreitzer, Robert J</b>	Biochemistry	Professor	1.00	\$3,380	\$112,407	FY
<b>Sridhar, Venkataramana R</b>	School of Natural Resources	Research Assistant Professor	1.00	\$1,237	\$56,209	FY
<b>Stanek Krogstrand, Kaye L</b>	Nutrition & Health Sciences	Assoc Professor	0.25	\$562	\$19,235	FY
* <i>See also: UNL</i>						
<b>Staswick, Paul E</b>	Agronomy & Horticulture	Professor	1.00	\$2,922	\$100,350	FY
<b>Stauffer, Gary D</b>	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,205	\$49,411	FY
<b>Stauffer, Monte A</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,098	\$49,067	FY
<b>Steadman, James R</b>	Plant Pathology	Professor	1.00	\$3,959	\$102,625	FY
<b>Steffen, David J</b>	Vet & Biomedical Sciences	Assoc Professor	1.00	\$11,310	\$103,245	FY
<b>Stenberg, David E</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,329	\$87,033	FY
<b>Stolzenburg, Byron A</b>	Panhandle Rsch & Ext Center	Extension Educator	0.60	\$1,777	\$44,112	FY
<b>Stone, Julie M</b>	Biochemistry	Asst Professor	1.00	\$1,809	\$74,164	FY
<b>Stowell, Richard R</b>	Biological Systems Engineering	Asst Professor	1.00	\$1,593	\$75,366	FY
<b>Strasheim, Cynthia R</b>	Southeast Rsch & Ext Center	Extension Educator	0.60	\$986	\$42,074	FY
<b>Streich, Anne M</b>	Agronomy & Horticulture	Asst Exten Educator	1.00	\$1,702	\$44,238	FY
<b>Stroup, Walter W</b>	Statistics	Department Head	0.50	\$2,485	\$65,387	FY
	Statistics	Professor	0.50	\$2,072	\$54,540	FY
			1.00	\$4,557	\$119,927	
<b>Stubbendieck, James L</b>	Agronomy & Horticulture	Professor	0.50	\$2,554	\$62,654	FY
* <i>See also: UNL</i>						
<b>Subbiah, Jeyamkondan</b>	Biological Systems Engineering	Asst Professor	1.00	\$1,387	\$71,387	FY
<b>Summerside, Scott E</b>	Survey Division - School of Nat Res	Assoc Geoscientist	1.00	\$1,075	\$48,865	FY
<b>Supalla, Raymond J</b>	Agricultural Economics	Professor	1.00	\$2,731	\$101,336	FY
<b>Sutton, Richard K</b>	Agronomy & Horticulture	Assoc Professor	1.00	\$2,130	\$73,141	AY
<b>Suyker, Andrew E</b>	School of Natural Resources	Research Assistant Professor	1.00	\$1,152	\$52,352	FY
<b>Svoboda, Mark D</b>	School of Natural Resources	Asst Geoscientist	1.00	\$1,365	\$55,955	FY
<b>Swanson, Dianne M</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,678	\$68,657	FY
<b>Swinehart, James B</b>	Survey Division - School of Nat Res	Professor	0.85	\$1,887	\$70,519	FY
* <i>See also: UNL</i>						
<b>Szilagyi, Jozsef</b>	Survey Division - School of Nat Res	Assoc Professor	1.00	\$1,908	\$71,295	FY
<b>Tarkalson, David D</b>	West Central Rsch & Ext Center	Asst Professor	1.00	\$3,448	\$66,065	FY
<b>Taylor, Stephen L</b>	Food Science & Technology	Professor	1.00	\$6,263	\$164,813	FY
	Food Science & Technology	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$6,263	\$174,813	

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Teel, Dewey W</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$3,436	\$86,084	FY
<b>Thippareddi, Harshavardhan</b>	Food Science & Technology	Asst Professor	1.00	\$3,057	\$68,651	FY
<b>Tickner, Cheryl A</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,751	\$64,296	FY
<b>Todd, Kim A</b>	Agronomy & Horticulture	Asst Professor	1.00	\$3,497	\$67,942	FY
<b>Tonn, Steven R</b>	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,145	\$52,010	FY
<b>Topp, Amy J</b>	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,266	\$46,465	FY
<b>Treffer, Bruce A</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,975	\$73,801	FY
<b>Tusler, Cynthia A</b>	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$791	\$40,291	FY
<b>Tyre, Richard Aj</b>	School of Natural Resources	Asst Professor	1.00	\$5,730	\$68,205	FY
<b>Urrea Florez, Carlos A</b>	Panhandle Rsch & Ext Center	Asst Professor	1.00	\$1,050	\$71,050	FY
<b>Van Etten, James L</b>	Plant Pathology	Professor	1.00	\$6,288	\$147,152	FY
	Plant Pathology	University Professor	0.00	\$0	\$15,000	FY
			1.00	\$6,288	\$162,152	
<b>Van Vleck, L Dale</b>	Animal Science	Professor	0.20	\$1,600	\$21,744	FY
<b>Varner, David L</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,854	\$81,602	FY
<b>Verma, Shashi B</b>	School of Natural Resources	Professor	1.00	\$5,054	\$131,415	FY
* <i>See also: UNL</i>						
<b>Versch, Rebecca L</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,607	\$58,772	FY
<b>Vidaver, Anne M</b>	Plant Pathology	Department Head	0.60	\$4,076	\$108,799	FY
	Plant Pathology	Professor	0.40	\$2,327	\$62,203	FY
			1.00	\$6,403	\$171,002	
<b>Vigna, Diane C</b>	Textile Clothing & Design	Asst Professor	1.00	\$1,248	\$61,704	FY
<b>Volesky, Jerry D</b>	West Central Rsch & Ext Center	Assoc Professor	1.00	\$4,053	\$81,418	FY
<b>Vonderohe, Ruth E</b>	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,157	\$42,466	FY
<b>Vyhalek, Allan R</b>	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,669	\$61,273	FY
<b>Walahoski, Jill S</b>	4-H Youth Development	Asst Exten Educator	1.00	\$4,000	\$40,000	FY
<b>Waldren, Richard P</b>	Agronomy & Horticulture	Professor	1.00	\$2,885	\$97,462	FY
<b>Waldren, Vernon L</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,032	\$80,244	FY
<b>Waller, Steven S</b>	College of Ag Sci & Nat Res	Dean	1.00	\$7,723	\$173,092	FY
<b>Walters, Daniel T</b>	Agronomy & Horticulture	Professor	1.00	\$2,674	\$91,817	FY
<b>Walter-Shea, Elizabeth A</b>	School of Natural Resources	Professor	1.00	\$3,097	\$91,591	FY
<b>Walz, Troy M</b>	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,356	\$48,120	FY
<b>Wang, Lijun</b>	Biological Systems Engineering	Research Assistant Professor	1.00	\$556	\$40,556	FY
<b>Warner, Mary K</b>	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,986	\$74,196	FY
<b>Watkins, John E</b>	Plant Pathology	Professor	1.00	\$3,710	\$116,038	FY
<b>Weber, John S</b>	Animal Science	Asst Professor	1.00	\$1,089	\$73,676	FY
<b>Wedin, David A</b>	School of Natural Resources	Assoc Professor	1.00	\$3,808	\$85,273	FY
<b>Weeks, Donald P</b>	Biochemistry	Department Head	0.60	\$3,934	\$104,879	FY
	Biochemistry	Professor	0.40	\$2,248	\$59,817	FY
			1.00	\$6,182	\$164,696	
<b>Wehling, Randy L</b>	Food Science & Technology	Professor	1.00	\$3,590	\$95,664	FY
<b>Weiss, Albert</b>	School of Natural Resources	Professor	1.00	\$4,134	\$81,171	FY
<b>Weitzenkamp, Deborah J</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$790	\$35,290	FY
<b>Weller, Curtis L</b>	Biological Systems Engineering	Professor	1.00	\$3,817	\$99,243	FY
<b>Wells, Cami</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$6,045	\$42,416	FY
<b>Welte, Carroll S</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,541	\$56,589	FY
<b>Werth, Ladonna A</b>	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,341	\$49,244	FY
<b>Westover, Donald E</b>	Nebraska Forest Service	Forester	1.00	\$2,219	\$76,189	FY
<b>Wheeler, Daniel</b>	Ag Leadership Educ & Comm	Professor	1.00	\$2,168	\$98,488	FY
<b>White, Brett R</b>	Animal Science	Asst Professor	1.00	\$2,476	\$69,994	FY
<b>Wilhite, Donald A</b>	School of Natural Resources	Professor	1.00	\$6,679	\$119,876	FY

**University of Nebraska - IANR**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Williams, Susan N</b>	Southeast Rsch & Ext Center	Director/Chair	0.64	\$2,291	\$58,868	FY
	Southeast Rsch & Ext Center	Ext Professor	0.36	\$1,289	\$33,112	FY
			1.00	\$3,580	\$91,980	
<b>Wilson Jr, Robert G</b>	Panhandle Rsch & Ext Center	Professor	1.00	\$7,642	\$135,042	FY
<b>Wilson, John A</b>	Northeast Rsch & Ext Center	Extension Educator	1.00	\$3,108	\$73,206	FY
<b>Witkowski, John F</b>	Northeast Rsch & Ext Center	Director/Chair	0.60	\$3,338	\$85,758	FY
	Northeast Rsch & Ext Center	Professor	0.40	\$1,909	\$49,039	FY
			1.00	\$5,247	\$134,797	
<b>Wohlers, Arden R</b>	Panhandle Rsch & Ext Center	Ext Asst Professor	0.50	\$1,497	\$56,824	FY
<b>Woldt, Wayne</b>	Biological Systems Engineering	Assoc Professor	0.75	\$1,866	\$63,550	FY
* <i>See also: UNL</i>						
<b>Wood, Charles</b>	Biochemistry	Professor	0.25	\$1,792	\$34,824	AY
* <i>See also: UNL</i>						
<b>Wortmann, Charles S</b>	Agronomy & Horticulture	Asst Professor	1.00	\$3,650	\$72,985	FY
<b>Wright, Robert J</b>	Entomology	Professor	1.00	\$3,548	\$96,879	FY
<b>Xia, Yan</b>	Family & Consumer Science	Asst Professor	0.11	\$224	\$5,491	AY
* <i>See also: UNL</i>						
<b>Yang, Haishun</b>	Agronomy & Horticulture	Research Assistant Professor	1.00	\$1,744	\$45,389	FY
<b>Yang, Yiqi</b>	Textiles Clothing & Design	Professor	0.50	\$2,854	\$43,631	AY
* <i>See also: UNL</i>						
<b>Yiannaka, Amalia</b>	Agricultural Economics	Asst Professor	1.00	\$3,745	\$66,157	AY
<b>Yoder, Ronald E</b>	Biological Systems Engineering	Department Head	0.60	\$4,171	\$105,867	FY
	Biological Systems Engineering	Professor	0.40	\$2,344	\$59,548	FY
			1.00	\$6,515	\$165,415	
<b>Yohe, John M</b>	INTSORMIL - Sorghum/Millet CRSP	Director	1.00	\$5,391	\$141,867	FY
<b>Yonts, C Dean</b>	Panhandle Rsch & Ext Center	Assoc Professor	1.00	\$1,820	\$72,910	FY
<b>Yuen, Gary Y</b>	Plant Pathology	Assoc Professor	1.00	\$10,655	\$90,078	FY
<b>Zanner, C W</b>	School of Natural Resources	Asst Professor	1.00	\$1,080	\$64,812	FY
<b>Zeece, Michael G</b>	Food Science & Technology	Professor	1.00	\$3,864	\$96,029	FY
<b>Zempleni, Janos</b>	Nutrition & Health Sciences	Asst Professor	0.50	\$4,537	\$35,806	AY
* <i>See also: UNL</i>						
<b>Zhang, Chao Mei</b>	Food Science & Technology	Research Assistant Professor	1.00	\$1,443	\$51,185	FY
<b>Zhang, Yuanzheng</b>	Plant Pathology	Research Assistant Professor	1.00	\$877	\$32,794	FY
<b>Zhou, Xinhua</b>	School of Natural Resources	Research Assistant Professor	1.00	\$1,022	\$46,447	AY
<b>Zimmers, Stephen G</b>	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$947	\$40,402	FY
<b>Zoubek, Gary L</b>	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,447	\$93,876	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Abdouch, Ivan G</b>	Family Medicine	Assoc Professor/Hlth Prof	1.00	\$4,673	\$122,977	FY
<b>Abrahams, Neil A</b>	Pathology/Microbiology	Asst Professor/Hlth Prof	1.00	\$2,400	\$63,150	FY
<b>Abromowitch, Minnie</b>	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$4,227	\$111,239	FY
<b>Adams, John C</b>	Budget Analysis & Financial Cmpl	Asst Vice Chancellor/Budget & Planning	1.00	\$7,058	\$124,690	FY
<b>Adelson, Anthony B</b>	Radiology	Asst Professor/Hlth Prof	1.00	\$2,150	\$109,666	FY
<b>Agarwala, Neena</b>	Obstetric/Gynecology	Asst Professor/Hlth Prof	1.00	\$3,847	\$101,237	FY
<b>Agneta, Leonard D</b>	Intellectual Property Office	Director, Intellectual Property Office	0.90	\$4,311	\$113,440	FY
* <i>See also: UNCA</i>						
<b>Agrawal, Sandeep Kumar</b>	Surgery-Neurosurgery	Asst Professor	1.00	\$2,159	\$56,827	FY
<b>Ahmad, Iqbal</b>	Ophthalmology	Professor/Cont	1.00	\$4,162	\$109,532	FY
	Academic Affairs/Graduate Studies	Director, Postdoc Education Office	0.00	\$0	\$5,000	FY
			1.00	\$4,162	\$114,532	
<b>Aita, Virginia</b>	Preventive and Societal Medicine	Assoc Professor/Hlth Prof	1.00	\$2,445	\$64,340	FY
<b>Alajlouni, Khaldoun F M</b>	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$3,656	\$72,000	FY
<b>Allen, Keith D</b>	MMI Psychology	Psychologist	1.00	\$7,781	\$85,592	FY
<b>Alter, Roxanne</b>	Medical Technology	Asst Professor	1.00	\$2,253	\$59,284	FY
<b>Amin, Zahid</b>	Pediatrics Cardiology	Assoc Professor/Hlth Prof	1.00	\$3,080	\$81,067	FY
<b>Amoura, Nahia Jean</b>	Obstetric/Gynecology	Asst Professor	1.00	\$3,358	\$88,358	FY
<b>Anderson Berry, Ann L</b>	Pediatrics Newborn Medicine	Asst Professor	1.00	\$3,357	\$88,357	FY
<b>Anderson, James R</b>	Preventive and Societal Medicine	Chairperson	0.60	\$4,815	\$126,725	FY
	Preventive and Societal Medicine	Professor	0.34	\$1,004	\$26,391	FY
	Preventive and Societal Medicine	Stokes-Shackleford Prof/Biostatistics	0.06	\$304	\$8,000	FY
			1.00	\$6,123	\$161,116	
<b>Anderson, Joseph C</b>	Radiology	Professor	1.00	\$5,501	\$144,949	FY
<b>Anderson, Rebecca</b>	Preventive and Societal Medicine	Asst Professor	0.65	\$1,606	\$42,250	FY
	MMI Genetic Medicine	Certified Genetic Counselor	0.04	\$101	\$2,658	FY
			0.69	\$1,707	\$44,908	
<b>Antonson, Dean L</b>	Pediatrics Gastroenterology	Assoc Professor	1.00	\$3,938	\$103,627	FY
<b>Aoun, Patricia</b>	Pathology/Microbiology	Asst Professor	1.00	\$2,888	\$76,000	FY
<b>Armitage, James O</b>	Int Med Oncology/Hematology	Professor/Cont	1.00	\$9,199	\$292,074	FY
<b>Asojo, Oluwatoyin</b>	Eppley Institute	Research Asst Prof	1.00	\$0	\$60,000	FY
<b>Assad, Daniel A</b>	COD-Surgical Specialties	Assoc Professor/Cont	1.00	\$0	\$100,238	FY
<b>Attanasio, Ronald</b>	COD-Adult Restorative	Professor/Cont	1.00	\$4,326	\$118,173	FY
<b>Attard, Thomas M</b>	Pediatrics Gastroenterology	Asst Professor/Hlth Prof	1.00	\$2,724	\$71,692	FY
<b>Audi, Jennifer</b>	Surgery Emergency Medicine	Asst Professor	1.00	\$0	\$80,000	FY
<b>Augustine, Samuel C</b>	Pathology/Microbiology	Assoc Professor	0.02	\$0	\$1,200	FY
<b>Babbe, Gregory J</b>	Family Medicine	Asst Professor	1.00	\$3,644	\$95,908	FY
<b>Backer, Elisabeth L</b>	Family Medicine	Clinical Assoc Prof	1.00	\$9,226	\$126,011	FY
<b>Baker, John J</b>	Pathology/Microbiology	Asst Professor	1.00	\$3,321	\$87,384	FY
<b>Baker, Natalie J</b>	UPS Psychiatry-Academic	Asst Professor	0.45	\$852	\$22,419	FY
<b>Balaji, Kethandapatti C.</b>	Surgery-Urologic Surgery	Professor	0.90	\$17,995	\$119,193	FY
<b>Baldwin, Jeffrey N</b>	COP Pharmacy Practice	Assoc Professor	1.00	\$2,659	\$91,298	FY
<b>Ball, Laura J</b>	MMI Speech Pathology	Speech Pathologist	1.00	\$11,843	\$71,060	FY
<b>Baranowska-Kortylewicz, Janina</b>	Radiation Oncology	Professor	1.00	\$8,853	\$87,898	FY
<b>Barkoukis, Teri J</b>	Int Med Pulmonary	Assoc Professor/Hlth Prof	1.00	\$7,174	\$99,854	FY
<b>Barnason, Susan A</b>	CON-Lincoln AHI	Assoc Professor	1.00	\$3,711	\$83,516	FY
<b>Barnes, Caren M</b>	COD-Dental Administration	Coordinator	1.00	\$3,651	\$96,072	FY
<b>Barnes-Josiah, Debora</b>	Pediatrics Child Health	Asst Professor	0.75	\$1,963	\$51,665	FY
<b>Barr, Kathleen L</b>	CON-Gerontolog, Psyocosoc & Com Hlth	Assoc Professor/Hlth Prof	1.00	\$3,129	\$79,422	FY
<b>Barron, Cecilia Rose</b>	CON-Gerontolog, Psyocosoc & Com Hlth	Assoc Professor	1.00	\$4,124	\$92,819	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Bartek, Jean Krajicek</b>	CON-Gerontolog, Psychosoc & Com Hlth	Assoc Professor	0.40	\$670	\$23,006	AY
<b>Bastola, Dhundy R</b>	Pediatrics Infectious Disease	Asst Professor	1.00	\$2,172	\$57,172	FY
<b>Batra, Surinder Kumar</b>	Biochem and Molecular Biology	Professor/Cont	1.00	\$7,500	\$132,500	FY
<b>Batrakova, Elena V</b>	COP Pharmaceutical Science	Research Asst Prof	1.00	\$1,850	\$48,678	FY
<b>Batterman, Terri R</b>	Int Med General Medicine	Asst Professor	1.00	\$3,200	\$84,200	FY
<b>Bavitz, J Bruce</b>	COD-Surgical Specialties	Chairperson	0.60	\$6,837	\$78,497	FY
	COD-Surgical Specialties	Professor/Cont	0.40	\$4,557	\$50,131	FY
			1.00	\$11,394	\$128,628	
<b>Baxter, Bernard Timothy</b>	Surgery-General Surgery	Professor	0.45	\$2,187	\$57,546	FY
<b>Bayles, Kenneth W</b>	Pathology/Microbiology	Assoc Professor/Hlth Prof	1.00	\$0	\$112,000	FY
<b>Beatty, Mark W</b>	COD-Adult Restorative	Professor	1.00	\$7,078	\$63,032	FY
<b>Bedows, Elliott</b>	Obstetric/Gynecology	Assoc Professor	1.00	\$0	\$67,662	FY
<b>Bennett, Gregory D</b>	Genetics Cell Biology & Anatomy	Assoc Professor	1.00	\$3,506	\$92,288	FY
<b>Bennett, Robert G</b>	Int Med DEM	Asst Professor	0.01	\$39	\$666	FY
<b>Benson Jr, John A</b>	Int Med GI	Professor	1.00	\$4,800	\$126,300	FY
<b>Berg, Teresa Grace</b>	Obstetric/Gynecology	Assoc Professor/Hlth Prof	1.00	\$3,847	\$101,237	FY
<b>Berger, Ann Malone</b>	CON-Adult Health & Illness Dpt	Assoc Professor/Cont	1.00	\$5,171	\$84,097	FY
<b>Bernal, Kerry</b>	Pathology/Microbiology	Asst Professor/Hlth Prof	1.00	\$2,400	\$63,150	FY
<b>Bessho, Tadayoshi</b>	Eppley Institute	Asst Professor/Hlth Prof	1.00	\$5,000	\$82,250	FY
<b>Bessmer, Joel</b>	Int Med General Medicine	Asst Professor	1.00	\$3,110	\$111,846	FY
	Int Med Education	Associate Director	0.00	\$0	\$24,000	FY
			1.00	\$3,110	\$135,846	
<b>Beukelman, David R</b>	MMI Speech Pathology	Director	0.17	\$894	\$23,263	FY
* <i>See also: UNL</i>						
<b>Bevil, Catherine A</b>	CON-Omaha	Professor	0.90	\$4,015	\$90,270	FY
	CON-Omaha	Director	0.00	\$0	\$2,400	FY
			0.90	\$4,015	\$92,670	
<b>Bidasee, Keshore R</b>	Pharmacology	Assoc Professor/Hlth Prof	1.00	\$3,240	\$85,253	FY
<b>Bierman, Philip J</b>	Int Med Oncology/Hematology	Assoc Professor	1.00	\$4,311	\$113,461	FY
<b>Bilek, Laura D</b>	Physical Therapy Education	Asst Professor	0.70	\$1,850	\$47,763	FY
<b>Billings, Judith Sims</b>	CON-Kearney	Professor	1.00	\$3,794	\$96,319	FY
	CON-Kearney	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$3,794	\$101,319	
<b>Binhammer, Robert T</b>	Genetics Cell Biology & Anatomy	Professor	1.00	\$3,811	\$100,280	FY
<b>Black, Joyce M</b>	CON-Adult Health & Illness Dpt	Assoc Professor/Hlth Prof	1.00	\$2,146	\$73,677	FY
<b>Bobal, Alison M</b>	Library of Medicine	Asst Professor	1.00	\$1,594	\$41,943	FY
<b>Bociek, Robert G</b>	Int Med Oncology/Hematology	Assoc Professor	1.00	\$6,494	\$100,733	FY
<b>Boedeker, Ben H</b>	Anesthesiology	Assoc Professor	0.30	\$308	\$31,063	FY
<b>Bolam, David L</b>	Pediatrics Newborn Medicine	Assoc Professor	1.00	\$4,021	\$105,833	FY
<b>Booth, S James</b>	Pathology/Microbiology	Assoc Professor	1.00	\$3,831	\$100,802	FY
<b>Borgstahl-Kramer, Gloria E</b>	Eppley Institute	Assoc Professor/Cont	1.00	\$3,608	\$93,822	FY
<b>Boska, Michael D</b>	Radiology	Assoc Professor/Hlth Prof	1.00	\$4,373	\$113,712	FY
<b>Botha, Jean Frederick</b>	Surgery-Transplant	Asst Professor	1.00	\$2,430	\$63,940	FY
<b>Bott, Kristine L</b>	Surgery Emergency Medicine	Asst Professor/Hlth Prof	1.00	\$3,200	\$84,200	FY
<b>Bottjen, Peggy L</b>	Medical Technology	Asst Professor	0.50	\$1,170	\$30,777	FY
	Allied Health-Hlth Serv Admin Div	Clinical Education Coordinator	0.50	\$1,170	\$30,778	FY
			1.00	\$2,340	\$61,555	
<b>Boust, Susan J</b>	UPS Psychiatry-Academic	Assoc Professor/Hlth Prof	1.00	\$4,123	\$108,498	FY
<b>Bowdino, Bradley S</b>	Surgery-Neurosurgery	Asst Professor	0.05	\$0	\$4,158	FY
<b>Bowman, Robert C</b>	Family Medicine	Assoc Professor	1.00	\$4,292	\$112,955	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Bradley, Richard E</b>	COD-Surgical Specialties	Clinical Professor	0.40	\$0	\$7,680	AY
	COD-Dental Administration	Clinical Professor	0.10	\$0	\$2,080	AY
			0.50	\$0	\$9,760	
<b>Bridge, Julia Ann</b>	Pathology/Microbiology	Professor	0.60	\$2,269	\$59,723	FY
	Pediatrics Administration	Professor	0.40	\$1,513	\$39,815	FY
			1.00	\$3,782	\$99,538	
<b>Bronich, Tatiana K</b>	COP Pharmaceutical Science	Research Assoc Prof	1.00	\$2,285	\$60,141	FY
<b>Brown, David G</b>	COD-Dental Administration	Executive Associate Dean	0.90	\$5,466	\$138,196	FY
	COD-Oral Biology	Professor	0.10	\$552	\$14,521	FY
			1.00	\$6,018	\$152,717	
<b>Brown, Heather L</b>	Library of Medicine	Asst Professor	1.00	\$1,484	\$39,062	FY
<b>Bruch, Leslie A</b>	Pathology/Microbiology	Assoc Professor	1.00	\$5,529	\$75,517	FY
<b>Brunmeier, Richard</b>	COD-Adult Restorative	Clinical Asst Prof	0.20	\$0	\$4,160	AY
<b>Buchanan, Lynne M</b>	CON-Adult Health & Illness Dpt	Asst Professor/Hlth Prof	1.00	\$3,442	\$69,102	FY
<b>Buehler, Bruce A</b>	MMI Administration	Hattie B Munroe Endowed Professorship	0.40	\$2,601	\$64,832	FY
	MMI Administration	Director	0.30	\$1,947	\$49,624	FY
	Pediatrics Administration	Chairperson	0.30	\$1,950	\$56,624	FY
			1.00	\$6,498	\$171,080	
<b>Burke, William J</b>	UPS Psychiatry-Academic	Professor	1.00	\$5,722	\$150,574	FY
<b>Bylund, David B</b>	Pharmacology	Professor	1.00	\$6,784	\$178,522	FY
<b>Campbell, James R</b>	Int Med General Medicine	Professor/Cont	1.00	\$4,232	\$111,381	FY
<b>Campbell, William H</b>	COD-Surgical Specialties	Clinical Asst Prof	0.20	\$0	\$4,160	AY
<b>Campbell-Grossman, Christie K</b>	CON-Lincoln AHI	Asst Professor	1.00	\$3,460	\$69,552	FY
<b>Camras, Carl B</b>	Ophthalmology	Chairperson	0.60	\$3,903	\$112,717	FY
	Ophthalmology	Professor	0.40	\$2,729	\$71,835	FY
			1.00	\$6,632	\$184,552	
<b>Canaris, Gay J</b>	Int Med General Medicine	Asst Professor	1.00	\$2,863	\$75,359	FY
<b>Cannella, Amy C</b>	Int Med Rheumatology	Asst Professor	0.70	\$0	\$56,000	FY
<b>Caplan, Steven H</b>	Biochem and Molecular Biology	Asst Professor/Hlth Prof	1.00	\$2,952	\$68,552	FY
<b>Carlson, Mark A</b>	Surgery-General Surgery	Assoc Professor	0.75	\$3,853	\$52,620	FY
<b>Carmines, Pamela K</b>	Cellular/Integrative Physiology	Professor	1.00	\$4,322	\$115,141	FY
<b>Carson, Steven D</b>	Pathology/Microbiology	Professor	1.00	\$8,287	\$111,625	FY
<b>Carstens, Kaye B</b>	Family Medicine	Clinical Assoc Prof	1.00	\$6,543	\$89,360	FY
<b>Casale, George P</b>	Surgery-Urologic Surgery	Assoc Professor	1.00	\$2,857	\$75,179	FY
<b>Casey, Carol A</b>	Int Med GI	Professor	0.50	\$3,982	\$43,799	FY
<b>Casey, John H</b>	COD-Oral Biology	Professor	0.10	\$0	\$10,000	FY
<b>Cavalieri, Ercole</b>	Eppley Institute	Professor	1.00	\$5,366	\$139,515	FY
<b>Chakravarti, Dhrubajyoti</b>	Eppley Institute	Research Asst Professor	1.00	\$4,784	\$57,940	FY
<b>Chambers, Ward A</b>	Int Med Cardiology	Assoc Professor	1.00	\$6,032	\$158,726	FY
<b>Chan, Wing C</b>	Pathology/Microbiology	Professor	1.00	\$4,043	\$106,399	FY
<b>Chaney, William G</b>	Biochem and Molecular Biology	Assoc Professor	1.00	\$2,994	\$78,800	FY
<b>Chang, Myung W</b>	COD-Adult Restorative	Assoc Professor	1.00	\$6,257	\$82,096	FY
	COD-Adult Restorative	M C Pedersen Cod Professorship	0.00	\$0	\$10,000	FY
			1.00	\$6,257	\$92,096	
<b>Chaperon, Claudia M</b>	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor/Hlth Prof	1.00	\$0	\$63,975	FY
<b>Chapin, James W</b>	Anesthesiology	Professor	1.00	\$4,443	\$116,915	FY
<b>Chapman, Nora M</b>	Pathology/Microbiology	Assoc Professor/Cont	1.00	\$7,093	\$78,023	FY
<b>Chen, Li-Wu</b>	Preventive and Societal Medicine	Assoc Professor	1.00	\$5,597	\$76,415	FY
<b>Cheng, Pi-Wan</b>	Biochem and Molecular Biology	Professor	1.00	\$4,688	\$123,370	FY
<b>Chintalapudi, Udaya B</b>	Radiology	Asst Professor	1.00	\$8,201	\$90,214	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Christensen, Gerald R</b>	Ophthalmology	Assoc Professor	0.35	\$1,435	\$37,762	FY
<b>Christiansen, Mark Philip</b>	Physician Assistant	Asst Professor/Hlth Prof	1.00	\$7,111	\$96,009	FY
<b>Christman, Judith K</b>	Biochem and Molecular Biology	Chairperson	0.60	\$4,975	\$131,031	FY
	Biochem and Molecular Biology	Professor	0.36	\$2,945	\$74,603	FY
	Biochem and Molecular Biology	Stokes-Shackleford Prof/Biochem & Molec	0.04	\$0	\$8,000	FY
			1.00	\$7,920	\$213,634	
<b>Ciborowski, Pawel S</b>	Biochem and Molecular Biology	Asst Professor/Hlth Prof	1.00	\$2,600	\$68,413	FY
<b>Clemens, Dahn L</b>	Int Med GI	Assoc Professor	0.17	\$398	\$10,457	FY
<b>Coccia, Peter F</b>	Pediatrics Hematology/Oncology	Professor	1.00	\$4,687	\$123,350	FY
<b>Cochran, Gary L</b>	COP Pharmacy Practice	Asst Professor/Hlth Prof	1.00	\$5,024	\$72,492	FY
<b>Cohen, Samuel M</b>	Pathology/Microbiology	Chairperson	0.60	\$4,255	\$119,489	FY
	Pathology/Microbiology	Professor	0.29	\$2,127	\$55,973	FY
	Pathology/Microbiology	Havlik/Wall Prof/Oncology	0.11	\$710	\$18,688	FY
			1.00	\$7,092	\$194,150	
<b>Collier, Dean S</b>	COP Pharmacy Practice	Asst Professor	1.00	\$5,109	\$75,401	FY
<b>Colombo, John L</b>	Pediatrics Pulmonology	Professor/Cont	1.00	\$4,420	\$116,337	FY
<b>Conell, Gary L</b>	Family Medicine	Asst Professor	0.50	\$2,428	\$63,908	FY
<b>Cooper, Stephanie L</b>	MMI Psychology	Psychologist	0.10	\$368	\$5,279	FY
<b>Corley, Kevin P</b>	Pediatrics Endocrine	Asst Professor	1.00	\$4,006	\$105,458	FY
<b>Cornish, Kurtis G</b>	Cellular/Integrative Physiology	Professor	1.00	\$6,864	\$93,747	FY
<b>Cornwall, Suzanne J</b>	Family Medicine	Clinical Asst Prof	1.00	\$4,462	\$117,427	FY
<b>Covey, David A</b>	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$2,728	\$86,663	FY
<b>Cowan, Kenneth H</b>	Eppley Institute	Director	1.00	\$9,008	\$232,068	FY
	Eppley Cancer Center	Director	0.00	\$0	\$5,000	FY
			1.00	\$9,008	\$237,068	
<b>Cox, G Stanley</b>	Biochem and Molecular Biology	Assoc Professor	1.00	\$821	\$82,978	FY
<b>Cox, Roxanne R</b>	Library of Medicine	Assoc Professor/Hlth Prof	1.00	\$2,319	\$61,038	FY
<b>Cramer, Mary E</b>	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor	1.00	\$5,310	\$73,830	FY
	CON-Gerontolog, Psycosoc & Com Hlth	Chairperson	0.00	\$0	\$3,000	FY
			1.00	\$5,310	\$76,830	
<b>Crawford, Michael E</b>	MMI Recreation Program	Discipline Director	1.00	\$2,570	\$76,029	FY
<b>Criscuolo, Christopher M</b>	Anesthesiology	Assoc Professor/Hlth Prof	1.00	\$3,484	\$91,701	FY
<b>Crossman, Joy A</b>	Anesthesiology	Asst Professor	1.00	\$3,595	\$94,618	FY
<b>Crouch, Larry D</b>	COD-Oral Biology	Asst Professor	1.00	\$3,896	\$68,830	FY
<b>Crouse, Brent A</b>	Int Med General Medicine	Asst Professor	1.00	\$3,110	\$81,846	FY
<b>Crouse, David A</b>	Academic Affairs/Graduate Studies	Assoc Vice Chancellor	0.61	\$6,729	\$90,836	FY
	Graduate Studies	Executive Associate Dean	0.30	\$2,550	\$34,430	FY
	Genetics Cell Biology & Anatomy	Professor	0.09	\$952	\$12,857	FY
			1.00	\$10,231	\$138,123	
<b>Cuddigan, Janet</b>	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$2,699	\$67,654	FY
<b>Cuka, Denis J</b>	Anesthesiology	Assoc Professor	0.60	\$2,856	\$75,156	FY
<b>Curran-Galejs, Diana</b>	Obstetric/Gynecology	Asst Professor	1.00	\$3,000	\$78,938	FY
<b>Cusick, Robert A</b>	Surgery-General Surgery	Clinical Asst Prof	0.18	\$899	\$23,667	FY
<b>Dahl, Elizabeth R</b>	UPS Psychiatry-Academic	Asst Professor	0.50	\$1,867	\$49,136	FY
<b>Danford, David A</b>	Pediatrics Cardiology	Professor	1.00	\$4,076	\$107,267	FY
<b>Dave, Bhavana J</b>	MMI Cytogenetics	Associate Director	0.91	\$6,725	\$73,978	FY
	Pathology/Microbiology	Assoc Professor	0.09	\$644	\$7,088	FY
			1.00	\$7,369	\$81,066	
<b>Davis, John S</b>	Obstetric/Gynecology	Professor/Cont	0.60	\$3,151	\$82,928	FY
<b>Davis, Leon F</b>	Surgery-Oral & Maxillofacial	Professor	1.00	\$7,105	\$149,206	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Dayton, Stuart K	Library of Medicine	Asst Professor	1.00	\$1,907	\$50,188	FY
Desa, Valmont P	Surgery-Oral & Maxillofacial	Asst Professor	0.20	\$140	\$14,140	FY
Desouza, Cyrus V	Int Med DEM	Asst Professor/Hlth Prof	0.38	\$1,215	\$31,970	FY
Deupree, Jean D	Pharmacology	Professor/Cont	1.00	\$3,516	\$92,516	FY
Devetten, Marcel P	Int Med Oncology/Hematology	Asst Professor/Hlth Prof	1.00	\$3,240	\$85,253	FY
Dewan, Vijay K	UPS Psychiatry-Academic	Asst Professor/Hlth Prof	1.00	\$2,769	\$72,882	FY
Dhar, Kajari	Eppley Institute	Research Asst Prof	1.00	\$1,701	\$44,226	FY
Dimaio, Dominick J	Pathology/Microbiology	Asst Professor/Hlth Prof	1.00	\$2,666	\$70,155	FY
Dixon, Robert S	Comparative Medicine	Director	1.00	\$5,450	\$143,411	FY
Dobesh, Paul P	COP Pharmacy Practice	Assoc Prof/Hlth Prof	1.00	\$1,260	\$85,260	FY
Dong, Yuxiang	COP Pharmaceutical Science	Research Asst Prof	1.00	\$2,173	\$57,173	FY
Donnelly, Amber D	School of Allied Health Professions	Asst Professor/Hlth Prof	0.74	\$3,535	\$47,718	FY
	Cytotechnology	Program Director	0.26	\$1,242	\$16,766	FY
			1.00	\$4,777	\$64,484	
Donohue, Terrence	Int Med GI	Professor	0.01	\$76	\$845	FY
Doran, Stephen E	Surgery-Neurosurgery	Clinical Asst Prof	0.04	\$200	\$5,263	FY
Drake, Mary K	Radiology	Asst Professor/Hlth Prof	1.00	\$0	\$90,000	FY
Dumitru, Ioana	Int Med Cardiology	Asst Professor	0.38	\$1,216	\$31,996	FY
Duncan, Kathleen A	CON-Lincoln AHI	Assoc Professor/Cont	1.00	\$3,401	\$76,533	FY
Duncan, Kim F	Surgery-Cardiovascular&Thoracic Sur	Professor	1.00	\$4,147	\$109,147	FY
Dunman, Paul M	Pathology/Microbiology	Asst Professor	1.00	\$5,002	\$80,002	FY
Dunning, David G	COD-Oral Biology	Professor/Cont	1.00	\$5,301	\$81,035	FY
Durham, Timothy M	COD-Adult Restorative	Professor	1.00	\$7,933	\$96,077	FY
Eberle, Catherine	Int Med Geriatrics	Assoc Professor/Hlth Prof	0.67	\$2,295	\$60,423	FY
Ebke, Darrell J	COD-Surgical Specialties	Asst Professor	1.00	\$2,940	\$78,709	FY
Edney, James A	Surgery-General Surgery	Professor/Cont	1.00	\$9,182	\$111,770	FY
Edwards, Jesse C	Physician Assistant	Assoc Professor	0.50	\$6,571	\$72,280	FY
Edwards, Kristy D	Family Medicine	Asst Professor	0.60	\$1,422	\$37,422	FY
Edwards, Mark S	Family Medicine	Asst Professor/Hlth Prof	1.00	\$3,145	\$82,759	FY
Egbert, Matthew	UPS Psychiatry-Academic	Asst Professor	1.00	\$3,682	\$96,897	FY
Eischen, Christine M	Eppley Institute	Asst Professor	1.00	\$2,974	\$77,280	FY
Elhendy, Abdou	Int Med Cardiology	Assoc Professor	1.00	\$6,399	\$87,399	FY
Ellis, Cynthia R	MMI Developmental Medicine	Discipline Director	1.00	\$4,558	\$127,069	FY
Ellis, Sheila J	Anesthesiology	Asst Professor	1.00	\$3,085	\$81,184	FY
Enke, Charles A	Radiation Oncology	Chairperson	0.60	\$4,319	\$123,655	FY
	Radiation Oncology	Professor/Cont	0.40	\$2,879	\$75,773	FY
			1.00	\$7,198	\$199,428	
Erickson, Christopher C	Pediatrics Cardiology	Assoc Professor/Hlth Prof	1.00	\$3,772	\$99,265	FY
Esposito, Paul W	Orthopaedic Surgery	Assoc Professor	1.00	\$3,702	\$97,437	FY
Etherton, Gale M	Int Med General Medicine	Asst Professor	0.24	\$812	\$21,381	FY
Eudy, James D	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$2,802	\$69,536	FY
Evans, Joseph H	MMI Psychology	Discipline Director	1.00	\$12,476	\$137,240	FY
Fahim, Mohammad	Cellular/Integrative Physiology	Professor	1.00	\$1,580	\$41,580	FY
Farho, Linda M	COP Pharmacy Practice	Asst Professor	1.00	\$1,125	\$76,125	FY
Farris, Nancy A	CON-Gerontolog, Psychosoc & Com Hlth	Asst Professor	1.00	\$1,410	\$48,424	AY
Faust, David K	Anesthesiology	Assoc Professor	1.00	\$3,643	\$95,877	FY
Fayad, Pierre B	Neurological Sciences	Chairperson	0.60	\$4,043	\$116,395	FY
	Neurological Sciences	Professor/Cont.	0.40	\$2,711	\$71,355	FY
			1.00	\$6,754	\$187,750	
Fedderson, Julie L	Int Med General Medicine	Asst Professor/Hlth Prof	1.00	\$3,200	\$84,200	FY
Fee, Michael P	Anesthesiology	Assoc Professor/Hlth Prof	1.00	\$3,456	\$90,978	FY
Feely, Dennis E	COD-Oral Biology	Assoc Professor	1.00	\$1,892	\$74,645	FY

\* Refer also to funding at other campus

Fiscal Year 2005 - 2006

Page 48 of 92

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Fehringer, Edward V</b>	Orthopaedic Surgery	Asst Professor/Hlth Prof	1.00	\$2,835	\$74,596	FY
<b>Fell, Linda L</b>	Medical Technology	Assoc Professor	1.00	\$3,384	\$71,064	FY
	Medical Technology	Associate Program Director	0.00	\$0	\$2,000	FY
			1.00	\$3,384	\$73,064	
<b>Feresu, Shingairai A</b>	Preventive and Societal Medicine	Asst Professor	1.00	\$2,725	\$71,725	FY
<b>Ferlic, Thomas P</b>	Orthopaedic Surgery	Assoc Professor	0.20	\$156	\$15,799	FY
<b>Fey, Paul D</b>	Pathology/Microbiology	Assoc Professor	1.00	\$3,279	\$86,279	FY
	Pathology/Microbiology	Associate Director	0.00	\$0	\$7,000	FY
			1.00	\$3,279	\$93,279	
<b>Fiandt, Kathryn</b>	CON-Gerontolog, Psychosoc & Com Hlth	Assoc Professor/Hlth Prof	1.00	\$3,323	\$84,372	FY
	CON-Omaha	Director	0.00	\$0	\$2,000	FY
			1.00	\$3,323	\$86,372	
<b>Finken, David A</b>	Pediatrics General	Clinical Asst Prof	1.00	\$3,395	\$89,336	FY
<b>Finley, Brian J</b>	Family Medicine	Asst Professor	1.00	\$4,049	\$106,565	FY
<b>Finnell, Richard H</b>	Pediatrics Human Molecular Genetics	Professor	0.25	\$2,548	\$67,048	FY
<b>Fleck, Margaret Ofc</b>	CON-Lincoln PAES	Asst Professor	1.00	\$1,378	\$47,296	AY
<b>Flegle, Janice K</b>	MMI Occupational Therapy	Occupational Therapist	1.00	\$2,093	\$66,501	FY
<b>Fleisher, Mark H</b>	UPS Psychiatry-Academic	Assoc Professor	1.00	\$3,606	\$94,900	FY
<b>Fletcher, Garth E</b>	Pediatrics Newborn Medicine	Asst Professor	1.00	\$3,812	\$100,321	FY
<b>Fletcher, Mavis S</b>	Pathology/Microbiology	Asst Professor	0.70	\$0	\$61,800	FY
<b>Floreani, Anthony</b>	Int Med Pulmonary	Assoc Professor	1.00	\$2,896	\$76,207	FY
<b>Flores, Tina M</b>	Family Medicine	Asst Professor	1.00	\$3,160	\$83,160	FY
<b>Follett, Kenneth A</b>	Surgery-Neurosurgery	Professor/Hlth Prof	1.00	\$4,345	\$114,345	FY
<b>Ford, Joseph P</b>	Anesthesiology	Asst Professor	1.00	\$3,461	\$91,080	FY
<b>Fox, Ira J</b>	Surgery-Transplant	Professor/Cont	0.99	\$3,897	\$102,554	FY
	Surgery	C W McLaughlin Prof/Surgery	0.01	\$38	\$1,000	FY
	Dean College of Medicine	Associate Dean	0.00	\$0	\$7,500	FY
			1.00	\$3,935	\$111,054	
<b>Foxall, Martha J</b>	CON-Parent-Child, Admin Ed & Scienc	Chairperson	0.60	\$2,416	\$64,337	FY
	CON-Omaha	Professor/Cont	0.40	\$1,611	\$40,892	FY
			1.00	\$4,027	\$105,229	
<b>Freeman, Thomas L</b>	Int Med Rheumatology	Asst Professor	1.00	\$1,498	\$53,500	FY
<b>Freifeld, Alison G</b>	Int Med Infectious Diseases	Assoc Professor	1.00	\$3,035	\$79,878	FY
<b>Friesth, Barbara M</b>	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$2,897	\$74,471	FY
<b>Froeschle, Mary Lynn</b>	COD-Adult Restorative	Assoc Professor	1.00	\$3,396	\$83,294	FY
<b>Fruehling, Richard M</b>	Family Medicine	Asst Professor	0.50	\$2,433	\$64,018	FY
<b>Fry, Renee A</b>	Vice Chancellor for Research	Director Government Relations	1.00	\$3,081	\$81,081	FY
<b>Fu, Kai</b>	Pathology/Microbiology	Asst Professor	1.00	\$3,160	\$83,160	FY
<b>Fuchs, Robert H</b>	Physical Therapy Education	Asst Professor	1.00	\$2,586	\$71,003	FY
<b>Fung, Albert Y C</b>	Radiation Oncology	Assoc Professor	1.00	\$3,582	\$146,851	FY
<b>Fung, Eric Y</b>	COD-Oral Biology	Professor	1.00	\$3,997	\$103,671	FY
<b>Fusaro, Ramon M</b>	Int Med Dermatology	Professor	0.73	\$3,502	\$92,163	FY
<b>Galva, Annabel</b>	Radiology	Asst Professor	0.70	\$5,759	\$63,345	FY
<b>Ganfield, Roger A</b>	Anesthesiology	Asst Professor	0.50	\$1,854	\$48,783	FY
<b>Garvin, Kevin L</b>	Orthopaedic Surgery	Chairperson	0.60	\$4,031	\$116,066	FY
	Orthopaedic Surgery	Professor	0.35	\$1,857	\$48,851	FY
	Orthopaedic Surgery	L Thomas Hood Professor-Ortho Surgery	0.05	\$304	\$8,000	FY
			1.00	\$6,192	\$172,917	
<b>Gebhart, Catherine L</b>	Pathology/Microbiology	Asst Professor	1.00	\$11,401	\$60,001	FY
<b>Gelineau-Van Waes, Janee</b>	Genetics Cell Biology & Anatomy	Asst Professor/Hlth Prof	1.00	\$2,320	\$85,153	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Gendelman, Howard E</b>	Internal Medicine	Professor	0.52	\$3,827	\$100,728	FY
	Pharmacology	Chairperson	0.48	\$3,677	\$106,777	FY
			1.00	\$7,504	\$207,505	
<b>Gensichen, Thomas F</b>	Library of Medicine	Assoc Professor/Hlth Prof	1.00	\$2,400	\$63,148	FY
<b>Ghorpade, Anuja</b>	Pharmacology CNND	Assoc Professor	1.00	\$2,903	\$76,403	FY
<b>Gigantelli, James W</b>	Ophthalmology	Assoc Professor/Hlth Prof	1.00	\$2,790	\$73,428	FY
<b>Giglio, Pierre</b>	Neurological Sciences	Asst Professor	0.20	\$622	\$16,364	FY
<b>Gilroy, Richard K</b>	Int Med GI	Asst Professor	1.00	\$3,200	\$84,200	FY
<b>Ginsburg, Glen Michael</b>	Orthopaedic Surgery	Assoc Professor/Hlth Prof	1.00	\$3,244	\$85,372	FY
<b>Glenn, Robert W</b>	COD-Growth and Development	Clinical Asst Prof	0.10	\$0	\$2,080	AY
<b>Godfrey, Maurice</b>	MMI HBM Molecular Genetics	Coordinator	1.00	\$2,637	\$77,983	FY
<b>Goeschel, Dennis P</b>	Family Medicine	Assoc Professor	1.00	\$5,224	\$137,469	FY
	Family Medicine	Vice Chairperson	0.00	\$0	\$3,500	FY
			1.00	\$5,224	\$140,969	
<b>Goldner, Whitney S</b>	Int Med DEM	Asst Professor	0.80	\$2,559	\$67,359	FY
<b>Gollan, John L</b>	Dean College of Medicine	Dean	1.00	\$9,678	\$254,703	FY
<b>Gordon, Bruce G</b>	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$3,643	\$105,863	FY
<b>Gould, Karen A</b>	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$5,577	\$61,910	FY
<b>Gound, Tom G</b>	COD-Surgical Specialties	Assoc Professor/Cont	1.00	\$3,516	\$86,241	FY
<b>Graf, Frank E</b>	Ophthalmology	Asst Professor	1.00	\$1,595	\$81,322	FY
<b>Grames, Heath A</b>	Family Medicine	Asst Professor	0.10	\$260	\$6,841	FY
<b>Grant, Kathleen M</b>	Int Med Pulmonary	Asst Professor	0.01	\$0	\$800	FY
<b>Grant, Wendy J</b>	Surgery-Transplant	Asst Professor/Hlth Prof	1.00	\$2,430	\$63,940	FY
<b>Greiner, Carl B</b>	UPS Psychiatry-Academic	Professor	1.00	\$5,821	\$153,182	FY
	Dean College of Medicine	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$5,821	\$158,182	
<b>Greiner, Timothy C</b>	Pathology/Microbiology	Professor/Cont	1.00	\$9,072	\$80,002	FY
<b>Grem, Jean L</b>	Int Med Oncology/Hematology	Professor/Hlth Prof	1.00	\$3,999	\$105,249	FY
<b>Grennan, Jason E</b>	Radiology	Asst Professor	1.00	\$900	\$90,900	FY
<b>Grier, Candace G</b>	Radiology	Asst Professor	0.50	\$1,350	\$68,834	FY
<b>Grigsby, Karen A</b>	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$3,876	\$87,238	FY
<b>Groggel, Gerald C</b>	Int Med Nephrology	Professor	1.00	\$6,543	\$94,364	FY
<b>Gromak, Patricia A</b>	MMI Occupational Therapy	Discipline Director	1.00	\$3,015	\$76,367	FY
	MMI Occupational Therapy	Coordinator	0.00	\$0	\$2,000	FY
			1.00	\$3,015	\$78,367	
<b>Gross, Gloria Jean</b>	CON-West Nebraska Division	Assoc Professor	0.30	\$1,117	\$28,361	FY
<b>Grothe, Thomas J</b>	Physician Assistant	Asst Professor	1.00	\$6,682	\$90,210	FY
<b>Grovas, Alfred C</b>	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$3,863	\$101,659	FY
<b>Gulizia, James M</b>	Pathology/Microbiology	Asst Professor	1.00	\$2,888	\$76,003	FY
<b>Gulizia, Julie A</b>	Pathology/Microbiology	Asst Professor	1.00	\$2,666	\$70,155	FY
<b>Gumbiner, Carl H</b>	Pediatrics Cardiology	Professor/Hlth Prof	1.00	\$3,819	\$100,506	FY
<b>Gunselman, Sandra J</b>	Clinical Perfusion Education	Research Asst Prof	1.00	\$1,778	\$46,778	FY
<b>Gurney, Jud W</b>	Radiology	Professor	1.00	\$10,870	\$119,564	FY
<b>Gust, William F</b>	Int Med General Medicine	Asst Professor	0.14	\$670	\$17,638	FY
	Continuing Education	Consultant	0.00	\$0	\$7,500	FY
			0.14	\$670	\$25,138	
<b>Gwilt, Peter R</b>	COP Pharmaceutical Science	Assoc Professor	1.00	\$2,226	\$81,710	FY
<b>Haas, John T</b>	Int Med Cardiology	Asst Professor	0.63	\$1,975	\$51,975	FY
<b>Hageman, Patricia A</b>	Physical Therapy Education	Director	0.60	\$2,205	\$63,025	FY
	Physical Therapy Education	Professor/Cont	0.40	\$1,469	\$38,664	FY
			1.00	\$3,674	\$101,689	

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Hahn, Francis J</b>	Radiology	Professor	1.00	\$4,004	\$137,459	FY
<b>Haider, Hani</b>	Orthopaedic Surgery	Assoc Professor/Hlth Prof	1.00	\$3,875	\$101,984	FY
<b>Haider, Neena Ba</b>	Genetics Cell Biology & Anatomy	Asst Professor/Hlth Prof	1.00	\$2,814	\$69,814	FY
<b>Haire, William D</b>	Int Med Oncology/Hematology	Professor	1.00	\$4,096	\$107,804	FY
<b>Haisch, Larry D</b>	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$3,323	\$87,455	FY
<b>Halgren, John T</b>	Ophthalmology	Asst Professor/Hlth Prof	1.00	\$666	\$67,300	FY
<b>Halm, Daniel E</b>	Family Medicine	Asst Professor	1.00	\$5,368	\$141,255	FY
<b>Hamel, Frederick G</b>	Int Med DEM	Professor	0.01	\$59	\$964	FY
<b>Hamilton, Scott A</b>	COD-Growth and Development	Asst Professor	0.60	\$2,160	\$56,835	FY
<b>Hanigan, Mary Jo</b>	UPS Psychiatry-Academic	Asst Professor	0.45	\$984	\$25,900	FY
<b>Hankins, Jordan H</b>	Radiology	Professor/Cont	1.00	\$133	\$133,404	FY
<b>Hans, Christine P</b>	Pathology/Microbiology	Asst Professor/Hlth Prof	0.75	\$1,800	\$47,363	FY
<b>Harbourne, Regina</b>	MMI Physical Therapy	Physical Therapist	1.00	\$3,347	\$76,905	FY
<b>Harn, Jennifer Anne</b>	COD-Surgical Specialties	Asst Professor	0.87	\$1,734	\$42,525	FY
<b>Harn, Stanton D</b>	COD-Oral Biology	Professor/Cont	1.00	\$4,749	\$98,598	FY
<b>Harnisch Sr, David R</b>	Family Medicine	Asst Professor/Hlth Prof	1.00	\$3,200	\$84,201	FY
<b>Harper, James L</b>	Pediatrics Hematology/Oncology	Assoc Professor/Hlth Prof	1.00	\$8,461	\$93,064	FY
<b>Harrison, Jeffrey Dale</b>	Family Medicine	Assoc Professor/Hlth Prof	1.00	\$5,368	\$141,258	FY
	Family Medicine	Director	0.00	\$0	\$2,750	FY
			1.00	\$5,368	\$144,008	
<b>Harrison, Katherine A</b>	Family Medicine	Clinical Asst Prof	0.80	\$2,639	\$69,458	FY
<b>Harrison-Findik, Duygu Dee</b>	Int Med GI	Asst Professor	1.00	\$4,400	\$59,404	FY
<b>Hartman, Teresa</b>	Library of Medicine	Asst Professor	1.00	\$1,832	\$50,655	FY
<b>Hauke, Ralph J</b>	Int Med Oncology/Hematology	Asst Professor/Hlth Prof	1.00	\$3,369	\$88,662	FY
<b>Haven, Mary C</b>	Allied Health-Hlth Serv Admin Div	Associate Dean	0.77	\$3,630	\$101,507	FY
	Pathology/Microbiology	Professor	0.18	\$827	\$23,761	FY
	Medical Technology	Professor	0.05	\$222	\$5,840	FY
			1.00	\$4,679	\$131,108	
<b>Hay, William H</b>	Family Medicine	Clinical Assoc Prof	0.90	\$6,620	\$90,423	FY
<b>Hayes, Kristie D</b>	Int Med Dermatology	Asst Professor	0.75	\$1,925	\$50,659	FY
	Pediatrics Administration	Asst Professor	0.25	\$641	\$16,871	FY
	Dean College of Medicine	Asst Dean-Student & Multicultural Affrs	0.00	\$0	\$5,000	FY
			1.00	\$2,566	\$72,530	
<b>Head, Barbara J</b>	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor/Hlth Prof	1.00	\$3,970	\$73,222	FY
<b>Heermann Flynn, Judith A</b>	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	0.50	\$1,712	\$43,466	FY
	CON-Omaha	Clinical Nurse Researcher	0.50	\$1,712	\$43,466	FY
			1.00	\$3,424	\$86,932	
<b>Hejkal, Thomas W</b>	Ophthalmology	Assoc Professor/Hlth Prof	1.00	\$2,941	\$81,491	FY
<b>Hellbusch, Leslie C</b>	Surgery-Neurosurgery	Clinical Professor	0.05	\$200	\$5,263	FY
<b>Helms, Mary E</b>	Library of Medicine	Associate Director	0.60	\$1,982	\$56,150	FY
	Library of Medicine	Assoc Professor	0.40	\$1,321	\$30,767	FY
			1.00	\$3,303	\$86,917	
<b>Hemstreet III, George P</b>	Surgery-Urologic Surgery	Professor/Cont	0.93	\$4,330	\$113,948	FY
	Surgery	Malashock Chair/Urologic Surgery	0.07	\$304	\$8,000	FY
			1.00	\$4,634	\$121,948	
<b>Hertzog, Melody A</b>	CON-Niedfelt Nursing Research Cente	Asst Professor/Hlth Prof	0.70	\$2,794	\$51,620	FY
	CON-Niedfelt Nursing Research Cente	Asst Professor/Hlth Prof	0.30	\$1,198	\$22,123	FY
			1.00	\$3,992	\$73,743	
<b>Hexum, Terry D</b>	Pharmacology	Professor	1.00	\$4,070	\$107,119	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Heywood, Barbara M</b>	Otol-Head and Neck Surgery	Assoc Professor/Hlth Prof	1.00	\$3,101	\$81,591	FY
	Otol-Head and Neck Surgery	Director	0.00	\$0	\$5,000	FY
			1.00	\$3,101	\$86,591	
<b>Hill, Jeffrey W</b>	Family Medicine	Assoc Professor	1.00	\$5,449	\$143,399	FY
	Dean College of Medicine	Associate Dean	0.00	\$0	\$10,000	FY
			1.00	\$5,449	\$153,399	
<b>Hinners, Cheryl K</b>	Int Med Geriatrics	Asst Professor	0.70	\$1,866	\$49,107	FY
<b>Hinrichs, Steven H</b>	Pathology/Microbiology	Professor/Cont	0.92	\$3,617	\$95,207	FY
	Pathology/Microbiology	Stokes-Shackleford Prof/Path & Microbiol	0.08	\$304	\$8,000	FY
			1.00	\$3,921	\$103,207	
<b>Hlava, Gwen L</b>	COD-Dental Hygiene	Chairperson	0.60	\$1,704	\$48,142	FY
	COD-Dental Hygiene	Assoc Professor	0.40	\$1,449	\$38,126	FY
			1.00	\$3,153	\$86,268	
<b>Hoagbin, Joseph E</b>	Int Med Infectious Diseases	Asst Professor	1.00	\$3,370	\$88,664	FY
<b>Hoffman, Lance H</b>	Surgery Emergency Medicine	Asst Professor/Hlth Prof	1.00	\$3,304	\$86,957	FY
<b>Hofmann, Scott Charles</b>	Anesthesiology	Assoc Professor/Hlth Prof	1.00	\$3,213	\$84,557	FY
<b>Holcomb, Richard J</b>	Anesthesiology	Asst Professor	1.00	\$3,571	\$93,975	FY
<b>Holdeman, Karen P</b>	Radiology	Asst Professor	0.60	\$1,977	\$52,020	FY
<b>Holland Sr, Kenneth E</b>	COD-Growth and Development	Assoc Professor	0.10	\$0	\$2,080	AY
<b>Hollingsworth, Michael A</b>	Eppley Institute	Professor/Cont	1.00	\$14,725	\$135,000	FY
	Eppley Institute	Program Director	0.00	\$0	\$3,000	FY
			1.00	\$14,725	\$138,000	
<b>Hollins, Ronald R</b>	Surgery-Plastic&Reconstructive	Assoc Professor	1.00	\$2,941	\$77,388	FY
<b>Hollins, Susan</b>	Pediatrics General	Clinical Asst Prof	0.50	\$2,869	\$75,508	FY
<b>Holly, Yvette A</b>	Information Technology Services	Asst Vice Chancellor/Information Techno	1.00	\$8,206	\$144,987	FY
<b>Holm, Lloyd D</b>	Obstetric/Gynecology	Assoc Professor/Hlth Prof	1.00	\$3,442	\$90,581	FY
<b>Holyoke, Sharon B</b>	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor	1.00	\$1,967	\$49,935	AY
<b>Honeycutt, Karen J</b>	Medical Technology	Asst Professor	1.00	\$2,988	\$62,729	FY
<b>Houfek, Julia Fisco</b>	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor/Cont	1.00	\$3,858	\$86,824	FY
<b>Housh, Dona J</b>	COD-Oral Biology	Professor/Cont	1.00	\$2,895	\$76,175	AY
<b>Hubbard, Anne M</b>	Radiology	Professor	0.60	\$0	\$65,000	FY
<b>Hudson, Diane Brage</b>	CON-Lincoln PAES	Assoc Professor	1.00	\$3,118	\$79,173	FY
<b>Hulme, Polly A</b>	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor/Hlth Prof	1.00	\$3,409	\$76,722	FY
<b>Hurlbert, Barbara J</b>	Anesthesiology	Professor	1.00	\$4,542	\$119,502	FY
<b>Huscher, John C</b>	Family Medicine	Asst Professor	0.50	\$2,400	\$63,150	FY
<b>Huurman, Walter W</b>	Orthopaedic Surgery	Professor	0.51	\$0	\$55,717	FY
<b>Ikezu, Tsuneya</b>	Pharmacology CNND	Assoc Professor/Hlth Prof	1.00	\$2,884	\$75,884	FY
<b>Ineck, Beata A</b>	COP Pharmacy Practice	Asst Professor	1.00	\$4,699	\$76,673	FY
<b>Ingram, William A</b>	Otol-Head and Neck Surgery	Asst Professor/Hlth Prof	1.00	\$3,369	\$88,662	FY
	Otol-Head and Neck Surgery	Director	0.00	\$0	\$10,000	FY
			1.00	\$3,369	\$98,662	
<b>Iwasaki, Laura R</b>	COD-Growth and Development	Asst Professor	1.00	\$3,905	\$102,754	FY
<b>Iwen, Peter C</b>	Pathology/Microbiology	Assoc Professor/Hlth Prof	1.00	\$5,390	\$87,865	FY
<b>Jackson Jr, John D</b>	Pathology/Microbiology	Assoc Professor	1.00	\$3,366	\$88,552	FY
<b>Jackson, Barbara J</b>	MMI Education and Child Development	Discipline Director	1.00	\$3,118	\$80,077	FY
	MMI Education and Child Development	Coordinator	0.00	\$0	\$2,000	FY
			1.00	\$3,118	\$82,077	
<b>Jaksha, Jonathan A</b>	Radiology	Asst Professor/Hlth Prof	1.00	\$1,029	\$103,955	FY
<b>Jameton, Andrew</b>	Preventive and Societal Medicine	Professor/Cont	1.00	\$3,371	\$88,700	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

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Jansen, Mary Gallagher	Int Med General Medicine	Asst Professor	1.00	\$0	\$80,000	FY
Jarzynka, Kimberly J	Family Medicine	Asst Professor/Hlth Prof	1.00	\$2,765	\$72,765	FY
Jenkins, James F	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$2,808	\$73,896	FY
Jensen, Linda	CON-Kearney	Asst Professor	1.00	\$1,101	\$71,315	FY
Jerrells, Thomas R	Pathology/Microbiology	Professor/Cont	1.00	\$3,792	\$99,792	FY
Johanning, Jason M	Surgery-General Surgery	Asst Professor/Hlth Prof	1.00	\$2,527	\$66,496	FY
Johansson, Sonny Lennart	Pathology/Microbiology	Professor	1.00	\$4,996	\$129,281	FY
Johnson, Donald R	Pathology/Microbiology	Assoc Professor	1.00	\$1,914	\$97,598	FY
Johnson, Grace C	Physical Therapy Education	Asst Professor	1.00	\$3,611	\$65,452	FY
Johnson, Keith R	COD-Oral Biology	Professor/Cont	1.00	\$4,796	\$126,227	FY
Johnson, Milton R	Family Medicine	Asst Professor	0.50	\$2,428	\$63,908	FY
Johnson, Perry J	Surgery-Plastic&Reconstructive	Assoc Professor/Hlth Prof	1.00	\$2,887	\$75,978	FY
Johnson, William W	COD-Adult Restorative	Assoc Professor	1.00	\$3,606	\$83,732	FY
Jones, Jodi P	MMI Psychology	Psychologist	0.80	\$8,566	\$51,394	FY
Jones, Katherine J	Preventive and Societal Medicine	Asst Professor	1.00	\$2,212	\$58,212	FY
Jones-Hazledine, Catherine H	MMI Psychology	Psychologist	1.00	\$3,600	\$51,600	FY
Joshi, Shantaram S	Genetics Cell Biology & Anatomy	Professor/Cont	1.00	\$4,200	\$110,527	FY
Junge, Todd N	COD-Dental Hygiene	Asst Professor	1.00	\$8,201	\$49,207	FY
Kabanov, Alexander V	COP Pharmaceutical Science	Parke-Davis Chair In Pharmaceuticals	0.60	\$2,660	\$66,035	FY
	COP Pharmaceutical Science	Professor/Cont	0.40	\$2,663	\$66,038	FY
			1.00	\$5,323	\$132,073	
Kador, Peter F	COP Pharmaceutical Science	Professor/Cont	1.00	\$576	\$115,806	FY
Kaiser, Katherine	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor/Cont	1.00	\$3,136	\$79,640	FY
Kaiser, Margaret M	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor/Hlth Prof	1.00	\$3,397	\$67,969	FY
Kaldahl, Wayne B	COD-Surgical Specialties	Professor	0.90	\$4,944	\$114,802	FY
Kalil, Andre C	Int Med Infectious Diseases	Asst Professor	1.00	\$3,240	\$85,253	FY
Kandel, Laurence B	Surgery-Urologic Surgery	Assoc Professor	0.50	\$1,600	\$42,100	FY
Kanmogne, Georgette D	Pharmacology	Asst Professor	1.00	\$2,371	\$62,371	FY
Kappen, Claudia	Genetics Cell Biology & Anatomy	Assoc Professor/Hlth Prof	1.00	\$4,928	\$125,144	FY
Karst, Gregory M	Physical Therapy Education	Assoc Professor	1.00	\$2,854	\$78,354	FY
	Physical Therapy Education	Asst Director	0.00	\$0	\$2,865	FY
			1.00	\$2,854	\$81,219	
Kaste, Ann M	Library of Medicine	Asst Professor	0.50	\$794	\$20,895	FY
Kauzlarich, Sidney A	UPS Psychiatry-Academic	Asst Professor	0.02	\$53	\$1,391	FY
Kawahara, Rodney S	Pharmacology	Asst Professor	1.00	\$2,554	\$67,206	FY
Keating-Lefler, Rebecca L	CON-Parent-Child, Admin Ed & Scienc	Asst Professor/Hlth Prof	1.00	\$3,574	\$68,484	FY
Keifer, Paul A	Eppley Inst Shared Facilities	Research Asst Professor	1.00	\$2,106	\$55,414	FY
Keller, Brenda K	Int Med Geriatrics	Asst Professor	1.00	\$2,561	\$67,396	FY
Kelly, David Lee	Eppley Institute	Research Asst Prof	1.00	\$4,802	\$53,291	FY
Kennedy, Clara J	Physician Assistant	Asst Professor	1.00	\$0	\$80,004	FY
Kessinger, Margaret A	Int Med Oncology/Hematology	Professor	0.95	\$4,557	\$119,975	FY
	Eppley Cancer Center	Associate Director	0.05	\$211	\$5,556	FY
			1.00	\$4,768	\$125,531	
Khankirawatana, Banthit	Int Med Cardiology	Assoc Professor	1.00	\$2,935	\$77,229	FY
Kharbanda, Kusum	Int Med GI	Asst Professor	0.10	\$591	\$6,504	FY
Kim, Eunghwan	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$3,656	\$72,000	FY
Kinarsky, Leo	Eppley Institute	Research Asst Professor	1.00	\$2,644	\$55,554	FY
Kinney, Sonja R	Obstetric/Gynecology	Asst Professor	0.85	\$2,230	\$58,696	FY
Kipnis, Jonathan	Pharmacology	Asst Professor/Hlth Prof	1.00	\$2,568	\$67,568	FY
Klassen, Lynell W	Int Med Rheumatology	Professor	0.59	\$3,456	\$90,946	FY
Klepser, Donald G	COP Pharmacy Practice	Asst Professor/Hlth Prof	1.00	\$1,103	\$74,603	FY
Klinkebiel, David L	Biochem and Molecular Biology	Asst Professor	1.00	\$2,285	\$47,985	FY

\* Refer also to funding at other campus

Fiscal Year 2005 - 2006

Page 53 of 92

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Klintberg, Irene G</b>	Dean College of Medicine	Executive Associate Dean	1.00	\$22,389	\$246,283	FY
<b>Komanduri, Ayyangar M</b>	Radiation Oncology	Professor/Hlth Prof	1.00	\$6,799	\$178,925	FY
<b>Kompella, Udaya B</b>	COP Pharmaceutical Science	Assoc Professor/Cont	1.00	\$6,005	\$80,137	FY
<b>Kortylewicz, Zbigniew P</b>	Radiation Oncology	Asst Professor	1.00	\$2,127	\$73,003	FY
<b>Kratochvil, Christopher J</b>	UPS Psychiatry-Academic	Assoc Professor/Hlth Prof	1.00	\$2,782	\$73,219	FY
<b>Kreman, Marie E</b>	CON-West Nebraska Division	Asst Professor	0.50	\$1,803	\$27,467	AY
<b>Krobot, Charles H</b>	COP Dean's Office	Associate Dean	1.00	\$4,080	\$101,218	FY
<b>Kugler, Jane Ann</b>	Anesthesiology	Clinical Asst Prof	0.10	\$405	\$10,668	FY
<b>Kugler, John D</b>	Pediatrics Cardiology	Professor	1.00	\$4,509	\$118,664	FY
	Pediatrics Cardiology	DB&Paula Varner Prf/Pediatric Cardiolg	0.00	\$0	\$10,000	FY
			1.00	\$4,509	\$128,664	
<b>Kuhn, Brett R</b>	MMI Psychology	Psychologist	1.00	\$6,254	\$68,780	FY
<b>Kunnathil, Sushama P</b>	Radiology	Asst Professor	0.60	\$5,000	\$55,000	FY
<b>Kuster, Curtis G</b>	COD-Growth and Development	Professor	1.00	\$9,608	\$122,635	FY
	COD-Dental Administration	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$9,608	\$127,635	
<b>Kuszynski, Charles A</b>	Pathology/Microbiology	Asst Professor	1.00	\$4,999	\$74,999	FY
<b>Labhassetwar, Vinod D</b>	COP Pharmaceutical Science	Assoc Professor	1.00	\$3,721	\$81,239	FY
<b>Lackner, Rudy P</b>	Surgery-Cardiovascular&Thoracic Sur	Assoc Professor/Hlth Prof	1.00	\$3,199	\$84,199	FY
<b>Lacroix, Amy E</b>	Pediatrics General	Asst Professor	1.00	\$3,460	\$91,052	FY
<b>Lacroix, Carol A</b>	Family Medicine	Clinical Asst Prof	1.00	\$5,268	\$138,640	FY
<b>Lacy, Naomi L</b>	Family Medicine	Asst Professor	1.00	\$2,313	\$60,861	FY
<b>Laframboise, Louise M</b>	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$3,512	\$70,892	FY
<b>Lahue, Robert S</b>	Eppley Institute	Professor/Cont	1.00	\$11,000	\$100,385	FY
	Eppley Inst Administration	Associate Director	0.00	\$0	\$3,000	FY
			1.00	\$11,000	\$103,385	
<b>Lamberty, Larry R</b>	Surgery Emergency Medicine	Asst Professor	1.00	\$3,608	\$94,951	FY
<b>Landmark, James D</b>	Pathology/Microbiology	Assoc Professor	0.50	\$1,700	\$44,731	FY
<b>Lane, James T</b>	Int Med DEM	Assoc Professor/Hlth Prof	1.00	\$2,932	\$77,167	FY
<b>Lane, Pascale H</b>	Pediatrics Nephrology	Professor/Cont	1.00	\$20,918	\$138,886	FY
<b>Lange, Brian M</b>	COD-Oral Biology	Professor	1.00	\$4,132	\$100,004	FY
<b>Langnas, Alan N</b>	Surgery-Transplant	Professor	1.00	\$3,307	\$87,037	FY
<b>Larsen, Jennifer L</b>	Int Med DEM	Professor	0.89	\$3,524	\$92,727	FY
	Int Med DEM	Degan Professorship (Louise & Morton)	0.11	\$380	\$9,995	FY
			1.00	\$3,904	\$102,722	
<b>Larsen, Paul D</b>	Pediatrics Neurology	Professor	1.00	\$4,388	\$115,466	FY
<b>Larsen, Timothy J</b>	Surgery Emergency Medicine	Asst Professor	1.00	\$3,608	\$94,951	FY
<b>Larson, Carol A</b>	Medical Technology	Asst Professor	1.00	\$2,191	\$57,657	FY
<b>Larzelere, Robert E</b>	MMI Psychology	Psychologist	0.30	\$2,430	\$26,731	FY
<b>Latshaw, Sandra J</b>	Medical Technology	Asst Professor	0.60	\$1,263	\$33,220	FY
<b>Lawson, Terence A</b>	Eppley Institute	Professor	1.00	\$1,704	\$86,902	FY
<b>Lee, Delmer D</b>	Finance and Business Services	Director	1.00	\$6,143	\$159,713	FY
<b>Leibowitz, J Michael</b>	MMI Administration	Deputy Director	1.00	\$8,338	\$175,102	FY
<b>Leibrock, Lyal G</b>	Surgery-Neurosurgery	Professor	1.00	\$5,728	\$150,754	FY
<b>Lennarson, Peter J</b>	Surgery-Neurosurgery	Asst Professor/Hlth Prof	1.00	\$0	\$70,000	FY
<b>Leopold, Donald A</b>	Otol-Head and Neck Surgery	Chairperson	0.60	\$3,953	\$114,034	FY
	Otol-Head and Neck Surgery	Professor	0.40	\$2,635	\$69,356	FY
			1.00	\$6,588	\$183,390	
<b>Leuenberger, Donald S</b>	Business and Finance	Vice Chancellor/Business & Finance	1.00	\$6,306	\$165,551	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Leuschen, M Patricia</b>	Genetics Cell Biology & Anatomy	Assoc Professor	0.70	\$2,018	\$53,116	FY
	Graduate Studies	Coordinator	0.10	\$299	\$7,872	FY
			0.80	\$2,317	\$60,988	
<b>Lewis, Robert E</b>	Eppley Institute	Professor/Cont	1.00	\$12,000	\$106,722	FY
	Eppley Cancer Center	Program Director	0.00	\$0	\$3,000	FY
			1.00	\$12,000	\$109,722	
<b>Lin, Ming-Fong</b>	Biochem and Molecular Biology	Professor/Cont	0.60	\$2,275	\$52,856	FY
	Surgery	Professor	0.40	\$2,019	\$46,867	FY
			1.00	\$4,294	\$99,723	
<b>Lindeman, Marlene G</b>	CON-Gerontolog, Psychosoc & Com Hlth	Asst Professor	1.00	\$2,004	\$50,882	AY
<b>Linder, James</b>	Pathology/Microbiology	Professor	0.05	\$0	\$6,408	FY
<b>Loberiza Jr, Fausto R</b>	Int Med Oncology/Hematology	Assoc Professor/Hlth Prof	1.00	\$5,003	\$120,003	FY
<b>Lockridge, Oksana</b>	Eppley Institute	Professor/Cont	1.00	\$3,992	\$100,573	FY
	Office of Regulatory Affairs	Administrator	0.00	\$0	\$5,000	FY
			1.00	\$3,992	\$105,573	
<b>Lomneth, Carol Skowron</b>	Genetics Cell Biology & Anatomy	Asst Professor	0.75	\$4,065	\$56,187	FY
<b>Long, Douglas J</b>	Surgery-Neurosurgery	Clinical Asst Prof	0.06	\$200	\$5,263	FY
<b>Longo, G Matthew</b>	Surgery-General Surgery	Asst Professor	1.00	\$0	\$60,000	FY
<b>Longwell, Sidney M</b>	Surgery Emergency Medicine	Asst Professor	1.00	\$0	\$80,000	FY
<b>Lorenzo, Agapito S</b>	Neurological Sciences	Clinical Assoc Prof	0.08	\$245	\$6,458	FY
<b>Lough, Diana R</b>	Continuing Education	Coordinator	0.84	\$1,394	\$47,851	FY
	Family Medicine	Asst Professor	0.16	\$347	\$9,133	FY
			1.00	\$1,741	\$56,984	
<b>Lovell, Helen B</b>	Pediatrics Nephrology	Assoc Professor	1.00	\$4,680	\$123,161	FY
<b>Lu, Runqing</b>	Genetics Cell Biology & Anatomy	Asst Professor/Hlth Prof	1.00	\$2,814	\$69,814	FY
<b>Luo, Xu</b>	Eppley Institute	Asst Professor/Hlth Prof	1.00	\$5,000	\$71,635	FY
<b>Lutz, Richard E</b>	Pediatrics Endocrine	Assoc Professor/Hlth Prof	1.00	\$3,741	\$98,438	FY
<b>Lyddon, Debra M</b>	Radiology	Asst Professor	0.60	\$2,584	\$59,993	FY
<b>Lydiatt, Daniel</b>	Otol-Head and Neck Surgery	Professor	0.33	\$1,459	\$38,377	FY
<b>Lydiatt, William M</b>	Otol-Head and Neck Surgery	Assoc Professor	0.33	\$1,458	\$38,377	FY
<b>Lynch, James C</b>	Preventive and Societal Medicine	Assoc Professor/Hlth Prof	1.00	\$3,282	\$86,382	FY
<b>Lynch, Thomas G</b>	Surgery-General Surgery	Professor	0.53	\$2,227	\$73,617	FY
<b>Lyons, William L</b>	Int Med Geriatrics	Asst Professor	1.00	\$3,199	\$84,199	FY
<b>Lyubchenko, Yuri L</b>	COP Pharmaceutical Science	Professor/Cont	1.00	\$4,345	\$114,345	FY
<b>Ma, Ying Mark J</b>	Genetics Cell Biology & Anatomy	Asst Professor/Hlth Prof	1.00	\$533	\$76,671	FY
<b>MacDonald, Richard G</b>	Biochem and Molecular Biology	Professor/Cont	1.00	\$3,863	\$95,697	FY
<b>Mack-Shipman, Lynn</b>	Int Med DEM	Assoc Professor	1.00	\$4,925	\$68,572	FY
<b>Maclin, Victoria M</b>	Obstetric/Gynecology	Assoc Professor	0.50	\$2,025	\$53,283	FY
<b>Macquiddy, Susan L</b>	Surgery Emergency Medicine	Asst Professor	1.00	\$4,101	\$107,929	FY
<b>Madariaga, Miguel G</b>	Int Med Infectious Diseases	Asst Professor	0.50	\$405	\$40,905	FY
<b>Magee, Martha L</b>	Library of Medicine	Asst Professor	1.00	\$1,870	\$49,204	FY
<b>Magnuson, Thomas</b>	UPS Psychiatry-Academic	Asst Professor/Hlth Prof	1.00	\$2,430	\$63,958	FY
<b>Mahanna, Gordon K</b>	Otol-Head and Neck Surgery	Professor/Hlth Prof	1.00	\$3,642	\$95,847	FY
<b>Mailliard, Mark E</b>	Int Med GI	Assoc Professor	1.00	\$3,629	\$95,499	FY
<b>Makkawy, Hany M</b>	COD-Surgical Specialties	Asst Professor	1.00	\$3,233	\$86,554	FY
<b>Malloy, Timothy</b>	Family Medicine	Assoc Professor	1.00	\$4,240	\$111,600	FY
<b>Maness, Lori J</b>	Int Med Oncology/Hematology	Asst Professor/Hlth Prof	1.00	\$3,200	\$84,200	FY
<b>Mann, Michael D</b>	Cellular/Integrative Physiology	Professor	1.00	\$3,010	\$92,868	FY
	IACUC	Administrator	0.00	\$0	\$15,000	FY
			1.00	\$3,010	\$107,868	
<b>Margalit, Eyal</b>	Ophthalmology	Asst Professor/Hlth Prof	1.00	\$2,200	\$57,888	FY

\* Refer also to funding at other campus

Fiscal Year 2005 - 2006

Page 55 of 92

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Margalit, Ruth N</b>	Preventive and Societal Medicine	Asst Professor	0.50	\$1,250	\$32,891	FY
<b>Markin, Rodney S</b>	Dean College of Medicine	Associate Dean	0.91	\$5,875	\$154,592	FY
	Pathology/Microbiology	David Purtilo Distinguished Chair-Path	0.05	\$304	\$8,000	FY
	Pathology/Microbiology	Professor	0.04	\$265	\$6,975	FY
	Pathology/Microbiology	Vice Chairperson	0.00	\$0	\$5,000	FY
			1.00	\$6,444	\$174,567	
<b>Markopoulou, Ekaterini</b>	Neurological Sciences	Asst Professor	0.38	\$883	\$23,238	FY
<b>Marky, Luis A</b>	COP Pharmaceutical Science	Professor	1.00	\$4,338	\$110,133	FY
<b>Marshall, Julie A</b>	COD-Adult Restorative	Assoc Professor	0.60	\$2,393	\$58,689	FY
<b>Martin, Ameeta B</b>	Pediatrics Cardiology	Assoc Professor	1.00	\$3,209	\$84,447	FY
<b>Mathers Jr, Daniel H</b>	Int Med Cardiology	Asst Professor	1.00	\$3,240	\$85,253	FY
<b>Mathews, Judith R</b>	MMI Psychology	Psychologist	1.00	\$6,205	\$75,148	FY
<b>Mathews, Monty S</b>	Family Medicine	Asst Professor	1.00	\$4,477	\$117,825	FY
<b>Matoole, John J</b>	Int Med General Medicine	Professor	0.09	\$486	\$12,788	FY
<b>Maurer, Harold M</b>	Office of the Chancellor	Chancellor	1.00	\$11,171	\$293,971	FY
<b>Mayhan, William G</b>	Cellular/Integrative Physiology	Professor	1.00	\$5,162	\$116,182	FY
	Cellular/Integrative Physiology	Vice Chairperson	0.00	\$0	\$2,000	FY
			1.00	\$5,162	\$118,182	
<b>Mc Guire, Timothy R</b>	COP Pharmacy Practice	Assoc Professor	1.00	\$7,879	\$83,040	FY
<b>McAlevy, Merle T</b>	Int Med General Medicine	Asst Professor	0.03	\$185	\$4,859	FY
<b>McAllister, Janice L</b>	Pediatrics Neurology	Asst Professor	1.00	\$3,516	\$92,519	FY
<b>McBride, Corrigan L</b>	Surgery-General Surgery	Asst Professor/Hlth Prof	1.00	\$2,430	\$63,940	FY
<b>McCashland, Timothy M</b>	Int Med GI	Assoc Professor	1.00	\$2,680	\$70,491	FY
	Int Med GI	Director	0.00	\$0	\$10,000	FY
			1.00	\$2,680	\$80,491	
<b>McClain, John W</b>	Student Services Administration	Assoc Vice Chancellor	1.00	\$1,371	\$138,431	FY
<b>McClay, James C</b>	Surgery Emergency Medicine	Asst Professor/Hlth Prof	1.00	\$3,486	\$91,740	FY
<b>McComb, Rodney D</b>	Pathology/Microbiology	Professor/Cont	1.00	\$4,182	\$110,062	FY
<b>McDonald, Thomas L</b>	Pathology/Microbiology	Professor	1.00	\$4,443	\$116,917	FY
	UNeMED Corporation	Executive Director	0.00	\$1,712	\$45,065	FY
			1.00	\$6,155	\$161,982	
<b>McIlvain, Helen E</b>	Family Medicine	Professor/Cont	0.90	\$2,850	\$78,301	FY
<b>McKeithan, Timothy W</b>	Int Med Oncology/Hematology	Assoc Professor	1.00	\$809	\$81,753	FY
<b>McLeese, Katharine I</b>	Int Med General Medicine	Asst Professor	0.70	\$2,125	\$55,915	FY
<b>McNamee, Mary J</b>	Student Services Administration	Asst Vice Chancellor/Academic Affairs	1.00	\$3,521	\$92,668	FY
<b>McNeilly, Dennis P</b>	UPS Psychiatry-Academic	Assoc Professor/Hlth Prof	1.00	\$2,248	\$59,153	FY
<b>McVea, Kristine</b>	Family Medicine	Assoc Professor/Hlth Prof	1.00	\$5,095	\$134,083	FY
<b>Medder, Jim D</b>	Family Medicine	Assoc Professor	1.00	\$4,851	\$127,660	FY
<b>Megel, Mary A</b>	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$3,557	\$85,333	FY
<b>Mehta, Parmender P</b>	Biochem and Molecular Biology	Assoc Professor/Cont	1.00	\$4,331	\$83,068	FY
<b>Menck, Peggy Tidikis</b>	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$3,456	\$69,452	FY
<b>Menolascino, Scott</b>	Int Med General Medicine	Asst Professor	0.06	\$515	\$5,667	FY
<b>Messbarger, Robert C</b>	Family Medicine	Asst Professor	0.50	\$2,433	\$64,018	FY
<b>Meyer, Kyle P</b>	Physical Therapy Education	Asst Professor	1.00	\$2,684	\$73,689	FY
<b>Meza, Jane L</b>	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$3,038	\$79,952	FY
<b>Middlemas, David S</b>	Pharmacology	Asst Professor/Hlth Prof	1.00	\$3,101	\$81,610	FY
<b>Mikuls, Ted R</b>	Int Med Rheumatology	Asst Professor/Hlth Prof	1.00	\$3,239	\$85,251	FY
<b>Miller, Joella A</b>	CON-Kearney	Asst Professor	1.00	\$2,709	\$44,380	AY
<b>Miller, John D</b>	Surgery-Transplant	Research Asst Prof	1.00	\$3,160	\$83,160	FY
<b>Millward, Lee D</b>	Surgery Emergency Medicine	Asst Professor/Hlth Prof	1.00	\$3,486	\$91,740	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

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<b>Miloro, Michael J</b>	Surgery-Oral & Maxillofacial	Professor/Hlth Prof	1.00	\$6,456	\$88,179	FY
<b>Minier, William C</b>	Family Medicine	Clinical Assoc Prof	0.80	\$5,741	\$78,402	FY
<b>Mirvish, Sidney S</b>	Eppley Institute	Professor	1.00	\$2,213	\$112,842	FY
<b>Mitchell, Connie Lynn</b>	Radiation Science Technology Div	Asst Professor/Hlth Prof	0.74	\$2,032	\$53,484	FY
	Radiation Science Technology Div	Program Director/Rad Sci Technology	0.26	\$717	\$18,857	FY
			1.00	\$2,749	\$72,341	
<b>Miya, Pamela A</b>	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$1,781	\$56,588	AY
<b>Mohs, David T</b>	COD-Growth and Development	Asst Professor/Hlth Prof	1.00	\$3,160	\$83,160	FY
<b>Molvar, Michael P</b>	COD-Dental Practice Management	Assoc Professor	1.00	\$4,729	\$124,448	FY
	COD-Dental Administration	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$4,729	\$129,448	
<b>Monaghan, Daniel T</b>	Pharmacology	Professor/Cont	1.00	\$4,520	\$118,932	FY
<b>Moniaux, Nicolas B</b>	Biochem and Molecular Biology	Asst Professor	1.00	\$3,884	\$42,735	FY
<b>Moore, Gary F</b>	Otol-Head and Neck Surgery	Professor	0.50	\$2,489	\$65,496	FY
<b>Moore, Gerald F</b>	Int Med Rheumatology	Professor	0.79	\$5,042	\$132,693	FY
	Dean College of Medicine	Associate Dean	0.21	\$1,308	\$38,412	FY
	Physician Assistant	Medical Director	0.00	\$0	\$1,000	FY
			1.00	\$6,350	\$172,105	
<b>Moore, Timothy E</b>	Radiology	Professor/Hlth Prof	1.00	\$3,981	\$136,673	FY
<b>Morien, Marsha E</b>	Business and Finance	Chief Administrative Officer	1.00	\$5,293	\$139,280	FY
<b>Mormino, Matthew A</b>	Orthopaedic Surgery	Assoc Professor/Hlth Prof	0.90	\$3,817	\$75,846	FY
	Orthopaedic Surgery	Herman Frank Johnson Professor-Ortho Sur	0.10	\$402	\$8,000	FY
			1.00	\$4,219	\$83,846	
<b>Morris, Charles H</b>	Radiology	Assoc Professor/Hlth Prof	1.00	\$6,664	\$109,180	FY
<b>Mosley, R Lee</b>	Pharmacology CNND	Asst Professor	1.00	\$2,328	\$61,310	FY
<b>Mostek, Debra E</b>	Int Med Geriatrics	Asst Professor	0.50	\$1,685	\$44,332	FY
<b>Muelleman, Robert L</b>	Surgery Emergency Medicine	Professor/Cont	1.00	\$5,804	\$152,739	FY
<b>Muellenberg, Phyllis A</b>	Medical Technology	Program Director/Med Technology	0.60	\$1,729	\$48,495	FY
	Medical Technology	Professor/Cont	0.40	\$1,873	\$49,288	FY
			1.00	\$3,602	\$97,783	
<b>Mueller, Keith J</b>	Preventive and Societal Medicine	Professor	1.00	\$4,298	\$113,072	FY
<b>Muhlbauer, Susan A</b>	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor	1.00	\$5,767	\$76,096	FY
<b>Mukherjee, Sandeep</b>	Int Med GI	Asst Professor/Hlth Prof	0.38	\$1,351	\$35,545	FY
<b>Munn, Dawneane</b>	CON-Lincoln GPCH	Asst Professor	1.00	\$2,270	\$52,935	AY
<b>Murman, Daniel L</b>	Neurological Sciences	Assoc Professor/Hlth Prof	0.87	\$2,650	\$69,733	FY
<b>Murphy, Peter J</b>	Int Med Pulmonary	Asst Professor/Hlth Prof	1.00	\$3,706	\$97,528	FY
<b>Murrin, L Charles</b>	Pharmacology	Professor	1.00	\$4,107	\$108,101	FY
	Pharmacology	Vice Chairperson	0.00	\$0	\$2,000	FY
			1.00	\$4,107	\$110,101	
<b>Namavar, Fereydoon</b>	Orthopaedic Surgery	Professor/Hlth Prof	1.00	\$4,455	\$117,223	FY
<b>Narayana, Nagamani</b>	COD-Oral Biology	Asst Professor/Hlth Prof	1.00	\$3,126	\$74,001	FY
<b>Nasir, Laeth S</b>	Family Medicine	Professor	1.00	\$7,939	\$108,439	FY
<b>Natale, Agnes A</b>	CON-Lincoln GPCH	Asst Professor	1.00	\$1,400	\$48,063	AY
<b>Nawshad, Ali</b>	COD-Oral Biology	Asst Professor/Hlth Prof	1.00	\$2,766	\$72,766	FY
<b>Needelman, Howard W</b>	MMI Developmental Medicine	Physician	0.80	\$4,501	\$124,501	FY
<b>Nelson, Audrey E</b>	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$2,412	\$76,636	FY
<b>Nelson, Jay A</b>	Radiology	Asst Professor	1.00	\$2,370	\$62,370	FY
<b>Neumeister, Amy S</b>	Int Med DEM	Asst Professor/Hlth Prof	1.00	\$0	\$80,000	FY
<b>Neumeister, J Scott</b>	Int Med General Medicine	Asst Professor/Hlth Prof	1.00	\$2,315	\$60,939	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

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<b>Newland, Myrna C</b>	Office of the Chancellor	Director	0.70	\$3,536	\$93,064	FY
	Anesthesiology	Professor/Cont	0.30	\$1,517	\$39,932	FY
			1.00	\$5,053	\$132,996	
<b>Nichols, Karen F</b>	School of Allied Health Professions	Asst Professor	1.00	\$2,271	\$59,763	FY
<b>Nickel, Jeffrey C</b>	COD-Growth and Development	Asst Professor	1.00	\$3,905	\$102,754	FY
<b>Nickel, Kathryn</b>	CON-Kearney	Asst Professor	1.00	\$2,840	\$53,803	AY
<b>Nickol, Devin R</b>	Int Med General Medicine	Asst Professor/Hlth Prof	1.00	\$2,448	\$64,424	FY
<b>Niebauer, Mark J</b>	Int Med Cardiology	Assoc Professor/Hlth Prof	1.00	\$3,644	\$95,909	FY
<b>Nieveen, Janet L</b>	CON-Lincoln AHI	Asst Professor/Hlth Prof	1.00	\$3,477	\$70,002	FY
<b>Norgren, Robert B</b>	Genetics Cell Biology & Anatomy	Assoc Professor	1.00	\$2,670	\$101,522	FY
<b>Norman, Joseph F</b>	Physical Therapy Education	Assoc Professor	1.00	\$2,680	\$73,580	FY
<b>Nystrom, Ake</b>	Surgery-Plastic&Reconstructive	Assoc Professor/Hlth Prof	0.50	\$1,410	\$37,115	FY
	Orthopaedic Surgery	Assoc Professor/Hlth Prof	0.50	\$1,410	\$37,115	FY
			1.00	\$2,820	\$74,230	
<b>Nystuen, Arne M</b>	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$2,814	\$69,814	FY
<b>Odabasi, Turan Paul</b>		** Position Not In Sap **	0.17	\$593	\$15,593	FY
* <i>See also: UNCA</i>						
<b>O'Dell, David V</b>	Int Med General Medicine	Assoc Professor	1.00	\$3,562	\$93,742	FY
<b>O'Dell, James R</b>	Int Med Rheumatology	Professor	0.88	\$3,900	\$102,623	FY
<b>Ogden, Kathleen Allison</b>	Family Medicine	Clinical Asst Prof	0.80	\$3,436	\$90,427	FY
<b>O'Kane Murphy, Barbara J</b>	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$2,274	\$57,716	FY
<b>O'Leary, Edward L</b>	Int Med Cardiology	Asst Professor	1.00	\$3,214	\$84,586	FY
<b>Olesh, Robert C</b>	Obstetric/Gynecology	Assoc Professor/Hlth Prof	1.00	\$3,847	\$101,237	FY
<b>Oleynikov, Dmitry</b>	Surgery-General Surgery	Asst Professor/Hlth Prof	1.00	\$2,435	\$64,064	FY
	College of Medicine	Joseph&Richard Still Fac Fellow In Med	0.00	\$380	\$10,000	FY
			1.00	\$2,815	\$74,064	
<b>Olney, Ann Haskins</b>	MMI Genetic Medicine	Physician	0.75	\$3,277	\$86,230	FY
<b>Olney, Richard F</b>	Pediatrics Newborn Medicine	Asst Professor	0.70	\$2,005	\$52,764	FY
<b>Olsen, Keith M</b>	COP Pharmacy Practice	Professor/Cont	1.00	\$3,288	\$99,989	FY
<b>Orton, Donald</b>	Radiology	Assoc Professor/Hlth Prof	0.18	\$1,301	\$22,971	FY
<b>Ott, Carol</b>	CON-Kearney	Assoc Professor/Cont	1.00	\$3,438	\$77,381	FY
<b>Ouellette, Michel M</b>	Eppley Institute	Asst Professor	1.00	\$2,303	\$79,071	FY
<b>Padala, Prasad</b>	UPS Psychiatry-Academic	Asst Professor	0.06	\$158	\$4,158	FY
<b>Padanilam, Babu J</b>	Cellular/Integrative Physiology	Assoc Professor/Hlth Prof	1.00	\$2,709	\$84,818	FY
<b>Pahan, Kalipada</b>	COD-Oral Biology	Assoc Professor/Cont	1.00	\$9,060	\$84,999	FY
<b>Pamies, Rubens J</b>	Academic Affairs/Graduate Studies	Vice Chancellor/Academic Affairs	0.67	\$6,907	\$148,313	FY
	Graduate Studies	Dean/Graduate Studies	0.33	\$3,343	\$66,937	FY
			1.00	\$10,250	\$215,250	
<b>Pang, Huiling</b>	Anesthesiology	Asst Professor	1.00	\$4,932	\$73,725	FY
<b>Parker, Jennifer R</b>	Int Med General Medicine	Asst Professor	1.00	\$4,996	\$80,935	FY
	Int Med Education	Associate Director	0.00	\$0	\$10,000	FY
			1.00	\$4,996	\$90,935	
<b>Patel, Kaushik P</b>	Cellular/Integrative Physiology	Professor	1.00	\$4,988	\$132,912	FY
<b>Patil, Arun-Angelo</b>	Surgery-Neurosurgery	Professor	1.00	\$4,109	\$108,136	FY
<b>Paulman, Audrey</b>	Family Medicine	Clinical Asst Prof	0.60	\$2,916	\$76,742	FY
<b>Paulman, Paul M</b>	Family Medicine	Professor	1.00	\$5,769	\$151,851	FY
<b>Paulsen, Todd S</b>	COP Pharmacy Practice	Asst Professor	1.00	\$2,412	\$76,624	FY
<b>Pavlinkova, Gabriela</b>	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$1,936	\$50,936	FY
<b>Pavlov, Youri I</b>	Eppley Institute	Assoc Professor/Hlth Prof	1.00	\$3,159	\$82,134	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Payne, Jeffrey B</b>	COD-Surgical Specialties	Professor/Cont	1.00	\$7,645	\$119,486	FY
	COD-Dental Administration	Associate Dean	0.00	\$0	\$7,500	FY
	COD-Surgical Specialties	F Gene & Rosemary Dixon Chair/Dentistry	0.00	\$0	\$20,000	FY
			1.00	\$7,645	\$146,986	
<b>Peck, Magda G</b>	Pediatrics Child Health	Professor	1.00	\$5,661	\$118,860	FY
<b>Pelish, Peggy L</b>	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$2,463	\$62,537	AY
<b>Persidskii, Iori</b>	Pathology/Microbiology	Assoc Professor	0.51	\$1,800	\$47,363	FY
	Pharmacology	Assoc Professor	0.49	\$1,200	\$31,575	FY
			1.00	\$3,000	\$78,938	
<b>Peters, K Reed</b>	Anesthesiology	Professor/Cont	1.00	\$4,526	\$119,115	FY
<b>Peterson, Marcie A</b>	Radiology	Asst Professor	0.80	\$2,527	\$66,497	FY
<b>Petro, Thomas M</b>	COD-Oral Biology	Professor/Cont	1.00	\$4,219	\$93,040	FY
<b>Pillai, Sushakumari</b>	Radiation Oncology	Asst Professor	1.00	\$11,385	\$110,385	FY
<b>Piper, Barbara F</b>	CON-Adult Health & Illness Dpt	Assoc Professor	1.00	\$2,312	\$79,394	FY
<b>Pipinos, Iraklis I</b>	Surgery-General Surgery	Asst Professor/Hlth Prof	0.75	\$1,895	\$49,871	FY
<b>Piquette, Craig A</b>	Int Med Pulmonary	Assoc Professor/Hlth Prof	0.38	\$1,230	\$32,367	FY
<b>Pirruccello, Samuel J</b>	Pathology/Microbiology	Assoc Professor	1.00	\$3,914	\$103,015	FY
<b>Pisarev, Vladimir M</b>	Eppley Institute	Research Asst Professor	1.00	\$3,161	\$55,849	FY
<b>Pitkin, Steven R</b>	CON-Kearney	Asst Professor	1.00	\$2,026	\$51,442	AY
<b>Pitner, Sheryl L</b>	Pediatrics General	Asst Professor	1.00	\$2,998	\$78,907	FY
<b>Plotkin, Horacio B</b>	Pediatrics Metabolism	Asst Professor	1.00	\$3,125	\$82,228	FY
<b>Plumb, Troy J</b>	Int Med Nephrology	Asst Professor/Hlth Prof	1.00	\$3,160	\$83,160	FY
<b>Poage, David P</b>	Radiology	Asst Professor/Hlth Prof	1.00	\$5,806	\$102,581	FY
<b>Poluektova, Larisa Y</b>	Pharmacology CNND	Asst Professor	1.00	\$2,200	\$57,888	FY
<b>Poole, Jill A</b>	Int Med Pulmonary	Asst Professor	1.00	\$0	\$80,000	FY
<b>Porter, Thomas R</b>	Int Med Cardiology	Professor/Hlth Prof	0.89	\$2,562	\$67,423	FY
	Int Med Cardiology	Hubbard Chair of Cardiology	0.11	\$304	\$8,000	FY
			1.00	\$2,866	\$75,423	
<b>Potter, Jane F</b>	Int Med Geriatrics	Professor	0.96	\$5,648	\$148,643	FY
	Int Med Geriatrics	Neumann & Mildred Harris Geriatrics Prof	0.04	\$228	\$6,000	FY
			1.00	\$5,876	\$154,643	
<b>Pour, Parviz M</b>	Eppley Institute	Professor	1.00	\$1,950	\$131,902	FY
<b>Powell, Shawn E</b>	COD-Growth and Development	Asst Professor	0.50	\$0	\$38,628	FY
<b>Pozehl, Bunny</b>	CON-Lincoln AHI	Assoc Professor/Cont	1.00	\$3,753	\$84,461	FY
<b>Preheim, Laurel C</b>	Int Med Infectious Diseases	Professor	0.01	\$54	\$1,420	FY
<b>Prentice, Ernest D</b>	Academic Affairs/Graduate Studies	Assoc Vice Chancellor	0.85	\$5,337	\$140,441	FY
	Genetics Cell Biology & Anatomy	Professor	0.15	\$959	\$25,260	FY
			1.00	\$6,296	\$165,701	
<b>Prest, Layne A</b>	Family Medicine	Assoc Professor	1.00	\$3,217	\$84,660	FY
<b>Puccioni, Mark J</b>	Surgery-Neurosurgery	Asst Professor	0.05	\$158	\$4,158	FY
<b>Pudwill, Myron L</b>	COD-Adult Restorative	Assoc Professor	0.50	\$5,140	\$65,000	FY
<b>Pullen, Carol H</b>	CON-Rural Nursing Education	Professor/Cont	1.00	\$3,758	\$95,414	FY
	CON-Omaha	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$3,758	\$100,414	
<b>Quader, Mohammed A</b>	Surgery-Cardiovascular&Thoracic Sur	Asst Professor	0.25	\$0	\$20,000	FY
<b>Radio, Stanley J</b>	Pathology/Microbiology	Professor/Cont	1.00	\$3,753	\$98,753	FY
<b>Rakes, Angie L</b>	Anesthesiology	Asst Professor	1.00	\$3,810	\$100,254	FY
<b>Ramaley, Robert F</b>	Biochem and Molecular Biology	Professor	1.00	\$740	\$74,729	FY
<b>Raman, Natarajan V</b>	Radiation Oncology	Asst Professor	1.00	\$3,086	\$81,210	FY
<b>Ramaprasad, Subbaraya</b>	Radiology	Assoc Professor	1.00	\$1,195	\$80,845	FY

\* Refer also to funding at other campus

Fiscal Year 2005 - 2006

Page 59 of 92

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
<b>Ramey, Jacques W</b>	Obstetric/Gynecology	Asst Professor	0.75	\$2,025	\$53,283	FY
<b>Rao, U S</b>	Biochem and Molecular Biology	Asst Professor	1.00	\$3,792	\$72,739	FY
<b>Rao, Vinaya</b>	Int Med Nephrology	Asst Professor/Hlth Prof	0.38	\$1,185	\$31,185	FY
<b>Rasmussen, Natalie A</b>	CON-Adult Health & Illness Dpt	Asst Professor/Hlth Prof	1.00	\$3,243	\$64,014	FY
<b>Raynor, Stephen C</b>	Surgery-General Surgery	Clinical Assoc Prof	0.17	\$947	\$24,933	FY
<b>Reay, Deborah K</b>	MMI Social Services	Discipline Director	1.00	\$5,705	\$62,744	FY
<b>Reed, Elizabeth C</b>	Int Med Oncology/Hematology	Assoc Professor	1.00	\$4,244	\$111,712	FY
<b>Reidelbach, Marie A</b>	Library of Medicine	Associate Director	0.60	\$1,895	\$53,877	FY
	Library of Medicine	Assoc Professor/Hlth Prof	0.40	\$1,264	\$29,253	FY
			1.00	\$3,159	\$83,130	
<b>Reilly Jr, James A</b>	Surgery-General Surgery	Clinical Assoc Prof	0.33	\$872	\$22,937	FY
<b>Reilly, Debra A</b>	Surgery-Plastic&Reconstructive	Assoc Professor	1.00	\$3,240	\$85,253	FY
<b>Reinhardt, John W</b>	COD-Dental Administration	Dean	1.00	\$7,770	\$204,492	FY
<b>Reinhardt, Richard A</b>	COD-Surgical Specialties	Professor	1.00	\$4,555	\$121,946	FY
	COD-Surgical Specialties	Dr Bernard J & Ann Moran for Excellence	0.00	\$0	\$10,000	FY
			1.00	\$4,555	\$131,946	
<b>Remmenga, Steven W</b>	Obstetric/Gynecology	Assoc Professor/Hlth Prof	0.91	\$3,708	\$88,308	FY
	Obstetric/Gynecology	Mcclure L Smith Prof/Gynecological Onc	0.09	\$336	\$8,000	FY
	Obstetric/Gynecology	Director	0.00	\$0	\$10,000	FY
			1.00	\$4,044	\$106,308	
<b>Rennard, Stephen I</b>	Int Med Pulmonary	Professor	0.89	\$5,845	\$153,808	FY
	Int Med Pulmonary	Larson Prof/Rsch In Respiratory Disease	0.11	\$304	\$8,000	FY
			1.00	\$6,149	\$161,808	
<b>Rennick, Michael J</b>	Physical Therapy Education	Asst Professor	1.00	\$2,473	\$65,088	FY
<b>Richards, Alan T</b>	Otol-Head and Neck Surgery	Assoc Professor	0.33	\$1,458	\$38,377	FY
<b>Rizzino, A Angie</b>	Eppley Institute	Professor	1.00	\$4,957	\$131,833	FY
	Eppley Institute	Program Director	0.00	\$0	\$3,000	FY
			1.00	\$4,957	\$134,833	
<b>Rizzo, William B</b>	Pediatrics Metabolism	Professor/Hlth Prof	1.00	\$5,670	\$149,191	FY
<b>Roberts, Ellen K</b>	Anesthesiology	Asst Professor	1.00	\$2,600	\$68,413	FY
<b>Robinson, Dennis H</b>	COP Pharmaceutical Science	Chairperson	0.60	\$3,226	\$84,916	FY
	COP Pharmaceutical Science	Assoc Professor	0.40	\$1,362	\$35,822	FY
			1.00	\$4,588	\$120,738	
<b>Robinson, W. David</b>	Family Medicine	Asst Professor	1.00	\$2,616	\$68,846	FY
<b>Roccaforte, William H</b>	UPS Psychiatry-Academic	Assoc Professor	1.00	\$4,348	\$114,435	FY
<b>Roche, Edward B</b>	COP Pharmaceutical Science	Assoc Professor	1.00	\$427	\$85,852	FY
<b>Rochling, Fedja A</b>	Int Med GI	Asst Professor/Hlth Prof	1.00	\$3,369	\$88,662	FY
<b>Rodehorst, Teresa Kim</b>	CON-West Nebraska Division	Asst Professor/Hlth Prof	1.00	\$3,748	\$76,868	FY
<b>Rodriguez-Sierra, Jorge F</b>	Genetics Cell Biology & Anatomy	Professor	1.00	\$81	\$80,656	FY
<b>Roehrs, Tammy G</b>	Physical Therapy Education	Asst Professor	0.67	\$1,770	\$45,483	FY
<b>Rogan, Eleanor G</b>	Eppley Institute	Professor	1.00	\$4,521	\$117,562	FY
<b>Rogic, Nancy Ann</b>	Anesthesiology	Asst Professor	0.50	\$1,535	\$40,399	FY
<b>Romberger, Debra</b>	Int Med Pulmonary	Professor	0.33	\$3,373	\$32,913	FY
	Int Med Administration	Chairperson	0.25	\$2,624	\$40,603	FY
			0.58	\$5,997	\$73,516	
<b>Romero, Jose R</b>	Pediatrics Infectious Disease	Professor/Cont	1.00	\$4,679	\$123,148	FY
<b>Rosenquist, Thomas H</b>	Vice Chancellor for Research	Vice Chancellor/Research	0.75	\$6,316	\$134,583	FY
	Genetics Cell Biology & Anatomy	Professor	0.25	\$4,010	\$82,266	FY
			1.00	\$10,326	\$216,849	

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Roy, Shyamal K	Obstetric/Gynecology	Professor/Cont	1.00	\$3,815	\$100,373	FY
Rozanski, George J	Cellular/Integrative Physiology	Professor/Cont	1.00	\$3,792	\$98,590	FY
Rubingh, Carla R	COP Pharmacy Practice	Asst Professor	1.00	\$2,234	\$76,697	FY
Rupp, Mark E	Int Med Infectious Diseases	Professor/Cont	1.00	\$3,094	\$81,428	FY
Russell, John P	Human Resources	Asst Vice Chancellor/Human Resources	1.00	\$5,481	\$142,490	FY
Rustia, Janice G	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$1,928	\$66,195	AY
Ryan, Sheila A	CON-Parent-Child, Admin Ed & Scienc	Professor	1.00	\$5,411	\$121,772	FY
	CON-Omaha	Director	0.00	\$0	\$2,000	FY
			1.00	\$5,411	\$123,772	
Saigh, Jean A	Radiology	Assoc Professor/Hlth Prof	1.00	\$4,509	\$118,657	FY
Salama, Fouad S	COD-Growth and Development	Assoc Professor	1.00	\$4,016	\$98,516	FY
Salbaum, J Michael	Genetics Cell Biology & Anatomy	Asst Professor/Hlth Prof	1.00	\$3,312	\$87,163	FY
Salhany, James M	Int Med GI	Professor	1.00	\$4,119	\$108,413	FY
Salinas, Thomas J	Otol-Head and Neck Surgery	Asst Professor/Hlth Prof	1.00	\$3,369	\$88,662	FY
Sambol, Anthony R	Medical Technology	Asst Professor	1.00	\$4,550	\$69,550	FY
Sammur, Paul H	Pediatrics Pulmonology	Assoc Professor	1.00	\$3,556	\$93,597	FY
Sand, Barbara J	CON-Lincoln AHI	Asst Professor	1.00	\$1,930	\$48,994	AY
Sanderson, Sam	Clinical Perfusion Education	Assoc Professor	1.00	\$2,814	\$74,063	FY
Sanger, Warren G	MMI Cytogenetics	Discipline Director	1.00	\$3,829	\$100,760	FY
Sankaranarayanan, Jayashri	COP Pharmacy Practice	Asst Professor	1.00	\$1,470	\$74,970	FY
Sansom, Steven Claude	Cellular/Integrative Physiology	Professor/Cont	1.00	\$3,654	\$95,010	FY
Sasson, Aaron R	Surgery-General Surgery	Asst Professor/Hlth Prof	1.00	\$2,527	\$66,497	FY
Sather, Linda S	CON-Lincoln GPCH	Asst Professor	1.00	\$2,868	\$73,466	FY
Satterthwaite, Rebecca K	Library of Medicine	Associate Director	1.00	\$2,966	\$78,058	FY
Schaefer, G Bradley	MMI Genetic Medicine	Discipline Director	0.94	\$9,707	\$171,478	FY
	Pediatrics Administration	Omaha Scottish-Rite Masonic Prfrsrship	0.06	\$511	\$9,025	FY
	Pediatrics Genetics	Assoc Chair	0.00	\$0	\$10,000	FY
			1.00	\$10,218	\$190,503	
Schafer, Daniel F	Int Med GI	Professor/Cont	1.00	\$3,717	\$97,813	FY
Scharf, Margaret Rhoads	CON-West Nebraska Division	Asst Professor	0.50	\$777	\$26,688	AY
	CON-Gerontolog, Psychosoc & Com Hlth	Asst Professor	0.40	\$622	\$21,351	AY
			0.90	\$1,399	\$48,039	
Scherl, Susan A	Orthopaedic Surgery	Assoc Professor/Hlth Prof	1.00	\$5,669	\$77,430	FY
Schleicher, John S	Library of Medicine	Asst Professor/Hlth Prof	1.00	\$1,697	\$44,657	FY
Schmidt, Cynthia M	Library of Medicine	Asst Professor	1.00	\$1,710	\$45,003	FY
Schmitz, Rita Kay	CON-Lincoln AHI	Asst Professor	1.00	\$1,866	\$47,370	AY
Scholar, Eric M	Pharmacology	Professor/Cont	1.00	\$3,800	\$99,987	FY
Schonfeld, Toby L	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$2,164	\$56,945	FY
Schopfer, Lawrence M	Eppley Institute	Research Asst Prof	1.00	\$2,227	\$58,616	FY
Schultz, Harold D	Cellular/Integrative Physiology	Professor	1.00	\$4,178	\$114,147	FY
Schumacher, Karen L	CON-Gerontolog, Psychosoc & Com Hlth	Assoc Professor/Hlth Prof	1.00	\$3,511	\$79,011	FY
	CON-Gerontolog, Psychosoc & Com Hlth	Researcher	0.00	\$0	\$10,000	FY
			1.00	\$3,511	\$89,011	
Schupbach, Lance E	Int Med General Medicine	Asst Professor/Hlth Prof	0.40	\$965	\$33,539	FY
Schwab, Robert	Int Med General Medicine	Asst Professor	1.00	\$3,110	\$81,846	FY
Schwerdtfeger, Susan R	Int Med General Medicine	Asst Professor	1.00	\$3,110	\$81,846	FY
Scott-Mordhorst, Tina R	Pediatrics General	Clinical Assoc Prof	1.00	\$8,594	\$94,535	FY
Sears, Thomas D	Int Med Cardiology	Assoc Professor/Cont	1.00	\$3,844	\$101,165	FY
Seidl, Lucinda J	CON-Lincoln AHI	Asst Professor	1.00	\$2,025	\$51,419	AY
Seifert, Steven A	Surgery Emergency Medicine	Professor/Hlth Prof	1.00	\$3,999	\$105,249	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Sekundiak, Todd D</b>	Orthopaedic Surgery	Asst Professor/Hlth Prof	1.00	\$2,835	\$74,596	FY
<b>Shambaugh-Miller, Michael D</b>	Preventive and Societal Medicine	Asst Professor	1.00	\$2,378	\$62,575	FY
<b>Sharp, John G</b>	Genetics Cell Biology & Anatomy	Professor	1.00	\$5,494	\$136,283	FY
<b>Shaw Jr, Byers W</b>	Surgery	Chairperson	0.60	\$4,281	\$122,671	FY
	Surgery	Professor	0.22	\$1,614	\$42,475	FY
	Surgery	Merle M Musselman Centennial Prof	0.18	\$1,135	\$29,863	FY
			1.00	\$7,030	\$195,009	
<b>Shaw, Cory D</b>	UMA Administration	Chief Administrative Officer	1.00	\$5,345	\$140,666	FY
<b>Shaw, David H</b>	COD-Oral Biology	Chairperson	0.60	\$3,126	\$75,882	FY
	COD-Oral Biology	Professor	0.40	\$2,084	\$48,389	FY
			1.00	\$5,210	\$124,271	
<b>Shcherbakova, Polina V</b>	Eppley Institute	Asst Professor/Hlth Prof	1.00	\$5,000	\$70,813	FY
<b>Shearer, Bonnie</b>	Pediatrics General	Asst Professor	1.00	\$3,127	\$82,291	FY
<b>Sherman, Simon</b>	Eppley Institute	Professor/Cont	1.00	\$14,650	\$106,000	FY
	Eppley Institute	Director Bioformatics	0.00	\$0	\$3,000	FY
			1.00	\$14,650	\$109,000	
<b>Shinohara, Toshimichi</b>	Ophthalmology	Professor/Cont	1.00	\$1,845	\$124,864	FY
<b>Shriver, Mark D</b>	MMI Psychology	Psychologist	1.00	\$6,278	\$69,053	FY
<b>Shull, James D</b>	Genetics Cell Biology & Anatomy	Chairperson	0.60	\$4,798	\$138,262	FY
	Genetics Cell Biology & Anatomy	Professor	0.35	\$2,985	\$78,551	FY
	Genetics Cell Biology & Anatomy	Ardith & Anna Von Housen Chair	0.05	\$456	\$12,000	FY
			1.00	\$8,239	\$228,813	
<b>Shurmur, Scott W</b>	Int Med Cardiology	Assoc Professor/Hlth Prof	1.00	\$2,787	\$73,341	FY
<b>Simonson, Jean A</b>	Anesthesiology	Asst Professor	1.00	\$2,856	\$75,162	FY
<b>Singh, Dharendra P</b>	Ophthalmology	Assoc Professor	1.00	\$2,997	\$78,859	FY
<b>Singh, Rakesh K</b>	Pathology/Microbiology	Assoc Professor	1.00	\$7,210	\$79,310	FY
<b>Singh, Sanjay P</b>	Neurological Sciences	Asst Professor/Hlth Prof	1.00	\$3,564	\$93,778	FY
<b>Sisson, Joseph H</b>	Int Med Pulmonary	Professor/Cont	0.90	\$3,764	\$99,085	FY
	Int Med Pulmonary	Larson Prof/Int Med	0.10	\$304	\$8,000	FY
			1.00	\$4,068	\$107,085	
<b>Sitorius, Michael A</b>	Family Medicine	Chairperson	0.60	\$4,566	\$125,168	FY
	Family Medicine	Professor	0.23	\$1,827	\$48,082	FY
	Family Medicine	Milton G Waldbaum, MD Prof/Family Pract	0.17	\$1,186	\$31,206	FY
			1.00	\$7,579	\$204,456	
<b>Sivers, Joan E</b>	COD-Adult Restorative	Assoc Professor	1.00	\$4,524	\$110,960	FY
	COD-Dental Administration	Assistant Dean	0.00	\$0	\$5,000	FY
	COD-Adult Restorative	Norman C Carlson Professorship	0.00	\$0	\$10,000	FY
			1.00	\$4,524	\$125,960	
<b>Smith, Carl Vernon</b>	Obstetric/Gynecology	Chairperson	0.60	\$4,150	\$119,221	FY
	Obstetric/Gynecology	Professor/Cont	0.36	\$2,430	\$63,939	FY
	Obstetric/Gynecology	Chris&Marie Olson Chair/Ob-Gyn	0.04	\$304	\$8,000	FY
			1.00	\$6,884	\$191,160	
<b>Smith, John L</b>	Family Medicine	Asst Professor	1.00	\$3,288	\$86,512	FY
<b>Smith, Philip W</b>	Int Med Infectious Diseases	Professor/Cont	1.00	\$4,025	\$105,900	FY
<b>Smith, Shelley D</b>	MMI HBM Molecular Genetics	Scientist	0.70	\$3,891	\$95,429	FY
	MMI Administration	Hattie B Munroe Endowed Professorship	0.30	\$1,688	\$41,420	FY
	MMI HBM Molecular Genetics	Discipline Director	0.00	\$0	\$10,000	FY
			1.00	\$5,579	\$146,849	

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Smith, Stephen B</b>	Dean College of Medicine	Associate Dean	0.15	\$1,139	\$29,966	FY
<b>Snyder, Rita A</b>	CON-Parent-Child, Admin Ed & Scienc	Associate Professor/Hlth Prof	1.00	\$0	\$93,500	FY
<b>Snyder, Sheilah J</b>	Pediatrics General	Clinical Asst Prof	1.00	\$0	\$80,000	FY
<b>Solheim, Joyce C</b>	Eppley Institute	Assoc Professor	1.00	\$3,500	\$86,918	FY
	Eppley Institute	Program Director	0.00	\$0	\$3,000	FY
			1.00	\$3,500	\$89,918	
<b>Somers, James E</b>	Physician Assistant	Program Director/Phys Asst	0.60	\$6,615	\$76,762	FY
	Physician Assistant	Assoc Professor	0.40	\$4,525	\$49,774	FY
			1.00	\$11,140	\$126,536	
<b>Sorensen, Victor J</b>	Surgery-General Surgery	Assoc Professor/Hlth Prof	1.00	\$3,200	\$84,200	FY
<b>Sorgen, Paul L</b>	Biochem and Molecular Biology	Asst Professor/Hlth Prof	1.00	\$2,882	\$66,945	FY
<b>Sorrell, James H</b>	UPS Psychiatry-Academic	Asst Professor	1.00	\$2,772	\$72,961	FY
<b>Sorrell, Michael F</b>	Int Med GI	Professor	1.00	\$6,509	\$171,281	FY
	Int Med GI	Robert L Grissom, MD Prof/Surgery	0.00	\$0	\$17,000	FY
			1.00	\$6,509	\$188,281	
<b>Spalding, Peter M</b>	COD-Growth and Development	Chairperson	0.60	\$3,033	\$83,107	FY
	COD-Growth and Development	Assoc Professor	0.40	\$2,022	\$53,204	FY
			1.00	\$5,055	\$136,311	
<b>Spangler, Wendy J</b>	Surgery-Neurosurgery	Clinical Asst Prof	0.06	\$166	\$4,361	FY
<b>Spurzem, John R</b>	Int Med Pulmonary	Professor/Cont	0.56	\$1,783	\$46,918	FY
<b>Srinivasan, Shashi K</b>	Int Med Dermatology	Asst Professor/Hlth Prof	1.00	\$3,369	\$88,662	FY
<b>St Germain Jr, Henry A</b>	COD-Adult Restorative	Chairperson	0.60	\$3,274	\$72,061	FY
	COD-Adult Restorative	Assoc Professor/Cont	0.40	\$2,183	\$45,841	FY
			1.00	\$5,457	\$117,902	
<b>Stafford, Kimberley A</b>	COD-Growth and Development	Clinical Asst Prof	0.13	\$0	\$2,600	AY
<b>Stageman, James H</b>	Family Medicine	Assoc Professor	1.00	\$5,554	\$146,154	FY
	Family Medicine	Associate Director	0.00	\$0	\$2,750	FY
			1.00	\$5,554	\$148,904	
<b>Stancil, Marvin L</b>	Obstetric/Gynecology	Assoc Professor/Hlth Prof	1.00	\$6,537	\$89,289	FY
<b>Stanley, Mary Jane</b>	CON-Lincoln AHI	Asst Professor	1.00	\$1,916	\$48,645	AY
<b>Starlin, Richard C</b>	Int Med Infectious Diseases	Clinical Asst Prof	0.15	\$395	\$10,395	FY
<b>Steinke, Laurey A</b>	Biochem and Molecular Biology	Asst Professor	1.00	\$13,000	\$65,000	FY
<b>Stevens, R Brian</b>	Surgery-Transplant	Assoc Professor/Hlth Prof	1.00	\$2,516	\$66,222	FY
<b>Stickle, Douglas F</b>	Pathology/Microbiology	Assoc Professor	1.00	\$8,347	\$91,822	FY
<b>Stinson, Warren W</b>	Genetics Cell Biology & Anatomy	Assoc Professor	0.14	\$0	\$10,000	FY
<b>Stoner, Julie A</b>	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$3,038	\$79,952	FY
<b>Stohtert Jr, Joseph C</b>	Surgery-General Surgery	Professor	1.00	\$4,549	\$119,725	FY
<b>Stuberg, Wayne A</b>	MMI Physical Therapy	Discipline Director	1.00	\$4,460	\$115,399	FY
	MMI Physical Therapy	Coordinator	0.00	\$0	\$2,000	FY
			1.00	\$4,460	\$117,399	
<b>Stull, Todd W</b>	UPS Psychiatry-Academic	Asst Professor/Hlth Prof	1.00	\$3,442	\$90,581	FY
<b>Sudan, Debra Lynn</b>	Surgery-Transplant	Professor/Hlth Prof	1.00	\$2,966	\$78,043	FY
<b>Sun, Junfeng</b>	Preventive and Societal Medicine	Asst Professor	1.00	\$0	\$75,000	FY
<b>Swanson, Donald A</b>	UPS Psychiatry-Academic	Assoc Professor	1.00	\$5,311	\$139,765	FY
<b>Swindells, Susan</b>	Int Med Infectious Diseases	Professor/Cont	1.00	\$2,949	\$77,621	FY
	Int Med Infectious Diseases	Terry K Watanabe Chair/HIV-AIDS Rsch&Ca	0.00	\$0	\$12,000	FY
			1.00	\$2,949	\$89,621	
<b>Tachenko Achord, Shirley A</b>	CON-Lincoln GPCH	Asst Professor	1.00	\$1,880	\$47,737	AY
<b>Tahirov, Tahir H</b>	Eppley Institute	Professor/Hlth Prof	1.00	\$0	\$105,000	FY
<b>Talmadge, James E</b>	Pathology/Microbiology	Professor	1.00	\$5,024	\$132,209	FY

\* Refer also to funding at other campus

Fiscal Year 2005 - 2006

Page 63 of 92

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Tamesis, Richard R</b>	Ophthalmology	Asst Professor	0.05	\$267	\$7,015	FY
<b>Tape, Thomas G</b>	Int Med General Medicine	Professor/Cont	1.00	\$4,179	\$109,978	FY
<b>Taylor, Gregory S</b>	Biochem and Molecular Biology	Asst Professor	1.00	\$0	\$64,000	FY
<b>Temme, James B</b>	Radiation Science Technology Div	Associate Director	0.66	\$1,972	\$54,899	FY
	Radiation Science Technology Div	Assoc Professor	0.34	\$1,005	\$26,442	FY
			1.00	\$2,977	\$81,341	
<b>Thaisetthawatkul, Pariwat</b>	Neurological Sciences	Asst Professor/Hlth Prof	1.00	\$3,230	\$84,990	FY
<b>Thakker, Angeli J</b>	COD-Growth and Development	Asst Professor	0.10	\$0	\$5,200	FY
<b>Thiele, Geoffrey M</b>	Int Med Rheumatology	Professor	0.75	\$2,281	\$60,031	FY
<b>Thierfelder, Jean L</b>	Int Med General Medicine	Assoc Professor	0.50	\$1,541	\$40,556	FY
<b>Thomas, Mark P</b>	Pharmacology	Asst Professor	1.00	\$4,090	\$47,135	FY
<b>Thompson, Austin B</b>	Int Med Pulmonary	Assoc Professor	1.00	\$4,061	\$106,859	FY
<b>Thompson, Cheryl Bagley</b>	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor/Hlth Prof	1.00	\$3,701	\$88,783	FY
	College of Nursing	Director	0.00	\$0	\$2,000	FY
			1.00	\$3,701	\$90,783	
<b>Thompson, Elizabeth I</b>	Pediatrics Hematology/Oncology	Professor/Hlth Prof	1.00	\$4,841	\$127,391	FY
<b>Thompson, Jon S</b>	Surgery-General Surgery	Professor	0.92	\$4,650	\$122,373	FY
	Surgery	Shackelford-Marischal Professorship	0.08	\$380	\$10,000	FY
			1.00	\$5,030	\$132,373	
<b>Thompson, Robert B</b>	Radiation Oncology	Assoc Professor	1.00	\$3,553	\$93,492	FY
<b>Thorell, William E</b>	Surgery-Neurosurgery	Asst Professor/Hlth Prof	1.00	\$2,568	\$67,568	FY
<b>Thoreson, Wallace B</b>	Ophthalmology	Professor	1.00	\$9,706	\$106,753	FY
	Ophthalmology	Director of Research	0.00	\$0	\$3,000	FY
			1.00	\$9,706	\$109,753	
<b>Tibbels, Loretta Kaus</b>	Family Medicine	Clinical Asst Prof	1.00	\$3,551	\$93,455	FY
<b>Tibbels, Stephen R</b>	Family Medicine	Clinical Asst Prof	1.00	\$4,386	\$115,421	FY
<b>Tilden, Virginia P</b>	CON-Omaha	Dean	1.00	\$9,214	\$193,489	FY
<b>Tilgner, Michaela L</b>	Radiology	Asst Professor	0.40	\$1,123	\$29,554	FY
<b>Tinker, John H</b>	Anesthesiology	Chairperson	0.60	\$2,840	\$84,751	FY
	Anesthesiology	Professor	0.40	\$1,894	\$49,836	FY
			1.00	\$4,734	\$134,587	
<b>Tobin, Richard B</b>	Int Med DEM	Professor	0.13	\$622	\$16,367	FY
<b>Todd, Gordon L</b>	Genetics Cell Biology & Anatomy	Assoc Professor	1.00	\$3,043	\$80,080	FY
<b>Todero, Catherine</b>	CON-Omaha	Assoc Professor/Cont	1.00	\$4,335	\$97,567	FY
	CON-Omaha	Associate Dean	0.00	\$0	\$5,000	FY
			1.00	\$4,335	\$102,567	
<b>Toews, Myron Lee</b>	Pharmacology	Professor	1.00	\$4,073	\$107,197	FY
<b>Tomich, Paul G</b>	Obstetric/Gynecology	Professor/Hlth Prof	1.00	\$5,264	\$138,534	FY
<b>Tompkins, Janice</b>	Medical Technology	Asst Professor	1.00	\$2,250	\$59,220	FY
<b>Toothaker, Randall W</b>	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$3,294	\$104,645	FY
<b>Toris, Carol B</b>	Ophthalmology	Assoc Professor/Cont	1.00	\$3,134	\$82,484	FY
<b>Torres, Clarivet</b>	Pediatrics Gastroenterology	Asst Professor	1.00	\$2,729	\$71,832	FY
<b>Toth, Bela</b>	Eppley Institute	Professor	1.00	\$1,806	\$92,159	FY
<b>Tracy, Steven M</b>	Pathology/Microbiology	Professor	1.00	\$3,736	\$98,310	FY
<b>Tran, T Paul</b>	Surgery Emergency Medicine	Assoc Professor/Hlth Prof	1.00	\$4,285	\$112,772	FY
<b>Treves, John Samuel</b>	Surgery-Neurosurgery	Asst Professor	0.06	\$200	\$5,263	FY
<b>Tuma, Dean J</b>	Int Med GI	Professor	0.25	\$1,098	\$28,884	FY
<b>Turpen, James B</b>	Genetics Cell Biology & Anatomy	Professor	1.00	\$9,737	\$108,094	FY
	Genetics Cell Biology & Anatomy	Vice Chairperson	0.00	\$0	\$3,000	FY
			1.00	\$9,737	\$111,094	
<b>Turpen, Paula B</b>	Vice Chancellor for Research	Director Research Resources	1.00	\$2,999	\$78,937	FY

\* Refer also to funding at other campus

Fiscal Year 2005 - 2006

Page 64 of 92

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Tussing, Gerald J</b>	COD-Surgical Specialties	Professor	1.00	\$4,504	\$140,993	FY
<b>Twiss, Janice J</b>	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$3,647	\$82,065	FY
<b>Ueda, Clarence T</b>	COP Dean's Office	Dean	1.00	\$6,342	\$166,903	FY
<b>Valleley, Rachel</b>	MMI Psychology	Psychologist	1.00	\$4,977	\$54,740	FY
<b>Vandenberg, Edward V</b>	Int Med Geriatrics	Asst Professor	1.00	\$3,190	\$83,949	FY
<b>Vanderhoof, Jon A</b>	Pediatrics Gastroenterology	Professor	0.08	\$50	\$10,050	FY
<b>Vennerstrom, Jonathan L</b>	COP Pharmaceutical Science	Assoc Professor/Cont	0.50	\$4,029	\$42,397	FY
	COP Pharmaceutical Science	Professor/Cont	0.50	\$4,028	\$42,396	FY
			1.00	\$8,057	\$84,793	
<b>Vetro, Joseph A</b>	COP Pharmaceutical Science	Research Asst Prof	1.00	\$1,580	\$41,580	FY
<b>Vinogradov, Serguei V</b>	COP Pharmaceutical Science	Research Assoc Prof	1.00	\$8,000	\$68,000	FY
<b>Vokoun, Chad W</b>	Int Med General Medicine	Asst Professor/Hlth Prof	1.00	\$3,160	\$83,160	FY
<b>Von Essen, Susanna G</b>	Int Med Pulmonary	Professor/Cont	1.00	\$3,552	\$93,469	FY
<b>Vose, Julie M</b>	Int Med Oncology/Hematology	Professor	0.86	\$2,842	\$74,811	FY
	Int Med Oncology/Hematology	N/M Harris Oncology Professorship	0.14	\$380	\$10,000	FY
			1.00	\$3,222	\$84,811	
<b>Wadman, Michael C</b>	Surgery Emergency Medicine	Assoc Professor/Hlth Prof	1.00	\$4,285	\$112,772	FY
<b>Wagner, Kay-Uwe</b>	Eppley Institute	Assoc Professor/Hlth Prof	1.00	\$10,520	\$93,600	FY
<b>Wahl, James K</b>	COD-Oral Biology	Asst Professor/Hlth Prof	1.00	\$2,508	\$65,987	FY
<b>Walburn, John N</b>	Pediatrics General	Professor/Hlth Prof	1.00	\$4,537	\$150,897	FY
<b>Walker, Craig W</b>	Radiology	Chairperson	0.60	\$4,357	\$124,664	FY
	Radiology	Professor/Cont	0.34	\$2,491	\$65,553	FY
	Radiology	Dr Howard B Hunt Prof/Radiology	0.06	\$380	\$10,000	FY
			1.00	\$7,228	\$200,217	
<b>Walker, Jerry D</b>	COD-Growth and Development	Professor	0.50	\$2,997	\$47,997	FY
<b>Walker, Richard</b>	Surgery Emergency Medicine	Assoc Professor	1.00	\$5,187	\$136,504	FY
<b>Walker, Susan Noble</b>	CON-Omaha	Dorothy Hodges Olson Chair In Nursing	0.50	\$2,217	\$56,287	FY
	CON-Omaha	Professor	0.50	\$2,217	\$56,287	FY
			1.00	\$4,434	\$112,574	
<b>Waltman, Nancy L</b>	CON-Lincoln AHI	Assoc Professor	1.00	\$3,729	\$83,909	FY
<b>Wang, Dong</b>	COP Pharmaceutical Science	Asst Professor/Hlth Prof	1.00	\$1,440	\$73,440	FY
<b>Wang, Guangshun</b>	Eppley Institute	Asst Professor/Hlth Prof	1.00	\$1,387	\$70,687	FY
<b>Wang, Ming R</b>	Anesthesiology	Asst Professor	1.00	\$3,240	\$85,253	FY
<b>Wang, Wei</b>	Cellular/Integrative Physiology	Assoc Professor	1.00	\$2,734	\$71,099	FY
<b>Warkentin, Phyllis I</b>	Pathology/Microbiology	Professor	0.54	\$2,250	\$59,202	FY
	Pediatrics Hematology/Oncology	Professor	0.46	\$1,933	\$50,875	FY
			1.00	\$4,183	\$110,077	
<b>Warzak, William J</b>	MMI Psychology	Psychologist	1.00	\$7,118	\$86,208	FY
<b>Watanabe-Galloway, Shinobu</b>	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$2,725	\$71,725	FY
<b>Weeks, Keith R</b>	Int Med Cardiology	Asst Professor	1.00	\$3,160	\$83,160	FY
<b>Weis, Andrew J</b>	Int Med Cardiology	Assoc Professor	0.50	\$1,734	\$45,643	FY
<b>Weisenburger, Dennis D</b>	Pathology/Microbiology	Professor	1.00	\$4,695	\$123,562	FY
<b>Wengel, Steven P</b>	UPS Psychiatry-Academic	Chairperson	0.60	\$2,519	\$86,290	FY
	UPS Psychiatry-Academic	Assoc Professor	0.40	\$1,679	\$56,193	FY
			1.00	\$4,198	\$142,483	
<b>West, Cheryl R</b>	CON-Parent-Child, Admin Ed & Scienc	Asst Professor	1.00	\$2,026	\$51,430	AY
<b>West, Madeline J</b>	UPS Psychiatry-Academic	Asst Professor	1.00	\$4,085	\$107,490	FY
<b>West, William W</b>	Pathology/Microbiology	Assoc Professor	1.00	\$4,436	\$116,741	FY
<b>Westmoreland, Donna</b>	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$3,830	\$86,212	FY
<b>Wheatley, Douglas H</b>	Family Medicine	Assoc Professor	1.00	\$5,698	\$149,972	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Wheelock, Margaret J</b>	COD-Oral Biology	Professor/Cont	1.00	\$4,797	\$126,227	FY
<b>White, Matthew L</b>	Radiology	Asst Professor	0.70	\$2,581	\$67,914	FY
<b>Wiggins, Shirley</b>	CON-Lincoln PAES	Asst Professor	1.00	\$4,174	\$77,803	FY
<b>Wigton, Robert S</b>	Dean College of Medicine	Associate Dean	0.60	\$4,009	\$110,491	FY
	Int Med General Medicine	Professor	0.40	\$2,665	\$70,134	FY
			1.00	\$6,674	\$180,625	
<b>Wilczynski, Susan M</b>	MMI Psychology	Director	1.00	\$12,514	\$75,087	FY
<b>Wilhelm, Susan L</b>	CON-West Nebraska Division	Asst Professor/Hlth Prof	1.00	\$3,350	\$66,775	FY
	CON-West Nebraska Division	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$3,350	\$71,775	
<b>Willett, Gilbert M</b>	Physical Therapy Education	Assoc Professor/Hlth Prof	1.00	\$2,678	\$73,349	FY
<b>Willett, Sandra</b>	MMI Physical Therapy	Physical Therapist	0.66	\$1,736	\$45,668	FY
<b>Williams, Cheryl A</b>	Radiology	Assoc Professor	0.50	\$2,465	\$57,239	FY
<b>Wilson, Margaret E</b>	CON-Omaha	Assoc Professor	1.00	\$3,735	\$98,277	FY
	CON-Omaha	Associate Dean	0.00	\$0	\$5,000	FY
			1.00	\$3,735	\$103,277	
<b>Wiltse, Hobart</b>	Pediatrics Metabolism	Professor	0.05	\$200	\$5,263	FY
<b>Wilwerding, Laura F</b>	Pediatrics General	Clinical Assoc Prof	1.00	\$8,594	\$94,535	FY
<b>Windle, John R</b>	Int Med Cardiology	Professor/Cont	1.00	\$5,558	\$146,278	FY
<b>Wisecarver, James Lowell</b>	Pathology/Microbiology	Professor/Cont	1.00	\$4,244	\$111,658	FY
<b>Woehrer, Renee M</b>	Int Med General Medicine	Asst Professor/Hlth Prof	0.13	\$318	\$8,374	FY
<b>Woelfl, Nancy N</b>	Library of Medicine	Director	1.00	\$5,922	\$124,364	FY
<b>Woscyna, Glenda R</b>	Medical Nutrition Education Div	Program Director/Med Nutrition	0.60	\$1,783	\$46,914	FY
	Medical Nutrition Education Div	Asst Professor	0.40	\$1,188	\$31,275	FY
			1.00	\$2,971	\$78,189	
<b>Wrenshall, Lucile E</b>	Surgery-Transplant	Assoc Professor/Hlth Prof	1.00	\$2,636	\$69,352	FY
<b>Wyatt, Todd A</b>	Int Med Pulmonary	Assoc Professor/Hlth Prof	0.51	\$1,608	\$42,320	FY
<b>Xia, Rui-Ping</b>	Physical Therapy Education	Asst Professor/Hlth Prof	1.00	\$2,600	\$68,413	FY
<b>Xiao, Hua</b>	Eppley Institute	Asst Professor	1.00	\$5,997	\$83,413	FY
<b>Xie, Feng</b>	Int Med Cardiology	Research Asst Prof	1.00	\$2,099	\$55,269	FY
<b>Xiong, Huangui</b>	Pharmacology CNND	Assoc Professor/Hlth Prof	1.00	\$2,884	\$75,884	FY
<b>Xiong, Wanfen</b>	Surgery-General Surgery	Asst Professor	1.00	\$1,850	\$48,675	FY
<b>Yan, Ying</b>	Eppley Institute	Research Asst Prof	1.00	\$2,488	\$47,723	FY
<b>Yates, Bernice Christophe</b>	CON-Niedfelt Nursing Research Cente	Assoc Professor	1.00	\$3,735	\$89,602	FY
	CON-Omaha	Associate Dean	0.00	\$0	\$5,000	FY
			1.00	\$3,735	\$94,602	
<b>Yee, Gary C</b>	COP Pharmacy Practice	Chairperson	0.60	\$3,193	\$84,025	FY
	COP Pharmacy Practice	Professor	0.40	\$1,865	\$49,086	FY
			1.00	\$5,058	\$133,111	
<b>Yonkers, Anthony J</b>	Otol-Head and Neck Surgery	Professor	1.00	\$5,505	\$144,880	FY
<b>Young, Renee L</b>	Int Med GI	Assoc Professor	1.00	\$3,790	\$99,723	FY
<b>Zeger, Wesley G</b>	Surgery Emergency Medicine	Asst Professor/Hlth Prof	1.00	\$3,160	\$83,160	FY
<b>Zetterman, Rowen K</b>	Int Med GI	Professor	0.37	\$1,909	\$50,235	FY
	Dean College of Medicine	Associate Dean	0.00	\$0	\$6,000	FY
			0.37	\$1,909	\$56,235	
<b>Zhan, Guilin</b>	Ophthalmology	Asst Professor/Hlth Prof	1.00	\$2,222	\$58,488	FY
<b>Zhao, Yong</b>	Surgery-Transplant	Asst Professor	0.10	\$0	\$6,110	FY
<b>Zhen, Weining</b>	Radiation Oncology	Assoc Professor/Hlth Prof	1.00	\$3,512	\$92,418	FY
<b>Zheng, Jialin</b>	Pharmacology CNND	Assoc Professor	1.00	\$2,902	\$76,402	FY

**University of Nebraska - UNMC**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Zimmerman, Lani M</b>	CON-Adult Health & Illness Dpt	Chairperson	0.60	\$2,469	\$65,680	FY
	CON-Omaha	Professor/Cont	0.40	\$1,644	\$41,787	FY
	CON-Lincoln	Assistant Dean	0.00	\$0	\$2,000	FY
			1.00	\$4,113	\$109,467	
<b>Zucker, Irving H</b>	Cellular/Integrative Physiology	Chairperson	0.55	\$4,519	\$123,928	FY
	Cellular/Integrative Physiology	Professor	0.40	\$2,432	\$63,993	FY
	Cellular/Integrative Physiology	Theodore F Hubbard MD Chair/Cardiovascu	0.05	\$304	\$8,000	FY
			1.00	\$7,255	\$195,921	

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Adcock, Phyllis K</b>	Teacher Education	Asst Professor	1.00	\$2,053	\$52,908	AY
<b>Adidam, Phani T</b>	Marketing and Management	Assoc Professor	1.00	\$3,886	\$87,001	AY
	Marketing and Management	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,886	\$92,001	
<b>Adkins, Randall E</b>	Political Science	Assoc Professor	1.00	\$1,877	\$49,680	AY
<b>Akers, James C</b>	Special Education Comm Disorders	Assoc Professor	1.00	\$2,331	\$69,182	AY
<b>Ali, Hesham H</b>	College of Info Science and Tech	Assoc Dean for Academic Affairs	1.00	\$5,263	\$138,501	FY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$30,000	FY
			1.00	\$5,263	\$168,501	
<b>Allen, Chris W</b>	Communication	Assoc Professor	1.00	\$2,034	\$55,086	AY
<b>Ambrose, David M</b>	Marketing and Management	Professor	1.00	\$3,468	\$106,892	AY
<b>Anderson, Amy L</b>	Criminal Justice	Asst Professor	1.00	\$1,650	\$48,983	AY
<b>Anderson, Debra K</b>	Social Work	Asst Professor	1.00	\$1,884	\$49,959	AY
<b>Anderson, Jessiline</b>	Psychology	Asst Professor	1.00	\$1,733	\$48,325	AY
<b>Anstey, John R</b>	Marketing and Management	Assoc Professor	1.00	\$2,190	\$69,780	AY
<b>Antlfinger, Ann</b>	Biology	Professor	1.00	\$2,272	\$66,234	AY
<b>Arbelaez, Maria</b>	History	Assoc Professor	1.00	\$1,869	\$54,009	AY
<b>Armitage, Jack L</b>	Department of Accounting	Assoc Professor	1.00	\$3,669	\$104,485	AY
	Department of Accounting	Named Chair	0.00	\$0	\$5,500	AY
			1.00	\$3,669	\$109,985	
<b>Austin, William P</b>	Teacher Education	Asst Professor	1.00	\$1,524	\$54,622	AY
<b>Azadmanesh, M H</b>	Computer Science	Professor	1.00	\$3,351	\$96,068	AY
<b>Bacon, Nora Anne</b>	English	Assoc Professor	1.00	\$2,022	\$52,979	AY
<b>Bacon, W Meredith</b>	Political Science	Professor	1.00	\$2,401	\$69,364	AY
<b>Bailey, Ella Jane</b>	University Library	Assoc Professor	1.00	\$2,472	\$70,463	FY
	University Library	Chairperson	0.00	\$0	\$7,500	FY
			1.00	\$2,472	\$77,963	
<b>Bales, W Kenton</b>	Music	Professor	1.00	\$2,415	\$66,527	AY
<b>Barnes, Paul E</b>	Counseling	Asst Professor	1.00	\$1,830	\$47,581	AY
<b>Barnett, Alva</b>	Social Work	Assoc Professor	1.00	\$2,413	\$66,636	AY
<b>Barone, Timi Lynne</b>	Sociology	Assoc Professor	1.00	\$1,909	\$53,996	AY
<b>Barron-McKeagney, Theresa</b>	Social Work	Director, School	0.60	\$2,062	\$61,097	FY
	Social Work	Assoc Professor	0.40	\$1,375	\$35,105	FY
			1.00	\$3,437	\$96,202	
<b>Bartle, John R</b>	Public Administration	Professor	1.00	\$2,698	\$74,982	AY
<b>Batton Smith, Candice L</b>	Criminal Justice	Asst Professor	1.00	\$2,509	\$55,574	AY
<b>Baum, Donald N</b>	Economics	Assoc Professor	1.00	\$2,802	\$82,730	AY
<b>Beard, Christine E</b>	Music	Asst Professor	1.00	\$1,791	\$44,147	AY
<b>Behrns, Patrick C</b>	Football	Head Coach - Football	0.84	\$2,014	\$69,139	FY
	Health Physical Educ & Recreation	Instructor	0.16	\$380	\$13,030	FY
			1.00	\$2,394	\$82,169	
<b>Belck, Nancy</b>	Office of the Chancellor	Chancellor	1.00	\$8,019	\$211,019	FY
<b>Benjamin-Alvarado, Jonathan C</b>	Political Science	Assoc Professor	1.00	\$1,841	\$49,312	AY
<b>Berg, Kris E</b>	Health Physical Educ & Recreation	Professor	1.00	\$3,273	\$93,434	AY
<b>Berke Adrian, Melissa K</b>	Music	Assoc Professor	1.00	\$4,814	\$47,995	AY
<b>Bernier, Robert E</b>	Nebraska Business Development Cente	Assistant Dean	1.00	\$4,756	\$125,187	FY
<b>Bertinetti, Joseph F</b>	Counseling	Assoc Professor	1.00	\$2,071	\$62,226	AY
<b>Betanabhatla, Jayaram</b>	Physics	Assoc Professor	1.00	\$2,098	\$56,703	AY
<b>Bingham, Shereen G</b>	Communication	Professor	1.00	\$6,559	\$67,098	AY

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Bishop, Michael Peter</b>	Geography/Geology	Assoc Professor	1.00	\$2,915	\$78,245	FY
	Geography/Geology	Director	0.00	\$0	\$10,000	FY
			1.00	\$2,915	\$88,245	
<b>Blair, Robert F</b>	Public Administration	Assoc Professor	1.00	\$2,430	\$66,512	AY
<b>Blanke, Daniel</b>	Health Physical Educ & Recreation	Director, School	0.48	\$1,613	\$46,737	FY
	Health Physical Educ & Recreation	Assoc Professor	0.32	\$1,075	\$29,557	FY
	Campus Recreation	Director	0.20	\$672	\$20,873	FY
			1.00	\$3,360	\$97,167	
<b>Blizek, William L</b>	Philosophy & Religion	Professor	1.00	\$2,596	\$77,845	AY
<b>Bloom, Melanie</b>	Foreign Languages	Asst Professor	1.00	\$0	\$46,000	AY
<b>Boamah-Wiafe, Daniel</b>	Black Studies	Assoc Professor	1.00	\$2,080	\$58,885	AY
<b>Bonner, Michael L</b>	Psychology	Asst Professor	1.00	\$1,909	\$54,621	AY
<b>Boss, Judith</b>	English	Professor	1.00	\$1,796	\$64,384	AY
<b>Boucher, Lisa Diane</b>	Biology	Assoc Professor	1.00	\$2,035	\$54,257	AY
<b>Bowen, Brent</b>	Aviation Institute	Professor	1.00	\$5,496	\$131,041	FY
	Aviation Institute	Endowed Professorship	0.00	\$0	\$34,000	FY
	Aviation Institute	Director/Chair	0.00	\$0	\$19,800	FY
			1.00	\$5,496	\$184,841	
<b>Box, Richard C</b>	Public Administration	Professor	1.00	\$2,973	\$83,624	AY
<b>Boyer, Janice Sue</b>	University Library	Professor	1.00	\$2,847	\$102,037	FY
<b>Bradshaw, Laurence</b>	Art and Art History	Professor	1.00	\$2,392	\$70,944	AY
<b>Bragg, Thomas B</b>	Biology	Professor	1.00	\$4,000	\$76,800	AY
	Academic and Student Affairs	Assoc Vice Chancellor for Research	0.00	\$0	\$3,600	AY
	Graduate Studies and Research	Dean	0.00	\$0	\$3,600	AY
			1.00	\$4,000	\$84,000	
<b>Bramlett, Franklin E</b>	English	Assoc Professor	1.00	\$4,770	\$50,435	AY
<b>Brasile, Frank M</b>	Health Physical Educ & Recreation	Professor	1.00	\$2,286	\$67,009	AY
<b>Breaux, Richard M</b>	Black Studies	Asst Professor	1.00	\$1,787	\$48,427	AY
<b>Brenman, Pauline Katherine</b>	Criminal Justice	Asst Professor	1.00	\$1,848	\$54,848	AY
<b>Bridgford, Tracy B</b>	English	Assoc Professor	1.00	\$4,765	\$50,266	AY
<b>Brown Crosby, Dorian L</b>	Black Studies	Asst Professor	1.00	\$1,818	\$49,558	AY
<b>Brown, Joseph S</b>	Psychology	Assoc Professor	1.00	\$2,048	\$59,606	AY
<b>Brown, Samuel L</b>	Public Administration	Assoc Professor	1.00	\$5,895	\$84,198	AY
<b>Buck, James R</b>	Administration	Vice Chancellor	1.00	\$9,000	\$188,000	FY
<b>Bullock, Steve</b>	Political Science	Asst Professor	1.00	\$0	\$50,000	AY
<b>Bykerk, Loree</b>	Political Science	Chairperson	0.60	\$1,396	\$41,129	AY
	Political Science	Professor	0.40	\$932	\$25,620	AY
			1.00	\$2,328	\$66,749	
<b>Carballal, Ana I</b>	Foreign Languages	Asst Professor	1.00	\$1,759	\$44,259	AY
<b>Carlson, Robert E</b>	Communication	Professor	1.00	\$2,322	\$64,117	AY
<b>Carroll, James Allen</b>	Chemistry	Chairperson	0.60	\$1,341	\$39,197	AY
	Chemistry	Assoc Professor	0.40	\$893	\$23,731	AY
			1.00	\$2,234	\$62,928	
<b>Carroll, Michael</b>	Goodrich	Assoc Professor	1.00	\$2,131	\$56,668	AY
<b>Carter, David J</b>	Counseling	Assoc Professor	1.00	\$4,927	\$54,069	AY
<b>Casas, Juan F</b>	Psychology	Asst Professor	1.00	\$1,731	\$48,255	AY
<b>Cast, Melissa A</b>	University Library	Asst Professor	1.00	\$2,406	\$54,214	FY
<b>Cederblom, Jerry B</b>	Goodrich	Chairperson	0.60	\$1,786	\$51,157	AY
	Goodrich	Professor	0.40	\$1,190	\$32,304	AY
			1.00	\$2,976	\$83,461	
<b>Champley, Jill</b>	Special Education Comm Disorders	Asst Professor	1.00	\$0	\$45,000	AY

\* Refer also to funding at other campus

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
Chase, Bruce A	Biology	Professor	1.00	\$2,277	\$62,933	AY
Chen, Zhengxin	Computer Science	Professor	1.00	\$3,083	\$86,461	AY
Christensen, John	Academic and Student Affairs	Vice Chancellor	1.00	\$8,875	\$186,100	FY
Chundi, Parvathi	Computer Science	Asst Professor	1.00	\$3,174	\$89,719	AY
Chung, Joong-Gun	Political Science	Professor	1.00	\$2,451	\$72,034	AY
Claussen, Constance J	Intercollegiate Athletics	Assistant Director	0.25	\$0	\$6,000	FY
Clute, William	Sociology	Professor	1.00	\$2,513	\$75,656	AY
Co, Catherine Y	Economics	Assoc Professor	1.00	\$2,790	\$79,336	AY
Conway, David F	College of Education	Associate Dean	1.00	\$4,006	\$87,772	FY
Copple III, Sumner Edward	Department of Accounting	Assoc Professor	1.00	\$3,226	\$96,457	AY
Corbin, David	Health Physical Educ & Recreation	Professor	1.00	\$2,524	\$68,983	AY
Corcoran, William J	Economics	Assoc Professor	1.00	\$2,523	\$74,198	AY
Coyne, Ann	Social Work	Professor	1.00	\$2,645	\$74,952	AY
Czarnecki, James	Art and Art History	Professor	1.00	\$1,976	\$62,114	AY
Dando, Christina E	Geography/Geology	Asst Professor	1.00	\$1,741	\$46,337	AY
Danielson, Kathleen E	Teacher Education	Professor	1.00	\$2,474	\$68,024	AY
	Teacher Education	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,474	\$71,024	
Danielson, Lana M	Teacher Education	Chairperson	0.60	\$1,737	\$50,219	FY
	Teacher Education	Assoc Professor	0.40	\$1,158	\$30,279	FY
	Teacher Education	Named Chair	0.00	\$0	\$10,000	FY
			1.00	\$2,895	\$90,498	
Dappen, Leon D	Educational Admin/Supervision	Asst Professor	1.00	\$2,105	\$57,660	AY
Darcy, Robert Farquhar	English	Asst Professor	1.00	\$1,722	\$45,722	AY
Dasgupta, Prithviraj	Computer Science	Asst Professor	1.00	\$3,035	\$84,738	AY
Davis, Sidney A	ISQA	Assoc Professor	1.00	\$2,512	\$77,219	AY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$22,000	AY
			1.00	\$2,512	\$99,219	
Day, Gary	Art and Art History	Professor	1.00	\$2,298	\$67,547	AY
De Vreede, Gerardus J	ISQA	Professor	1.00	\$4,747	\$131,677	AY
	ISQA	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$4,747	\$136,677	
Decker, Christopher S	Economics	Assoc Professor	1.00	\$5,961	\$81,083	AY
Deffenbacher, Kenneth A	Psychology	Chairperson	0.60	\$2,095	\$59,891	AY
	Psychology	Professor	0.40	\$1,397	\$37,527	AY
			1.00	\$3,492	\$97,418	
deGraw, William A	Biology	Professor	1.00	\$2,727	\$82,563	AY
Deichert, Jerome A	Center for Public Affairs Research	Director/Chair	0.60	\$1,749	\$50,252	FY
	Center for Public Affairs Research	Senior Research Associate	0.40	\$1,166	\$31,101	FY
			1.00	\$2,915	\$81,353	
DeLone, Gregory J	Criminal Justice	Asst Professor	1.00	\$1,693	\$50,264	AY
DeLone, Miriam A	Criminal Justice	Assoc Professor	1.00	\$2,060	\$58,140	AY
	Criminal Justice	Coordinator	0.00	\$0	\$3,000	AY
			1.00	\$2,060	\$61,140	
Denbeck, Debra J	Intercollegiate Athletics	Associate Director	1.00	\$2,976	\$79,289	FY
Denney, Micheal	Wrestling	Head Coach - Wrestling	0.60	\$1,168	\$40,104	AY
	Health Physical Educ & Recreation	Instructor	0.40	\$780	\$26,778	AY
			1.00	\$1,948	\$66,882	
Desmarais, Michele M	Philosophy & Religion	Asst Professor	1.00	\$1,855	\$47,327	AY

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Diamond, Arthur M</b>	Economics	Professor	1.00	\$3,141	\$88,958	AY
	Economics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,141	\$93,958	
<b>Dick, James</b>	Teacher Education	Professor	1.00	\$2,416	\$72,841	AY
<b>Dickson, Laura K</b>	University Library	Assoc Professor	1.00	\$1,815	\$57,560	FY
<b>Downing, J Scott</b>	Mathematics	Professor	1.00	\$2,761	\$81,297	AY
<b>D'Souza, Henry J</b>	Social Work	Professor	1.00	\$2,461	\$68,336	AY
<b>Dufner, Donna L</b>	ISQA	Assoc Professor	1.00	\$2,998	\$81,811	AY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$22,000	AY
			1.00	\$2,998	\$103,811	
<b>Duggin, Richard C</b>	Writer's Workshop	Professor	0.50	\$1,437	\$41,030	AY
<b>Dwyer, Karen Kangas</b>	Communication	Assoc Professor	1.00	\$2,157	\$56,877	AY
<b>Edick, Nancy A</b>	Teacher Education	Asst Professor	1.00	\$2,033	\$48,606	AY
	College of Education	Executive Director	0.00	\$0	\$3,600	AY
			1.00	\$2,033	\$52,206	
<b>Edwards, Sarah K</b>	Teacher Education	Asst Professor	1.00	\$1,953	\$49,327	AY
<b>Egan, Robert</b>	Biology	Professor	1.00	\$2,733	\$79,275	AY
<b>Elder, Gove Griffith</b>	Mathematics	Assoc Professor	1.00	\$2,208	\$60,192	AY
<b>Eldridge, Susan W</b>	Department of Accounting	Asst Professor	1.00	\$3,307	\$95,871	AY
<b>Engelmann, George</b>	Geography/Geology	Chairperson	0.60	\$1,432	\$41,327	AY
	Geography/Geology	Professor	0.40	\$956	\$25,152	AY
			1.00	\$2,388	\$66,479	
<b>Erickson Jr, John E</b>	Marketing and Management	Asst Professor	1.00	\$3,538	\$100,695	AY
<b>Eskridge, Chris</b>	Criminal Justice	Professor	1.00	\$2,332	\$69,244	AY
<b>Ewing, Wanda D</b>	Art and Art History	Asst Professor	1.00	\$1,632	\$43,695	AY
<b>Falconer Al-Hindi, Karen</b>	College of Arts and Sciences	Director	1.00	\$2,337	\$67,183	AY
<b>Farhat, Hassan A</b>	Computer Science	Professor	1.00	\$3,069	\$87,863	AY
<b>Fawcett, James D</b>	Biology	Assoc Professor	1.00	\$2,315	\$67,783	AY
<b>Ferguson, Angela M</b>	Foreign Languages	Asst Professor	1.00	\$1,759	\$44,259	AY
<b>Fiene, John L</b>	Academic Affairs - Technology	Assoc Vice Chancellor	1.00	\$5,146	\$127,672	FY
<b>File, Richard Garrison</b>	Department of Accounting	Chairperson	0.60	\$2,449	\$70,376	AY
	Department of Accounting	Professor	0.40	\$1,633	\$44,517	AY
	Department of Accounting	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$4,082	\$124,893	
<b>Fluckiger, Jarene</b>	Teacher Education	Assoc Professor	1.00	\$1,920	\$55,045	AY
<b>Foltz, Roger</b>	Music	Professor	1.00	\$2,689	\$76,343	AY
<b>Freeman, James W</b>	Multicultural Affairs	Director Multicultural Affairs	1.00	\$2,765	\$72,765	FY
<b>French, Jeffrey A</b>	Psychology	Professor	1.00	\$2,823	\$73,406	AY
	Psychology	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,823	\$83,406	
<b>Friehe, Mary J</b>	Special Education Comm Disorders	Assoc Professor	1.00	\$2,508	\$53,661	AY
<b>From, Steven G</b>	Mathematics	Professor	1.00	\$1,965	\$70,442	AY
	Mathematics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$1,965	\$75,442	
<b>Fruhling, Ann L</b>	Computer Science	Asst Professor	1.00	\$3,166	\$91,365	AY
<b>Fus, Dennis A</b>	Communication	Asst Professor	1.00	\$1,614	\$52,215	AY
<b>Garver, Bruce</b>	History	Chairperson	0.60	\$1,626	\$48,880	AY
	History	Professor	0.40	\$1,083	\$30,186	AY
			1.00	\$2,709	\$79,066	

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Gascoigne, Carolyn E</b>	Foreign Languages	Chairperson	0.60	\$1,275	\$35,899	AY
	Foreign Languages	Assoc Professor	0.40	\$851	\$21,533	AY
			1.00	\$2,126	\$57,432	
<b>Geluso, Kenneth</b>	Biology	Professor	1.00	\$2,320	\$67,969	AY
<b>Gershovich, Moshe</b>	History	Assoc Professor	1.00	\$2,070	\$51,158	AY
<b>Gesick, Lorraine M</b>	History	Assoc Professor	1.00	\$1,940	\$56,547	AY
<b>Gildersleeve, Charles R</b>	Geography/Geology	Professor	1.00	\$2,809	\$81,229	AY
<b>Gilmore, Cody S</b>	Philosophy & Religion	Asst Professor	1.00	\$1,787	\$47,297	AY
<b>Glaser, Hollis</b>	Communication	Assoc Professor	1.00	\$2,008	\$52,412	AY
<b>Glasser, D Scott</b>	Theatre	Asst Professor	1.00	\$1,910	\$53,645	AY
<b>Goessman, Gregory D</b>	University Library	Asst Professor	1.00	\$2,021	\$51,169	FY
<b>Gouttierre, Thomas</b>	International Studies and Programs	Dean	1.00	\$4,784	\$118,699	FY
<b>Gouveia, Lourdes</b>	Sociology	Professor	1.00	\$6,855	\$64,937	AY
<b>Graham, Robert M</b>	Physics	Chairperson	0.60	\$1,648	\$48,286	AY
	Physics	Professor	0.40	\$1,098	\$29,790	AY
			1.00	\$2,746	\$78,076	
<b>Grams, Laura W</b>	Philosophy & Religion	Asst Professor	1.00	\$1,822	\$48,539	AY
<b>Grandgenett, Nealy Frank</b>	Teacher Education	Professor	1.00	\$2,451	\$67,199	AY
	Teacher Education	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,451	\$72,199	
<b>Greer, Donald L</b>	Health Physical Educ & Recreation	Assoc Professor	1.00	\$1,769	\$55,136	AY
<b>Guo, Haifeng</b>	Computer Science	Asst Professor	1.00	\$3,033	\$84,661	AY
<b>Guo, Weiyu</b>	Finance, Banking and Law	Assoc Professor	1.00	\$6,576	\$96,600	AY
<b>Hafer, John C</b>	Marketing and Management	Assoc Professor	1.00	\$3,631	\$117,086	AY
<b>Hagen, James</b>	Chemistry	Professor	1.00	\$2,348	\$66,497	AY
<b>Harder, Jeanette A</b>	Social Work	Asst Professor	1.00	\$2,034	\$53,034	AY
<b>Harland, Lynn K</b>	Marketing and Management	Chairperson	0.60	\$2,460	\$57,293	AY
	Marketing and Management	Assoc Professor	0.40	\$1,640	\$35,796	AY
			1.00	\$4,100	\$93,089	
<b>Harrington, Jeanne M</b>	Teacher Education	Asst Professor	1.00	\$1,828	\$44,841	AY
<b>Harrington, Judith</b>	Goodrich	Professor	1.00	\$2,433	\$67,499	AY
<b>Harrington, Scott A</b>	Counseling	Assoc Professor	1.00	\$2,558	\$73,683	AY
<b>Harrison, Wayne</b>	Psychology	Professor	1.00	\$6,356	\$65,947	AY
<b>Haworth, Dwight Allen</b>	ISQA	Assoc Professor	1.00	\$2,823	\$88,378	AY
<b>Hayes, Karen L</b>	Educational Admin/Supervision	Asst Professor	1.00	\$2,242	\$62,547	AY
<b>Heidel, Jack</b>	Mathematics	Chairperson	0.60	\$1,707	\$50,852	AY
	Mathematics	Professor	0.40	\$1,139	\$31,502	AY
			1.00	\$2,846	\$82,354	
<b>Hein, Karen K</b>	University Library	Asst Professor	1.00	\$2,367	\$52,829	FY
<b>Helm, David</b>	Art and Art History	Chairperson	0.60	\$1,315	\$36,060	AY
	Art and Art History	Assoc Professor	0.40	\$878	\$21,640	AY
			1.00	\$2,193	\$57,700	
<b>Hendricks, Shelton E</b>	College of Arts and Sciences	Dean	1.00	\$6,024	\$146,114	FY
<b>Hendricks, Tim W</b>	Health Physical Educ & Recreation	Instructor	0.50	\$778	\$26,725	FY
	Women's Cross Country/Track	Head Coach - Track	0.50	\$777	\$26,668	FY
			1.00	\$1,555	\$53,393	
<b>Henebry, Kathleen</b>	Finance, Banking and Law	Assoc Professor	1.00	\$2,987	\$87,514	AY
	Finance, Banking and Law	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,987	\$97,514	
<b>Henry, Rita M</b>	Student Services	Asst Vice Chancellor	1.00	\$3,208	\$79,596	FY

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Herbster, David M</b>	Intercollegiate Athletics	Director	1.00	\$5,000	\$105,000	FY
<b>Herold, Robert R</b>	Baseball	Head Coach - Baseball	0.54	\$837	\$28,724	FY
	Health Physical Educ & Recreation	Instructor	0.46	\$704	\$24,169	FY
			1.00	\$1,541	\$52,893	
<b>Hewins-Maroney, Barbara</b>	Goodrich	Asst Professor	1.00	\$2,141	\$60,438	AY
<b>Hickman, Betty L</b>	Mathematics	Assoc Professor	1.00	\$2,574	\$76,180	AY
<b>Hill, John W</b>	Educational Admin/Supervision	Chairperson	0.60	\$2,388	\$67,706	FY
	Educational Admin/Supervision	Professor	0.40	\$1,593	\$42,738	FY
			1.00	\$3,981	\$110,444	
<b>Hille, Stanley James</b>	Marketing and Management	Professor	1.00	\$3,737	\$133,928	AY
<b>Hillyer, Nora Ann</b>	University Library	Asst Professor	1.00	\$1,292	\$46,292	FY
<b>Hilt, Michael L</b>	Communication	Professor	1.00	\$2,281	\$64,898	AY
<b>Hinton, David W</b>	College of Info Science and Tech	Dean	1.00	\$5,165	\$185,935	FY
<b>Hoburg, Roger</b>	Chemistry	Professor	1.00	\$2,807	\$80,745	AY
<b>Hoffman, Dennis</b>	Criminal Justice	Professor	1.00	\$2,283	\$67,746	AY
<b>Holland, Jonna L</b>	Marketing and Management	Asst Professor	1.00	\$3,645	\$87,054	AY
<b>Holley, Lyn M</b>	Gerontology	Asst Professor	1.00	\$2,228	\$62,228	AY
<b>Holloway, Aleksey</b>	Physics	Assoc Professor	1.00	\$1,663	\$59,613	AY
<b>Holloway, Carson L</b>	Political Science	Asst Professor	1.00	\$1,744	\$45,807	AY
<b>Homer, Arthur T</b>	Writer's Workshop	Professor	1.00	\$2,329	\$63,427	AY
<b>Horacek, Bruce J</b>	Gerontology	Professor	1.00	\$2,951	\$87,365	FY
	Gerontology	Coordinator	0.00	\$0	\$1,500	FY
	College of Public Affrs & Comm Svcs	Endowed Faculty	0.00	\$0	\$2,052	FY
			1.00	\$2,951	\$90,917	
<b>Hughes, Lorine Akemi</b>	Criminal Justice	Asst Professor	1.00	\$1,639	\$48,639	AY
<b>Huq, Ziaul</b>	Marketing and Management	Professor	1.00	\$3,685	\$97,211	AY
<b>Irvin, Deborah Mary</b>	Special Education Comm Disorders	Assoc Professor	1.00	\$2,161	\$60,895	AY
<b>Jacobs, Susan</b>	Criminal Justice	Assoc Professor	1.00	\$2,523	\$74,906	AY
<b>Johanningsmeier, Charles Alan</b>	English	Assoc Professor	1.00	\$1,921	\$52,863	AY
<b>Johansen, Bruce E</b>	Communication	Professor	1.00	\$2,480	\$70,325	AY
	Communication	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,480	\$75,325	
<b>Johnson, James B</b>	Political Science	Professor	0.50	\$1,227	\$35,630	AY
<b>Johnson, James D</b>	Music	Professor	1.00	\$2,279	\$66,886	AY
	Music	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,279	\$76,886	
<b>Jones, James R</b>	Marketing and Management	Assoc Professor	1.00	\$3,600	\$89,743	AY
<b>Jung, Anthony</b>	Foreign Languages	Professor	1.00	\$2,725	\$82,364	AY
<b>Kadleck, Colleen</b>	Criminal Justice	Asst Professor	1.00	\$1,714	\$50,883	AY
<b>Kealey, Burch T</b>	Department of Accounting	Asst Professor	1.00	\$3,359	\$97,750	AY
<b>Keiser, Kay A</b>	Educational Admin/Supervision	Asst Professor	1.00	\$0	\$47,500	AY
<b>Kelley Gillespie, Nancy Jo</b>	Social Work	Asst Professor	1.00	\$0	\$51,000	AY
<b>Kelly-Vance, Lisa</b>	Psychology	Assoc Professor	1.00	\$2,517	\$62,485	AY
<b>Kemp, Michael O</b>	Hockey	Head Coach - Hockey	1.00	\$3,967	\$136,195	FY
<b>Khazanchi, Deepak</b>	ISQA	Chairperson	0.60	\$2,069	\$59,350	AY
	ISQA	Professor	0.40	\$1,380	\$37,167	AY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$20,000	AY
	ISQA	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,449	\$121,517	
<b>Kim, Halla</b>	Philosophy & Religion	Asst Professor	1.00	\$1,888	\$49,117	AY
<b>King, Charles W</b>	History	Asst Professor	1.00	\$1,659	\$46,471	AY

\* Refer also to funding at other campus

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Klosterman, Donald W</b>	Women's Soccer	Head Coach - Soccer	1.00	\$1,449	\$49,735	FY
<b>Knopp, Lisa J</b>	English	Asst Professor	1.00	\$0	\$47,000	AY
<b>Kolok, Alan S</b>	Biology	Professor	1.00	\$6,299	\$59,032	AY
<b>Konvalina, John</b>	Mathematics	Professor	1.00	\$2,942	\$85,349	AY
<b>Kosloski, Karl D</b>	Gerontology	Professor	1.00	\$2,961	\$80,861	AY
	Gerontology	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,961	\$85,861	
<b>Krane, Dale Anthony</b>	Public Administration	Professor	1.00	\$2,997	\$84,403	AY
<b>Kreiling, Jodi L</b>	Chemistry	Asst Professor	1.00	\$0	\$46,000	AY
<b>Kriz, Kenneth A</b>	Public Administration	Assoc Professor	1.00	\$5,516	\$72,306	AY
<b>Kuhlman, Wilma</b>	Teacher Education	Professor	1.00	\$6,424	\$61,509	AY
<b>Kwak, Wikil</b>	Department of Accounting	Professor	1.00	\$3,777	\$108,375	AY
	Department of Accounting	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,777	\$113,375	
<b>Lafontant, Julien</b>	Foreign Languages	Professor	0.50	\$1,064	\$38,124	AY
<b>Lahue, Elaine E</b>	Biology	Asst Professor	1.00	\$1,945	\$51,026	AY
<b>Lamsam, Teresa A</b>	Communication	Asst Professor	1.00	\$1,990	\$51,792	AY
<b>Landis, Melodee</b>	Teacher Education	Assoc Professor	1.00	\$1,837	\$52,095	AY
<b>Langan, John T</b>	College of Education	Dean	1.00	\$5,834	\$144,734	FY
<b>Laquer, Frederic C</b>	Chemistry	Assoc Professor	1.00	\$2,092	\$58,530	AY
<b>Larson, Michael K</b>	Aviation Institute	Asst Professor	1.00	\$2,945	\$82,783	FY
<b>Latchaw, Joan</b>	English	Assoc Professor	1.00	\$1,908	\$52,409	AY
<b>Latin, Richard W</b>	Health Physical Educ & Recreation	Professor	1.00	\$2,317	\$65,733	AY
<b>Lee, Claudette</b>	Social Work	Asst Professor	1.00	\$2,214	\$61,780	FY
<b>Lee, Ho Young</b>	Department of Accounting	Asst Professor	1.00	\$3,325	\$96,540	AY
<b>Leslie, Jim L</b>	Alumni Association	Director	1.00	\$0	\$108,068	FY
<b>Lewis, Darryll M</b>	Finance, Banking and Law	Assoc Professor	1.00	\$2,276	\$67,642	AY
<b>Lin, Shuanglin</b>	Economics	Professor	1.00	\$2,921	\$81,083	AY
	Economics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,921	\$86,083	
<b>Lipschultz, Jeremy Harris</b>	Communication	Director, School	0.60	\$2,010	\$61,721	FY
	Communication	Professor	0.40	\$1,340	\$37,948	FY
	Communication	Named Chair	0.00	\$0	\$10,000	FY
			1.00	\$3,350	\$109,669	
<b>Littrell, Boyd</b>	Sociology	Professor	1.00	\$2,625	\$79,662	AY
<b>Lloyd, Carol V</b>	Teacher Education	Professor	1.00	\$2,439	\$66,746	AY
<b>Lomneth, Richard B</b>	Chemistry	Assoc Professor	1.00	\$2,118	\$56,140	AY
<b>Lorsbach, Thomas</b>	Special Education Comm Disorders	Professor	1.00	\$2,351	\$67,391	AY
<b>Low, David</b>	Music	Professor	1.00	\$2,716	\$88,648	AY
<b>Lu, Guoqing</b>	Biology	Asst Professor	1.00	\$0	\$75,000	AY
<b>Madsen, Peter C</b>	Music	Asst Professor	1.00	\$1,649	\$44,311	AY
<b>Maher, Harmon Droge</b>	Geography/Geology	Professor	1.00	\$2,450	\$67,248	AY
<b>Maher, Susan Naramore</b>	English	Chairperson	0.60	\$1,304	\$40,763	AY
	English	Professor	0.40	\$870	\$24,776	AY
			1.00	\$2,174	\$65,539	
<b>Maisondieu Laforge, Olivier J</b>	Finance, Banking and Law	Asst Professor	1.00	\$3,415	\$100,415	AY
<b>Maloney, John P</b>	Mathematics	Professor	0.50	\$1,578	\$41,403	AY
<b>Manley, Eric</b>	College of Arts and Sciences	Associate Dean	1.00	\$3,698	\$81,024	FY
<b>Mannering, Linda W</b>	Institutional Research	Director	1.00	\$4,591	\$99,340	FY
<b>Maring, Marvel A</b>	University Library	Asst Professor	1.00	\$2,240	\$48,261	FY
<b>Marshall, Christopher Eric</b>	Criminal Justice	Assoc Professor	1.00	\$1,992	\$59,117	AY

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Marshall, Gary S</b>	Public Administration	Assoc Professor	1.00	\$2,484	\$68,312	AY
<b>Marshall, Ineke</b>	Criminal Justice	Professor	1.00	\$3,306	\$74,143	AY
	Criminal Justice	Coordinator	0.00	\$0	\$10,000	AY
			1.00	\$3,306	\$84,143	
<b>Martin, Thomas</b>	Marketing and Management	Professor	1.00	\$3,401	\$104,495	AY
<b>Masters, Julie L</b>	Gerontology	Asst Professor	1.00	\$2,304	\$59,676	AY
<b>Matache, Mihaela T</b>	Mathematics	Asst Professor	1.00	\$1,986	\$50,604	AY
<b>Matache, Valentin</b>	Mathematics	Assoc Professor	1.00	\$2,057	\$53,601	AY
<b>McCarty, John P</b>	Biology	Professor	1.00	\$6,365	\$61,398	AY
<b>McGlamery, Sheryl Lynne</b>	Teacher Education	Assoc Professor	1.00	\$2,117	\$55,210	AY
<b>McKenna, John J</b>	English	Professor	1.00	\$2,463	\$72,288	AY
<b>McKenna, Kevin R</b>	Men's Basketball	Head Coach - Basketball	0.77	\$1,858	\$63,807	FY
	Health Physical Educ & Recreation	Instructor	0.23	\$536	\$18,408	FY
			1.00	\$2,394	\$82,215	
<b>Means, Harrison J</b>	Teacher Education	Assoc Professor	1.00	\$2,396	\$72,119	AY
<b>Mecham, June L</b>	History	Asst Professor	1.00	\$0	\$44,500	AY
<b>Mei, Wai-Ning</b>	Physics	Professor	1.00	\$2,481	\$66,735	AY
	Physics	Regents/Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,481	\$71,735	
<b>Meier, Robert F</b>	Criminal Justice	Professor	1.00	\$4,413	\$120,170	AY
<b>Menke, Kathy L</b>	College of Public Affrs & Comm Svcs	Assistant Dean	1.00	\$2,972	\$65,110	FY
<b>Messerole, Michael J</b>	Health Physical Educ & Recreation	Asst Professor	1.00	\$1,794	\$46,206	AY
<b>Metal-Corbin, Josephine</b>	Health Physical Educ & Recreation	Professor	1.00	\$2,582	\$68,668	AY
<b>Mitchell, Carol T</b>	Teacher Education	Assoc Professor	1.00	\$2,490	\$68,586	AY
<b>Mitenko, Graham Robert</b>	Finance, Banking and Law	Assoc Professor	1.00	\$3,642	\$99,439	AY
<b>Monardo, Anna</b>	Writer's Workshop	Chairperson	0.60	\$1,072	\$29,555	AY
	Writer's Workshop	Assoc Professor	0.40	\$715	\$19,703	AY
			1.00	\$1,787	\$49,258	
<b>Mordaunt, Owen G</b>	English	Professor	1.00	\$2,177	\$62,023	AY
<b>Morris, Rebecca J</b>	Marketing and Management	Professor	1.00	\$8,295	\$105,649	AY
<b>Moshier, Suzanne</b>	Biology	Professor	1.00	\$2,230	\$68,247	AY
<b>Najjar, Lotfollah</b>	ISQA	Asst Professor	1.00	\$2,593	\$80,102	AY
<b>Nash, Robert</b>	University Library	Professor	1.00	\$2,109	\$64,969	FY
<b>Nazem, Sufi M</b>	Marketing and Management	Professor	1.00	\$3,340	\$102,284	AY
<b>Neathery-Castro, Jody L</b>	Political Science	Assoc Professor	1.00	\$1,942	\$52,933	AY
<b>Neidlinger, Erica J</b>	Music	Asst Professor	1.00	\$1,466	\$43,822	AY
<b>Nelson, Timothy L</b>	Women's Golf	Head Coach - Golf	0.25	\$500	\$8,000	FY
<b>Newman, Andrew J</b>	Philosophy & Religion	Professor	1.00	\$2,232	\$63,248	AY
<b>Nichter, Joshua M</b>	Health Physical Educ & Recreation	Asst Professor	1.00	\$1,657	\$43,889	AY
<b>Noble, John M</b>	Health Physical Educ & Recreation	Assoc Professor	1.00	\$1,727	\$51,957	AY
<b>Nordman, Russell L</b>	Art and Art History	Asst Professor	1.00	\$1,793	\$44,224	AY
<b>Novikov, Tatyana</b>	Foreign Languages	Professor	1.00	\$6,304	\$59,073	AY
	Foreign Languages	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$6,304	\$62,073	
<b>Oberle, Rodney</b>	Human Resources/Payroll Services	Director	1.00	\$4,100	\$86,100	FY
<b>O'Connell, Bonnie P</b>	Art and Art History	Assoc Professor	1.00	\$2,198	\$58,751	AY
<b>Ogden, David C</b>	Communication	Assoc Professor	1.00	\$4,928	\$52,480	AY
<b>Ogle, Robbin S</b>	Criminal Justice	Assoc Professor	1.00	\$2,012	\$59,708	AY
<b>O'Hara, Michael J</b>	Finance, Banking and Law	Professor	1.00	\$2,544	\$69,185	AY
<b>Okhamafe, Imafedia</b>	Goodrich	Professor	1.00	\$2,361	\$68,391	AY

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Ortman, Richard F</b>	Department of Accounting	Professor	1.00	\$3,409	\$98,655	AY
	Department of Accounting	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,409	\$103,655	
<b>Ostler, C</b>	Teacher Education	Professor	1.00	\$2,231	\$59,295	AY
<b>Ottemann, Robert L</b>	Marketing and Management	Assoc Professor	1.00	\$2,804	\$91,793	AY
<b>Owens, Pamela J</b>	Philosophy & Religion	Asst Professor	1.00	\$1,924	\$49,790	AY
<b>Oyinlade, Abidemi O</b>	Sociology	Professor	1.00	\$6,365	\$65,645	AY
<b>Pape, Paul E</b>	Theatre	Asst Professor	1.00	\$1,796	\$44,327	AY
<b>Parker, Linda L</b>	University Library	Assoc Professor	1.00	\$2,024	\$61,909	FY
<b>Parnell, Juliette</b>	Foreign Languages	Assoc Professor	1.00	\$1,997	\$52,791	AY
<b>Pasco, Rebecca J</b>	Teacher Education	Assoc Professor	1.00	\$2,243	\$59,722	AY
	College of Education	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,243	\$62,722	
<b>Paterson, Douglas</b>	Theatre	Professor	1.00	\$2,165	\$68,899	AY
<b>Pavlinek, Petr</b>	Geography/Geology	Professor	1.00	\$6,278	\$58,073	AY
<b>Peake, Jeffrey S</b>	Geography/Geology	Assoc Professor	1.00	\$2,282	\$63,768	AY
<b>Peterson, Michael P</b>	Geography/Geology	Professor	1.00	\$2,347	\$66,207	AY
<b>Pettis, Gregory</b>	Political Science	Asst Professor	1.00	\$0	\$46,000	AY
<b>Phaneuf, Cynthia Lynn</b>	Theatre	Professor	1.00	\$3,112	\$91,511	FY
	Theatre	Named Chair	0.00	\$0	\$5,000	FY
			1.00	\$3,112	\$96,511	
<b>Pickering, Barbara A</b>	Communication	Assoc Professor	1.00	\$4,873	\$52,314	AY
<b>Pietron, Leah Rose</b>	ISQA	Assoc Professor	1.00	\$3,179	\$88,301	AY
<b>Podariu, Iulia A</b>	Physics	Asst Professor	1.00	\$1,813	\$48,315	AY
<b>Pol, Louis George</b>	College of Business Administration	Dean	1.00	\$5,037	\$182,927	FY
<b>Pollak, Oliver</b>	History	Professor	1.00	\$2,624	\$76,022	AY
	History	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,624	\$79,022	
<b>Powell, Mary Ann</b>	Sociology	Assoc Professor	1.00	\$5,010	\$52,375	AY
<b>Pratt, William C</b>	History	Professor	1.00	\$2,720	\$79,470	AY
<b>Price, John T</b>	English	Assoc Professor	1.00	\$1,924	\$52,985	AY
	English	Named Chair	0.00	\$0	\$2,000	AY
			1.00	\$1,924	\$54,985	
<b>Prisbell, Marshall</b>	Communication	Professor	1.00	\$2,251	\$66,809	AY
<b>Proulx, Patrice June</b>	Foreign Languages	Professor	1.00	\$2,182	\$59,435	AY
<b>Qureshi, Sajda</b>	ISQA	Assoc Professor	1.00	\$4,287	\$115,199	AY
<b>Raabe, David M</b>	English	Professor	1.00	\$2,328	\$67,448	AY
<b>Radd, Tommie R</b>	Counseling	Professor	1.00	\$2,376	\$67,162	AY
<b>Rajaram, Shireen</b>	Sociology	Chairperson	0.60	\$3,839	\$38,737	AY
	Sociology	Professor	0.40	\$2,559	\$23,425	AY
			1.00	\$6,398	\$62,162	
<b>Randall, Amanda</b>	Social Work	Asst Professor	1.00	\$1,973	\$53,163	AY
<b>Rauter, Claudia M</b>	Biology	Asst Professor	0.50	\$5,964	\$25,207	AY
<b>Reames-Zimmerman, Jeanne</b>	History	Asst Professor	1.00	\$1,650	\$46,129	AY
<b>Rech, Janice F</b>	Mathematics	Assoc Professor	1.00	\$2,167	\$63,258	AY
<b>Reed, Burton J</b>	College of Public Affrs & Comm Svcs	Dean	1.00	\$6,124	\$151,939	FY
<b>Reed, Christine Mary</b>	Public Administration	Professor	1.00	\$2,857	\$79,988	AY
<b>Reidelbach, John H</b>	University Library	Asst Professor	1.00	\$2,266	\$63,096	FY
	University Library	Chairperson	0.00	\$0	\$7,500	FY
			1.00	\$2,266	\$70,596	
<b>Reilly, Hugh J</b>	Communication	Asst Professor	1.00	\$1,910	\$49,369	AY

\* Refer also to funding at other campus

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Reiter-Palmon, Roni	Psychology	Assoc Professor	1.00	\$2,383	\$57,675	AY
Richter-Egger, Dana L	Chemistry	Asst Professor	1.00	\$1,889	\$48,982	AY
Ritter, Beth R	Sociology	Assoc Professor	1.00	\$2,130	\$53,668	AY
Robins, Barbara K	English	Asst Professor	1.00	\$1,763	\$47,192	AY
Robinson, Wade A	Student Affairs	Assoc Vice Chancellor	1.00	\$4,299	\$106,649	FY
Rodie, Amy Risch	College of Business Administration	Associate Dean	1.00	\$5,045	\$132,766	FY
Rogers, Jimmy A	Mathematics	Asst Professor	1.00	\$0	\$50,000	AY
Rogers, Sheri E	Academic and Student Affairs	Assoc Vice Chancellor	1.00	\$4,787	\$118,774	FY
Roland, Thomas A	Music	Asst Professor	1.00	\$1,799	\$44,461	AY
Rolf, Karen Ann	Social Work	Asst Professor	1.00	\$0	\$47,000	AY
Roncek, Dennis W	Criminal Justice	Professor	1.00	\$3,125	\$77,652	AY
Rose, Randall Arthur	Communication	Assoc Professor	1.00	\$2,012	\$58,510	AY
Roslanowski, Andrzej	Mathematics	Assoc Professor	1.00	\$2,027	\$53,598	AY
Rousseau, Mark O	Sociology	Professor	1.00	\$2,694	\$78,540	AY
Rowe, Wei Wang	Finance, Banking and Law	Asst Professor	1.00	\$3,239	\$91,681	AY
Rowen, Donald	Biology	Asst Professor	1.00	\$1,942	\$50,926	AY
Ryalls, Brigitte O	Psychology	Assoc Professor	1.00	\$1,947	\$55,975	AY
Ryan, Carey S	Psychology	Assoc Professor	1.00	\$1,943	\$55,831	AY
Rykov, Vyacheslav V	Mathematics	Assoc Professor	1.00	\$1,980	\$53,544	AY
Sabiryanov, Renat F	Physics	Asst Professor	1.00	\$1,999	\$54,080	AY
Saker, James R	Music	Chairperson	0.60	\$1,749	\$51,170	AY
	Music	Professor	0.40	\$1,166	\$31,714	AY
			1.00	\$2,915	\$82,884	
Saltzman, Rosalie C	Honors Program	Director	0.75	\$1,950	\$51,419	AY
	English	Asst Professor	0.25	\$649	\$16,989	AY
			1.00	\$2,599	\$68,408	
Samland, Theodore D(Todd)	Women's Swimming/Diving	Head Coach - Swimming	0.74	\$913	\$31,351	FY
	Health Physical Educ & Recreation	Instructor	0.26	\$326	\$11,196	FY
			1.00	\$1,239	\$42,547	
Sample, Lisa L	Criminal Justice	Asst Professor	1.00	\$1,714	\$50,883	AY
Sanchez, Thomas W	Sociology	Asst Professor	1.00	\$1,766	\$48,869	AY
Scherer, Lisa Leahy	Psychology	Assoc Professor	1.00	\$2,243	\$66,606	AY
Scherer, Mark R	History	Asst Professor	1.00	\$1,636	\$45,636	AY
Schmidt, Robert D	Physics	Assoc Professor	0.50	\$1,235	\$34,101	AY
Schoenbeck, Mark A	Biology	Asst Professor	1.00	\$1,755	\$44,213	AY
Schulte, Laura Elizabeth	Educational Admin/Supervision	Professor	1.00	\$2,352	\$64,144	AY
	Educational Admin/Supervision	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,352	\$74,144	
Schumaker, Alice Marie	Public Administration	Assoc Professor	1.00	\$5,364	\$67,533	AY
Seaberry, Jeannette S	Counseling	Chairperson	0.60	\$1,488	\$40,451	AY
	Counseling	Assoc Professor	0.40	\$992	\$25,167	AY
			1.00	\$2,480	\$65,618	
Serenco, Henry	Art and Art History	Assoc Professor	1.00	\$2,164	\$68,845	AY
Shaw, James T	University Library	Professor	1.00	\$2,666	\$63,518	FY
Shearer, Patricia Patton	Women's Basketball	Head Coach - Basketball	0.80	\$1,562	\$53,638	FY
	Health Physical Educ & Recreation	Instructor	0.20	\$388	\$13,312	FY
			1.00	\$1,950	\$66,950	
Sherer, Michael D	Communication	Professor	1.00	\$2,162	\$65,993	AY
Shi, Yong	ISQA	Professor	1.00	\$3,832	\$98,945	AY
	Info Tech/Info Systems eng	Named Chair	0.00	\$0	\$25,000	AY
			1.00	\$3,832	\$123,945	

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Shires, Rose L</b>	Volleyball	Head Coach - Volleyball	0.67	\$1,132	\$38,864	FY
	Health Physical Educ & Recreation	Instructor	0.33	\$570	\$19,559	FY
			1.00	\$1,702	\$58,423	
<b>Shorb, Stephen Russell</b>	University Library	Dean	1.00	\$0	\$130,000	FY
<b>Shroder Jr, John F</b>	Geography/Geology	Professor	1.00	\$3,432	\$106,036	FY
	Geography/Geology	Regents/Named Chair	0.00	\$0	\$5,000	FY
			1.00	\$3,432	\$111,036	
<b>Shultz, Steven D</b>	Economics	Assoc Professor	1.00	\$0	\$90,000	AY
	Economics	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$0	\$100,000	
<b>Shuster, Robert D</b>	Geography/Geology	Assoc Professor	1.00	\$2,159	\$58,852	AY
<b>Simcoe, Barbara J</b>	Art and Art History	Assoc Professor	1.00	\$1,773	\$48,736	AY
<b>Simi, Peter G</b>	Criminal Justice	Asst Professor	1.00	\$1,650	\$48,983	AY
<b>Simmons, Jerold</b>	History	Professor	1.00	\$2,226	\$66,781	AY
<b>Simpson, Mary Caroline</b>	Art and Art History	Asst Professor	1.00	\$1,645	\$44,147	AY
<b>Sindhav, Birud G</b>	Marketing and Management	Asst Professor	1.00	\$3,102	\$85,043	AY
<b>Sindt, Roger</b>	Economics	Professor	1.00	\$3,553	\$100,798	AY
<b>Siy, Harvey Pe</b>	Computer Science	Asst Professor	1.00	\$0	\$85,000	AY
<b>Skau, Michael W</b>	English	Professor	1.00	\$2,645	\$75,219	AY
<b>Skrejja, Andris</b>	Sociology	Assoc Professor	1.00	\$2,304	\$68,143	AY
<b>Smith, Dennis J</b>	History	Asst Professor	1.00	\$1,589	\$43,974	AY
<b>Smith, Kenneth E</b>	Teacher Education	Assoc Professor	1.00	\$1,608	\$57,642	AY
<b>Smith, Pamela J</b>	Goodrich	Professor	1.00	\$2,527	\$70,868	AY
<b>Smith, Robert William</b>	Chemistry	Professor	1.00	\$1,921	\$56,460	AY
<b>Smith, Russell Lane</b>	Public Administration	Director, School	0.60	\$2,443	\$71,413	FY
	Public Administration	Assoc Professor	0.40	\$1,629	\$42,809	FY
			1.00	\$4,072	\$114,222	
<b>Smith-Howell, Deborah S</b>	Academic and Student Affairs	Asst Vice Chancellor	1.00	\$4,200	\$104,200	FY
<b>Snyder, Scott D</b>	Biology	Assoc Professor	1.00	\$4,928	\$53,427	AY
<b>Sobel, Sharon R</b>	Theatre	Chairperson	0.60	\$1,271	\$33,675	AY
	Theatre	Assoc Professor	0.40	\$848	\$21,384	AY
			1.00	\$2,119	\$55,059	
<b>Sollars, Suzanne I</b>	Psychology	Asst Professor	1.00	\$2,169	\$58,960	AY
	Psychology	Coordinator	0.00	\$0	\$5,000	AY
			1.00	\$2,169	\$63,960	
<b>Sosin, Kim</b>	Economics	Chairperson	0.60	\$2,509	\$59,044	AY
	Economics	Professor	0.40	\$1,672	\$36,962	AY
	Economics	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$4,181	\$106,006	
<b>Sowell, Glenn Allen</b>	Physics	Assoc Professor	1.00	\$2,183	\$57,887	AY
<b>Sowell, JoAnne Elaine</b>	Art and Art History	Assoc Professor	1.00	\$2,217	\$59,413	AY
<b>Spohn, Cassia</b>	Criminal Justice	Chairperson	0.60	\$2,783	\$67,777	FY
	Criminal Justice	Professor	0.40	\$1,856	\$40,185	FY
	Criminal Justice	Coordinator	0.00	\$0	\$15,000	FY
	Criminal Justice	Named Chair	0.00	\$0	\$5,000	FY
			1.00	\$4,639	\$127,962	
<b>Squires, Sandra</b>	Special Education Comm Disorders	Professor	1.00	\$2,698	\$79,654	AY
<b>Stack, Douglas E</b>	Chemistry	Assoc Professor	1.00	\$2,066	\$54,504	AY
<b>Stacy, Richard D</b>	Health Physical Educ & Recreation	Professor	1.00	\$2,286	\$64,020	AY
<b>Stanichar, Christopher M</b>	Music	Asst Professor	1.00	\$1,468	\$43,909	AY

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Stasiak, Richard H</b>	Biology	Professor	1.00	\$2,506	\$74,618	AY
<b>Stephens, Larry</b>	Mathematics	Professor	1.00	\$2,630	\$77,582	AY
<b>Stergiou, Nicholas</b>	Health Physical Educ & Recreation	Professor	1.00	\$6,455	\$59,415	AY
	Health Physical Educ & Recreation	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$6,455	\$69,415	
<b>Stover, Dale A</b>	Philosophy & Religion	Professor	0.50	\$1,104	\$39,569	AY
<b>Strasser, Rosemary</b>	Psychology	Asst Professor	1.00	\$1,728	\$48,154	AY
<b>Stroope, Z</b>	Music	Professor	1.00	\$0	\$57,345	AY
<b>Subramaniam, Mahadevan</b>	Computer Science	Asst Professor	1.00	\$3,177	\$89,824	AY
<b>Sullivan, Dan</b>	Chemistry	Professor	1.00	\$2,850	\$78,846	AY
<b>Swain, Kristine J</b>	Special Education Comm Disorders	Asst Professor	1.00	\$1,880	\$47,103	AY
<b>Szto, Peter P</b>	Social Work	Asst Professor	1.00	\$2,120	\$56,120	AY
	Social Work	Associate Director	0.00	\$0	\$3,000	AY
			1.00	\$2,120	\$59,120	
<b>Tapprich, William E</b>	Biology	Chairperson	0.60	\$1,443	\$41,935	AY
	Biology	Professor	0.40	\$961	\$25,556	AY
			1.00	\$2,404	\$67,491	
<b>Tarry, Scott E</b>	Aviation Institute	Professor	1.00	\$6,824	\$75,371	AY
<b>Tate, Michael</b>	History	Professor	1.00	\$2,838	\$78,701	AY
	History	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,838	\$81,701	
<b>Thomas, James M</b>	Psychology	Assoc Professor	1.00	\$2,342	\$70,142	AY
<b>Thompson III, Franklin Titus</b>	Teacher Education	Assoc Professor	1.00	\$2,268	\$67,540	AY
<b>Thorson, James A</b>	Gerontology	Chairperson	0.54	\$2,156	\$60,587	FY
	Gerontology	Professor	0.36	\$1,438	\$40,392	FY
	College of Public Affrs & Comm Svcs	Endowed Faculty	0.00	\$0	\$2,052	FY
	Gerontology	Named Chair	0.00	\$0	\$5,000	FY
* <i>See also: UNL</i>			0.90	\$3,594	\$108,031	
<b>Thurber Talmadge, Frances E</b>	Art and Art History	Professor	1.00	\$2,395	\$65,814	AY
<b>Tilton-Weaver, Lauree C</b>	Psychology	Asst Professor	1.00	\$1,787	\$50,238	AY
<b>Tisko, Edmund Leo</b>	Chemistry	Asst Professor	1.00	\$1,813	\$49,876	AY
<b>Tixier Y Vigil, Yvonne</b>	Teacher Education	Asst Professor	1.00	\$1,994	\$57,707	AY
<b>Topp, Neal W</b>	Teacher Education	Professor	1.00	\$2,183	\$64,465	AY
	Teacher Education	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,183	\$74,465	
<b>Torres, Steven Luis</b>	Foreign Languages	Asst Professor	1.00	\$0	\$42,000	AY
<b>Tostenson, Jeanne K</b>	Softball	Head Coach - Softball	0.58	\$898	\$30,844	FY
	Health Physical Educ & Recreation	Instructor	0.42	\$660	\$22,660	FY
			1.00	\$1,558	\$53,504	
<b>Totten, Julie</b>	Finance	Assoc Vice Chancellor	1.00	\$7,590	\$134,090	FY
<b>Trecek-King, David A</b>	Music	Asst Professor	1.00	\$1,630	\$43,630	AY
<b>Valle, Angela</b>	Foreign Languages	Professor	0.50	\$1,238	\$35,191	AY
<b>Van Vliet, Paul J</b>	ISQA	Assoc Professor	1.00	\$3,000	\$81,887	AY
<b>Villamil, Maria Elvira</b>	Foreign Languages	Assoc Professor	1.00	\$2,013	\$53,382	AY
<b>Volkman, David August</b>	Finance, Banking and Law	Chairperson	0.60	\$2,557	\$63,478	AY
	Finance, Banking and Law	Assoc Professor	0.40	\$1,704	\$39,918	AY
	Finance, Banking and Law	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$4,261	\$113,396	
<b>Wahab, Shaista</b>	University Library	Professor	1.00	\$2,656	\$63,171	FY

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Wakefield, William</b>	Criminal Justice	Professor	1.00	\$2,777	\$82,430	AY
	Criminal Justice	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,777	\$85,430	
<b>Wang, Zhenyuan</b>	Mathematics	Professor	1.00	\$2,442	\$70,919	AY
<b>Wanzenried, John W</b>	College of Arts and Sciences	Associate Dean	1.00	\$4,123	\$108,498	FY
<b>Wanzenried, Linda S</b>	Special Education Comm Disorders	Asst Professor	1.00	\$1,649	\$43,982	AY
<b>Ward, Karry</b>	ISQA	Asst Professor	1.00	\$0	\$97,000	AY
<b>Watanabe, Judith</b>	Department of Accounting	Assoc Professor	1.00	\$3,593	\$102,662	AY
<b>Watson, Marsha J</b>	English	Asst Professor	1.00	\$1,713	\$44,671	AY
<b>Weber, Allen T</b>	Biology	Professor	1.00	\$6,727	\$77,851	AY
<b>Weber, Gwen K</b>	Social Work	Professor	1.00	\$2,704	\$77,044	AY
<b>Welch, James D</b>	Milo Bail Student Center	Director	1.00	\$3,958	\$83,108	FY
<b>West, Janet Mason</b>	Economics	Asst Professor	1.00	\$2,621	\$73,278	AY
<b>Wetig, Sandra L</b>	Teacher Education	Asst Professor	1.00	\$1,917	\$47,960	AY
<b>White, Jay D</b>	Public Administration	Professor	1.00	\$2,892	\$81,103	AY
	Public Administration	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,892	\$86,103	
<b>White, Jennifer Lynne</b>	Health Physical Educ & Recreation	Asst Professor	1.00	\$1,685	\$43,685	AY
<b>Wileman, Stanley</b>	Computer Science	Professor	1.00	\$3,376	\$90,920	AY
<b>Wilkins, Daniel</b>	Physics	Professor	1.00	\$2,386	\$64,219	AY
	Physics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,386	\$69,219	
<b>Williams, Ethel H</b>	Public Administration	Assoc Professor	1.00	\$2,535	\$69,900	AY
<b>Williams, Paul A</b>	Philosophy & Religion	Asst Professor	1.00	\$1,856	\$47,369	AY
<b>Williams, Steven L</b>	Theatre	Assoc Professor	1.00	\$1,766	\$53,471	AY
	Theatre	Vice Chairperson	0.00	\$0	\$1,100	AY
			1.00	\$1,766	\$54,571	
<b>Willis, Dorothy B</b>	University Library	Asst Professor	1.00	\$2,864	\$57,871	FY
	Public Services	Chairperson, Public Services	0.00	\$0	\$7,500	FY
			1.00	\$2,864	\$65,371	
<b>Wilson, Rachel Collins</b>	Marketing and Management	Asst Professor	1.00	\$3,118	\$89,994	AY
<b>Wilson, Sherrie Lea</b>	Communication	Assoc Professor	1.00	\$2,000	\$54,154	AY
<b>Winter, Victor L</b>	Computer Science	Assoc Professor	1.00	\$6,101	\$90,095	AY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$15,000	AY
			1.00	\$6,101	\$105,095	
<b>Wohar, Mark</b>	Economics	Professor	1.00	\$3,220	\$91,799	AY
	Economics	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$3,220	\$101,799	
<b>Wolcott, Peter</b>	ISQA	Assoc Professor	1.00	\$3,468	\$85,830	AY
<b>Wolfenbarger, Lillian Lareesa</b>	Biology	Assoc Professor	0.50	\$1,086	\$28,586	AY
<b>Wood, James K</b>	Chemistry	Professor	0.50	\$1,440	\$41,506	AY
<b>Wood, Sharon Elizabeth</b>	History	Assoc Professor	1.00	\$2,125	\$53,135	AY
<b>Woods, Sara J</b>	College of Public Affrs & Comm Svcs	Assistant Dean	1.00	\$3,085	\$67,595	FY
<b>Woody, Phyllis Jane</b>	Social Work	Professor	1.00	\$2,760	\$79,061	AY
<b>Woody, Robert</b>	Psychology	Professor	1.00	\$2,900	\$90,134	AY
<b>Woolf, Vincent</b>	Physics	Asst Professor	1.00	\$0	\$50,000	AY
<b>York, Anne Stewart</b>	Marketing and Management	Assoc Professor	1.00	\$4,103	\$99,103	AY
<b>Youn, Jong-Hoon</b>	Computer Science	Asst Professor	1.00	\$3,036	\$84,792	AY
<b>Zand, Mansour K</b>	Computer Science	Professor	1.00	\$3,037	\$84,807	AY

**University of Nebraska - UNO**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Zhao, Jihong</b>	Criminal Justice	Professor	1.00	\$7,527	\$67,354	AY
	Criminal Justice	Coordinator	0.00	\$0	\$20,000	AY
			1.00	\$7,527	\$87,354	
<b>Zhu, Qiuming</b>	Computer Science	Professor	1.00	\$3,153	\$90,881	AY
<b>Zigurs, Ilze</b>	ISQA	Professor	1.00	\$5,259	\$139,998	AY
	College of Info Science and Tech	Director	0.00	\$0	\$10,000	AY
	ISQA	Named Chair	0.00	\$0	\$20,000	AY
			1.00	\$5,259	\$169,998	

**University of Nebraska - UNK**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Agard, Julia Ann</b>	Teacher Education	Asst Professor	1.00	\$1,989	\$57,410	AY
<b>Agrawal, Vijay K</b>	Marketing & MIS	Assoc Professor	1.00	\$5,338	\$89,080	AY
<b>Ailes, Mary Elizabeth</b>	History	Assoc Professor	1.00	\$1,829	\$51,944	AY
<b>Alavi-Behbahani, Abdoulelahe</b>	Computer Science & Information Syst	Asst Professor	0.60	\$1,314	\$38,600	AY
	Computer Science & Information Syst	Chairperson	0.40	\$1,015	\$29,391	AY
			1.00	\$2,329	\$67,991	
<b>Albrecht, Marc C</b>	Biology	Assoc Professor	1.00	\$1,826	\$51,832	AY
<b>Alden, Donna S</b>	Art & Art History	Asst Professor	1.00	\$1,646	\$45,646	AY
<b>Amstutz, David L</b>	Physics & Physical Science	Assoc Professor	0.60	\$1,375	\$40,703	AY
	Physics & Physical Science	Chairperson	0.40	\$1,056	\$30,793	AY
			1.00	\$2,431	\$71,496	
<b>Anderson, Gregory L</b>	Library	Reference Librarian/Assoc Prof	1.00	\$1,934	\$55,542	FY
<b>Anderson, John L</b>	Political Science	Professor	1.00	\$2,112	\$61,648	AY
<b>Anderson, Kari K</b>	Economics	Asst Professor	1.00	\$1,857	\$52,903	AY
<b>Archwamety, Teara</b>	Counseling & School Psychology	Professor	1.00	\$3,962	\$75,124	AY
<b>Arellano-Unruh, Juanita C</b>	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$1,823	\$51,738	AY
<b>Asay, Sylvia</b>	Family Studies and Interior Design	Assoc Professor	1.00	\$1,824	\$51,742	AY
<b>Ashman, Richard Douglas</b>	Industrial Technology	Assoc Professor	1.00	\$2,250	\$66,396	AY
<b>Aviles, William</b>	Political Science	Asst Professor	1.00	\$1,720	\$48,174	AY
<b>Barlow, Richard Lee</b>	Mathematics & Statistics	Professor	1.00	\$4,143	\$81,361	AY
<b>Barton Zimmerman, Jan</b>	Economics	Assoc Professor	0.50	\$1,405	\$33,337	AY
<b>Barton, Mary Ann</b>	Library	Head Reference/Assoc Prof	1.00	\$2,118	\$61,862	FY
<b>Barua, Pradeep</b>	History	Assoc Professor	1.00	\$1,844	\$52,445	AY
<b>Batenhorst, Elaine</b>	Teacher Education	Assoc Professor	1.00	\$1,826	\$51,832	AY
<b>Bauer, David A</b>	Music & Performing Arts	Professor	1.00	\$3,786	\$69,112	AY
<b>Bauer, Marc D</b>	Intercollegiate Athletics	Head Coach - Wrestling	1.00	\$1,326	\$34,885	FY
<b>Becker, A Steele</b>	Sociology Geography & Earth Science	Assoc Professor	1.00	\$2,304	\$68,246	AY
<b>Beechner, Richard A</b>	Intercollegiate Athletics	Head Coach - Mens Golf	0.00	\$139	\$3,669	AY
<b>Bennett, Gordon E</b>	Sociology Geography & Earth Science	Asst Professor	1.00	\$2,026	\$58,681	AY
<b>Benz, Joseph J</b>	Psychology	Professor	1.00	\$3,725	\$67,028	AY
<b>Benzel, Kathryn N</b>	English	Professor	0.75	\$2,830	\$51,542	AY
	Academic Affairs	Director First Year Pgm	0.25	\$1,060	\$20,229	AY
			1.00	\$3,890	\$71,771	
<b>Bishop, Paul L</b>	Health, Physical Ed & Recreation	Professor	0.60	\$2,366	\$44,731	AY
	Health, Physical Ed & Recreation	Chairperson	0.40	\$1,717	\$33,477	AY
			1.00	\$4,083	\$78,208	
<b>Blauwkamp, Joan M</b>	Political Science	Assoc Professor	1.00	\$1,829	\$51,944	AY
<b>Bloomfield, Susanne Kathryn</b>	English	Professor	1.00	\$3,749	\$67,853	AY
	English	Martin Distinguished Professorship	0.00	\$0	\$3,500	AY
			1.00	\$3,749	\$71,353	
<b>Bohnhoff, Michael</b>	Academic Affairs	Director Operations Analysis	1.00	\$1,954	\$58,889	FY
<b>Borchard, Kurt</b>	Sociology Geography & Earth Science	Assoc Professor	1.00	\$1,826	\$51,832	AY
<b>Borden, Karl J</b>	Accounting/Finance	Professor	1.00	\$4,011	\$76,854	AY
<b>Brandt, Debra L</b>	KASE	Director of Field Experiences	0.50	\$703	\$18,703	AY
	Teacher Education	Lecturer	0.50	\$703	\$18,703	AY
			1.00	\$1,406	\$37,406	
<b>Bressington, Cheryl</b>	EO/Affirmative Action	Director Affirm Action/Equal Opp/Ada	0.60	\$1,133	\$29,827	FY
	Human Resources	Asst Director Human Resources	0.40	\$756	\$19,885	FY
			1.00	\$1,889	\$49,712	

**University of Nebraska - UNK**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Bridges, Deborah E</b>	Economics	Assoc Professor	0.60	\$1,211	\$35,080	AY
	Economics	Chairperson	0.40	\$947	\$27,044	AY
			1.00	\$2,158	\$62,124	
<b>Briner, Wayne</b>	Psychology	Professor	1.00	\$2,112	\$61,648	AY
<b>Brockemier, Gregory M</b>	Marketing & MIS	Professor	0.60	\$1,504	\$45,112	AY
	Marketing & MIS	Chairperson	0.40	\$1,141	\$33,731	AY
			1.00	\$2,645	\$78,843	
<b>Brown, Dennis</b>	Criminal Justice & Social Work	Professor	1.00	\$5,857	\$73,552	AY
<b>Brown, Gregory A</b>	Health, Physical Ed & Recreation	Asst Professor	1.00	\$1,706	\$47,706	AY
<b>Brown, Ruth E</b>	Communication	Assoc Professor	1.00	\$1,826	\$51,832	AY
<b>Buckner, Nathan A</b>	Music & Performing Arts	Assoc Professor	1.00	\$1,826	\$51,832	AY
<b>Burger, Paul R</b>	Sociology Geography & Earth Science	Assoc Professor	1.00	\$6,038	\$51,587	AY
<b>Burkink, Timothy J</b>	Marketing & MIS	Assoc Professor	0.50	\$1,216	\$36,340	AY
	Business & Technology	Assoc Dean Business & Technology	0.50	\$1,356	\$39,997	AY
			1.00	\$2,572	\$76,337	
<b>Butler, Jeanne M</b>	Center for Teaching Excellence	Director Center Teaching Excellence	0.83	\$4,672	\$59,672	AY
<b>Camp, Margaret</b>	Accounting/Finance	Assoc Professor	1.00	\$2,199	\$64,625	AY
<b>Carlson Jr, Joseph R</b>	Criminal Justice & Social Work	Professor	0.60	\$1,268	\$36,989	AY
	Criminal Justice & Social Work	Chairperson	0.40	\$983	\$28,316	AY
			1.00	\$2,251	\$65,305	
<b>Carlson, Donn A</b>	Physics & Physical Science	Professor	1.00	\$4,152	\$81,677	AY
<b>Carlson, Kimberly Ann</b>	Biology	Asst Professor	1.00	\$1,554	\$42,475	AY
<b>Carnes, Holly A</b>	Intercollegiate Athletics	Head Coach - Softball	1.00	\$1,063	\$27,987	FY
<b>Carstenson, Larry G</b>	Accounting/Finance	Professor	1.00	\$5,879	\$74,315	AY
<b>Chen, Ting-Lan</b>	Music & Performing Arts	Asst Professor	1.00	\$1,481	\$39,981	AY
<b>Choonhasakulchoke, Wuthichai</b>	Art & Art History	Asst Professor	1.00	\$1,623	\$44,852	AY
<b>Christensen, Jane Ellen</b>	English	Senior Lecturer	0.50	\$2,394	\$17,183	AY
	Honors Program	Coordinator Honors Pgm	0.50	\$2,395	\$17,183	AY
			1.00	\$4,789	\$34,366	
<b>Cisler, Valerie C</b>	Music & Performing Arts	Professor	0.60	\$1,266	\$36,926	AY
	Music & Performing Arts	Chairperson	0.40	\$982	\$28,274	AY
			1.00	\$2,248	\$65,200	
<b>Cocetti, Robert</b>	Communication	Professor	0.50	\$1,972	\$37,265	AY
<b>Colsden, Lyle</b>	Family Studies and Interior Design	Assoc Professor	1.00	\$2,389	\$71,166	AY
<b>Cook, James M</b>	Music & Performing Arts	Professor	1.00	\$3,869	\$71,976	AY
<b>Cook-Fong, Sandra K</b>	Criminal Justice & Social Work	Assoc Professor	1.00	\$1,849	\$52,606	AY
<b>Craig, Herbert E</b>	Modern Languages	Professor	1.00	\$2,112	\$61,648	AY
<b>Crocker, Ronald J</b>	Music & Performing Arts	Professor	0.50	\$1,990	\$37,894	AY
	Fine Arts & Humanities	Assoc Dean Fine Arts/Humanities	0.50	\$2,129	\$41,550	AY
			1.00	\$4,119	\$79,444	
<b>Cruzeiro, Patricia A</b>	Educational Administration	Assoc Professor	1.00	\$2,021	\$58,521	AY
<b>Daake, Mary K</b>	Academic Advising	Director Academic Advising	1.00	\$1,857	\$48,878	FY
<b>Damon, John</b>	English	Assoc Professor	1.00	\$1,823	\$51,718	AY
<b>Dart, M Stanley</b>	Sociology Geography & Earth Science	Assoc Professor	0.60	\$1,286	\$37,638	AY
	Sociology Geography & Earth Science	Chairperson	0.40	\$997	\$28,749	AY
			1.00	\$2,283	\$66,387	
<b>Darveau, Scott A</b>	Chemistry	Assoc Professor	1.00	\$1,826	\$51,832	AY

**University of Nebraska - UNK**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Davis, Gary L</b>	Music & Performing Arts	Professor	0.60	\$2,202	\$39,107	AY
	Honors Program	Director Honors Pgm	0.40	\$1,585	\$29,120	AY
			1.00	\$3,787	\$68,227	
<b>Davis, Roger P</b>	History	Professor	1.00	\$3,753	\$68,001	AY
<b>Day, Damon D</b>	Intercollegiate Athletics	Head Coach - Baseball	0.68	\$824	\$21,683	FY
	Health, Physical Ed & Recreation	Lecturer	0.32	\$382	\$10,048	FY
			1.00	\$1,206	\$31,731	
<b>De Goede, Geertruida C</b>	Library	Reference Librarian/Asst Prof	1.00	\$1,966	\$56,637	FY
<b>Dennis, Thomas L</b>	Art & Art History	Assoc Professor	1.00	\$1,990	\$57,467	AY
<b>Dillon, Jeremy S</b>	Sociology Geography & Earth Science	Asst Professor	1.00	\$1,569	\$42,993	AY
<b>Dimock, Aaron</b>	Communication	Asst Professor	1.00	\$1,481	\$39,981	AY
<b>Dinsmore, John Norman</b>	Art & Art History	Professor	0.50	\$1,681	\$39,880	AY
<b>Dinsmore, Julie Ann</b>	Counseling & School Psychology	Professor	1.00	\$2,112	\$61,648	AY
<b>Duffin, Diane L</b>	Political Science	Assoc Professor	1.00	\$1,829	\$51,944	AY
<b>Eckloff, Maurine C</b>	Communication	Professor	0.50	\$1,744	\$41,371	AY
<b>Eichhorst, Bruce</b>	Biology	Asst Professor	1.00	\$1,689	\$47,121	AY
<b>Elder, Bruce Robert</b>	Accounting/Finance	Professor	0.60	\$2,332	\$43,531	AY
	Accounting/Finance	Chairperson	0.40	\$1,693	\$32,677	AY
			1.00	\$4,025	\$76,208	
<b>Ellis, Mark R</b>	History	Assoc Professor	1.00	\$8,592	\$51,509	AY
<b>Emal, Kent Clayton</b>	Communication Disorders	Assoc Professor	1.00	\$2,224	\$65,494	AY
<b>Emrys, Barbara</b>	English	Assoc Professor	0.60	\$1,145	\$32,791	AY
	English	Chairperson	0.40	\$902	\$25,518	AY
			1.00	\$2,047	\$58,309	
<b>Enns, Jess G</b>	Sociology Geography & Earth Science	Assoc Professor	1.00	\$2,296	\$67,974	AY
<b>Envick, Donald D</b>	Industrial Technology	Professor	1.00	\$4,148	\$81,544	AY
<b>Ericson, Bradley L</b>	Biology	Assoc Professor	1.00	\$2,164	\$63,428	AY
<b>Eshleman, Thomas</b>	Economics	Assoc Professor	1.00	\$1,976	\$56,973	AY
<b>Exstrom, Christopher</b>	Chemistry	Assoc Professor	0.60	\$1,118	\$31,849	AY
	Chemistry	Chairperson	0.40	\$884	\$24,889	AY
			1.00	\$2,002	\$56,738	
<b>Fendt, Eugene J</b>	Philosophy	Professor	1.00	\$3,748	\$67,823	AY
<b>Flagstad, Lois</b>	Student Life Division	Dir Res-Greek Life/Dean Student Life	1.00	\$2,814	\$88,284	FY
<b>Fleming, James Slate</b>	Counseling & School Psychology	Assoc Professor	1.00	\$1,908	\$54,652	AY
<b>Foradori, Anne</b>	Music & Performing Arts	Assoc Professor	1.00	\$1,863	\$53,081	AY
<b>Forrest, Krista D</b>	Psychology	Assoc Professor	1.00	\$1,826	\$51,832	AY
<b>Forster, Bruce A</b>	Business & Technology	Dean Business/Technology	1.00	\$0	\$121,000	FY
	Business & Technology	Becker Endowed Professor	0.00	\$0	\$10,000	FY
			1.00	\$0	\$131,000	
<b>Fort, Charles</b>	English	Professor	0.50	\$1,220	\$36,443	AY
	English	Research Professor	0.50	\$1,219	\$36,442	AY
	English	Reynolds Chair	0.00	\$0	\$15,000	AY
			1.00	\$2,439	\$87,885	
<b>Fox, Jerald Lee</b>	International Education	Director Int'l Educ	1.00	\$3,908	\$88,635	FY
<b>Fredrickson, Scott</b>	Teacher Education	Professor	1.00	\$3,671	\$65,179	AY
<b>Freeman Gregory, Lucille M</b>	Teacher Education	Professor	1.00	\$3,868	\$71,948	AY
<b>Frickel, Beverly J</b>	Accounting/Finance	Assoc Professor	1.00	\$2,758	\$83,820	AY
<b>Fritson, Krista K</b>	Psychology	Asst Professor	1.00	\$1,676	\$46,676	AY
<b>Fronczak, Janice</b>	Theatre	Asst Professor	1.00	\$1,498	\$40,567	AY
<b>Garrison, Jack</b>	Theatre	Assoc Professor	1.00	\$2,190	\$64,336	AY

**University of Nebraska - UNK**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Gilbert, James N	Criminal Justice & Social Work	Professor	1.00	\$4,090	\$79,552	AY
Glazier, Stephen D	Sociology Geography & Earth Science	Professor	1.00	\$3,867	\$71,901	AY
Gonzalez, Eduardo	Modern Languages	Assoc Professor	1.00	\$2,041	\$59,212	AY
Goro-Rapoport, Victoria	Art & Art History	Asst Professor	1.00	\$1,526	\$41,526	AY
Haack, Randal L	Business and Finance	Vice Chancellor Business/Finance	1.00	\$4,187	\$110,180	FY
Habermalz, Steffen	Economics	Asst Professor	1.00	\$1,826	\$51,826	AY
Hadley, Marilyn	Education	Dean Education	1.00	\$4,221	\$110,598	FY
Hall, Steven C	Accounting/Finance	Assoc Professor	1.00	\$2,914	\$89,176	AY
Hamaker, Michelle L	University Public Safety	Director Univ Public Safety	1.00	\$1,746	\$49,370	FY
Hansen, Tommy L	Teacher Education	Assoc Professor	1.00	\$1,950	\$56,093	AY
Hardesty, Larry L	Library	Dean of The Library	1.00	\$2,814	\$97,814	FY
Harms, Sherri K	Computer Science & Information Syst	Assoc Professor	1.00	\$4,823	\$71,396	AY
Harriott, Janette	Music & Performing Arts	Asst Professor	1.00	\$1,508	\$40,920	AY
Harrold, Francis B	Natural & Social Sciences	Dean Natural/Social Sciences	1.00	\$4,221	\$108,572	FY
Hart, Anita	Modern Languages	Professor	1.00	\$3,725	\$67,028	AY
Hartman, Mark D	Art & Art History	Assoc Professor	0.60	\$1,095	\$31,099	AY
		Chairperson	0.40	\$870	\$24,390	AY
			1.00	\$1,965	\$55,489	
Hastings, John D	Computer Science & Information Syst	Asst Professor	1.00	\$2,434	\$72,706	AY
Heckman, Randall	Mathematics & Statistics	Professor	1.00	\$4,152	\$81,677	AY
Heelan, Catherine A	Health, Physical Ed & Recreation	Asst Professor	1.00	\$1,637	\$45,335	AY
Heidenreich, Sheryl	Library	Ref Lib/Interlib Loan/Doc Del/Assoc Prof	1.00	\$8,240	\$51,519	FY
Hertner, John	Biology	Professor	0.60	\$2,372	\$44,925	AY
		Chairperson	0.40	\$1,721	\$33,607	AY
			1.00	\$4,093	\$78,532	
Hilton, Laurence M	Communication Disorders	Professor	1.00	\$4,110	\$80,230	AY
Hoback, William W	Biology	Assoc Professor	0.75	\$1,745	\$51,751	FY
* See also: IANR						
Hodge, Kay A	Management	Assoc Professor	1.00	\$2,092	\$60,963	AY
Hoehner, Patricia	Educational Administration	Assoc Professor	0.60	\$1,228	\$35,641	AY
		Chairperson	0.40	\$958	\$27,418	AY
			1.00	\$2,186	\$63,059	
Hof, David D	Counseling & School Psychology	Asst Professor	1.00	\$1,649	\$45,761	AY
Hogg, Nanette M	Communication	Asst Professor	1.00	\$1,916	\$54,900	AY
Honeyman, Susan E	English	Asst Professor	1.00	\$1,448	\$38,848	AY
Hossain, Syed A	Mathematics & Statistics	Assoc Professor	1.00	\$2,083	\$60,647	AY
Hueser, Gerald A	Health, Physical Ed & Recreation	Asst Professor	0.50	\$1,301	\$30,860	AY
Jacobson, Howard J	Art & Art History	Professor	1.00	\$3,725	\$67,028	AY
Jacobson, Thomas P	Educational Administration	Assoc Professor	1.00	\$2,079	\$60,515	AY
Javidi, Akbar	Communication	Assoc Professor	1.00	\$2,012	\$58,213	AY
Jenkins, L Allan	Economics	Professor	1.00	\$3,874	\$72,124	AY
Jensen, Darrel V	Nebraska Safety Center	Assoc Professor	0.75	\$2,058	\$62,503	FY
		Director Safety Center	0.25	\$686	\$20,834	FY
			1.00	\$2,744	\$83,337	
Jensen, Susan M	Management	Asst Professor	1.00	\$2,296	\$67,964	AY
Jurma, William	Fine Arts & Humanities	Dean Fine Arts/Humanities	1.00	\$0	\$105,500	FY
Karraker, Jack A	Art & Art History	Professor	0.50	\$1,752	\$41,576	AY
Kauders, Audrey S	Museum of Nebraska Art	Director/Curator of M O N A	1.00	\$2,863	\$75,334	FY
Kaufman, Don A	Chemistry	Professor	1.00	\$4,190	\$82,979	AY
Keith, Diana J	Library	Head Gov Documents/Assoc Professor	1.00	\$2,089	\$60,848	FY
		Professor				

**University of Nebraska - UNK**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Kelley, Daryl G</b>	Sociology Geography & Earth Science	Professor	1.00	\$2,110	\$61,560	AY
<b>Khan, Nyla A</b>	English	Asst Professor	1.00	\$1,526	\$41,526	AY
<b>Kime, Katherine A</b>	Mathematics & Statistics	Assoc Professor	1.00	\$1,844	\$52,445	AY
<b>Kimmons, Janice K</b>	Family Studies and Interior Design	Asst Professor	1.00	\$1,572	\$43,097	AY
<b>Konecny, Ron</b>	Management	Professor	1.00	\$2,366	\$70,361	AY
<b>Kotcherlakota, Vani V</b>	Economics	Professor	1.00	\$3,852	\$71,389	AY
<b>Kovacs, Frank A</b>	Chemistry	Asst Professor	1.00	\$1,539	\$41,957	AY
<b>Kristensen, Douglas A</b>	Office of the Chancellor	Chancellor	1.00	\$7,031	\$185,031	FY
<b>Kronfield, Elizabeth</b>	Art & Art History	Asst Professor	1.00	\$1,498	\$40,567	AY
<b>Kropp, Sonja Dams</b>	Modern Languages	Assoc Professor	0.60	\$1,118	\$31,849	AY
	Modern Languages	Chairperson	0.40	\$884	\$24,889	AY
			1.00	\$2,002	\$56,738	
<b>Kropp, Tom</b>	Health, Physical Ed & Recreation	Asst Professor	0.50	\$938	\$26,774	AY
	Intercollegiate Athletics	Co-Head Coach Men's Basketball	0.50	\$2,237	\$41,258	AY
			1.00	\$3,175	\$68,032	
<b>Kruse, Martha J</b>	English	Assoc Professor	1.00	\$1,827	\$51,850	AY
<b>Kuskie, Larry Dale</b>	Industrial Technology	Professor	1.00	\$3,906	\$73,235	AY
<b>Kuskie, Marlene M</b>	Counseling & School Psychology	Professor	1.00	\$3,671	\$65,180	AY
<b>Lakey, John L</b>	Human Resources	Asst VCBF/Dir Human Resources	1.00	\$2,762	\$68,970	FY
<b>Lang, Michelle A</b>	Art & Art History	Asst Professor	1.00	\$1,511	\$41,024	AY
<b>Larson, Kennard G</b>	Industrial Technology	Professor	0.60	\$2,349	\$44,137	AY
	Industrial Technology	Chairperson	0.40	\$1,705	\$33,082	AY
			1.00	\$4,054	\$77,219	
<b>Larson, Lillian C</b>	Communication Disorders	Assoc Professor	1.00	\$0	\$56,896	AY
<b>Lawson, George M</b>	Communication	Assoc Professor	0.60	\$1,283	\$37,541	AY
	Communication	Chairperson	0.40	\$995	\$28,685	AY
			1.00	\$2,278	\$66,226	
<b>Lebsack, Richard R</b>	Management	Professor	1.00	\$4,098	\$79,829	AY
<b>Lebsack, Sandra Ann</b>	Management	Assoc Professor	0.60	\$1,386	\$41,092	AY
	Management	Chairperson	0.40	\$1,064	\$31,052	AY
			1.00	\$2,450	\$72,144	
<b>Leung, Chung Yee Ada</b>	Marketing & MIS	Asst Professor	1.00	\$2,516	\$75,516	AY
<b>Lewis, Joan D</b>	Teacher Education	Assoc Professor	1.00	\$1,844	\$52,445	AY
<b>Lightner, Stanley L</b>	Industrial Technology	Assoc Professor	1.00	\$2,072	\$60,283	AY
<b>Lillis, John G</b>	Library	Reference Librarian/Assoc Prof	1.00	\$2,047	\$59,427	FY
<b>Lilly, Carol S</b>	History	Professor	0.60	\$1,266	\$36,930	AY
	History	Chairperson	0.40	\$982	\$28,277	AY
			1.00	\$2,248	\$65,207	
<b>Livingston, Kathy E</b>	Institutional Research	Director Institutional Research	1.00	\$2,931	\$56,851	FY
<b>Lofton, Kevin L</b>	Intercollegiate Athletics	Co-Head Coach Men's Basketball	1.00	\$0	\$45,000	FY
<b>Lomicky, Carol S</b>	Communication	Professor	1.00	\$9,606	\$61,311	AY
<b>Longo, Peter J</b>	Political Science	Professor	0.60	\$2,264	\$41,234	AY
	Political Science	Chairperson	0.40	\$1,649	\$31,146	AY
			1.00	\$3,913	\$72,380	
<b>Lopez, Samuel T</b>	Health, Physical Ed & Recreation	Asst Professor	1.00	\$1,653	\$45,922	AY
<b>Louishomme, Claude A</b>	Political Science	Asst Professor	1.00	\$1,727	\$48,443	AY
<b>Luscher, Robert M</b>	English	Professor	1.00	\$3,863	\$71,763	AY
<b>Lutfiyya, Lutfi A</b>	Mathematics & Statistics	Professor	0.60	\$2,292	\$42,151	AY
	Mathematics & Statistics	Chairperson	0.40	\$1,666	\$31,757	AY
			1.00	\$3,958	\$73,908	

**University of Nebraska - UNK**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
Luthans, Kyle W	Management	Assoc Professor	1.00	\$2,412	\$71,954	AY
Markes, C Trecia	Physics & Physical Science	Asst Professor	1.00	\$1,939	\$55,718	AY
Markes, Mark E	Physics & Physical Science	Assoc Professor	1.00	\$1,824	\$51,742	AY
Markussen, Phyllis Ann	Family Studies and Interior Design	Professor	0.60	\$2,235	\$40,217	AY
	Family Studies and Interior Design	Chairperson	0.40	\$1,629	\$30,468	AY
			1.00	\$3,864	\$70,685	
Martin, Thomas Scott	Philosophy	Professor	1.00	\$3,748	\$67,823	AY
Marxsen, Craig S	Economics	Assoc Professor	1.00	\$2,258	\$66,669	AY
Mason, Sharon	Library	Head Catalog Dept/Professor	1.00	\$3,889	\$72,651	FY
Mattson, Jean L	Budget Office	Budget Officer	1.00	\$1,967	\$55,000	FY
Maughan, Suzanne L	Sociology Geography & Earth Science	Asst Professor	1.00	\$1,637	\$45,328	AY
May, James Michael	Art & Art History	Asst Professor	0.50	\$1,243	\$29,496	AY
McBride, Jon L	Intercollegiate Athletics	Athletic Director	1.00	\$3,582	\$94,263	FY
McFarland, Max A	Counseling & School Psychology	Professor	0.60	\$2,235	\$40,217	AY
	Counseling & School Psychology	Chairperson	0.40	\$1,629	\$30,468	AY
			1.00	\$3,864	\$70,685	
Mena-Werth, Jose L	Physics & Physical Science	Professor	1.00	\$2,110	\$61,561	AY
Merrick, Beverly G	Communication	Asst Professor	1.00	\$1,676	\$46,676	AY
Messersmith, Kenneth G	Teacher Education	Asst Professor	1.00	\$1,935	\$55,563	AY
Meyer, Andrew	Intercollegiate Athletics	Head Coach - Womens Track	0.50	\$747	\$19,654	FY
	Intercollegiate Athletics	Head Coach - Mens Track	0.50	\$747	\$19,654	FY
			1.00	\$1,494	\$39,308	
Meznarich, Richard A	Industrial Technology	Asst Professor	1.00	\$2,066	\$60,066	AY
Miller, Richard L	Psychology	Professor	0.60	\$2,409	\$46,204	AY
	Psychology	Chairperson	0.40	\$1,746	\$34,460	AY
			1.00	\$4,155	\$80,664	
Mitchell, Darleen L	Music & Performing Arts	Assoc Professor	1.00	\$9,957	\$51,466	AY
Mollenkopf, Dawn L	Teacher Education	Asst Professor	1.00	\$1,692	\$47,241	AY
Montgomery, Donna J	Teacher Education	Assoc Professor	1.00	\$1,854	\$52,785	AY
Moore, Tami J	Family Studies and Interior Design	Assoc Professor	1.00	\$1,823	\$51,733	AY
Moorman, Marta K	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$1,830	\$51,963	AY
Morgan, Donald Ace	Accounting/Finance	Professor	0.75	\$3,195	\$64,037	AY
	MBA Program	Director MBA Pgm	0.25	\$1,065	\$21,345	AY
			1.00	\$4,260	\$85,382	
Morris, Darrell Wayne	Intercollegiate Athletics	Head Coach - Football	0.90	\$2,190	\$57,637	FY
	Health, Physical Ed & Recreation	Lecturer	0.10	\$243	\$6,403	FY
			1.00	\$2,433	\$64,040	
Morrow, Sherry	Nebraska Safety Center	Asst Professor	1.00	\$2,258	\$66,647	FY
Mosher, Michael D	Chemistry	Professor	1.00	\$2,109	\$61,543	AY
Mosig, Yozan Dirk	Psychology	Professor	1.00	\$3,986	\$75,972	AY
Murray Jr, Finnie A	Academic Affairs	Senior VC Academic Affairs/Student Life	1.00	\$5,332	\$140,332	FY
Nabb, David B	Music & Performing Arts	Assoc Professor	1.00	\$1,908	\$54,652	AY
Nagel, Harold George	Biology	Professor	0.50	\$2,121	\$42,376	AY
Nelson, Kenneth D	Educational Administration	Assoc Professor	1.00	\$2,040	\$59,179	AY
Niemann, Donald F	Mathematics & Statistics	Assoc Professor	1.00	\$2,329	\$69,103	AY
Nikels, Kenneth	Graduate Studies & Research	Dean Grad Studies/Research	0.90	\$5,064	\$100,611	FY
	Academic Affairs	Asst VC Academic Affairs	0.10	\$564	\$11,197	FY
			1.00	\$5,628	\$111,808	
Obermier, Timothy	Industrial Technology	Assoc Professor	1.00	\$2,046	\$59,368	AY
Oseth, John M	Office of the Chancellor	Exec Asst to the Chanc	1.00	\$5,000	\$100,071	FY

**University of Nebraska - UNK**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Osmanski, Teresa L</b>	Intercollegiate Athletics	Head Coach - Swimming	0.50	\$724	\$19,052	AY
<b>Palmer, David K</b>	Management	Assoc Professor	1.00	\$2,381	\$70,888	AY
<b>Payne, James F</b>	Music & Performing Arts	Professor	1.00	\$3,954	\$74,875	AY
<b>Payne, Kay</b>	Center for Rural Rsch Development	Director Ctr Rural Research/Development	1.00	\$2,310	\$60,796	FY
<b>Pearson, Lon</b>	Modern Languages	Professor	1.00	\$4,085	\$79,395	AY
<b>Peck, Elizabeth G</b>	English	Assoc Professor	1.00	\$2,031	\$58,864	AY
<b>Peek, Charles A</b>	English	Professor	1.00	\$3,725	\$67,028	AY
<b>Plote, Jesse O</b>	Intercollegiate Athletics	Head Coach - Tennis	0.50	\$724	\$12,724	FY
<b>Potthoff, Dennis E</b>	Teacher Education	Professor	0.60	\$1,283	\$37,550	AY
	Teacher Education	Chairperson	0.40	\$995	\$28,691	AY
			1.00	\$2,278	\$66,241	
<b>Powell, Glen Huel</b>	Academic Affairs	Faculty Asst to S V C A A	1.00	\$3,925	\$74,040	AY
	Academic Affairs	Faculty Asst to SVCaa	0.00	\$116	\$3,048	AY
			1.00	\$4,041	\$77,088	
<b>Price, Robert I</b>	Physics & Physical Science	Assoc Professor	1.00	\$2,177	\$63,864	AY
<b>Rieder, Paula M</b>	History	Assoc Professor	1.00	\$7,938	\$51,529	AY
<b>Riessland, Larry</b>	Finance Office	Director of Finance	1.00	\$2,393	\$59,900	FY
<b>Roark, James</b>	Chemistry	Professor	1.00	\$2,834	\$86,436	AY
<b>Rothenberger, Steven J</b>	Biology	Professor	1.00	\$3,774	\$68,723	AY
<b>Rowling, James C</b>	Library	Hd Acquisition & Ser/Assoc Prof	1.00	\$2,190	\$64,310	FY
<b>Rozema, David</b>	Philosophy	Professor	1.00	\$2,112	\$61,648	AY
<b>Rundstrom, James</b>	Alumni Association	Director Alumni Services	1.00	\$2,570	\$67,611	FY
<b>Russell, Carol J</b>	Intercollegiate Athletics	Head Coach - Womens Basketball	1.00	\$2,045	\$53,810	FY
<b>Rycek, Robert F</b>	Psychology	Professor	0.50	\$1,864	\$33,541	AY
	Natural & Social Sciences	Assoc Dean Natural/Social Sci	0.50	\$2,002	\$37,198	AY
			1.00	\$3,866	\$70,739	
<b>Scantling III, Edgar L</b>	Education	Assoc Dean Education	0.50	\$2,002	\$37,171	AY
	Health, Physical Ed & Recreation	Professor	0.50	\$1,862	\$33,514	AY
			1.00	\$3,864	\$70,685	
<b>Schaaf, Gary D</b>	Music & Performing Arts	Professor	1.00	\$3,774	\$68,723	AY
<b>Schipporeit, Kimra F</b>	Student Records	Director Student Records/Registration	1.00	\$2,931	\$84,365	FY
<b>Schnieder, Jeremy L</b>	English	Lecturer	0.75	\$826	\$20,206	AY
	Writing Center	Coordinator Writing Center	0.25	\$275	\$6,735	AY
			1.00	\$1,101	\$26,941	
<b>Schnoor, Neal H</b>	Teacher Education	Assoc Professor	0.50	\$913	\$25,916	AY
	Music & Performing Arts	Assoc Professor	0.50	\$913	\$25,916	AY
			1.00	\$1,826	\$51,832	
<b>Schroeder, Deborah K</b>	Information Technology Services	Asst Vice Chan Info Tech	1.00	\$2,442	\$100,722	FY
<b>Schuessler, Richard</b>	Art & Art History	Professor	1.00	\$8,598	\$61,342	AY
<b>Seaton, Lloyd</b>	Accounting/Finance	Assoc Professor	1.00	\$2,914	\$89,176	AY
<b>Seshadri, Srivatsa</b>	Marketing & MIS	Professor	1.00	\$2,486	\$74,499	AY
<b>Shaffer, Julie J</b>	Biology	Assoc Professor	1.00	\$1,823	\$51,735	AY
<b>Sheldon, Jane</b>	Business Services	Director Business Services	1.00	\$1,993	\$48,350	FY
<b>Sherwood, Laura F</b>	Communication	Asst Professor	1.00	\$1,569	\$42,993	AY
<b>Siedschlaw, Kurt D</b>	Criminal Justice & Social Work	Professor	1.00	\$5,797	\$61,429	AY
<b>Sinclair, Bedford David</b>	English	Asst Professor	1.00	\$2,034	\$58,964	AY
<b>Skinner, Kerri M</b>	Biology	Asst Professor	0.50	\$827	\$22,961	AY
	Teacher Education	Asst Professor	0.50	\$827	\$22,962	AY
			1.00	\$1,654	\$45,923	

**University of Nebraska - UNK**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Sluti, Donald G</b>	Management	Assoc Professor	0.50	\$1,201	\$35,783	AY
<b>Smith, Kathleen J</b>	University Relations	Interim Vice Chancellor Univ Relations	1.00	\$3,675	\$96,708	FY
<b>Snider, Daren P</b>	Modern Languages	Asst Professor	1.00	\$1,634	\$45,225	AY
<b>Snyder, Lewis Leroy</b>	Communication	Professor	1.00	\$3,671	\$65,179	AY
<b>Spessard-Schueth, Linda L</b>	Biology	Professor	1.00	\$3,969	\$75,417	AY
<b>Springer, Joseph T</b>	Biology	Professor	1.00	\$3,917	\$73,612	AY
<b>Squiers, Richard D</b>	Intercollegiate Athletics	Head Coach - Volleyball	0.90	\$2,401	\$44,198	FY
	Health, Physical Ed & Recreation	Lecturer	0.10	\$267	\$4,911	FY
			1.00	\$2,668	\$49,109	
<b>Steele, Janet E</b>	Biology	Professor	1.00	\$8,598	\$61,342	AY
<b>Stolzer, Jeanne M</b>	Family Studies and Interior Design	Asst Professor	1.00	\$1,523	\$41,438	AY
<b>Strawhecker, Jane E</b>	Teacher Education	Asst Professor	1.00	\$1,692	\$47,232	AY
<b>Swinney, Laurie S</b>	Accounting/Finance	Professor	1.00	\$3,036	\$93,372	AY
<b>Switky, Robert B</b>	Political Science	Asst Professor	1.00	\$1,662	\$46,205	AY
<b>Tassi, Marguerite A</b>	English	Assoc Professor	1.00	\$1,828	\$51,907	AY
<b>Taylor, Allen R</b>	Marketing & MIS	Asst Professor	1.00	\$2,831	\$86,331	AY
<b>Taylor, Kenya</b>	Communication Disorders	Professor	0.60	\$1,264	\$36,926	AY
	Communication Disorders	Chairperson	0.40	\$984	\$28,275	AY
			1.00	\$2,248	\$65,201	
<b>Terry, Keith E</b>	Communication	Professor	1.00	\$3,671	\$65,179	AY
<b>Thompson, Jonathan E</b>	Chemistry	Asst Professor	1.00	\$1,646	\$45,646	AY
<b>Tidwell, David O</b>	Theatre	Asst Professor	1.00	\$1,571	\$43,080	AY
<b>Tillery, Ann B</b>	Office of Communication	Director of Univ Communications	1.00	\$1,925	\$50,661	FY
<b>Tracy, Glenn E</b>	Teacher Education	Assoc Professor	0.60	\$1,094	\$31,051	AY
	Teacher Education	Asst Chair Teacher Education	0.40	\$869	\$24,357	AY
			1.00	\$1,963	\$55,408	
<b>Trewin, Janet</b>	Accounting/Finance	Assoc Professor	1.00	\$2,876	\$87,876	AY
<b>Tuttle, Ronald H</b>	Industrial Technology	Professor	1.00	\$4,029	\$77,448	AY
<b>Twigg, Paul</b>	Biology	Assoc Professor	1.00	\$1,908	\$54,652	AY
<b>Umland, Rebecca A</b>	English	Professor	1.00	\$3,725	\$67,028	AY
<b>Umland, Samuel J</b>	English	Professor	1.00	\$3,750	\$67,881	AY
<b>Unruh, Scott A</b>	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$1,837	\$52,214	AY
<b>Van Ingen, Linda</b>	History	Asst Professor	1.00	\$1,614	\$44,531	AY
<b>Vaz, Petula C M</b>	Communication Disorders	Asst Professor	1.00	\$1,946	\$55,946	AY
<b>Volpe, Vernon L</b>	History	Professor	1.00	\$3,774	\$68,723	AY
<b>Wadkins, Theresa A</b>	Psychology	Asst Professor	1.00	\$1,696	\$47,371	AY
<b>Walden, Robert J</b>	Teacher Education	Asst Professor	1.00	\$1,720	\$48,174	AY
<b>Walker, Robert Edwin</b>	Teacher Education	Professor	1.00	\$3,956	\$74,940	AY
<b>Wiersma, Beth A</b>	Criminal Justice & Social Work	Assoc Professor	1.00	\$1,824	\$51,741	AY
<b>Wilke, Janet Stoeger</b>	Library	Assoc Dean of The Library	0.50	\$1,247	\$36,241	FY
	Library	Reference Librarian/Assoc Prof	0.50	\$1,107	\$32,584	FY
			1.00	\$2,354	\$68,825	
<b>Willis, Barton</b>	Mathematics & Statistics	Professor	1.00	\$2,112	\$61,648	AY
<b>Wozniak, William J</b>	Psychology	Professor	1.00	\$3,913	\$73,475	AY
<b>Wubbels, Gene G</b>	Chemistry	Professor	1.00	\$2,834	\$86,436	AY
<b>Wysocki, Diane Kholos</b>	Sociology Geography & Earth Science	Assoc Professor	0.75	\$1,383	\$39,334	AY
	Women's Studies	Director Womens Studies	0.25	\$577	\$16,159	AY
			1.00	\$1,960	\$55,493	

**University of Nebraska - UNK**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Younes, Maha N</b>	Criminal Justice & Social Work	Professor	0.75	\$6,449	\$46,007	AY
	Criminal Justice & Social Work	Director Social Work	0.25	\$2,288	\$18,992	AY
			1.00	\$8,737	\$64,999	
<b>Young, Robert W</b>	Accounting/Finance	Assoc Professor	1.00	\$2,309	\$68,396	AY
<b>Ziebarth-Bovill, Jane</b>	Teacher Education	Asst Professor	1.00	\$1,613	\$44,518	AY

**University of Nebraska - UNCA**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Agneta, Leonard D</b>	VP and General Counsel	Assoc Gen Counsel	0.10	\$350	\$9,202	FY
* <i>See also: UNMC</i>						
<b>Burns, Donal J</b>	Executive VP and Provost	Assoc Exec VP And Provost	0.80	\$4,621	\$121,606	FY
	Office of the President	Corporation Secretary	0.20	\$1,154	\$30,401	FY
			1.00	\$5,775	\$152,007	
<b>Choobineh, F Fred</b>	EPSCOR	Director	0.50	\$2,819	\$74,190	FY
* <i>See also: UNL</i>						
<b>Crump, Arthel Eugene</b>	VP and General Counsel	Assoc Gen Counsel	0.50	\$1,695	\$44,615	FY
* <i>See also: UNL</i>						
<b>Emal, James G</b>	Computing Services Network	Director of Strategic Technologies	0.50	\$10,760	\$57,364	FY
* <i>See also: IANR</i>						
<b>Horn, Christy A</b>	VP for Business and Finance	Compliance Officer	0.50	\$1,475	\$45,515	FY
* <i>See also: UNL</i>						
<b>Justus, Michael D</b>	VP for Business and Finance	Asst VPBF/Dir Of Internal Audit	1.00	\$3,900	\$107,583	FY
<b>Koller, Rebecca H</b>	VP for Business and Finance	Asst VP/Dir Fac Plan Mgmt	1.00	\$4,400	\$122,038	FY
<b>Lechner, David E</b>	VP for Business and Finance	Vice President	1.00	\$6,354	\$167,221	FY
<b>Levitov, Peter S</b>	VP and General Counsel	Special Asst Gen Counsel	0.09	\$269	\$7,074	FY
* <i>See also: UNL</i>						
<b>Maurer, Carmen K</b>	VP and General Counsel	Assoc Gen Counsel	1.00	\$4,090	\$107,620	FY
<b>Maybank, Denise B</b>	Office of the President	Assoc To The President	1.00	\$3,555	\$93,555	FY
<b>Milliken, James B</b>	Office of the President	President	1.00		\$270,000	FY
<b>Noren, Jay</b>	Executive VP and Provost	Exec VP/Provost	1.00	\$8,295	\$218,295	FY
<b>Odabasi, Turan Paul</b>	VP and General Counsel	Assoc Gen Counsel	0.83	\$2,864	\$75,366	FY
* <i>See also: UNMC</i>						
<b>Rogers, Gregory A</b>	Executive VP and Provost	Assist VP/Dir of Institutional Research	1.00	\$0	\$95,136	FY
<b>Roots, Judy M</b>	VP and General Counsel	Assoc Gen Counsel	0.25	\$1,534	\$40,374	FY
<b>Rowson, Joseph P</b>	Executive VP and Provost	Coordinator	1.00	\$3,991	\$105,026	FY
<b>Spellman, Richard A</b>	VP and General Counsel	Assoc Gen Counsel	0.49	\$1,883	\$49,553	FY
<b>Stephan, Sharon R</b>	VP for University Affairs	Director	1.00	\$8,420	\$98,420	FY
<b>Thomas, Deborah L</b>	VP for Business and Finance	Asst. VP for Administration	1.00	\$8,306	\$95,306	FY
<b>Troutman, Dara L</b>	Office of the President	Senior Associate to the President	1.00	\$3,832	\$100,832	FY
<b>Weir, Walter G</b>	VP for University Affairs	Asst VP/Dir Of Info Svcs	1.00	\$5,660	\$154,632	FY
<b>Wiltse, John C</b>	VP and General Counsel	Sr Assoc Gen Counsel	1.00	\$4,254	\$111,926	FY
<b>Wimes, Edward D</b>	VP for Business and Finance	Asst VPBF / Dir Human Resources	1.00	\$3,900	\$107,583	FY
<b>Withem, Ronald E</b>	VP for University Affairs	Assoc VP Univ Affairs/Dir Gov Af	1.00	\$4,464	\$117,483	FY
<b>Wood, Richard R</b>	VP and General Counsel	Vice Pres/General Counsel	1.00	\$6,273	\$165,073	FY

**University of Nebraska - NCTA**  
**Listing of Assistant Professors and Above**  
**July 1, 2005**

<b>Name</b>	<b>Organizational Unit</b>	<b>Title</b>	<b>Time Equiv</b>	<b>Proposed Increase</b>	<b>Proposed Salary</b>	<b>Appt</b>
<b>Bek, Terri Jo</b>	NE College of Technical Agriculture	Professor	1.00	\$2,011	\$47,586	AY
<b>Berg, Barbara A</b>	NE College of Technical Agriculture	Asst Professor	1.00	\$1,191	\$36,082	AY
<b>Bowmaster, Judy M</b>	NE College of Technical Agriculture	Asst Professor	1.00	\$1,340	\$31,697	AY
<b>Cranwell, Clyde D</b>	NE College of Technical Agriculture	Assoc Professor	1.00	\$1,608	\$48,743	AY
<b>Jakubowski, Bradley R</b>	NE College of Technical Agriculture	Asst Professor	1.00	\$1,534	\$36,282	AY
<b>Jibben, David H</b>	NE College of Technical Agriculture	Dir/Bus Operations	0.90	\$580	\$58,551	FY
	NE College of Technical Agriculture	Asst Professor	0.10	\$64	\$6,496	FY
			1.00	\$644	\$65,047	
<b>Jones, Stanley M</b>	NE College of Technical Agriculture	Assoc Professor	1.00	\$1,877	\$44,409	AY
<b>Nutt, Cathy L</b>	NE College of Technical Agriculture	Asst Professor	1.00	\$1,253	\$37,948	AY
<b>Smith, David P</b>	NE College of Technical Agriculture	Assoc Professor	1.00	\$2,139	\$45,605	AY
<b>Sundquist, Gerald M</b>	NE College of Technical Agriculture	Professor	1.00	\$2,518	\$66,260	FY
	NE College of Technical Agriculture	Interim Dean	0.00	\$252	\$6,627	FY
	NE College of Technical Agriculture	Assistant Dean	0.00	\$335	\$8,805	FY
			1.00	\$3,105	\$81,692	
<b>Talkington, Dallas C</b>	NE College of Technical Agriculture	Asst Professor	1.00	\$1,427	\$33,744	AY
<b>Van der Werff, Delmar D</b>	NE College of Technical Agriculture	Professor	1.00	\$1,472	\$51,828	AY
<b>Wach, Ricky S</b>	NE College of Technical Agriculture	Professor	1.00	\$3,555	\$50,108	AY

TO: The Board of Regents Addendum X-D-2  
Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: University of Nebraska-Lincoln (UNL) Agriculture Research and  
Development Center (ARDC) Maintenance Facility

RECOMMENDED ACTION: Report

PREVIOUS ACTION: April 15, 2005 – The Board approved the ARDC Maintenance Facility  
program statement and budget.

EXPLANATION: The project will construct a new 14,000 gross square foot maintenance  
building to serve the ARDC campus. The proposed building will  
consolidate existing maintenance shops and provide appropriate office  
space for ARDC employees.

The principal project goal is to provide replacement of the existing  
maintenance facility with a new facility meeting current codes and life  
safety standards. A second goal of the project is to provide additional  
space to maintain larger equipment and improve the overall efficiency of  
operation.

Proposed start of construction	November 2005
Proposed completion of construction	June 2006

PROJECT COST: \$1,199,000

ON-GOING FISCAL	Annual Operating Costs	\$69,000
IMPACT:	2% Assessment	\$23,980

SOURCE OF FUNDS: Revolving Funds

SPONSORS: John C. Owens  
Vice President and Harlan Vice Chancellor of the Institute of  
Agriculture and Natural Resources

Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: August 23, 2005

## **ARDC Maintenance Facility Schematic**

### **Design Report**

University of Nebraska- Lincoln

#### **Project Description**

The project will construct a new 14,000 gross square foot maintenance facility to serve the ARDC campus. The building will replace and consolidate existing maintenance shops, comply with current building codes and fire and life safety standards, provide appropriate office space for ARDC employees, provide space to maintain larger equipment, and improve the overall efficiency of operations.

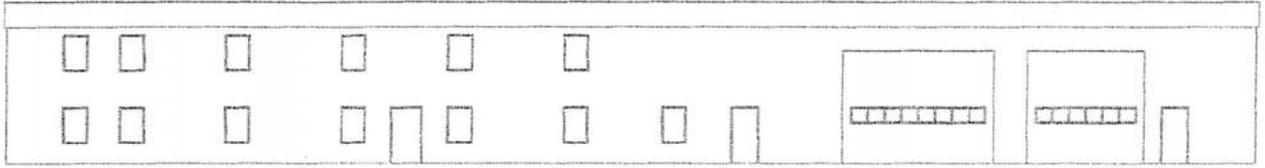
#### **Budget**

Total project budget	\$1,199,000
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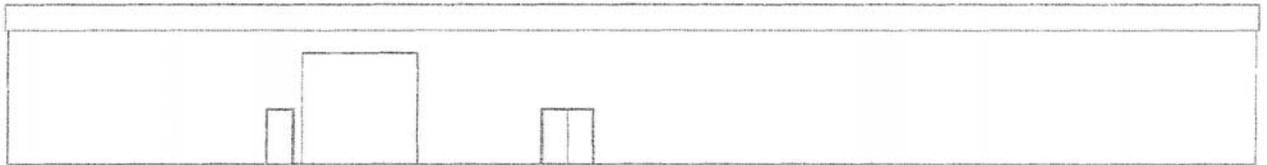
#### **Project Schedule**

Schematic Design Complete	August 2005
Design Development Complete	September 2005
Construction Documents Complete	October 2005
Start of Construction	November 2005
Substantial Completion	June 2006

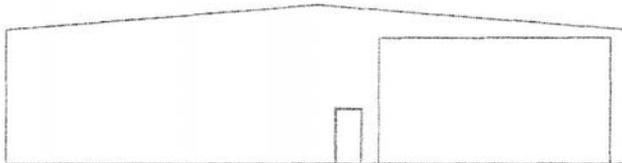
**Agriculture Research and Development Center Maintenance/Office Facility Elevations**



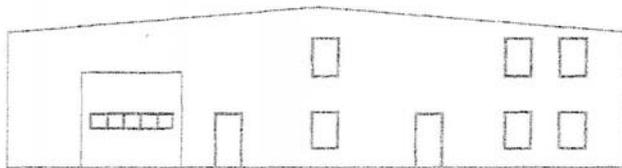
1 NEW BUILDING ELEVATION EAST  
A2 SCALE 1" = 20' - 0"



2 NEW BUILDING ELEVATION WEST  
A2 SCALE 1" = 20' - 0"



3 NEW BUILDING ELEVATION NORTH  
A2 SCALE 1" = 20' - 0"



4 NEW BUILDING ELEVATION SOUTH  
A2 SCALE 1" = 20' - 0"

TO:	The Board of Regents  Business Affairs	Addendum X-D-3
MEETING DATE:	September 16, 2005	
SUBJECT:	University of Nebraska-Lincoln (UNL) International Quilt Study Center Schematic Design Report	
RECOMMENDED ACTION:	Report	
PREVIOUS ACTION:	September 10, 2004 - The Board approved the UNL International Quilt Study Center Program Statement and accepted the gift from the University of Nebraska Foundation for the architectural and engineering services for this project.	
EXPLANATION:	The proposed project will provide year-round exhibition space work areas dedicated to research, care and maintenance of the collection, and expanded storage capacity for the world-class collection of the Center. The facility will be approximately 30,000 gross square feet.	
	Proposed start of construction	March 2006
	Proposed completion of construction	August 2007
PROJECT COST:	\$10,315,050	
ON-GOING FISCAL IMPACT:	Annual Operating Costs (will be included in the FY 07 Budget)	\$189,311
	2% Assessment	\$206,301
SOURCE OF FUNDS:	Trust Funds	
SPONSOR:	Christine A. Jackson Vice Chancellor for Business & Finance	
APPROVAL:	<hr style="width: 30%; margin-left: 0;"/> Harvey Perlman, Chancellor University of Nebraska-Lincoln	
DATE:	August 23, 2005	

## **International Quilt Study Center Schematic Design Report**

University of Nebraska-Lincoln

### **Project Description**

The new International Quilt Study Center at the University of Nebraska-Lincoln will provide a year-round exhibition space, work areas dedicated to research, care and maintenance of the collection, and expanded storage capacity for the University's world-class quilt collection. The program includes three levels and approximately 30,000 gross square feet of display, storage, administrative and research areas that will allow public interaction with the diverse collection and professional staff. Located on the northwest corner of 33<sup>rd</sup> and Holdrege, the new building will provide the East Campus with an architectural focal point while drawing public attention to the Quilt Center. The site will include a public plaza that draws attention to the Quilt Center's importance. This state-of-the-art facility will provide visitors, students, and research professionals with a home that will ensure the development of a unique University program and collection.

### **Budget**

Total project budget	\$10,315,050
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### **Project Schedule**

Schematic Design Complete	June 2005
Design Development Complete	August 2005
Construction Documents Complete	November 2005
Start of Construction	March 2006
Substantial Completion	August 2007



NORTH (ENTRANCE)



EAST (33<sup>RD</sup> STREET)



SOUTH (HOLDREGE STREET)



WEST (SERVICE)

BUILDING ELEVATIONS

**INTERNATIONAL QUILT STUDY CENTER**

UNIVERSITY OF NEBRASKA  
LINCOLN, NEBRASKA

ALLEY POYNER ARCHITECTURE / ROBERT A.M. STERN ARCHITECTS, LLP

LEGEND:

- STONE CLADDING
- LOW-E INSULATED GLAZING
- METAL DETAILS
- WHITE METAL ROOF

MARCH 8, 2005

0 8' 16' 24' 32'

TO: The Board of Regents Addendum X-D-4

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Semi-Annual Report of Licenses

RECOMMENDED ACTION: Report

EXPLANATION: The attached report is a summary of licenses as provided by the campuses pursuant to Regental Policy 6.3.1.4.v. of the Board of Regents of the University of Nebraska for the period ended June 30, 2005.

The report outlines the following: type of action; campus; description and use of the product, service, or project; term of the license, and financial terms of the license.

APPROVAL:

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David E. Lechner  
Vice President for Business & Finance

DATE: August 25, 2005

**SEMI-ANNUAL REPORT OF LICENSES**  
**University of Nebraska Medical Center**  
**01/01/2005 THROUGH 06/30/2005**

<b>Type of Action</b>	<b>Campus</b>	<b>Licensee</b>	<b>Description of Product/Service</b>	<b>Term of License</b>	<b>Contractual Requirements</b>
Intellectual Property License	UNMC	Bethyl Laboratories	Polyclonal Antibodies	Fifteen Years	Royalty Bearing
Intellectual Property License	UNMC	Phillips Electronics	Fan Beam Spect Resampling Method	Life of Patent	Return of Patent Rights
Intellectual Property License	UNMC	Ximerex Inc.	Xenotransplantation Technology	Life of Patents	Royalty Bearing

**SEMI-ANNUAL REPORT OF LICENSES**  
**University of Nebraska-Lincoln**  
**1/1/2005 THROUGH 6/30/2005**

<b>Type of Action</b>	<b>Campus</b>	<b>Licensee</b>	<b>Description of Product/Service</b>	<b>Term of License</b>	<b>Contractual Requirements</b>
Intellectual Property License	UNL	i-Diverse, Inc.	Fragment from animal anti-apoptotic gene confers stress resistance to transgenic plants; UNL Docket DIC-0501, Identification and functional characterization of the BAG protein family in Arabidopsis thaliana; UNL Docket DIC-0502, Proline suppresses apoptosis in the fungal pathogen Colletotrichum Trifolii; UNL Docket DIC-0503 and Regulation of programmed cell death in transgenic plants; UNL Docket DIC-9801	Life of Patent	Royalty bearing Equity ownership, Sponsored research
Intellectual Property License	UNL	Baker Hughes Inteq	Neutron detector for oil well drilling	10 years from date of execution	Royalty bearing
Intellectual Property License	UNL	Garsts Seed Company	Soybean variety NEX8903	3 years from execution date	Up Front Payment & Royalty bearing
Intellectual Property License	UNL	Stonebridge Ltd.	A large-seeded soybean lines with higher protein and sucrose content and a yellow hilum variety U00-429042 and U00-429048; UNL Docket #GRA-0505LA	10 yrs from date of the first sale of a Licensed Seed in any country	Royalty bearing

Intellectual Property License	UNL	Ramaeker Organic Farms	U96-2831LS soybean variety; UNL Docket #GRA-0506LA	10 yrs from date of the first sale of a Licensed Seed in any country	Royalty bearing
Intellectual Property License	UNL	Ramaeker Organic Farms	A large-seeded, yellow hilum, high protein soybean variety U00-433038, U99-014064; U99-013032; UNL Docket #GRA-0501LA	10 yrs from date of the first sale of a Licensed Seed in any country	Royalty bearing
Intellectual Property License	UNL	Seedwest	Seeded variety of Buffalograss SWI-2000; UNL Docket #RIO-0501LA	10 yrs from date of the first sale of a Licensed Seed in any country	Royalty bearing
Intellectual Property License	UNL	CALMIT	Software	Payment to purchase software	Up Front Payment
Intellectual Property License	UNL Tech Board	Monsanto	Germplasm comprising a dicamba-resistance gene; UNL Docket #WEE-0501LA	Life of last patent to expire	Up Front Payment & Royalty bearing
Intellectual Property License	UNL	Upstate	Antibody(ies) developed and characterized at UNL, which is specific to monoclonal antibody(ies) against biotinylated Histone H4.	10 yrs from date of the first sale of a Licensed Antibody(ies) in any country	Cash Payment & Royalty bearing

TO: The Board of Regents Addendum X-D-5

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Changes in Construction Projects by Budget Categories

RECOMMENDED ACTION: Report

PREVIOUS ACTION: On May 16, 1997, the Board of Regents adopted a policy requiring the written approval of the President of the University for any significant changes within a project, either in the scope or nature of the construction, or the programs to be served by the project. Further, any such presidential-approved changes shall be reported to the Board of Regents in writing at its next regular meeting. "Significant change" was defined as a change within the construction or non-construction budget category of a Board-approved project exceeding \$250,000 or 5% whichever is smaller.

EXPLANATION: The attached report as provided by the campuses is a summary of projects requiring significant changes within a budget category. All changes requiring such action have been approved by the President.

For each project, the report outlines the approved budget and, if applicable, the revised budget, percent of change and dollar amount of the change. Reasons for significant changes are also provided. The construction budget and non-construction budget categories are displayed and totaled in order to illustrate the effect of the changes on the overall project budget.

SPONSORS: Rebecca H. Koller  
Assistant Vice President for Business & Finance  
Director of Facilities Planning and Management

David E. Lechner  
Vice President for Business & Finance

APPROVAL: \_\_\_\_\_  
James B. Milliken  
President

DATE: August 25, 2005

University of Nebraska

Changes in Construction Projects by Budget Categories

Date: August 24, 2005

Campus / Project	Budget Categories	Approved Budget	Revised Budget	Percent Change	Dollar Amount of Change	Reason for Significant Change in Budget or Use Category
UNL Harper Schramm Smith Renovation	1. Construction Costs	\$21,439,715	\$21,439,715	0.0%	\$0	Construction on Harper Schramm Smith Halls was completed the summer of 2005. There were fewer unforeseen conditions than originally anticipated. Consequently, there was a larger than expected amount (\$900,000) left in the contingency line item of the budget. The contingency funds will be used to renovate the courtyard which is 40 years old and of poor quality. The estimated cost of the courtyard improvements is \$450,000. The courtyard work will be expedited with change orders to the contractor, allowing the entire project to be completed in the fall of 2005. The landscaping work will be done by UNL's Landscape Services Department.
	2. Non-construction Costs	\$2,862,285	\$2,862,285	0.0%	\$0	
	Total	\$24,302,000	\$24,302,000	0.0%	\$0	

TO: The Board of Regents Addendum X-D-6

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Status of Capital Projects exceeding \$2 million as of June 30, 2005.

RECOMMENDED ACTION: Report

PREVIOUS ACTION: The attached status report is a summary of all capital projects exceeding \$2 million in total project costs and outlines the campus and project, contract status, stage of construction, budget categories and budgets for the period January 1, 2005, through June 30, 2005.

SPONSOR: Rebecca H. Koller  
Assistant Vice President for Business & Finance  
Director of Facilities Planning & Management

APPROVAL:

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David E. Lechner  
Vice President for Business & Finance

DATE: August 25, 2005

**University of Nebraska Status Report of Projects Exceeding \$2.0 Million  
for period January 1, 2005, through June 30, 2005**

Campus / Project	Contract Status and Date	State of Construction	Approved Budget Categories	Amount
University of Nebraska Deferred Maintenance - LB309	Architect: Various Contract Date: Various Method of Construction: N/A General Contractor: N/A Contract Date: Various	Percent of Funds Expended: NA Substantial Completion Date: N/A	Total Project Cost	\$ 17,141,196
University of Nebraska at Kearney New Residence Hall	Architect: Sinclair Hille Architects Contract Date: July 12, 2004 Method of Construction: Design/Build General Contractor: N/A Contract Date: N/A	Percent of Funds Expended: 0% Substantial Completion Date: (July 1, 2007)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 18,607,000 \$ 1,673,000 \$ 20,280,000
University of Nebraska-Lincoln Natural Resources & Research Complex	Architect: Alley Poyner Architects Contract Date: October 10, 2001 Method of Construction: Conventional Bidding General Contractor: Lueder Construction Contract Date: February 10, 2004	Percent of Funds Expended: 65% Substantial Completion Date: (September 30, 2005)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 14,351,000 \$ 2,737,000 \$ 17,088,000
University of Nebraska-Lincoln Hamilton Hall Infrastructure Replacement	Architect: The Clark Enersen Partners Contract Date: February 8, 2000 Method of Construction: Construction Manager/GMP General Contractor: Shanahan Mechanical & Electrical Contract Date: February 28, 2001	Percent of Funds Expended: 94% Substantial Completion Date: (December 16, 2005)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 15,676,496 \$ 1,896,564 \$ 17,573,060
University of Nebraska-Lincoln 16th & Y Student Housing	Architect: Sinclair Hille Architects Contract Date: March 21, 2003 Method of Construction: Conventional Bidding General Contractor: Sampson Construction Co. Contract Date: December 17, 2003	Percent of Funds Expended: 73% Substantial Completion Date: (July 18, 2005)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 26,527,020 \$ 3,942,980 \$ 30,470,000
University of Nebraska-Lincoln Library Depository/Retrieval Center	Architect: The Clark Enersen Partners Contract Date: August 20, 2003 Method of Construction: Conventional Bidding General Contractor: Rogge General Contractors Contract Date: May 17, 2004	Percent of Funds Expended: 94% Substantial Completion Date: June 16, 2005	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 2,591,900 \$ 405,100 \$ 2,997,000

Campus / Project	Contract Status and Date	State of Construction	Approved Budget Categories	Amount
University of Nebraska-Lincoln Harper, Schramm, Smith Residence Halls Renovation	Architect: Ryan Companies US Inc. Contract Date: Design/Build Method of Construction: Design/Build General Contractor: Ryan Companies US Inc. Contract Date: September 24, 2003	Percent of Funds Expended: 69% Substantial Completion Date: (August 9, 2005)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 21,439,715 \$ 2,862,285 \$ 24,302,000
University of Nebraska-Lincoln Othmer Hall: cGMP Pilot Plant (Finishing of Basement Shell Space)	Architect: Davis Design Contract Date: April 26, 2004 Method of Construction: Construction Manager/GMP General Contractor: Hawkins Construction Contract Date: December 10, 2004	Percent of Funds Expended: 46% Substantial Completion Date: (December 15, 2005)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 621,602 \$ 4,048,398 \$ 4,670,000
University of Nebraska-Lincoln Memorial Stadium - North Stadium Improvement Project	Architect: The Clark Enersen Partners Contract Date: Design/Build Method of Construction: Design/Build General Contractor: Sampson Construction Co. Contract Date: May 17, 2004	Percent of Funds Expended: 43% Substantial Completion Date: (August 1, 2006)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 44,619,636 \$ 6,380,364 \$ 51,000,000
University of Nebraska-Lincoln Nebraska Center for Virology	Architect: NA Contract Date: NA Method of Construction: Conventional Bidding General Contractor: NA Contract Date: NA	Percent of Funds Expended: 1% Substantial Completion Date: (March 1, 2007)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 10,565,000 \$ 2,481,000 \$ 13,046,000
University of Nebraska-Lincoln International Quilt Study Center	Architects: Joint Venture Alley Poyner Architects / Robert A.M. Stern Architects Contract Date: April 5, 2005 Method of Construction: Conventional Bidding General Contractor: NA Contract Date: NA	Percent of Funds Expended: 1% Substantial Completion Date: (May 31, 2007)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 8,098,000 \$ 2,217,050 \$ 10,315,050
University of Nebraska-Lincoln Harper-Schramm-Smith Dining Services Renovation	Architect: Ryan Companies US Inc. Contract Date: Design/Build Method of Construction: Design/Build General Contractor: Ryan Companies US Inc. Contract Date: May 19, 2005	Percent of Funds Expended: 1% Substantial Completion Date: (February 24, 2006)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 5,422,600 \$ 1,102,400 \$ 6,525,000
University of Nebraska-Lincoln 14th & Avery Parking Structure II (North Addition)	Architect: The Clark Enersen Partners Contract Date: September 27, 2004 Method of Construction: Conventional Bidding General Contractor: Weitz Companies Contract Date: December 10, 2004	Percent of Funds Expended: 6% Substantial Completion Date: (June 30, 2006)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 7,433,285 \$ 966,715 \$ 8,400,000

<b>Campus / Project</b>	<b>Contract Status and Date</b>	<b>State of Construction</b>	<b>Approved Budget Categories</b>	<b>Amount</b>
University of Nebraska-Lincoln Harper, Schramm, Smith Residence Halls Window Replacement	Architect: Batheja & Associates	Percent of Funds Expended: 62% Substantial Completion Date: (July 1, 2005)	1. Construction Budget	\$ 1,980,000
	Contract Date: December 12, 2002		2. Non Construction Budget	\$ 195,955
	Method of Construction: Conventional Bidding		Total Project Cost	\$ 2,175,955
	General Contractor: Omaha Door and Window Contract Date: March 4, 2003			
University of Nebraska-Lincoln Temple Bldg. Renovation & Addition	Architect: Bahr, Vermeer, Haecker	Percent of Funds Expended: 3% Substantial Completion Date: (October 15, 2006)	1. Construction Budget	\$ 3,671,308
	Contract Date: February 22, 2005		2. Non Construction Budget	\$ 728,692
	Method of Construction: Conventional Bidding		Total Project Cost	\$ 4,400,000
	General Contractor: NA Contract Date: NA			
University of Nebraska Medical Center Center for Health Science Education Phase A & Phase B	Architect: NA	Percent of Funds Expended: 54% of Phase A & B Substantial Completion Date: September 1, 2004 for Phase A & B	1. Construction Budget	\$ 6,918,701
	Contract Date: NA		2. Non Construction Budget	\$ 2,295,317
	Method of Construction: Conventional Bidding		Total Phase A & B	\$ 9,214,018
	General Contractor: Ronco Constr Phase I- Data Center Contract Date: July 20, 2004		Total Project Cost	\$ 52,700,000
University of Nebraska Medical Center cGMP Transplant Production Facility	Architect: NA	Percent of Funds Expended: 9% Substantial Completion Date: (February 2007)	1. Construction Budget	\$ 7,356,640
	Contract Date: NA		2. Non Construction Budget	\$ 5,145,360
	Method of Construction: Conventional Bidding		Total Project Cost	\$ 12,502,000
	General Contractor: NA Contract Date: NA			
University of Nebraska Medical Center Research Center of Excellence II	Architect: N/A	Percent of Funds Expended: 0% Substantial Completion Date: (October 2007)	1. Construction Budget	\$ 64,345,000
	Contract Date: N/A		2. Non Construction Budget	\$ 9,655,000
	Method of Construction: Conventional Bidding		Total Project Cost	\$ 74,000,000
	General Contractor: NA Contract Date: NA			
University of Nebraska Medical Center Swanson Hall HVAC and Electrical Upgrades	Architect: In-house	Percent of Funds Expended: 68% Substantial Completion Date: (September 1, 2005)	1. Construction Budget	\$ 1,666,000
	Contract Date: N/A		2. Non Construction Budget	\$ 94,000
	Method of Construction: Conventional Bidding		Total Project Cost	\$ 1,760,000
	General Contractor: Grunwald Mechanical Contract Date: January 17, 2005			
University of Nebraska at Omaha Dr. Guinter Kahn Addition to the Dr. C.C. and Mabel Criss Library	Architect: Alley Poyner Architects	Percent of Funds Expended: 2% Substantial Completion Date: (August 21, 2006)	1. Construction Budget	\$ 5,593,180
	Contract Date: February 16, 2005		2. Non Construction Budget	\$ 1,281,970
	Method of Construction: Construction Manager/GMP		Total Project Cost	\$ 6,875,150
	General Contractor: Hawkins Construction Company Contract Date: June 1, 2005			

TO: The Board of Regents Addendum X-D-7

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: Report of Bids and Contracts

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: The attached report is a summary of bids and contracts as provided by the campuses pursuant to Section 6.4 of the *Bylaws of the Board of Regents of the University of Nebraska* for the period ended August 25, 2005.

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.

PROJECT COST: None

SOURCE OF FUNDS: None

APPROVAL:

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David E. Lechner  
Vice President for Business & Finance

DATE: August 25, 2005

Type of Action	Campus	Description	Funding Source	Approved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
Construction Contract	UNMC	Swanson Hall Roof Repair	LB 309 & Business & Finance Deferred Maintenance	\$ 218,115	\$ 205,100	Independent Roofing Company	Lowest responsible bidder.
	UNMC	College of Pharmacy Level 4 Lab Renovation	College of Pharmacy Pharmaceutical Science	\$399,000	\$205,600	F & B Constructors	Lowest responsible bidder.
	UNMC	Chemical Safety/Radiation Safety Relocation	CHSE Pre-Construction	\$424,977	\$213,700	F & B Constructors	Lowest responsible bidder.
	UNMC	Physicians Assistant Education Relocation	Business & Finance General Expense CHSE Pre-Construction	\$453,706	\$199,200	F & B Constructors	Lowest responsible bidder.
	UNL	Temple Building Renovation: Department of Theater Arts	Trust Funds	\$ 4,400,000	\$ 257,276	Bahr, Vermeer, Haecker Architects	Lowest responsible bidder.
	UNL	Dining Hall Renovation at Harper-Schramm-Smith Residence Hall	Bond Surplus Funds	\$ 6,525,000	\$ 5,032,700	Ryan Companies US, Inc.	Lowest responsible bidder.
	UNL	Animal Science New Fire Alarm System	LB309 UNL Match	\$ 294,870 \$ 112,130	\$ 216,300	Gregg Electric Co.	Lowest responsible bidder.
	UNL	Hamilton Hall Classrooms (110 & 112) Remodeling	General Funds	\$ 399,050	\$ 399,050	Dickey & Burham, Inc.	Lowest responsible bidder.

Type of Action	Campus	Description	Funding Source	Approved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
Construction Contract	UNL	Architecture Hall Fire Sprinklers & Alarm Installation	309 Task Force General Funds	\$ 352,000 \$ 128,000	\$ 359,789	Kidwell Companies	Lowest responsible bidder.
	UNL	East Parking Lot (north of) Harper-Schramm-Smith	Bond Surplus & Antelope Valley Funds	\$ 372,750	\$ 470,459	Constructors, Inc.	Lowest responsible bidder.
	UNL	Memorial Stadium Artificial Turf Replacement	Auxiliaries & Services	\$ 250,000	\$ 250,000	Field Turf USA	Lowest responsible bidder.
	UNL	Quilt Center/Site Demolition	Private Funds	\$ 10,315,050	\$ 123,031	Land Construction, Inc.	Lowest responsible bidder.
	UNL	Roof replacement for College of Law	Cash Funds	\$ 470,000	\$ 183,758	Weathercraft Co. of Lincoln	Lowest responsible bidder.
	UNL	Behlen Lab Renovation	Cash Funds General Funds	\$ 1,370,000	\$ 674,000	Kingery Construction, Co.	Lowest responsible bidder.
	UNL	19th & Vine Recreation Area	Auxiliary and Service Funds	\$ 289,289	\$ 239,000	Nemaha Landscape Construction, Inc.	Lowest responsible bidder.
Personal Property Procurement	UNMC	Audio/Visual classroom equipment	College of Nursing Relocation	\$ 107,616	\$ 107,616	Business Media Inc.	Lowest Responsible bidder.
	UNMC	Multi point conferencing equipment and IP video record system	Information Technology Services	\$ 204,000	\$ 188,372	SKC Communications Products, Inc	Lowest Responsible bidder.

Type of Action	Campus	Description	Funding Source	Approved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
Personal Property Procurement	UNMC	High speed automailer folder/inserter	Printing Services	\$ 130,070	\$ 130,070	Claritus, Inc.	Sole source: Department evaluated three vendors' equipment and selected this equipment due to its unique features and durability.
	UNMC	Mass Spectrometer	Clinical Microbiology Laboratory and NE Public Health Laboratory	\$ 150,000	\$ 150,000	Ciphergen Biosystems, Inc.	Sole source: Unique feature of multi-chemistry analysis of proteins.
	UNMC	Network hardware and software for backup solution	Information Technology Services	\$ 195,445	\$ 195,445	Eagle Software, Inc	Lowest responsible bidder.
	UNMC	Office furniture for 4230 building	The Nebraska Medical Center and Business & Finance General Expense	\$ 3,628,018	\$ 376,425	Office Interiors & Design	Lowest responsible bidder.
	UNMC	Microarray imaging system	Nebraska Tobacco Settlement Biomedical Research Development	\$ 109,713	\$ 109,713	Amersham Biosciences, Inc.	Sole source: Compatible with existing equipment.
	UNMC	Enhanced high performance triple quadrupole mass spectrometer	Bioterrorism Laboratory Services	\$ 393,192	\$ 393,192	Applied Biosystems	Sole source: Must be compatible with CDC equipment.
	UNMC	Software architecture documentation	College of Medicine Microbiology Automation Research	\$ 155,000	\$ 155,000	Onion Systems, Inc.	Sole source: Unique custom work.
	UNMC	Security/ Surveillance hardware software	Business & Finance Security	\$ 101,737	\$ 101,737	Fastek International	Lowest responsible bidder.

Type of Action	Campus	Description	Funding Source	Approved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
Personal Property Procurement	UNMC	Office Furniture	College of Nursing Relocation	\$ 119,502	\$ 119,502	Office Interiors & Design	Lowest responsible bidder.
	UNMC	Lab-Interlink retrospective system documentation	College of Medicine, Microbiology Automation Research	\$ 160,000	\$ 160,000	Critech Research, Inc.	Sole Source: custom proprietary software for this work.
	UNL	High Resolution Rotating Mirror CCD Camera System for Engineering Mechanics Department	Federal Funds	\$ 240,000	\$ 240,000	Cordin Co., Inc.	Sole Source: Cordin Co. is the only vendor that has a camera system that has high-resolution digital imaging and ultra high-speed imaging that is needed for Dept. of Defense related material/structure research.
	UNL	Q-Trap 4000 Mass Spectrometer for Bio-chemistry/ Redox Dept.	General Funds (NRI Funds)	\$ 143,484	\$ 143,484	Applied Biosystems	Sole Source: Applied Biosystems is the only company that can perform the upgrade of the Mass Spectrometer.
	UNL	HPLC/Mass Spectrometer for Chemical Engineering	Federal Funds	\$ 399,688	\$ 399,688	Applied Biosystems	Sole Source: Applied Biosystems is the only company that has LC nanoflow system.

TO: The Board of Regents

Addendum X-D-8

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: University of Nebraska at Kearney  
Report of Gifts, Grants, Contracts and Bequests  
Accepted During the Quarter April 1, 2005 through June 30, 2005

RECOMMENDED ACTION: Report

Description:	A Gifts	B Grants	C Bequests	D Contracts	Totals
Instruction	0	10,400	0	0	10,400
Research	0	70,000	0	16,250	86,250
Public Service	600	363,295	0	0	363,895
Student Aid	6,807	2,772,420	0	0	2,779,227
Support Services					0
Administrative	0	2,100	0	0	2,100
Other	1,005	274,683	0	40,000	315,688
Not Designated	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	<u>\$8,412</u>	<u>\$3,492,898</u>	<u>\$0</u>	<u>\$56,250</u>	<u>\$3,557,560</u>

Gifts & Bequests of \$400,000 and more previously accepted by the Regents during the reported quarter:

Instruction	0	0	0	0	0
Research	0	0	0	0	0
Public Service	0	0	0	0	0
Student Aid	0	0	0	0	0
Supporting Services					
Administrative	0	0	0	0	0
Other	0	0	0	0	0
Not Designated	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

TOTAL	<u><u>\$8,412</u></u>	<u><u>\$3,492,898</u></u>	<u><u>\$0</u></u>	<u><u>\$56,250</u></u>	<u><u>\$3,557,560</u></u>
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A - Gifts \$2,500 and over are itemized on the attached page

B - Grants \$100,000 and over are itemized on the attached page

C - All bequests are itemized on the attached page

D - Contracts \$100,000 and over are itemized on the attached page

SPONSOR: Randal L. Haack  
Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
Douglas A. Kristensen, Chancellor  
University of Nebraska at Kearney

DATE: August 25, 2005

UNIVERSITY OF NEBRASKA AT KEARNEY  
 REPORT OF AWARDS  
 WHICH REQUIRE SEPARATE ITEMIZATION  
 ACCEPTED DURING THE QUARTER  
 April 1, 2005 through June 30, 2005

GIFTS \$2,500 AND OVER

<u>DONOR</u>	<u>PURPOSE</u>	<u>AMOUNT</u>
University of Nebraska Foundation	Student Aid	506,044
Athletic Associates	Student Aid	55,000
		<hr/>
SUBTOTAL		561,044
TOTAL AMOUNT OF GIFTS UNDER \$2,500		0
TOTAL GIFTS FOR THE QUARTER		<hr/> \$561,044

GRANTS \$100,000 AND OVER

<u>GRANTOR</u>	<u>GRANTEE/DEPARTMENT</u>	<u>PURPOSE</u>	<u>AMOUNT</u>
US Dept of Education	Financial Aid	Student Aid	\$2,258,602
University of NE Medical Center	Facilities	Physical Plant	112,000
			<hr/>
SUBTOTAL			2,370,602
TOTAL AMOUNT OF GRANTS UNDER \$100,000			278,042
TOTAL GRANTS FOR THE QUARTER			<hr/> \$2,648,644

BEQUESTS

<u>DONOR</u>	<u>PURPOSE</u>	<u>AMOUNT</u>
		<hr/>
TOTAL BEQUESTS FOR THE QUARTER		\$0

CONTRACTS \$100,000 AND OVER

<u>GRANTOR</u>	<u>GRANTEE/DEPARTMENT</u>	<u>PURPOSE</u>	<u>AMOUNT</u>
			0
			<hr/>
SUBTOTAL			0
TOTAL AMOUNT OF CONTRACTS UNDER \$100,000			62,500
TOTAL CONTRACTS FOR THE QUARTER			<hr/> \$62,500

TOTAL AWARDS FOR THE QUARTER	<hr/> <hr/> \$3,272,188
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TO: The Board of Regents

Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: University of Nebraska-Lincoln  
Report of Gifts, Grants, Contracts and Bequests accepted during the  
Quarter April 1, 2005 through June 30, 2005

RECOMMENDED ACTION: Report

Description	A Gifts	B Grants	C Bequests	D Contracts	Totals
Instruction	\$0	\$4,254,659	\$0	\$164,576	\$4,419,235
Research	0	28,005,151	0	5,470,150	33,475,301
Public Service	0	2,483,080	0	946,902	3,429,982
Administration	0	349,730	0	104,019	453,749
Student Services	0	1,672,993	0	0	1,672,993
Stu Financial Aid	0	14,867,574	0	0	14,867,574
Donations	0	0	0	0	0
	_____	_____	_____	_____	_____
Subtotals	\$0	\$51,633,187	\$0	\$6,685,647	\$58,318,834

Gifts and Bequests of \$ 400,000 & more previously accepted by the Regents during the reported quarter:

Instruction	\$0	0	0	0	\$0
Research	0	0	0	0	0
Public Service	0	0	0	0	0
Administration	0	0	0	0	0
Student Services	0	0	0	0	0
Stu Financial Aid	0	0	0	0	0
Donations	0	0	0	0	0
	_____	_____	_____	_____	_____
Subtotals	0	0	0	0	0
	_____	_____	_____	_____	_____
TOTAL	<u>\$0</u>	<u>\$51,633,187</u>	<u>\$0</u>	<u>\$6,685,647</u>	<u>\$58,318,834</u>

- A - Gifts of \$2,500 and more are itemized on the attached pages
- B - Grants of \$100,000 and more are itemized on the attached pages
- C - All bequests are itemized on the attached pages
- D - Contracts of \$100,000 and more are itemized on the attached pages

SPONSORS:

Prem S. Paul  
Vice Chancellor for Research

Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL:

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Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE:

August 23, 2005

**UNIVERSITY OF NEBRASKA-LINCOLN  
 REPORT OF AWARDS  
 WHICH REQUIRE SEPARATE ITEMIZATION  
 ACCEPTED DURING THE QUARTER 4/1/05 – 6/30/05**

Gifts/Bequests \$2,500 and over

<u>Donor</u>	<u>Description</u>	<u>Amount</u>
	Total Gifts for the Quarter	<u>\$0</u>

\*\*\*\*\*

Grants \$100,000 and over

See attached sheet

Subtotal	\$43,705,857
Total amount of all Grants under \$100,000	<u>7,927,330</u>
Total Grants for the Quarter	<u>\$51,633,187</u>

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Contracts \$100,000 and over

See attached sheet

Subtotal	\$4,396,524
Total amount of all Contracts under \$100,000	<u>2,289,123</u>
Total Contracts for the Quarter	<u>\$6,685,647</u>

**University of Nebraska-Lincoln**  
**Quarterly Summary of Contracts Awarded of \$100,000 and Over**  
**Subtotals by College and Department**  
**For the Quarter 4/1/05 - 6/30/05**

Dept/PI	Title	Budget Period	Funding Agency	Amount
<b>Arts &amp; Sciences</b>				
<b>Ctr-Children, Families &amp; the Law</b>				
Ells, Mark	Training Program for Law Enforcement , HHS & 1184 Committees	3/8/05 9/30/06	Ne Dept Health & Human Serv	\$ 146,000
<b>Business Administration</b>				
<b>Economics</b>				
Rosenbaum, David	Economic Analysis Services	7/1/05 6/30/07	Ne Public Service Commission	\$ 105,727
<b>Education &amp; Human Sciences</b>				
<b>Educational Psychology</b>				
Buckendahl, Chad	Reviewing Assessment Portfolios for Mathematics & Reading: 2005	4/8/05 12/30/05	Ne Dept Education	\$ 42,685
Eckhout, Teresa	Reviewing Assessment Portfolios for Mathematics & Reading: 2005	4/8/05 12/30/05	Ne Dept Education	\$ 43,978
Plake, Barbara	Reviewing Assessment Portfolios for Mathematics & Reading: 2005	4/8/05 12/30/05	Ne Dept Education	\$ 42,685
<b>subtotal</b>				<b>\$ 129,348</b>
<b>Engineering &amp; Technology</b>				
<b>Chemical Engineering</b>				
Meagher, Michael	Fast-Track Production of a Heptavalent Botulinum Vaccine	9/2/03 2/28/08	DynPort Vaccine Company	\$ 1,812,583
Meagher, Michael	Recombinant Sertotype E Botulinum Neurotoxin Vaccine	6/1/05 6/4/06	DynPort Vaccine Company	\$ 172,878
Swanson, Todd	Recombinant Sertotype E Botulinum Neurotoxin Vaccine	6/1/05 6/4/06	DynPort Vaccine Company	\$ 172,878
<b>Civil Engineering</b>				
Girgis, Amgad	Full-Depth, Precast-Concrete Bridge Deck Panel Systems	4/15/04 10/31/05	George Washington University	\$ 108,000
Sicking, Dean	Improved Procedures for Safety-Performance Evaluation of Roadside Features-Phase III	5/2/05 1/1/06	Natl Coop Hwy Rsch Prog	\$ 118,259
<b>subtotal</b>				<b>\$ 2,384,598</b>
<b>IANR-Research</b>				
<b>Food Science &amp; Technology</b>				
Taylor, Steve	Food Allergen Database	5/1/05 4/30/07	Various Industries	\$ 346,406
<b>Industrial Agricultural Products Center</b>				
Hanna, Milford	Strategically Locating Soybean & Bio-Diesel Processing Facilities in Nebraska	11/15/04 10/31/05	Ne Soybean Board	\$ 101,250

Dept/PI	Title	Budget Period	Funding Agency	Amount
<b>School of Natural Resources</b>				
Gitelson, Anatoly	Developing Procedures for Prediction Toxic Blue Green Algae Blooms using Remote Sensing Capabilities	5/4/05 9/30/06	Ne Dept Environmental Quality	\$ 26,316
Hoagland, Kyle	DNR Ground Water Management & Protection Act Service Agreement	2/1/05 6/30/07	Ne Dept Natural Resources	\$ 500,000
Holz, John	Developing Procedures for Prediction Toxic Blue Green Algae Blooms using Remote Sensing Capabilities	5/4/05 9/30/06	Ne Dept Environmental Quality	\$ 52,632
Peters, Edward	Nebraska Statewide Stream Inventory	5/1/05 4/30/06	Ne Game & Parks Commission	\$ 110,606
Rundquist, Donald	Developing Procedures for Prediction Toxic Blue Green Algae Blooms using Remote Sensing Capabilities	5/4/05 9/30/06	Ne Dept Environmental Quality	\$ 26,316
			<b>subtotal</b>	<b>\$ 1,163,526</b>
<b>IANR-Vice Chancellor</b>				
<b>NE State Forest Service</b>				
Josiah, Scott	Community Enhancement Program	10/1/04 9/30/05	Ne Dept Roads	\$ 350,000
<b>Vice Chancellor for Research</b>				
<b>Univ NE State Museum</b>				
Bailey, Bruce	Highway Salvage Paleontology	7/1/05 6/30/06	Ne Dept Roads	\$ 117,325
			<b>Grand Total</b>	<b>\$ 4,396,524</b>

**University of Nebraska-Lincoln**  
**Quarterly Summary of Grants Awarded of \$100,000 and Over**  
**Subtotals by College and Department**  
**For the Quarter 4/1/05 - 6/30/05**

Dept/PI	Title	Budget Period	Funding Agency	Amount
<b>Arts &amp; Sciences</b>				
<b>Biological Sciences</b>				
Bond Alan	Mechanisms of Social Cognition	6/1/05 5/31/06	DHHS-NIH-Nat Inst Mental Health	\$ 182,448
Bond Alan	Virtual Ecology: Experimental Tests of Evolution in Predator-Prey Systems	6/9/05 4/30/06	NSF	\$ 150,000
Christensen Alan	Machinery of Mitochondrial Recombination in Higher Plants	6/16/05 7/31/06	NSF	\$ 16,756
Gibson Robert	GAANN Fellowship for Ecology, Evolution & Behavior at UNL	8/15/05 8/14/06	Dept of Education	\$ 206,325
Harshman Lawrence	Enzymatic & Molecular Bases of Trade-Offs in Lipid Metabolism that Underlie Life History Trade-Off	8/15/05 7/31/06	NSF	\$ 55,045
Wood Charles	Programs in HIV & AIDS Assoc Diseases/Malignancies	6/1/04 5/31/06	DHHS-NIH-Fogarty Intl Center	\$ 250,000
Zera Anthony	Enzymatic & Molecular Bases of Trade-Offs in Lipid Metabolism that Underlie Life History Trade-Off	8/15/05 7/31/06	NSF	\$ 55,045
<b>Chemistry</b>				
Berkowitz David	New Approaches to Catalyst Screening & Development	5/31/05 6/30/06	NSF	\$ 125,000
Hage David	Chromatographic Automation of Immunoassays	7/1/05 6/30/06	DHHS-NIH-Nat Inst Gen Medical Sci	\$ 242,842
Harbison Gerard	Structure & Dynamics of DNA Hairpins	5/1/05 4/30/06	DHHS-NIH-Nat Inst Gen Medical Sci	\$ 212,964
<b>Computer Science &amp; Engineering</b>				
Costello Donald	GAANN Fellowships for Computer Science & Engineering	8/15/05 8/14/06	Dept of Education	\$ 165,060
Elbaum Sebastian	Building Scalable & Adaptive Garbage Collector for Server Systems	6/17/05 7/31/06	NSF	\$ 74,906
Goddard Stephen	Climate & Soil Risk Information System	6/1/05 5/31/08	Dept of Agriculture-RMA	\$ 671,478
Reichenbach Stephen	SEI: Information Modeling for Comparative Visualizations & Analyses	6/3/05 8/31/06	NSF	\$ 89,217
Srisa-an Witawas	Building Scalable & Adaptive Garbage Collector for Server Systems	6/17/05 7/31/06	NSF	\$ 74,906
Wang Jun	CSR-PDOS: Energy-Efficient, High-Performance Storage Array Systems	6/15/05 5/31/06	NSF	\$ 86,580
<b>Ctr-Children, Families &amp; the Law</b>				
Wilcox Brian	Evaluation of Promising Models & Delivery Approaches to Child Care Provider Training	9/30/03 9/29/05	Iowa State University	\$ 85,197

Dept/PI		Title	Budget Period	Funding Agency	Amount
<b>Geosciences</b>					
Harwood	David	ANDRILL:Antarctica Role/Cenozoic Glob Environ Chg	6/1/05	5/31/10 NSF	\$ 1,910,268
<b>Mathematics</b>					
Wiegand	Roger	GAANN Fellowships for Mathematics at UNL	8/15/05	8/14/06 Dept of Education	\$ 165,060
<b>Physics &amp; Astronomy</b>					
Gay	Timothy	Polarized Electron Physics	6/7/05	6/30/06 NSF	\$ 184,001
Leslie-Pelecky	Diandra	Track 2 GK-12: Project Fulcrum: Phase II	6/30/05	6/30/06 NSF	\$ 201,150
Sellmyer	David	Keck Fdn-Nanomagnetic & Quantum Information Syst	9/21/04	6/2/05 U. N. Foundation	\$ 235,590
Starace	Anthony	Dynamics of Few-Body Atomic Processes	6/1/05	5/31/07 Dept of Energy	\$ 220,000
Uiterwaal	Kees	Inside a Focused Laser Beam: Molecular Dynamics	5/26/05	5/31/06 NSF	\$ 120,001
<b>Psychology</b>					
Wiener	Richard	Jury Bias in Criminal Cases: Sexual Assault, Homicide & Generic Prejudice	4/1/05	3/31/07 NSF	\$ 233,883
<b>Sociology</b>					
Whitbeck	Les	Shonga Ska: Sacred Horse Society Drug Prevention Program	4/1/05	3/31/06 DHHS-NIH-Nat Inst Drug Abuse	\$ 145,875
					<b>subtotal</b> \$ 6,159,597
<b>Business Administration</b>					
<b>Business Administration - Dean's Office</b>					
Karels	Gordon	Offutt AFB MBA Program: FY 03 - FY 05	7/1/02	6/30/05 Various Sources	\$ 256,846
<b>Marketing</b>					
Kennedy	Patricia	Socially Constituted Food Consumption of Adolescents	5/15/05	5/14/08 Dept of Agriculture-CSREES	\$ 350,000
					<b>subtotal</b> \$ 606,846
<b>Chancellor's Office</b>					
<b>Lied Center/Perform Art</b>					
Bethea	Charles Henry	Lied Performance Fund Project	7/1/04	6/30/05 U. N. Foundation	\$ 211,000
<b>Sheldon Art Gallery</b>					
Driesbach	Janice	Sean Scully "Barcelona White Bar 2004"	7/1/04	6/30/05 U. N. Foundation	\$ 176,000
					<b>subtotal</b> \$ 387,000

Dept/PI	Title	Budget Period	Funding Agency	Amount
<b>Education and Human Sciences</b>				
<b>Ctr-Children, Youth, Families &amp; Schools</b>				
Sheridan Susan	Evaluation of Efficacy of CBC for Addressing Disruptive Behaviors of Children-at-Risk for Academic Failure	6/1/05 5/31/08	Dept of Education	\$ 1,368,067
<b>Educational Psychology</b>				
Creswell John	Study of Issues Related to AIDs & AIDs Orphans in China	7/1/05 6/30/08	Esperance Family Foundation	\$ 196,253
Doll Beth	Evolving Inquiry: Science Instruction Model for Teachers in Rural, Culturally Diverse Schools	8/22/05 8/21/06	Dept of Education	\$ 431,490
Sheridan Susan	Leadership Training in Interdisciplinary Collaboration	9/1/05 8/31/06	Dept of Education	\$ 200,000
<b>Family &amp; Consumer Sciences</b>				
Torquati Julia	Evaluation of Promising Models & Delivery Approaches to Child Care Provider Training	9/30/03 9/29/05	Iowa State University	\$ 36,513
<b>Special Educ &amp; Communication Disorders</b>				
Epstein Michael	Leadership Training in Emotional Disturbance Disorders	1/1/06 12/31/06	Dept of Education	\$ 189,880
Vasa Stanley	Project NETS: Nebraska Educational Transition Specialists	9/1/05 8/31/06	Dept of Education	\$ 199,656
<b>Teach/Learn &amp; Educ</b>				
Buck Gayle	Track 2 GK-12: Project Fulcrum: Phase II	6/30/05 6/30/06	NSF	\$ 201,150
Lopez William	Northeast Nebraska Paraprofessional Ladder Project	9/30/05 9/29/06	Dept of Education	\$ 200,000
<b>Textiles, Clothing &amp; Design</b>				
Miller Nancy	Collaborative Research on Small Business Network Creation & Outcomes for Change & Innovation	5/15/05 4/30/08	NSF	\$ 230,011
<b>subtotal</b>				\$ 3,253,020

Dept/PI	Title	Budget Period	Funding Agency	Amount
<b>Engineering and Technology</b>				
<b>Chemical Engineering</b>				
Viljoen Hendrik	Vortex-Tube Based Thermocycler w/Intelligent Software	7/1/05 6/30/06	DHHS-NIH-Nat Ctr Rsch Resources	\$ 83,959
<b>Civil Engineering</b>				
Girgis Amgad	Development of Optimized Railroad Ties, Phase 1 - Concept Development	5/16/05 12/31/06	Dept of Transportation-FRA	\$ 72,451
Tadros Maher	Development of Optimized Railroad Ties, Phase 1 - Concept Development	5/16/05 12/31/06	Dept of Transportation-FRA	\$ 48,300
<b>Computer Science &amp; Engineering</b>				
Goddard Stephen	Climate & Soil Risk Information System	6/1/05 5/31/08	Dept of Agriculture-RMA	\$ 213,322
Reichenbach Stephen	SEI: Information Modeling for Comparative Visualizations & Analyses	6/3/05 8/31/06	NSF	\$ 28,328
Wang Jun	CSR-PDOS: Energy-Efficient, High-Performance Storage Array Systems	6/15/05 5/31/06	NSF	\$ 43,420
<b>Engineering &amp; Technology - Dean's Office</b>				
Allen David	Advanced Materials & Technologies for Weapons Detection & Blast Mitigation	6/25/04 5/12/06	DOD-Army Research Laboratory	\$ 1,485,000
<b>Mechanical Engineering</b>				
Gogos George	Vortex-Tube Based Thermocycler w/Intelligent Software	7/1/05 6/30/06	DHHS-NIH-Nat Ctr Rsch Resources	\$ 83,958
<b>subtotal</b>				\$ 2,058,738
<b>IANR-Agriculture &amp; Natural Resources</b>				
<b>Northeast Research &amp; Extension Center</b>				
Jones Vicky	Northeast Nebraska Paraprofessional Ladder Project	9/30/05 9/29/06	Dept of Education	\$ 200,000
<b>IANR-Cooperative Extension</b>				
<b>IANR-Cooperative Ext</b>				
Birnstihl Elizabeth	Expanded Food and Nutrition Program	10/1/04 9/30/05	Dept of Agriculture-CSREES	\$ 518,988
Dickey Elbert	Civil Service Retirement	10/1/04 9/30/05	Dept of Agriculture-CSREES	\$ 384,370
Dickey Elbert	Integrated Pest Management	10/1/04 9/30/05	Dept of Agriculture-CSREES	\$ 235,358
<b>Northeast Research &amp; Extension Center</b>				
Greve Vickie	Communities Together Can	5/1/05 4/30/06	Dept of Agriculture-CSREES	\$ 134,000
<b>subtotal</b>				\$ 1,272,716

Dept/PI	Title	Budget Period	Funding Agency	Amount
<b>IANR-Research</b>				
<b>Agronomy/Horticulture</b>				
Baenziger P. Stephen	Developing Winter Wheat with Improved Fusarium Head Blight Tolerance by Conventional & Transgenic Approaches	5/3/04	5/2/06 Dept of Agriculture-ARS	\$ 56,157
Graef George	Elevating Seed Protein Content in North Central USA Soybean Growing States	3/1/05	2/28/06 Iowa State University-NCSRP	\$ 100,000
Specht James	Elevating Seed Protein Content in North Central USA Soybean Growing States	3/1/05	2/28/06 Iowa State University-NCSRP	\$ 100,000
<b>Biochemistry</b>				
Banerjee Ruma	Regulation of Homocysteine-Dependent Redox Homeostasis	6/1/05	5/31/06 DHHS-NIH-NIDDK	\$ 297,538
Chollet Raymond	Molecular/Biochemical Investigations of PEPC & SuSy Enzymes in Plants: Supp	4/28/05	4/30/06 NSF	\$ 151,424
Gladyshev Ragsdale Vadim Stephen	Functions of Mammalian Thioredoxin Reductases Enzymology of Methanogenesis: Mechanism of Methyl-Coenzyme M Reductase	5/1/05	3/31/06 DHHS-NIH-Nat Inst Gen Medical Sci	\$ 250,819
Simpson Melanie	Role of Hyaluronan Matrix in Prostate Cancer Progression	4/15/05	4/14/06 Dept of Energy	\$ 140,000
Spreitzer Robert	Role of the Rubisco Small Subunit	7/1/05	4/30/06 DHHS-NIH-Nat Cancer Institute	\$ 216,818
		5/1/05	4/30/06 Dept of Energy	\$ 110,000
<b>Food Science &amp; Technology</b>				
Benson Andrew	Genome Biology of Francisella tularensis Populations	6/1/05	5/31/06 DHHS-NIH-NIAID	\$ 195,959
<b>IANR-Research</b>				
Nelson Darrell	Animal Health and Disease Research Funds FY 05	10/1/04	9/30/05 Dept of Agriculture-CSREES	\$ 154,964
Nelson Darrell	Forestry Research - McIntire-Stennis Funds	10/1/04	9/30/05 Dept of Agriculture-CSREES	\$ 174,544
Nelson Darrell	2005 Multistate Research Funding (Regional Research)	10/1/04	9/30/05 Dept of Agriculture-CSREES	\$ 877,710
Wilcke William	North Central Region Sustainable Agriculture Research & Education Program-SARE	7/1/05	6/30/10 Dept of Agriculture-CSREES	\$ 2,707,719
Yohe John	Sorghum/Millet Collab Research Program-INTSORMIL	8/28/96	Agency for Intl Development	\$ 2,900,000

Dept/PI		Title	Budget Period	Funding Agency	Amount
<b>Plant Pathology</b>					
Dickman	Martin	Developing Winter Wheat with Improved Fusarium Head Blight Tolerance by Conventional & Transgenic Approaches	5/3/04	5/2/06 Dept of Agriculture-ARS	\$ 56,157
<b>School of Natural Resources</b>					
Comfort	Steve	Field-Scale Demonstrations of Innovative Remediation Techniques for Contaminated Soil & Water	5/31/05	6/2/08 Environmental Protection Agency	\$ 994,100
Hubbard	Kenneth	Climate & Soil Risk Information System	6/1/05	5/31/08 Dept of Agriculture-RMA	\$ 163,628
Wilhite	Donald	Climate & Soil Risk Information System	6/1/05	5/31/08 Dept of Agriculture-RMA	\$ 163,628
Wilhite	Donald	Developing Drought Mitigation & Preparedness Technologies for US	7/1/04	6/30/06 Dept of Agriculture-CSREES	\$ 197,235
<b>Veterinary &amp; Biomedical Sciences</b>					
Lou	Marjorie	Protein-Thiol Mixed Disulfides in Cataractogenesis	7/1/05	6/30/06 DHHS-NIH-Nat Eye Institute	\$ 434,840
Moxley	Rodney	Influence of Enterotoxins on Virulence & Colonization of Porcine Intestine by E.coli	9/1/04	8/31/06 Dept of Agriculture-NRICGP	\$ 270,000
<b>subtotal</b>					\$ 10,713,240
<b>Law</b>					
<b>Law - Dean's Office</b>					
Willborn	Steve	Prelaw Undergraduate Scholars Program	6/1/05	5/31/06 Law School Admission Council	\$ 100,000
Willborn	Steve	Faculty	5/1/04	1/31/05 U. N. Foundation	\$ 218,729
Willborn	Steve	General Administrative	5/1/04	1/31/05 U. N. Foundation	\$ 171,102
<b>subtotal</b>					\$ 489,831
<b>Vice Chancellor for Academic Affairs</b>					
<b>Public Policy Center</b>					
Bulling	Denise	Ne State Disaster Mental Health Plan/SAMHSA	9/1/03	9/30/05 Ne Dept Health & Human Serv	\$ 104,290
DeKraai	Mark	Child Mental Health SIG	4/1/05	3/31/06 Ne Dept Health & Human Serv	\$ 650,000
<b>VC Academic Affairs</b>					
Kean	Rita	UCARE	7/1/04	6/30/05 U. N. Foundation	\$ 400,000
Keck	David	J. D. Edwards Honors Program	11/1/04	2/28/05 U. N. Foundation	\$ 275,466
<b>subtotal</b>					\$ 1,429,756

Dept/PI		Title	Budget Period	Funding Agency	Amount
<b>Vice Chancellor for Research</b>					
<b>Gallup Research Center</b>					
Belli	Robert	Verbal Behaviors in Computerized Lifecourse Surveys	6/1/05	5/31/06 DHHS-NIH-Nat Inst Aging	\$ 221,237
<b>Graduate Studies</b>					
Rosson	Barry	Aiming High: Ronald E. McNair Postbaccalaureate Achievement Program	10/1/05	9/30/06 Dept of Education	\$ 240,043
Weissinger	Ellen	Othmer-Topp Academic Impr Endow-Graduate Fellows	1/1/05	5/31/05 U. N. Foundation	\$ 231,850
<b>Plant Science Initiative</b>					
Mackenzie	Sally	Machinery of Mitochondrial Recombination in Higher Plants	6/16/05	7/31/06 NSF	\$ 150,806
<b>Univ NE State Museum</b>					
Jameson	Mary Liz	Monography/Phylogeny/New World Scarabaeoid Beetles	6/17/05	8/31/07 NSF	\$ 150,000
<b>subtotal</b>					<b>\$ 993,936</b>
<b>Vice Chancellor for Student Affairs</b>					
<b>Vice Chancellor for Student Affairs</b>					
Munier	Craig	Federal Financial Aid to Students-Perkins Loan	7/1/05	6/30/06 Dept of Education	\$ 111,335
Munier	Craig	Undergraduate Scholarships FY 2004-05	1/1/05	6/30/05 U. N. Foundation	\$ 3,757,447
Munier	Craig	Federal Financial Aid to Students-Pell Grant	7/1/04	6/30/05 Dept of Education	\$ 9,106,165
Munier	Craig	Federal Financial Aid to Students-FSEOG Program	7/1/05	6/30/06 Dept of Education	\$ 515,356
Munier	Craig	Federal Financial Aid to Students-FWS Program	7/1/05	6/30/06 Dept of Education	\$ 977,881
Yamamoto	Catherine	Talent Search Program	9/1/05	8/31/06 Dept of Education	\$ 408,559
Yamamoto	Catherine	Upward Bound Math/Science Project	9/1/05	8/31/06 Dept of Education	\$ 222,916
Yamamoto	Catherine	Upward Bound-Lincoln	9/1/05	8/31/06 Dept of Education	\$ 234,624
Yamamoto	Catherine	Upward Bound-Northeast Nebraska-Expansion Initiative	9/1/05	8/31/06 Dept of Education	\$ 100,000
Yamamoto	Catherine	Student Support Services Program	9/1/05	8/31/06 Dept of Education	\$ 472,270
Yamamoto	Catherine	Upward Bound-Northeast Nebraska	9/1/05	8/31/06 Dept of Education	\$ 234,624
<b>subtotal</b>					<b>\$ 16,141,177</b>
<b>Grand Total</b>					<b>\$ <u>43,705,857</u></b>

TO: The Board of Regents  
 Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: University of Nebraska Medical Center  
 Report of Gifts, Grants, Contracts and Bequests Accepted During the  
 Quarter April 1, 2005 through June 30, 2005

RECOMMENDED ACTION: Report

	A	B	C	D	TOTAL
Description	Gifts	Grants	Bequests	Contracts	
Instruction	\$193,328	\$2,102,021	\$0	\$412,870	\$2,708,219
Research	25,688	14,517,760	0	2,696,448	17,239,896
Public Service	16,032	72,836	0	2,438,271	2,527,138
Student Aid	3,500	3,000	0	0	6,500
Other	<u>155</u>	<u>0</u>	<u>0</u>	<u>80,848</u>	<u>81,003</u>
Subtotal	\$238,702	\$16,695,617	\$0	\$5,628,437	\$22,562,756

Awards of \$400,000 and more previously accepted by the Regents during the reported quarter.

Instruction	0	0	0	0	0
Research	0	0	0	0	0
Public Service	0	0	0	0	0
Student Aid	0	0	0	0	0
Other	0	0	0	0	0
Subtotal	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	<u>\$238,702</u>	<u>\$16,695,617</u>	<u>\$0</u>	<u>\$5,628,437</u>	<u>\$22,562,756</u>

A - Gifts of \$2,500 or more are itemized. See attachment(s) for itemized listings.  
 B - Grants of \$100,000 or more are itemized. See attachment(s) for itemized listings.  
 C - Bequests are itemized. See attachment(s) for itemized listings.  
 D - Contracts of \$100,000 or more are itemized. See attachment(s) for itemized listings.

SPONSOR: Thomas H. Rosenquist, Ph.D.  
 Vice Chancellor of Research

APPROVAL: \_\_\_\_\_  
 Harold M. Maurer, M.D., Chancellor  
 University of Nebraska Medical Center

DATE: August 25, 2005

**University of Nebraska Medical Center**  
GIFTS OF \$2,500 OR MORE  
APRIL 1, 2005 - JUNE 30, 2005

<u>DONOR</u>	<u>PURPOSE</u>	<u>AMOUNT</u>
Hattie B. Munroe Foundation	AUTISM PROGRAM	\$50,000
Werner Enterprises	AUTISM PROGRAM	\$35,000
Hattie B. Munroe Foundation	PROFESSORSHIPS	\$35,000
Hattie B. Munroe Foundation	GAIT LABORATORY	\$25,000
Grand Chapter I.O.O.F. of Nebraska	LOW VISION EQUIPMENT	\$10,000
Novartis Pharmaceuticals Corporation	EPILEPSY EDUCATION	\$5,000
Novartis Pharmaceuticals Corporation	EPILEPSEY EDUCATION	\$5,000
Mitchell Ross Children's Cancer Fund	RESEARCH	\$5,000
Johnson & Johnson	EPILEPSY EDUCATION	\$5,000
Genzyme Corporation	EDUCATIONAL GRANT	\$4,000
OSI Pharmaceuticals, Inc.	OSI PHARM/RESEARCH ED	\$3,500
Amgen, Inc.	GRAND ROUNDS	\$3,000
Medtronic, Inc.	EDUCATIONAL PROGRAM	\$2,855
Schering Corporation	EDUCATIONAL PROGRAM	\$2,500
Cell Therapeutics, Inc.	EDUCATIONAL PROGRAM	\$2,500

**UNIVERSITY OF NEBRASKA MEDICAL CENTER**  
**CONTRACTS \$100,000 OR MORE**  
**April 1, 2005 - June 30, 2005**

<b>SPONSOR</b>	<b>GRANTEE DEPARTMENT</b>	<b>TITLE</b>	<b>AMOUNT</b>
National Childhood Cancer Foundation	James Anderson, PhD Preventive and Societal Medicine	Children's Oncology Group Statistics and Data Center	\$406,937
Bristol-Myers Squibb Company	Samuel Cohen, MD PhD Pathology/Microbiology	Study No. DM03051 - BMS-298585: Twenty-One Month Investigative Timecourse Study of Urinary Bladder Effects in Male Rats	\$201,553
National Childhood Cancer Foundation	James Lynch, PhD Preventive and Societal Medicine	Re-Engineering the Clinical Research Enterprise: Feasibility of Integrating and Expanding Clinical Research Networks	\$136,908
Aastrom Biosciences, Inc.	Matthew Mormino, MD Orthopaedic Surgery	OCG-I Autologous Bone Marrow Cells for the Treatment of Appendicular Skeletal Fracture Non-Union	\$100,698
National Enzyme Company	Parviz Pour, MD Eppley Institute	Therapy of Pancreatic Cancer by Enzymes: Sub Project A	\$118,260
Pfizer, Inc.	Stephen Rennard, MD Int Med Pulmonary	A Randomized Double-Blind, Parallel-Group Study Comparing the Efficacy of CP-601,932 and CP-601,927 Versus Placebo in Promoting Smoking Cessation in Healthy Smokers, With Zyban Active Control"	\$148,544
University of Denver (Colorado Seminary)	Shelley Smith, PhD MMI HBM Molecular Genetics	The Linguistic Phenotype in Familial Dyslexia	\$146,884
University of Colorado at Boulder	Shelley Smith, PhD MMI HBM Molecular Genetics	Differential Diagnosis in Learning Disabilities-Project IV: Genomic Analyses	\$197,522

**UNIVERSITY OF NEBRASKA MEDICAL CENTER**  
**CONTRACTS \$100,000 OR MORE**  
**April 1, 2005 - June 30, 2005**

<b>SPONSOR</b>	<b>GRANTEE DEPARTMENT</b>	<b>TITLE</b>	<b>AMOUNT</b>
University of Minnesota	Susan Swindells, MD Int Med Infectious Diseases	Minnesota ACTU Subunit	\$203,000
Pfizer, Inc.	Carol Toris, PhD Ophthalmology	Evaluation of Intraocular Lowering Drugs in a Glaucoma Monkey Model	\$114,160
Northwestern University- Chicago	Dennis Weisenburger, MD Pathology/Microbiology	Lymphoma Defined Cytogenetically for Epidemiologic Study	\$124,119
Forest Laboratories, Inc.	Steven Wengel, MD UPS Psychiatry-Academic	Double-Blind Study of Escitalopram in Adult Patients with Major Depressive Disorder	\$163,390
Forest Laboratories, Inc.	Steven Wengel, MD UPS Psychiatry-Academic	Fixed Dose Comparison of Escitalopram Combination Treatment in Adult Patients with Major Depressive Disorder	\$125,175

**UNIVERSITY OF NEBRASKA MEDICAL CENTER**  
**GRANTS \$100,000 OR MORE**  
**April 1, 2005 - June 30, 2005**

<b>SPONSOR</b>	<b>GRANTEE DEPARTMENT</b>	<b>TITLE</b>	<b>AMOUNT</b>
DHHS/NIH/NCI	Oluwatoyin Asojo, PhD Eppley Institute	Structural Basis of Multidrug Resistance in Cancer	\$115,344
DHHS/NIH/NCNR	Ann Berger, PhD CON-Adult Health & Illness Dpt	Fatigue & Breast Cancer - A Behavioral Sleep Intervention	\$312,375
DHHS/NIH/NIMH	David Bylund, PhD Pharmacology	Animal Models of Childhood and Adolescent Depression	\$161,460
American Heart Association - Heartland Affiliate	Pamela Carmines, PhD Cellular/Integrative Physiology	EGFR and Src Family Tyrosine Kinases in AngII-Induced Contraction of the Renal Preglomerular Microvasculature	\$143,000
U.S. Army	Ercole Cavalieri, DSc Eppley Institute	Estrogen-induced Depurination of DNA: A Novel Pathway of Breast Cancer Prevention	\$934,077
American Geriatrics Society	Edward Fehringer, MD Orthopaedic Surgery	Full Thickness Rotator Cuff Tear Prevalence and Correlation with Shoulder Function in Patients 65 Years and Older	\$100,000
DHHS/NIH/NIAID	Paul Fey, PhD Pathology/Microbiology	ICA Phase Variation in Staphylococcus Epidermidis	\$220,500
DHHS/NIH/NINDS	Howard Gendelman, MD Pharmacology CNND	Neural Immunity in HIV Dementia	\$1,202,915

**UNIVERSITY OF NEBRASKA MEDICAL CENTER**  
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**April 1, 2005 - June 30, 2005**

<b>SPONSOR</b>	<b>GRANTEE DEPARTMENT</b>	<b>TITLE</b>	<b>AMOUNT</b>
DHHS/NIH/NINDS	Howard Gendelman, MD Pharmacology CNND	Molecular Mechanisms of HIV Neuropathogenesis	\$349,125
DHHS/NIH/NINDS	Anuja Ghorpade, PhD Pharmacology CNND	Astrocyte Activation, Fas Ligand and HIV-1 Dementia	\$209,475
DHHS/NIH/NIGMS	Barry Gold, Ph.D. Eppley Institute	Sequence Specific Triple Helix Forming Molecules	\$218,408
U.S. Army	Steven Hinrichs, MD Pathology/Microbiology	New Therapeutic Strategies for Antibiotic-Resistant Select Agents	\$980,000
DHHS/NIH/NIAAA	Thomas Jerrells, PhD Pathology/Microbiology	The Role of Immune Responses in Alcoholic Liver Diseases	\$294,000
NSF	Alexander Kabanov, PhD COP Pharmaceutical Science	Structure and Dynamics of Block Ionomer Complexes	\$115,000
DHHS/NIH/NINDS	Alexander Kabanov, PhD COP Pharmaceutical Science	Interactions of Block Copolymers in Blood Brain Barriers	\$349,125
DHHS/NIH/NIAAA	Lynell Klassen, MD Int Med Rheumatology	Immune Responses to Acetaldehyde Adducts	\$270,128

**UNIVERSITY OF NEBRASKA MEDICAL CENTER**  
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**April 1, 2005 - June 30, 2005**

<b>SPONSOR</b>	<b>GRANTEE DEPARTMENT</b>	<b>TITLE</b>	<b>AMOUNT</b>
DHHS/NIH/NIMH	Christopher Kratochvil, MD UPS Psychiatry-Academic	Pharmacological Treatment of ADHD in Young Children	\$156,542
DHHS/NIH/NIGMS	Robert Lahue Eppley Institute	Triplet Repeat Instability in Yeast and Human Cells	\$286,650
DHHS/NIH/NIDDK	Pascale Lane, MD Pediatrics Nephrology	Impact of Puberty on the Kidney in Diabetes	\$330,750
DHHS/NIH/NIAAA	William Mayhan, PhD Cellular/Integrative Physiology	Cerebral Microcirculation During Alcohol Consumption	\$248,063
DHHS/AHRQ	Keith Mueller, PhD Preventive and Societal Medicine	Implementing a Program of Patient Safety in Small Rural Hospitals	\$294,027
DHHS/NIH/NCRR	Robert Norgren, Jr Genetics Cell Biology & Anatomy	Construction of a Targeted Rhesus Macaque Microarray	\$453,784
Mary Kay Ash Charitable Foundation	Michel Ouellette, PhD Eppley Institute	Novel Strategies for the Inhibition of Telomerase in Breast Cancer Cells	\$100,000
DHHS/NIH/NIDCR	Jeffrey Payne, DDS COD-Surgical Specialties	Low-Dose Doxycycline Effects on Osteopenic Bone Loss	\$531,411

**UNIVERSITY OF NEBRASKA MEDICAL CENTER**  
**GRANTS \$100,000 OR MORE**  
**April 1, 2005 - June 30, 2005**

<b>SPONSOR</b>	<b>GRANTEE DEPARTMENT</b>	<b>TITLE</b>	<b>AMOUNT</b>
DHHS/NIH/NIMH	Iori Persidskii, MD PhD Pathology/Microbiology	BBB Tight Junctions During HIV-1 Dementia	\$294,000
DHHS/NIH/NHLBI	Iraklis Pipinos, MD Surgery-General Surgery	Mitochondriopathy of Chronically Ischemic Muscle	\$130,680
DHHS/NIH/NINR	Bunny Pozehl, PhD CON-Lincoln AHI	Heart failure Exercise And Resistance Training CAMP	\$220,500
DHHS/NIH/NIEHS	Stephen Rennard, MD Int Med Pulmonary	Fetal Smoke Exposure and Emphysema: Role of Stem Cells	\$147,000
Institute for Science and Health	Stephen Rennard, MD Int Med Pulmonary	Validation of Biomarkers of Exposure and Host Response	\$190,000
DHHS/NIH/NIDDK	Steven Sansom, PhD Cellular/Integrative Physiology	Mechanism of Regulation of a Glomerular K Channel	\$218,664
DHHS/NIH/NCI	Simon Sherman, Ph.D. Eppley Institute	Biomedical Computing Tools for Pancreatic Cancer Research	\$543,090
DHHS/NIH/NIGMS	Joyce Solheim, PhD Eppley Institute	ER Proteins Effect on Class I MHC Assembly	\$242,850

**UNIVERSITY OF NEBRASKA MEDICAL CENTER**  
**GRANTS \$100,000 OR MORE**  
**April 1, 2005 - June 30, 2005**

<b>SPONSOR</b>	<b>GRANTEE DEPARTMENT</b>	<b>TITLE</b>	<b>AMOUNT</b>
DHHS/NIH/NCI	James Talmadge, PhD Pathology/Microbiology	UNMC Eppley Cancer Center Support Grant	\$250,000
Susan G. Komen Breast Cancer Foundation	Kay-Uwe Wagner, PhD Eppley Institute	The Cellular Basis of Pregnancy-Mediated Protection Against Breast Cancer	\$110,760
DHHS/NIH/NINDS	Huangui Xiong, MD PhD Pharmacology CNND	Macrophages, Neuronal K <sup>+</sup> Channels and HIV-1 Dementia	\$305,487
DHHS/NIH/NHLBI	Irving Zucker, PhD Cellular/Integrative Physiology	Neuro-Circulatory Function in Chronic Heart Failure	\$2,057,721
DHHS/NIH/NHLBI	Irving Zucker, PhD Cellular/Integrative Physiology	Sympathetic Control in Heart Failure: A Role for Statins	\$294,000

TO: Board of Regents  
 Business Affairs

MEETING DATE: September 16, 2005

SUBJECT: University of Nebraska at Omaha  
 Report of Gifts, Grants, Contracts and Bequests  
 Accepted During the Quarter April 1, 2005  
 through June 30, 2005

RECOMMENDED ACTION: Report

DESCRIPTION	<u>A Gifts</u>	<u>B Grants</u>	<u>C Bequests</u>	<u>D Contracts</u>	<u>Total</u>
Instruction	\$ 1,093,056	542,649		36,283	1,671,988
Research	3,947	713,710		126,470	844,127
Public Service	249,874	664,163	1,796	12,500	928,333
Student Aid	50,724	4,052,751		33,000	4,136,475
Supporting Services Administrative	58,734				58,734
Other	4,001	99,750			103,751
Not Designated	<u>8,423</u>		<u>3,500</u>		<u>11,923</u>
Subtotal	<u>1,468,759</u>	<u>6,073,023</u>	<u>5,296</u>	<u>208,253</u>	<u>7,755,331</u>

Gifts & Bequests of \$400,000 and more previously accepted by the Regents during the reported quarter:

Instruction					0
Research					0
Public Service					0
Student Aid					0
Supporting Services Administrative					0
Other					0
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL	\$ <u>1,468,759</u>	<u>6,073,023</u>	<u>5,296</u>	<u>208,253</u>	<u>7,755,331</u>

A - Gifts \$2,500 and over are itemized on the attached page  
 B - Grants \$100,000 and over are itemized on the attached page  
 C - All Bequests are itemized on the attached page  
 D - Contracts \$100,000 and over are itemized on the attached page

SPONSOR: James R. Buck  
 Vice Chancellor for Administration

APPROVAL: \_\_\_\_\_  
 Nancy Belck, Chancellor  
 University of Nebraska at Omaha

DATE: August 25, 2005

UNIVERSITY OF NEBRASKA AT OMAHA  
 REPORT OF AWARDS  
 WHICH REQUIRE SEPARATE ITEMIZATION  
 ACCEPTED DURING THE QUARTER  
 APRIL 1, 2005 THROUGH JUNE 30, 2005

Gifts \$2,500 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
University of Nebraska Foundation	Information Science & Technology	\$ 879,755
University of Nebraska Foundation	College of Business Administration	20,247
University of Nebraska Foundation	College of Communication, Fine Arts, & Media	65,503
University of Nebraska Foundation	College of Education	2,895
University of Nebraska Foundation	International Studies & Programs	14,000
University of Nebraska Foundation	UNO Television	34,516
University of Nebraska Foundation	Program for Women and Successful Aging	32,988
University of Nebraska Foundation	Latino Studies	2,500
University of Nebraska Foundation	Ollas Conference	5,000
University of Nebraska Foundation	Professorships	98,500
University of Nebraska Foundation	Landscaping	3,501
Alumni Association	Scholarships	38,449
Jacob J. Isaacson Trust	Chairs and scholarships	36,717
Dossie Isaacson Trust	Chairs and scholarships	44,862
Presser Foundation	Scholarships	4,000
Kerrigan Fund	Mathematics	5,000
Alumni Association	Afghanistan Education	5,000
Rotary Club of Omaha	Afghanistan Well Project	7,100
AIM Institute	Information Science & Technology	5,000
The Reader	KVNO	2,800
Alumni Association	KVNO	14,111
Subtotal		1,322,444
Total amount of gifts under \$2,500		146,315
Total Gifts for the Quarter		<u>\$ 1,468,759</u>

Grants \$100,000 and over

<u>Grantor</u>	<u>Grantee/Dept</u>	<u>Purpose</u>	<u>Amount</u>
National Science Foundation	IS&T	Information Assurance Scholarship	\$ 760,648
National Science Foundation	Mathematics	UNO & MCC Collaboration	407,449
NASA	Aviation Institute	Nebraska Space Grant Consortium	399,350
US Department of Education	Financial Aid	Federal PELL 2005-2006	3,078,777
National Institutes of Health	Psychology	Parent, Sibling-Support, Infant Development	156,438
National Institutes of Health	Psychology	Plasticity in Developing Taste System	244,253
SkillsNET Corporation	Psychology	HR System Skills Development	108,454
Nebraska Department of Economic Development	NBDC	Manufacturing Extension Project	105,000
National Park Service	Computer Science	Lewis & Clark Project	100,000
Subtotal			5,360,369
Total amount of grants under \$100,000			712,654
Total Grants for the Quarter			<u>\$ 6,073,023</u>

Bequests

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Shirley Vrana Trust	KVNO	1,796
Joseph I Barker Trust	Unrestricted	3,500
		<u>\$ 5,296</u>

Contracts \$100,000 and over

<u>Grantor</u>	<u>Grantee/Dept</u>	<u>Purpose</u>	<u>Amount</u>
Subtotal			0
Total amount of contracts under \$100,000			208,253
Total Contracts for the Quarter			<u>\$ 208,253</u>