



UNIVERSITY OF NEBRASKA MEDICAL CENTER

Planning Information and Quality Indicators

June 2019



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prepared by
UNMC Office of Budget and Fiscal Analysis



Chancellor's Message



The UNMC Planning Information and Quality Indicators is an excellent resource full of facts and figures from the prior year, information and accomplishments of our programs and our major strategic and operational initiatives for the coming years.

Once again, this has been an exceptional year for UNMC. Our research has garnered national headlines and record federal funding. The Fred & Pamela Buffett Cancer Center continues to earn outstanding reviews. Our e-learning and other education-reform activities keep growing, and construction is winding down on the state-of-the-art Dr. Edwin G. & Dorothy Balbach Davis Global Center, which will house our iEXCELSM initiative.

Across Nebraska, our campuses in Lincoln, Kearney, Norfolk and Scottsbluff continue to bloom. And, critical outreach work through the Global Center for Health Security has been gratifying, as has our work with the National Strategic Research Institute.

The future is equally exciting with new opportunities for UNMC, and our primary clinical partner, Nebraska Medicine, to lead the world in transforming lives. We continue to provide opportunity for Nebraska's brightest students, and fill the workforce and health care needs of our state.

Gathered from across the entire campus, the information herein provides a clear snapshot of the breadth and scope of our activities in education, research and clinical care – both regionally and on the national and international stage. It outlines the broad impact we have and highlights how we fulfill our mission of being the academic medical center for the State of Nebraska. Many thanks to the faculty and staff who contribute to, and help produce, this extensive document. It is a valuable resource for our campus and the communities that we serve, and it represents an incredible effort to pull together critical information.

Most importantly, a special thank you to all of our faculty, staff, students and supporters for their commitment to making UNMC one of the nation's elite academic health science centers. I am honored to share this information with you and look forward to our future accomplishments.

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



Preface



This 21st annual edition of UNMC Planning Information and Quality Indicators is organized into 13 sections. The first section summarizes four major initiatives: the Wigton Heritage Center, Emergency Management, Munroe-Meyer Institute for Genetics and Rehabilitation and UNMC's Rural Health Initiative. The second section highlights UNMC's quality indicators, national rankings and accreditations. The next seven sections provide information relative to UNMC's critical success factors for education, research, healthcare and community partnerships, global activities, cultural competence, employee loyalty and wellness and economic growth. The final four sections provide supporting information concerning finances, infrastructure, compliance and internal audit strategies and Nebraska's economic and political situation as well as federal education and health issues. Those seeking more extensive historical information should consult the various UNMC offices and other sources referenced in this report.

Information regarding UNMC's quality and institutional performance is included throughout this booklet. Twelve key quality indicators are listed on pages 7 and 8. These pages present standards, desired outcomes, status, change from prior year and subjective performance ratings for all indicators.

The Assistant Vice Chancellor for Budget and Planning appreciates the cooperation and assistance of the Chancellor and his staff, the Senior Vice Chancellor for Academic Affairs and his staff, the Vice Chancellors for Business, Finance & Business Development, External Affairs, Information & Technology, Research

and Student Success and their staffs; the Deans of the Colleges of Allied Health Professions, Dentistry, Medicine, Nursing, Pharmacy and Public Health and their staffs; Emergency Management, Munroe-Meyer Institute for Genetics and Rehabilitation, Eppley Institute for Research in Cancer and Allied Diseases, Rural Health Initiatives, Public Relations, Budget and Fiscal Analysis, Printing Services, Institutional Research, Graduate Medical Education, Behavioral Health Education Center of Nebraska, Continuing Education, IPE Curriculum and Evaluation Committee, Interprofessional Academy of Educators, Distance Education, Graduate Studies, Health Professions Tracking Service, High School Alliance, McGoogan Library of Medicine, Faculty Development, Faculty Mentoring, iEXCELSM, Sponsored Programs Administration, Alumni Association, International Health and Medical Education, Asia Pacific Rim Development Program, International Studies and Programs, Human Resources, Recruitment and Student Engagement, Wellbeing Coordinating Council, Center for Reducing Health Disparities, Faculty Senate, Academic Services, Ombudsteam, UNeMed, UNeTech, Controller's Office, Facilities Management and Planning, UNMC LiveGreen, Information Technology Department, Compliance Office, Financial Compliance and Cost Analysis, Internal Audit, Government Relations, UN Central Administration, University of Nebraska Foundation, Nebraska AHEC Program, National Strategic Research Institute, Nebraska Medicine, Children's Human Resources, Nebraska Pediatric Practice and others who assisted in compiling this data.

Readers are invited to send comments and suggestions for next year's edition to Dorothy Panowicz, editor.



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Mission, Vision and Values



Mission of UNMC & Nebraska Medicine

We are Nebraska Medicine & UNMC.

Our mission is to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care.







Vision

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

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

Values

ITEACH

					
Innovation	Teamwork	Excellence	Accountability	Courage	Healing
Search for a better way. Seek and implement ideas and approaches that can change the way the world discovers, teaches and heals. Drive transformational change.	Respect diversity and one another. Communicate effectively and listen well. Be approachable and courteous. There is no limit to what we can achieve when we work together.	Strive for the highest standards of safety and quality in all that you do. Work to achieve exceptional results.	Commit. Take ownership. Be resilient, transparent and honest. Always do the right thing and continuously learn.	Make the tough decisions. Have no fear of failure in the pursuit of excellence. Admit mistakes and learn from them.	Show the empathy you feel. Be selfless in caring for patients, one another and the community.



Strategic Framework



Investing in Nebraska's Future

The University's Strategic Planning Framework, Investing in Nebraska's Future, establishes six overarching goals to guide university-wide and campus planning. The strategic framework emphasizes access and affordability, quality academic programs, workforce and economic development, research growth, engagement with the state, and accountability. Each goal has a number of related objectives, strategies and accountability measures developed for Board and university-wide monitoring over a multi-year period. These six goals are:

- The University of Nebraska will provide the opportunity for Nebraskans to enjoy a better life through access to high quality, affordable undergraduate, graduate and professional education.
 - The University of Nebraska will build and sustain undergraduate, graduate and professional programs of high quality with an emphasis on excellent teaching.
 - The University of Nebraska will play a critical role in building a talented, competitive workforce and knowledge-based economy in Nebraska in partnership with the state, private sector and other educational institutions.
 - The University of Nebraska will pursue excellence and regional, national and international competitiveness in research and scholarly activity, as well as their application, focusing on areas of strategic importance and opportunity.
- 
- The University of Nebraska will serve the entire state through strategic and effective engagement and coordination with citizens, businesses, agriculture, other educational institutions, and rural and urban communities and regions.
 - The University of Nebraska will be cost effective and accountable to the citizens of the state.



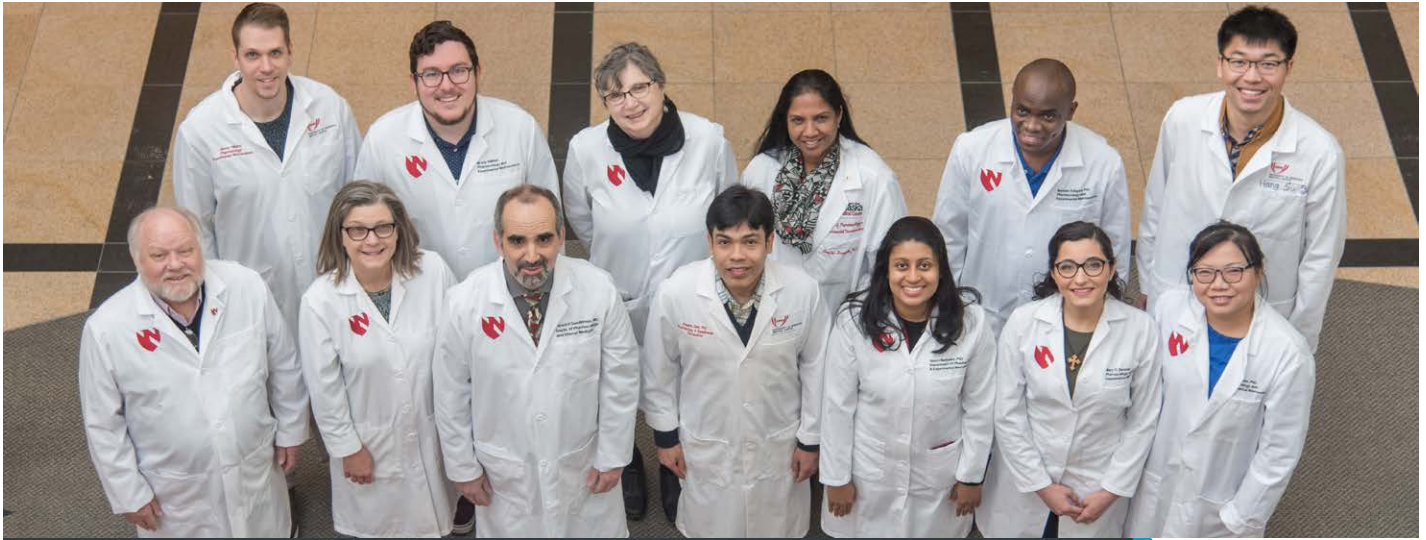
UNePlan Strategic Planning

UNePlan advances and extends the University of Nebraska Strategic Framework. The UNePlan Strategic Plan focuses on eight strategies:

- **Educational Learner Focus:** Establish UNMC and its educational programs as the most learner-centered university in health professions education.
- **Research Scope and Prominence:** Increase the research scope and prominence of UNMC as a top tier academic health sciences center.
- **Clinical Excellence:** Establish UNMC and our clinical partners as a hub and spoke academic health system across Nebraska and beyond based upon quality care, patient experiences and engagement and clinical scope.
- **Institutional Outreach:** Advance community outreach of UNMC to provide a healthier future for urban and rural Nebraska communities as well as national and global partners.
- **Diversity, Equity and Inclusivity:** Advance the programs and culture of UNMC as an exemplary culturally sensitive, diverse and inclusive organization in its mission of transforming lives through premier education, innovative research and extraordinary patient care.
- **Economic Development:** Diversify and strengthen the regional and global economic impact of UNMC's educational, research and clinical programs.
- **Organizational Culture:** Strengthen faculty, student and employee loyalty, satisfaction and wellness by enhancing the organizational programs and culture.
- **Organizational Leadership:** Ensure exemplary campus-wide organizational leadership and management for planning, program development and implementation of all the UNMC mission-driven strategic goals and initiatives.

Goals and initiatives are included for each of the eight strategies. UNMC's leadership keeps the campuses informed about UNePlan and progress in achieving strategic planning goals.





Living the Brand



Each day, the people of UNMC work to transform lives. It's our mission, and for many, a calling. Together with our primary clinical partner, Nebraska Medicine, we “lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care.”

Our mission is more than words on a page. It embodies the actions we take each day in all of our laboratories, clinics, classrooms and communities. It's both who we are, as well as who we aspire to be... So, while we continue our quest to further transform lives in Nebraska and beyond, here is a snapshot into how we've already made a difference.

Breakthrough Research

Researchers at UNMC and the Lewis Katz School of Medicine at Temple University have for the first time eliminated replication-competent HIV-1 DNA -- the virus responsible for AIDS – from the genomes of living animals. The study – led by UNMC's Howard Gendelman, MD, and Temple University's Kamel Khalili, PhD – marks a critical step toward the development of a possible cure for human HIV infection. News of the breakthrough study has appeared in media outlets around the world, including CNN, CNBC, Time, London's Daily Mail and New Scientist magazine.

Leading the World

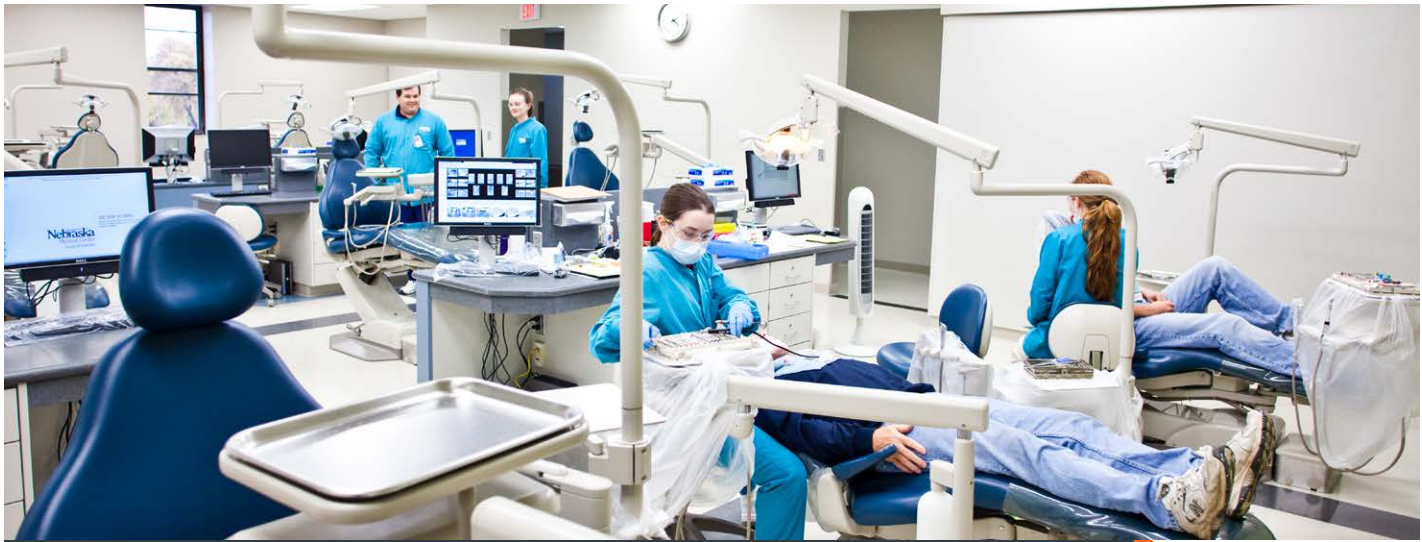
UNMC is on a mission to wipe out pancreas cancer – perhaps the most lethal form of cancer – with a rapid autopsy program that features the most extensive and well documented collection of pancreatic cancer tissue deposits in the world; and an early detection program for people at increased risk of developing pancreas cancer.

State's First Formal Training Program

UNMC has partnered with Children's Hospital & Medical Center and the Nebraska-Western Iowa VA Healthcare System to create the state's first formal training program to help alleviate a shortage of physicians trained in hospice and palliative medicine. The one-year fellowship will begin in July 2020 with three fellows engaging in adult and pediatric rotations in areas such as pain management, oncology, and home hospice. “We need to dramatically expand the number of physicians trained in this area to meet the needs of patients in hospitals as well as in the outpatient clinics,” said Al Fisher, MD, PhD, chief of the UNMC Department of Internal Medicine's Division of Geriatrics, Gerontology and Palliative Medicine.

Photo above: UNMC, Temple collaborate on historic study detailed in Nature Communications

Information on the brand, including correct usage, the emblem, color palettes and fonts can be found at <http://brandwise.unmc.edu/>.



Executive Summary



Strategic planning establishes fundamental objectives and defines direction. It positions organizations to thrive in complex, uncertain, external environments and guides organizational alignment. Effective strategic planning combines a compelling vision with an astute analysis of the present and of possible futures. This report highlights critical internal and external indicators that frame UNMC's strategic opportunities in education, research, patient care and outreach. It explains major strategic initiatives and documents UNMC's institutional performance and quality indicators. Key external information is provided regarding the University, Nebraska Medicine, the University of Nebraska Foundation, the State of Nebraska and relevant federal research, education and health policies.

Major Initiatives for FY 2019-20

UNMC continues in our mission to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care. Toward that end, the following major initiatives will be advanced by the campus community in the coming year.

WIGTON HERITAGE CENTER

A multi-level glass addition to showcase UNMC's heritage, the Wigton Heritage Center will be built along with the Wittson Hall renovation project. Celebrating UNMC's unique history and highlighting the important role the medical center has played in medical education, the Wigton Heritage Center will also serve as the campus' welcome center and a space to host events or hold meetings. Private donations made the project possible, with major funding provided by Robert Wigton, MD, an alumnus who served as professor of internal medicine and associate dean for graduate medical education at UNMC.

EMERGENCY MANAGEMENT

UNMC has hired a new Director of Emergency Management to administer UNMC's Emergency Management Program and Emergency Operations Plan. The director will coordinate emergency response and crisis management activities, provide emergency preparedness training, organize disaster drills and exercises and prepare emergency plans and procedures for natural, manmade or technological emergencies. Along with the Incident Command Team, Emergency Management has started training on Knowledge Center, a new incident management platform being implemented across the state. UNMC's Emergency Management and the Incident Command Team have been involved in area flood relief efforts this past year.

MUNROE-MEYER INSTITUTE

The Munroe-Meyer Institute for Genetics and Rehabilitation will move into a completely renovated building at 69th & Pine next year, more than doubling its current space. The new building will better

serve the needs of the patients and their families. Beginning this summer, the \$85 million renovation project and move is mainly being paid for from private donors. Its purpose is to improve, expand and develop new educational, research, clinical and community engagement programs and is expected to strengthen existing collaborations, as well as to foster new partnerships.

RURAL HEALTH INITIATIVE

The Rural Health Action Plan has guided UNMC's efforts this past year and UNMC's Rural Health Initiative will be executed during the current academic year. The initiative will enhance synergy

Quality Indicators

UNMC uses 12 summary indicators to highlight institutional performance and quality and to evaluate year-to-year improvements. These 12 indicators and their components are displayed in a grid that lists the indicators, the pages for the supporting detail, UNMC's standards of performance and desired outcomes, current quality status, changes from prior year and a subjective summary quality rating.

Most indicators remained stable or improved in FY 2018-19. Enrollment continues to increase.

Education

UNMC's fall enrollment in 2018 was 3,972, including 564 house officers. Total enrollment includes 2,565 females and 1,407 males. Budgeted net tuition amounts to \$46.6 million, or 6.1% of the total revenue budget. UNMC's enrollment continues to increase and set a record enrollment for the 18th straight year, up 1.6% over last year's record of 3,908. While there was an increase across-the-board in most programs, there was significant growth in doctor of nursing practice (11%), allied health (6%) and graduate studies (4%) programs in particular. In general, UNMC's graduates continue to meet or exceed the national means on licensure, certification and board exams. In 2018, 46 College of Medicine graduates (38%) stayed in Nebraska for their first year of residency, with over half of first year graduates (54%) choosing primary care for their first year specialty.

across UNMC's colleges, programs and external stakeholders focused on improving rural health, including the Rural Health 2030 Initiative; lead rural health education and workforce preparation opportunities, including KHOP and RHOP, UNMC's guaranteed admission pathway programs; and align UNMC and its clinical strategies and planning with statewide partners to identify new models of health care delivery to improve the health of all Nebraskans.

Total research awards increased by 15.8% to over \$135.6 million. Although gross license revenue and sponsored research were both down somewhat, UNeMed processed 122 patent applications and 111 inventions were evaluated, both increases over the previous year. Patient volume again increased both in the hospital and the clinics. Other positive trends included another successful year with energy cost reductions and completion of and continuing progress toward completion of several simultaneous large construction projects.

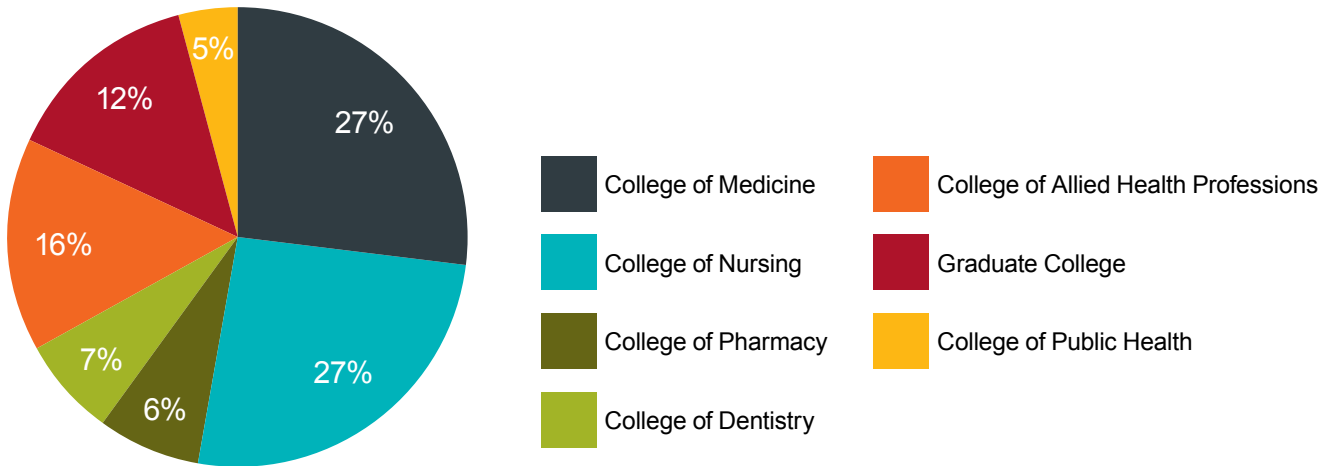
UNMC offers innovative pathway programs for undergraduate and high school students, including the Summer Undergraduate Research Program, the Rural Health Opportunities Program, the Kearney Health Opportunities Program and an annual health care career day. Because of UNMC's burgeoning research enterprise, students learn from scientists and clinicians who are at the leading edge of discovering new breakthroughs. Students also can engage in the rich cultures of Omaha, working in student-run clinics that assist underserved populations in the city. As part of its continuing effort to address the state's nursing shortage, UNMC's College of Nursing offers an accelerated bachelor's degree in nursing (BSN) program in Omaha, Lincoln, Kearney, Scottsbluff and at the Northern Division in Norfolk.

UNMC graduates living and working in Nebraska had a \$4.4 billion economic impact on the Nebraska economy in 2018 alone.

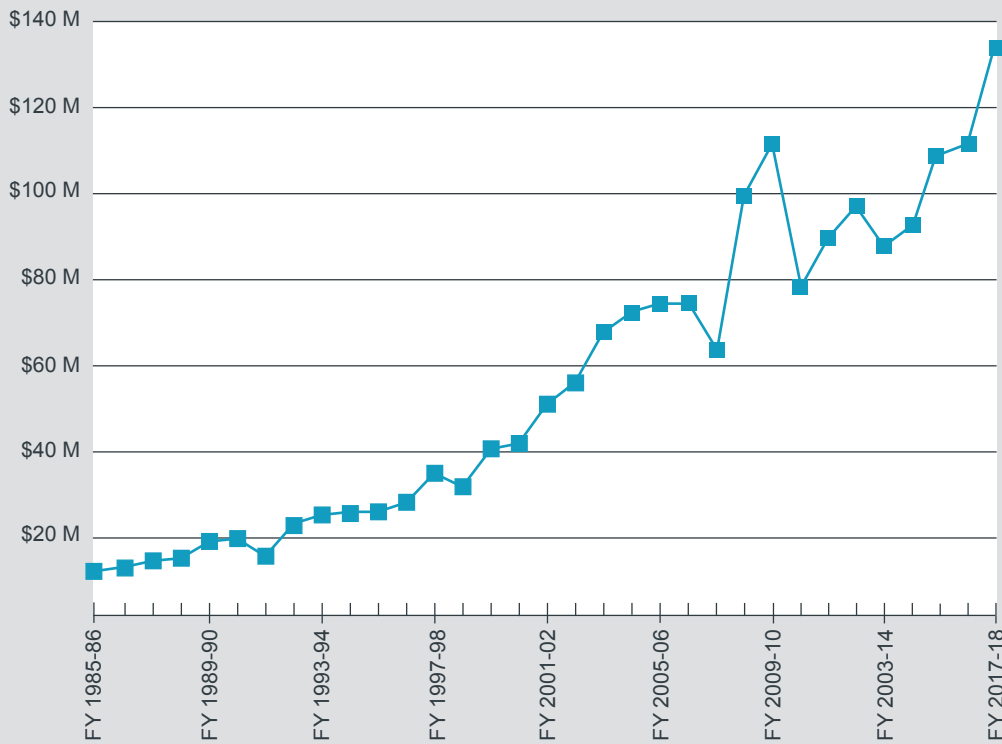
Executive Summary



ENROLLMENT, FALL 2018



NET RESEARCH FUNDING



During FY 2017-18, 297 investigators received a total of 524 research grants or contracts for a total of \$135.6 million. This is an increase of 15.8% from the prior year.

Research

During FY 2017-18, 297 investigators received a total of 524 research grants or contracts for a total of \$135,608,898, an increase of over \$18.5 million. This total is 15.8% more than FY 2016-17. NIH funding increased by 14.2%, slightly higher than federal research funding as a whole, which increased by 13.9%. UNMC's ranking rose from 83rd to 78th in aggregate rankings out of the 2,842 academic medical centers, educational institutions, hospitals or corporate entities receiving NIH research funding. UNMC earned a total of \$83.5 million in NIH funding in FY 2017-18, which ended on September 30, 2018.

This compares to \$73.1 in FY 2016-17, \$71.7 million in FY 2015-16 and \$57.5 million in FY 2014-15, an increase of \$26 million, slightly more than 45%, in just three years.

Further strengthening UNMC's partnership with Children's Hospital & Medical Center is the newly established Child Health Research Institute established to share basic and clinical research in four main scientific areas: childhood cancer, infectious diseases, heart disease and rare diseases.

Health Care and Community

As Nebraska's public academic health center, UNMC works to improve community health through extensive involvement with the urban and rural communities of Nebraska. UNMC graduates make up the majority of rural Nebraska health care providers. The Rural Health Opportunities Program and the Kearney Health Opportunities Program recruit and support college students interested in rural practice.

UNMC, Nebraska Medicine and Children's Specialty Physicians are committed to delivering state-of-the-art health care in partnership with our primary affiliates – Children's Hospital & Medical Center and Omaha Veterans Affairs Medical Center. The following pages summarize the status of the clinical enterprise, as well as the array of services provided in relation to patient and physician satisfaction indicators.

UNMC's Health Science Education Complex in Kearney has a \$10.9 million annual economic impact and created jobs for 102 Nebraska residents.

Global Engagement

UNMC continues to expand its global engagement through international education, research and patient care. During FY 2017-18, 103 UNMC students from five colleges participated in global health experiences of lengths between 1-4 weeks in 14 different countries. The most popular countries for those student experiences were Nicaragua (31), Jamaica (25) and China (13). We have strong institutional partnerships in China, India, Oman and Nicaragua. In total, 887 international personnel from six continents and 72 countries work and study on UNMC-sponsored programs and visas.

UNMC is one of 11 institutions of the 15th cohort of the ACE Internationalization Laboratory, sponsored

by the American Council on Education. The Lab process, which began in August 2017 and concluded in April 2019, provides customized guidance and insight to help colleges and universities achieve their internationalization goals.

The Asia Pacific Rim Development Program's Summer Research Program hosted 18 students from five Chinese universities for short-term rotations. The UNMC-China Scholarship Council (CSC) program has brought 278 students and scholars to UNMC since 2006. In FY 2017-18, UNMC hosted two groups of CSC-sponsored faculty (30 faculty total from 13 universities in 6 Chinese provinces) at UNMC for six months of training.



Cultural Competence and Diversity

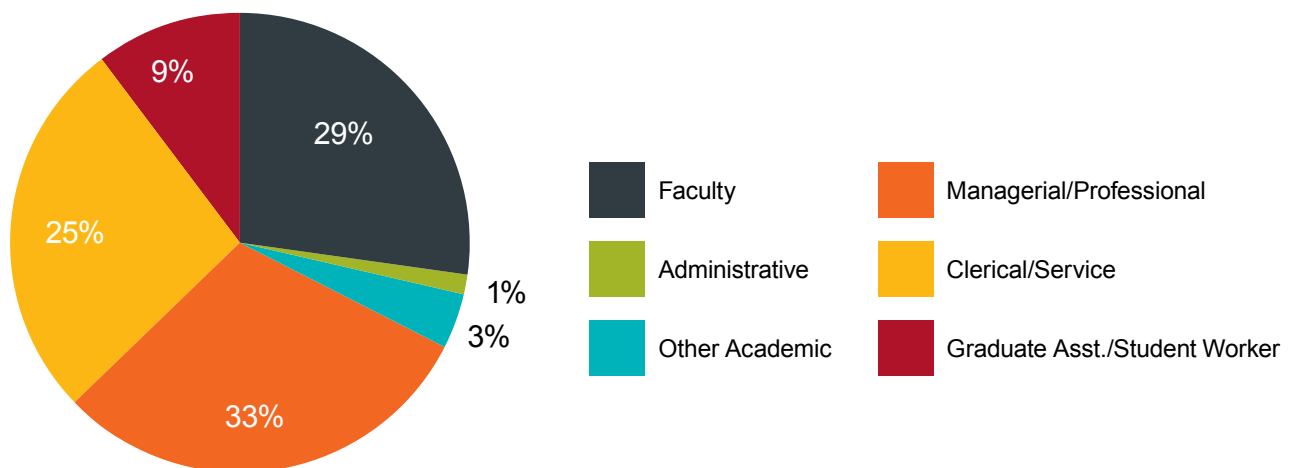
UNMC is committed to fostering an inclusive and diverse campus culture. Developing an organizational structure to support diversity, equity and inclusiveness builds a campus that attracts and retains diverse faculty, students and employees. Success for UNMC starts with a campus community where our faculty, staff, students and the communities we serve all experience a climate of understanding, respect, fairness, collegiality and professionalism. Campus activities include robust recruitment activities that focus on the uniqueness of potential students, mentoring to improve faculty and student retention and expanded training and involvement for all UNMC staff. UNMC carries its commitment to inclusive excellence and cultural competence into the community through programs such as Graduates & Professionals Representing Achievement, Diversity and Service (GRADS),

I-AM-HOME, the High School Alliance, Summer Medical and Dental Education Program, the UNMC and Nebraska Medicine LGBTQ+ Employee Alliance Group, the agreement with the Chinese Scholarship Council, Faculty Development and Mentorship, African American History Month, International Week activities and the annual Culture Fest. The Diversity Committee and the Chancellor's Inclusivity Committee are both working towards developing a more diverse and inclusive campus culture. UNMC has several members on the university-wide Diversity Officers Collaborative, a group established to maintain ongoing collaboration for system-wide diversity officers. Their mission is to foster collective ownership of diversity, access and inclusion efforts across the four-campus system to achieve equitable outcomes for faculty, staff and students.

Employees

UNMC employs 5,187 people, with an FTE of 4,456. Personnel costs amounted to 67.55% of expenditures (based on total operating expenditures from all funding sources through February 28, 2018).

EMPLOYMENT, FEBRUARY 2019



UNMC and Nebraska Medicine (and its affiliates) created and supported 42,132 jobs (13,917 direct jobs).

Economic Growth

During its 28th year, FY 2017-18, UNeMed continues to show growth. Multiple units within UNMC collaborate with each other and with outside industry and businesses to take UNMC's cutting-edge scientific discoveries from the bench to the marketplace. The University of Nebraska at Omaha signed a new services agreement with UNeMed. While gross revenue and sponsored research dollars were down, the number of inventions evaluated were

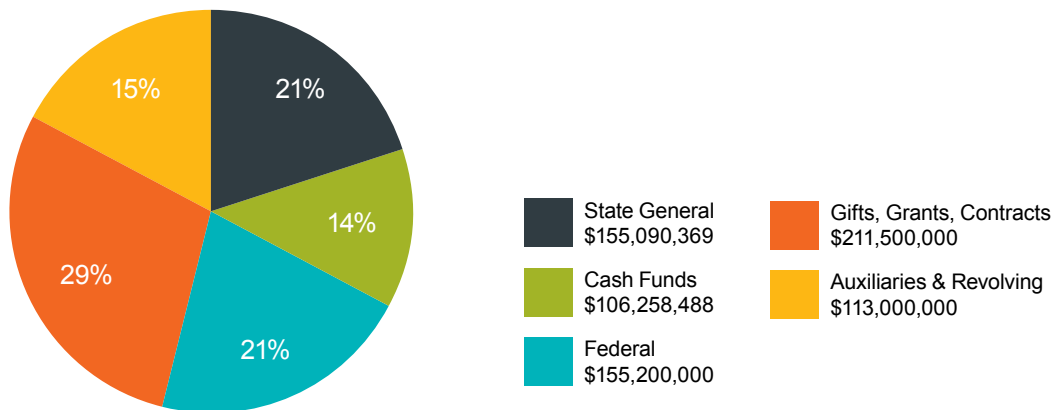
at an all-time high of 111, with UNO bringing in 27 new inventions in just six months. Patent applications submitted increased to 122. UNeTech, the incubator for a variety of university-derived and community-based startup companies, continues to partner with UNeMed in providing research funding to advance commercial opportunities for university intellectual property for both UNMC and UNO.

Financial Strength

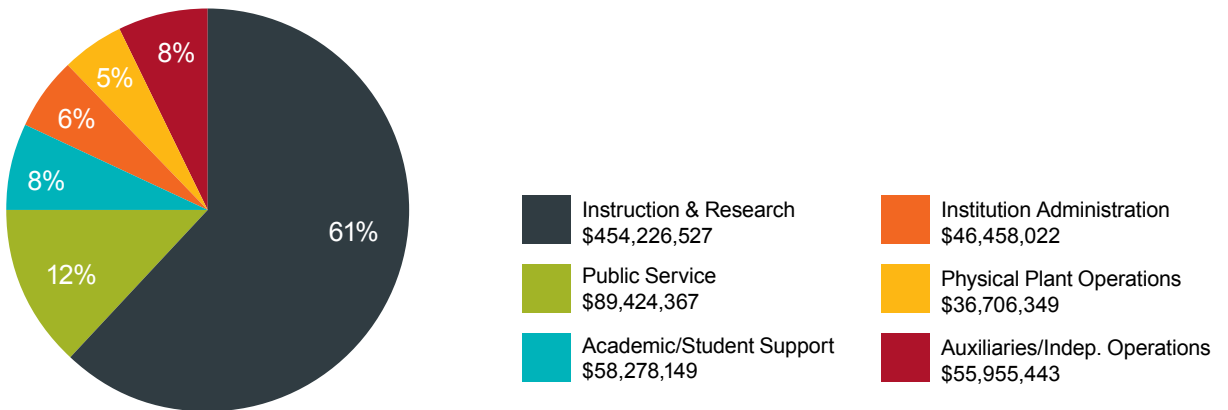
UNMC is 79.1% self-supporting. UNMC's FY 2018-19 operating budget is \$741 million, of which \$454.2 million, or 61.3%, is designated for instruction and research. The State provides \$155.1 million, or 20.9% of UNMC's revenues.

UNMC's primary sources of self-support are clinical revenues generated by Nebraska Medicine, Children's Specialty Physicians and Omaha VA Medical Center, as well as research grants, contracts, gifts and University of Nebraska Foundation support.

REVENUE BUDGET FY 2018-19



EXPENSE BUDGET FY 2018-19



UNMC and Nebraska Medicine (and its affiliates) generated \$4.8 billion in economic impact on the State of Nebraska.



Infrastructure (Facilities, Information Technology and Library)

FACILITIES

MAJOR PROJECTS UNDER CONSTRUCTION

Dr. Edwin G. Davis & Dorothy Balbach Davis Global Center
\$118.9 million

Munroe-Meyer Institute for Genetics and Rehabilitation
\$85 million

Wigton Heritage Center **\$8 million**

Scheduled to open this fall is the Dr. Edwin G. Davis & Dorothy Balbach Davis Global Center. The 191,884 square foot Davis Global Center will serve as the headquarters for iEXCEL and the Global Center for Health Security. The Davis Global Center will signify a transformation in how UNMC prepares health care professionals to take care of patients, as iEXCEL promotes interprofessional and experiential learning. The Davis Center represents unparalleled opportunities for research, collaboration and innovation among multiple disciplines.

The statewide network of iWalls continues to expand with the Colleges of Nursing and Allied Health Professions installing a shared iWall at the Health Science Education Complex in Kearney. Two iWalls have been installed in Lincoln, one at the College of Nursing and another at the College of Dentistry. These iWalls are able to connect, enabling distance learning and strengthening campus ties across Nebraska.

Sustainability awareness continues to improve. The comprehensive Sustainability Master Plan guides the campus as an integrated effort to consume fewer resources, even while expanding the campus, and to provide strategic direction across operations while representing UNMC's and Nebraska Medicine's ongoing commitment to work together toward common goals. With the opening of several new buildings during the last two years, the campus has seen an increase in energy use from the previous year. However, energy use per square foot was reduced, signaling more efficient resource use. Action plans are being developed to improve energy

efficiency in the campus' least energy efficient buildings. This year we joined with UNO to offer more events to celebrate International Earth Day, or Earth Month. We featured a wide variety of activities to help individuals be more sustainable both at work and at home.

INFORMATION TECHNOLOGY

UNMC's Information Technology Services Department and Nebraska Medicine's Department of Enterprise Technology have combined to create an integrated Information Technology Department to better serve the needs of the entire enterprise. The departmental goal is to provide the technology required for operations, as well as to drive innovation to enhance educational programs, innovative research and the highest quality of patient care while being more efficient and collaborative across the enterprise.

LIBRARY

McGoogan Library is expanding services for patients and their families at the Resource and Wellness Center at the Fred & Pamela Buffett Cancer Center by lending iPads for use while treatment is received. A library staff member is on site at the Cancer Center to provide consumer health information. Another library partnership expanded with Children's Hospital & Medical Center staff gaining access to UNMC's virtual library collection, with access to more than 8,000 additional full-text journals plus literature search and review services for all CHMC staff.

Library faculty and staff continue to incorporate diversity, inclusion and engagement throughout work with community groups, international students, and professional associations and in library resources, events and services. Diverse voices and topics are part of library-sponsored events.

Two new exhibits were installed: one on the history of midwifery and the other an interactive digital exhibit on "The History of the Omaha Medical College." The 3D scanner is utilized to create digital models of physical artifacts from the library's Special Collections.

The library is planning for the upcoming Wittson Hall renovation and the redesign of the new library space. Several campus partners will be co-located in the renovated space including Faculty Affairs, the

College of Allied Health Professions, E-Learning, Information Technology Services and the Writing Center. Planning is also underway for development of exhibits in the new Wigton Heritage Center.

Compliance

Compliance requirements never end, and they never remain constant. This section documents FY 2018-19 compliance and internal audit accomplishments and presents FY 2019-20 compliance and internal audit goals.

State and Federal: Economy, Demographics, Politics and Government

In the Congressional Budget Office's (CBO) projections, the economy expands more slowly over the next decade than it has in the recent past, averaging an annual growth of 2.3% in 2019 and 1.7-1.8% over the 2020-2029 period. The slowdown is expected to begin in late 2019 with economic growth remaining below average due to slow labor force growth. The federal budget deficit rises substantially, boosting federal debt to nearly 93% of GDP by 2029.

Locally, the Nebraska economy is expected to continue to grow through the third quarter of 2019, according to the recent leading economic indicator report from the UNL Bureau of Business Research. Consumer and business confidence rose during March. Nebraska's business confidence index rose in February. Nebraska's consumer confidence index, which is based on the monthly Survey of Nebraska Households, declined slightly in February. All values were above the neutral 100.0, indicating business and consumer confidence. The most common concern of households was health care costs, followed by general costs of living. Businesses most frequently cited concerns about finding adequate workforce labor.

The Nebraska Economic Forecasting Advisory Board met on February 28, 2019 and voted to decrease revenue projections. Projections for fiscal years 2018-19 and 2019-20 were lowered primarily based on anticipated decreases in sales and use tax receipts of \$60 million and \$20 million, respectively. Projected revenue receipts for FY 2020-21 are down \$10 million from earlier projections.

Funding for Graduate Medical Education by the federal government remains a concern and UNMC is fully engaged in the national discussion about new models to finance and deliver residency programs at both the national and state levels of government.

MAJOR INITIATIVES TAB

MAJOR INITIATIVES TAB

WIGTON HERITAGE CENTER



Wigton Heritage Center to serve as welcome, campus history center

In June 2019, construction begins on the new welcome and campus history center that will showcase UNMC's unique heritage. The Wigton Heritage Center will be built in conjunction with the Wittson Hall renovation project on UNMC's Omaha campus.

The multi-level glass addition incorporates building the privately-funded \$8 million Wigton Heritage Center in the heart of campus, while also updating the nearly 50-year-old Wittson Hall with significant modernization of the library and the current building safety codes.

"We are grateful for the support of the private donors who make this project possible. Their UNMC legacies span multiple generations of service at UNMC," said UNMC Chancellor Jeffrey P. Gold, MD. "Their commitment to building the Wigton Heritage Center enables us to highlight the unique history of the medical center and the important role it has played both in the state and global leadership throughout medical education."

Major funding was committed by Robert Wigton, MD, a 1969 alumnus of the College of Medicine who served as professor in internal medicine and as associate dean for graduate medical education at UNMC. The Wigton legacy spans three generations with several physicians within the family serving on the faculty of UNMC.

The 10,700-square-foot Wigton Heritage Center will celebrate and memorialize UNMC's history, while also serving as a campus welcome center. In addition, the project will replace the existing walkways between Wittson Hall and University Tower.

The buildings will be connected through a multi-floor space. Completion is expected in 2020.

The center will tell UNMC's story through gallery and digital exhibit space; showcase the McGoogan Library's vast special collections, artifacts, archives and rare books; and expose University Hospital's historic façade and iconic columns within a planned atrium that will serve as a welcoming space for alumni, visitors, new and prospective students and others.

The project will coincide with the renovation of Wittson Hall, an eight-level concrete and masonry structure with over 206,000 gross square feet of space. Built in 1971, Wittson Hall provides education space for the Colleges of Medicine and Allied Health Professions, office space for campus administration, research laboratories and support space, and three levels dedicated to the McGoogan Library of Medicine and the Wigton History of Medicine Archives.

In 2013, UNMC leaders used LB 605 funds to complete a partial update of some of Wittson Hall's building systems (i.e., heating, ventilation and air conditioning). The signing of LB 957 in 2016 will enable that work to continue by funding the repair and maintenance of various University of Nebraska facilities.

"This project is yet another important example of how public-private partnerships have helped UNMC flourish and fulfill its statewide mission to transform lives. The Wigton Heritage Center will be a transformational gathering place, where we can welcome guests, host events and meet with friends and colleagues," Dr. Gold said.

EMERGENCY MANAGEMENT



Safe Flood Cleanup Kits: Alex Farfalla and Jill Oatman preparing safe flood cleanup kits for delivery

UNMC shines light on emergency management

In 2018, UNMC hired Elayne Saejung, then Assistant Director in the Center for Preparedness Education, as its new Director of Emergency Management. Her goal – and greatest challenge - is to ensure that the campus Emergency Management Program grows as quickly as the demand for its expertise.

“When an emergency or incident occurs, everyone hopes to be ready to answer the call,” Saejung said. “The reality is, no one is fully prepared, but through proper training and education, the UNMC Incident Command Team will have the tools necessary to adapt, overcome, and succeed when, and if, any such emergency might occur.”

Saejung is responsible for the administration of the UNMC Emergency Management Program and Emergency Operations Plan. In addition, she directs the emergency response and crisis management activities, provides emergency preparedness training, including, but not limited to, organizing disaster drills and exercises, and preparing emergency plans and procedures for natural, manmade or technological emergencies.

Over the next year, UNMC Emergency Management’s roadmap includes:

- Building internal and external partnerships;
- Assessing current UNMC emergency management plans, policies and procedures;

- Establishing a core campus response team using national best practices; and
- Practicing UNMC’s incident management capabilities.

Saejung also wants to ensure that UNMC has a seamless integration with its primary clinical partner, Nebraska Medicine, and the University of Nebraska system’s emergency management, which includes the University of Nebraska at Omaha.

“This strategic goal has been guiding the entire programmatic building for UNMC Emergency Management,” she said, “and makes us a unique hybrid emergency management program among the University of Nebraska system.”

Saejung also works collaboratively with federal, state, country and local agencies to establish and maintain critical incident mitigation, preparation, response and recovery strategies, as well as ensure university compliance with their rules, regulations and planning recommendations.

Since taking the helm, Saejung and the Incident Command Team started training on Knowledge Center, a new incident management platform that is being implemented across Nebraska through a grant awarded by the Assistant Secretary for Preparedness and Response (ASPR) to Nebraska Medicine/ UNMC.



College of Nursing volunteer, Jessica Semin, during flood recovery, spring 2019

The UNMC Incident Command Team has also been involved with the area's flood relief efforts including:

- Accountability of students and employees during the critical emergency period;
- Identified, disseminated and maintained informational resources for students, employees and the public through the McGoogan Library of Medicine, College of Public Health, Human Resources and Public Relations;
- Identified needs and created university policies to address students and employees impacted by flooding;
- Provided, through partnerships and donations, more than 1,400 Safe Flood Cleanup Kits through the College of Public Health and General Supply leadership and staff;
- Provided ongoing information to internal audiences through social media and the dedicated Flood Resources webpage;
- Launched College of Public Health research with the Centers for Disease Control and Prevention to create flood inundation maps of the 2019 Nebraska floods; and
- Integrated with the Nebraska University Flood Recovery Committee.

MUNROE-MEYER INSTITUTE



Munroe-Meyer Institute to relocate to Scott Campus

In 2020, the Munroe-Meyer Institute for Genetics and Rehabilitation will open the doors to its new home inside the former First Data building near the University of Nebraska at Omaha Scott Campus.

The move will include the complete renovation of the building, moving Aksarben Drive to open up space on the east side of the building for a newly built aquatic center and playground, redesigning traffic flow and creating a new main entrance. Renovation of the building at 69th and Pine streets will begin this summer to accommodate the programmatic needs for clinic, therapy, education, research collaboration and office spaces. The total cost of the move and renovation project is estimated at approximately \$85 million, with the majority to come from private donors.

Although the move comes with a hefty increase in space – from 98,851 square feet in the former building to 215,883 square feet in the new one – the main attraction of the new building is that “it allows us to better serve our patient population and their families,” said Karoly Mirnics, MD, PhD, director of the institute. “It’s a building serving a purpose,” he said.

“And that purpose is to improve, expand and develop new educational, research, clinical and community engagement programs – to dream big.”

“The new facility will enable us to fulfill our mission to be world leaders in transforming the lives of all individuals with disabilities and complex health care needs, their families and the community,” Dr. Mirnics said.

MMI’s new location near the Scott Campus is expected to strengthen existing collaborations between MMI and UNO, as well as foster new partnerships. The building also will house new programs, such as the Caring For Champions Program, a collaboration with Special Olympics that will provide vision and dental services and a weight management program. There will be a redesigned and integrated Center for Autism Spectrum Disorders (iCASD), where MMI professionals will provide interdisciplinary care, pulling together the various services to streamline the clinical experience for patients.

As part of increased adult services, the new facility will house a one-bedroom “apartment,” where occupational therapists can help individuals with intellectual or developmental disabilities learn hands-on life skills.

RURAL HEALTH INITIATIVE



UNMC plans Rural Health Initiative

UNMC plans to undertake a Rural Health Initiative to strengthen UNMC's presence over the state through coordination and communication among campus programs, as well as among our various stakeholders and partners.

Through high-technology resources, the initiative would coordinate pipeline student programs and rural health education, as well as provide the vision, leadership, strategic and operational direction and support for a variety of rural health programs and services.

"The initiative would ensure that UNMC is the leader in rural health," said Nicole Carritt, deputy director and program manager of the Nebraska AHEC Program and director of UNMC Rural Health Initiatives.

The initiative also would:

- Enhance synergy across UNMC colleges, programs and external stakeholders focused on improving rural health, including the Rural Health 2030 Initiative;
- Lead rural health education and workforce preparation opportunities, including UNMC's guaranteed admission pathway programs (KHOP/RHOP); and
- Align UNMC, its clinical strategies and planning with statewide partners to identify new models of health care delivery to improve the health of all Nebraskans.

The 2018-19 Rural Health Action Plan has guided UNMC's efforts this year. UNMC's Rural Health Initiative will be executed in the 2019-20 academic year.

QUALITY INDICATORS TAB

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QUALITY INDICATORS

INDICATOR	PAGE(S)	STANDARDS	QUALITY STATUS	CHANGE FROM PRIOR YEAR	SUBJECTIVE PERFORMANCE RATING
1. Certification/ licensure exams	15	Desired Outcomes 100% pass rate; UNMC exceed the median performance	95% for MD Step 1, National Avg 95%	Improved	Very Good
			99% for MD Step 2, National Avg 97%	Stable	
			98% for Pharmacy, National Avg 88%	Improved	
			94% for DDS Part 2	Stable	
2. Research funding and NIH rankings	43-46	Increase funding annually and improve NIH rankings annually	Net research awards increased by 15.8%	Improved	Very Good
			NIH research awards increased by 14.2%	Improved	
			Indirect cost recovery increased	Improved	
			All colleges ranked better	Stable	
3. Health care delivery and patient satisfaction	56	> 85% outpatient and physician satisfaction <i>Increasing volume and market share</i> <i>Inpatient patient satisfaction</i>	Patient activity increased 4.7% FY 2017-18	Continuing	Very Good
			HCAHPS score 79.8%	Continuing	
4. Rural activities	27	> 60% rural practitioners from UNMC <i>Rural education sites and outreach</i>	57.7% of NE rural physicians, pharmacists, dentists, PAs, nurse practitioners & clinical nurse specialists are UNMC graduates	Declined	Good
5. Minority recruitment and retention	69	≥ peer group diversity rates (several peers are in larger cities with larger minority populations) <i>Culturally competent environment</i>	Minority (under-represented minority) Percentages		Good
			F/T Faculty – 20.2% (4.7%)	Declined	
			All Employees – 20.2% (6.8%)	Stable	
6. Economic growth and technology commercialization	90-91	Economic impact: UNMC and Nebraska Medicine <i>combined direct and indirect employment</i>	\$4.8 billion in FY 2017-18	Improved	Very Good
			Approximately 42,132 (13,917 direct)	Improved	
	87-88	\$2 million of UNeMed income by 6/30/2018 <i>Omaha & Nebraska economic growth</i> <i>Scientific and health care benefits</i>	\$1.5 million FY 2017-18 revenue (34% decrease)	Declined	
			Strong research & construction funding	Continuing	
7. Employee loyalty, satisfaction and wellness	75-84	90% retention rates Greater than 70% remain employed for 3 years or more <i>Health risk assessment participation</i>	91.3% employee retention	Continuing	Very Good
			67.2% employed 3 years or more	Declined	
			Completion rate of 93.4%	Continuing	
8. Financial strength	93-96	≥ 4% non-general fund growth ≥ 4% growth in prior year net assets <i>Fund facilities and program goals</i>	0.8% growth in non-general fund revenue	Stable	Very Good
			5.2% growth in FY 2017-18 net assets	Continuing	
9. Infrastructure	95-105	Meet annual construction and technology objectives <i>Implement facilities and ITS master plans</i>	Energy management upgrades	Improved	Very Good
			iEXCEL advancing	Improved	
			IT infrastructure governance	Stable	
			Campus construction projects	Continuing	

INDICATOR	PAGE(S)	STANDARDS	QUALITY STATUS	CHANGE FROM PRIOR YEAR	SUBJECTIVE PERFORMANCE RATING
10. Strategic objectives/ leadership	—	> 75% accomplishment of objectives	See Strategic Plan progress report	Continuing	Very Good
	—	<i>Campus participation and community support and involvement</i>	Strong community support	Stable	
	1-5 39-42 99-101		Campus growth and construction	Continuing	
	61-68		Global engagement expanding and strong	Continuing	
11. Compliance effectiveness	107-108	Satisfactory external compliance reviews	Satisfactory external evaluations	Stable	Very Good
		<i>Compliance processes that advance UNMC's mission and vision</i>	Compliance improvements implemented and continuing	Stable	
12. Comprehensive national rankings	9	National recognition for academic programs, research activities and clinical services <i>High US News and World Report rankings for academic programs and nationally recognized clinical services</i>	Primary Care ranked 8th	Improved	Very Good
			Physician Assistant ranked 15th	Declined	
			College of Pharmacy ranked 25th	Continuing	
			Nebraska Medicine ranked #1 in Nebraska	Continuing	
			1 speciality nationally ranked	Continuing	
			8 specialities ranked high performing	Continuing	
			Ranked high performing in 5 procedures/ conditions	Continuing	

CHANGES FROM PRIOR YEAR

Improved = higher indicator value
 Continuing - The value continues to meet or exceed the desired outcome
 Stable = no significant change from prior year
 Declined = lower indicator values

OVERALL SUBJECTIVE RATINGS:

Outstanding = far exceeds standards and desired outcome; maintain exceptional quality
 Excellent = exceeds standards and desired outcome; maintain and improve excellent quality
 Very Good = close to standard and desired outcome; minor improvement required
 Good = somewhat below expectations; improvement required
 Fair = clearly below expectations; major improvement required



NATIONAL EDUCATIONAL AND HEALTH CARE RANKINGS

U.S. News and World Report

America's Best Graduate Schools 2020	Ranking	U.S. News & World Report # of Colleges/ Programs	Ranking Factors
College of Medicine — Research – 2019 ranking	65	186	Student admission statistics (MCAT, GPA, acceptance rate, student selectivity); faculty-student ratio; faculty resources; primary care rate. Total dollar amount of NIH research grants awarded & NIH grant funding per faculty member. Total research activity, average research activity per faculty member; quality and peer assessment; assessment by residency program directors.
Medical Schools — Primary Care – 2019 ranking	8	185	Student admission statistics (MCAT, GPA, acceptance rate, student selectivity); faculty-student ratio; faculty resources; primary care rate. Total dollar amount of NIH research grants awarded & NIH grant funding per faculty member. Total research activity, average research activity per faculty member; quality and peer assessment; assessment by residency program directors.
Nursing (Master's) Nursing (Doctor of Nurse Practitioner) – 2019 ranking	64 67	562 293	Rankings based on faculty credentials and training; quality and peer assessment. Also looked at were total research expenditure; faculty with important achievement in research; faculty participation in nursing practice; mean grade-point average; acceptance rate; faculty resources; program size; master's degree output productivity, research activity; average research expenditure per faculty member.
Nursing (Online Graduate Programs) – 2019 ranking	42	179	Rankings based on engagement; faculty credentials and training; student services and technology; student excellence; expert opinion.
Physical Therapy – 2019 ranking	28	217	Rankings are based solely on the results of peer assessment surveys sent to deans, other administrators and/or faculty at accredited degree programs or schools in each discipline.
Physician Assistant – 2019 ranking	15	170	Rankings are based solely on the results of peer assessment surveys sent to deans, other administrators and/or faculty at accredited degree programs or schools in each discipline.
College of Pharmacy – 2019 ranking	25	125	Rankings are based solely on the results of peer assessment surveys sent to deans, other administrators and/or faculty at accredited degree programs or schools in each discipline.
College of Public Health – 2019 ranking	56	177	Rankings are based solely on the results of peer assessment surveys sent to deans, other administrators and/or faculty at accredited degree programs or schools in each discipline.

U.S. News & World Report Rankings

Nebraska Medicine	Ranked #1 in Nebraska	
Nebraska Medicine	Ranked Nationally in 1 Specialty	Gynecology
Nebraska Medicine	Ranked in 8 "High-Performing" Specialties	Cancer; Gastroenterology & GI Surgery; Geriatrics; Nephrology; Neurology and Neurosurgery; Pulmonology and Lung Surgery; Orthopedics; Urology
Nebraska Medicine	Ranked High Performing in 5 Procedures/Conditions	Abdominal Aortic Aneurysm Repair; Colon Cancer Surgery; Heart Bypass Surgery; Heart Failure; Hip Replacement

EXTERNAL ACCREDITATIONS

CAMPUS UNIT	DEPARTMENT/PROGRAM	ACCREDITING BODY	NEXT ACTION
Institutional	University of Nebraska Medical Center	Higher Learning Commission	2026-2027
Allied Health	Clinical Perfusion	Accreditation Committee-Perfusion Education	2021
Allied Health	Cytotechnology	American Society of Cytopathology: Cytotechnology Programs Review Committee	2022
Allied Health	Genetic Counseling	Accreditation Council for Genetic Counseling	2022
Allied Health	Medical Laboratory Science	National Accrediting Agency for Clinical Laboratory Sciences	2019
Allied Health	Medical Nutrition	American Dietetic Association	2022
Allied Health	Physical Therapy	Commission on Accreditation in Physical Therapy	2024
Allied Health	Physician Assistant Studies	Accreditation Review Committee on Education for Physician Assistant	2027
Allied Health	Radiation Science Technology	Joint Review Committee on Education in	
	Diagnostic Medical Sonography	Diagnostic Medical Sonography	2020
	Magnetic Resonance Imaging	Radiologic Technology	2019
	Radiation Therapy	Radiologic Technology	2023
	Radiography	Radiologic Technology	2023
Dentistry	College of Dentistry	Commission on Dental Accreditation	2021
Medicine	College of Medicine	Liaison Committee on Medical Education	2022
Medicine	Graduate Medical Education	Council for Graduate Medical Education	2025
Medicine	Continuing Medical Education	Accreditation Council for Continuing Medical Education	2020
Medicine	Comparative Medicine	Association for Assessment and Accreditation of Laboratory Animal Care	2020
Nursing	College of Nursing	Commission on Collegiate Nursing Education	2019
Nursing	Continuing Education in Nursing	American Nurses Division of Credentialing Center Association	2024
Pharmacy	College of Pharmacy	American Council on Pharmacy Education	2020
Pharmacy	Pharmacy Residency Program	American Society Health Systems of Pharmacists	2020
Public Health	College of Public Health	Council on Education for Public Health	2027

Graduate Medical Education Accreditations by Department Accreditation Council for Graduate Medical Education (ACGME)*

DEPARTMENT	STATUS	DEPARTMENT	STATUS	DEPARTMENT	STATUS
Institutional Review*	Accredited	Medicine/Pediatrics	Accredited	Surgery	Accredited
Addiction Medicine	Accredited	Neurology (CU/NU Program)	Accredited	Pediatric Surgery	Accredited
Anesthesia	Accredited	Epilepsy	Accredited	Thoracic Surgery	Accredited
Cardiothoracic Anesthesia	Accredited	Neuromuscular Medicine	Accredited	Vascular Surgery	Accredited
Critical Care Anesthesia	Accredited	Vascular Neurology	Accredited	Plastic Surgery	Accredited
Obstetrical Anesthesia	Accredited	Neurosurgery	Accredited	Urology	Accredited
Pain Management	Accredited	Obstetrics/Gynecology	Accredited	Oral Surgery **	Accredited
Pediatric Anesthesia	Accredited	Ophthalmology	Accredited		
Regional Pain Management	Accredited	Orthopedics (CU/NU Program)	Accredited		
Emergency Medicine	Accredited	Otolaryngology	Accredited		
Family Practice - Omaha	Accredited	Pathology	Accredited		
Family Practice - Rural	Accredited	Hematopathology	Accredited		
Internal Medicine	Accredited	Molecular Genetic Pathology	Accredited		
Adult Infectious Disease	Accredited	Pediatrics (CU/NU Program)	Accredited		
Cardiovascular Disease	Accredited	Neonatology	Accredited		
Interventional Cardiology	Accredited	Pediatric Cardiology	Accredited		
Clinical Cardiac Electrophysiology	Accredited	Pediatric Gastroenterology	Accredited		
Gastroenterology	Accredited	Pediatric Infectious Disease	Accredited		
Heart Failure	Accredited	Pediatric Hematology/Oncology	Accredited		
Hematology/Oncology	Accredited	Pediatric Pulmonology	Accredited		
Nephrology	Accredited	Pediatric Transplant Hepatology	Accredited		
Pulmonary/Critical Care	Accredited	Physical Medicine & Rehabilitation	Accredited		
Geriatrics	Accredited	Psychiatry	Accredited		
Endocrinology & Metabolism	Accredited	Diagnostic Radiology	Accredited		
Rheumatology	Accredited	Interventional Radiology	Accredited		
Sleep Medicine	Accredited	Neuroradiology	Accredited		
Transplant Hepatology	Accredited	Pediatric Radiology	Accredited		
Medical Genetics	Accredited	Radiation Oncology	Accredited		

*ACGME changed their accreditation process in 2013 from 5 years to 10 years.

**American Dental Association

CU/NU Program - Creighton University and UNMC Program

Provided by UNMC Office of Institutional Research

EDUCATION TAB

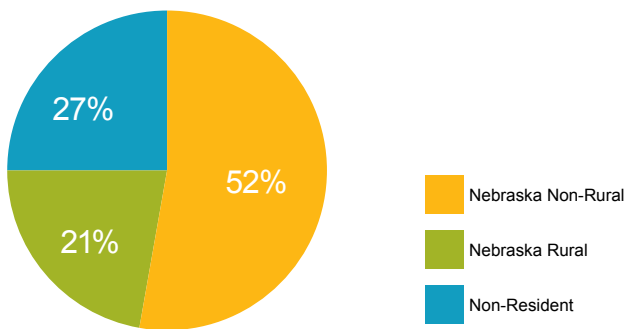
EDUCATION TAB

ADMISSIONS STATISTICS

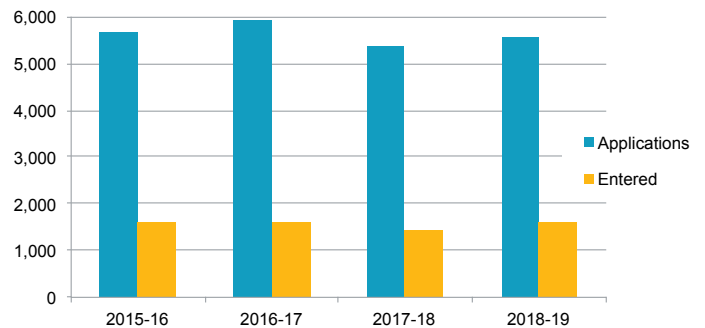
YEAR	TOTAL	NEBRASKA RESIDENTS	NON-RESIDENTS	MALE	FEMALE	MINORITY	UNDER-REPRESENTED MINORITY	RURAL NEBRASKA
	(a, b)					(c)	(d)	(e)
2018-19								
Applications Filed	5,526	1,919	3,604	2,112	3,406	762	338	547
Accepted	1,634	1,202	448	420	1,211	228	119	341
% Accepted	30%	63%	12%	20%	36%	30%	35%	62%
Entered	1,615	1,184	443	412	1,200	222	115	338
2017-18								
Applications Filed	5,411	1,956	3,454	2,161	3,241	859	376	527
Accepted	1,569	1,156	431	455	1,113	221	138	317
% Accepted	29%	59%	12%	21%	34%	26%	37%	60%
Entered	1,450	1,073	377	417	1,032	204	130	306
2016-17								
Applications Filed	5,866	2,066	3,792	2,359	3,481	1,098	388	588
Accepted	1,588	1,205	428	413	1,176	244	138	353
% Accepted	27%	58%	11%	18%	34%	22%	36%	60%
Entered	1,541	1,158	381	393	1,150	234	134	347
2015-16								
Applications Filed	5,618	2,042	3,575	2,342	3,266	881	215	523
Accepted	1,573	1,142	437	439	1,134	240	74	300
% Accepted	28%	56%	12%	19%	35%	27%	34%	57%
Entered	1,535	1,111	424	431	1,104	230	70	291

- a) Information is for each year listed, some numbers have been updated and may not match prior years' reports.
- b) Demographic information not always provided by applicants. The numbers for gender, ethnicity and residency do not always add up to total applications.
- c) Minority includes Asian, Black, Hispanic, Native Hawaiian and Other Pacific Islander, American Indian and Alaska Native, and Two or More Races.
- c) Underrepresented Minority includes Black, Hispanic, Native Hawaiian and Other Pacific Islander, American Indian and Alaska Native, and Two or More Races.
- e) Rural Nebraska indicates applicants/students from counties with population of 25,000 or less.

**Entering Students
2018-19**



**Entering Students
2015-16 through 2018-19**



GPA AND ENTRANCE EXAM SCORES OF MATRICULANTS IN UNMC EDUCATIONAL PROGRAMS 2014-2018

National Data are in Parenthesis ()

PROGRAM	2014	2015	2016	2017	2018
College of Allied Health Professions					
Clinical Perfusion GPA	3.31	3.40	3.55	3.51	3.52
Physician Assistant GPA	3.80	3.77	3.80	3.76	3.76
Physical Therapy GPA	3.77	3.88	3.74	3.77	3.77
Medical Nutrition Education GPA	3.75	3.85	3.78	3.86	3.71
Cytotechnology GPA	3.05	3.12	3.28	3.01	3.25
Medical Laboratory Science GPA	3.40	3.32	3.23	3.33	3.19
Radiography GPA	3.54	3.53	3.59	3.52	3.41
Magnetic Resonance Imaging GPA	3.18	3.40	3.65	3.30	3.53
Diagnostic Medical Sonography GPA	3.54	3.59	3.28	3.54	3.71
Radiation Therapy GPA	3.41	3.42	3.57	3.56	3.66
College of Dentistry					
Dentistry GPA	3.74	3.78	3.67	3.73	3.70
Dentistry DAT	20 (18)	20 (NA)	20 (NA)	20 (NA)	20 (NA)
Dental Hygiene GPA	3.55	3.50	3.48	3.52	3.56
College of Medicine					
Medicine GPA	3.78 (3.69)	3.77 (3.70)	3.73 (3.70)	3.76 (3.71)	3.78 (3.71)
Medicine MCAT verbal	9.9 (10.0)	9.9 (10.0)		no longer used	
Medicine MCAT phys.	10.2 (10.6)	10.2 (10.5)		no longer used	
Medicine MCAT biol.	10.6 (10.9)	10.8 (10.9)		no longer used	
In 2016, 80% of matriculants took the new MCAT exams					
MCAT - CHEM (chem & phys foundations)	-	-	127.1 (127.1)	127.6 (127.6)	127.6 (127.7)
MCAT - CARS (critical analysis & reasoning)	-	-	126.6 (126.7)	126.8 (126.9)	126.8 (127.1)
MCAT - BIO (biological & biochem foundations)	-	-	127.5 (127.4)	128.0 (127.9)	128.0 (128.0)
MCAT - PSYC (psychologic, soc & bio foundations of behavior)	-	-	127.0 (127.4)	127.7 (128.0)	128.0 (128.3)
College of Nursing					
Undergraduate Nursing GPA	3.66	3.63	3.62	3.43	3.63
Graduate GPA	3.40	3.46	3.38	3.43	3.56
College of Pharmacy					
Pharmacy GPA	3.52	3.55	3.64	3.53	3.64
Pharmacy PCAT	66 (NA)	72 (NA)	69 (NA)	67 (NA)	67 (NA)
Graduate College					
GPA	3.50	3.49	3.53	3.50	3.48
GRE - Verbal*	171	163	153	151	151
GRE - Quantitative*	181	288	156	153	155
GRE - Analytical Writing	3.6	3.7	3.6	3.5	3.5
College of Public Health					
GPA	3.56	3.50	3.55	3.54	3.52
GRE - Verbal*	151	149	152	150	149
GRE - Quantitative*	152	152	151	149	149
GRE - Analytical Writing	4.0	3.7	3.8	3.7	4.0

*GRE changed their scoring scale from 200-800 for Verbal and Quantitative to 130-170 in August 2011. They are still reporting both scores.

ENROLLMENT STATISTICS

GENDER, RACE, ETHNICITY, AGE AND COLLEGE

Fall Enrollment

ENROLLMENT STATISTICS												
Fall	Total	Male	Female	Alien	Black	Asian	Hispanic	American Indian/ Alaskan Native	White	Native Hawaiian/ Pacific Islander	Two or More Races	Not Reported
				(a)	(b)							
2018	3,972	1,407	2,565	306	73	202	153	9	3,098	1	81	49
		35.4%	64.6%	7.7%	1.8%	5.1%	3.9%	0.23%	78.0%	0.03%	2.0%	1.2%
2017	3,908	1,391	2,517	306	90	176	140	12	3,030	1	84	69
		35.6%	64.4%	7.8%	2.3%	4.5%	3.6%	0.31%	77.5%	0.03%	2.1%	1.8%
2016	3,862	1,365	2,497	297	88	185	152	7	3,000	1	77	55
		35.3%	64.7%	7.7%	2.3%	4.8%	3.9%	0.18%	77.7%	0.03%	2.0%	1.4%
2015	3,790	1,364	2,426	321	73	174	140	9	2,927	1	64	81
		36.0%	64.0%	8.5%	1.9%	4.6%	3.7%	0.24%	77.2%	0.03%	1.7%	2.1%

a) Alien = foreign, non-immigrant

b) Hispanic = Puerto Rican, Mexican, Cuban, Central and South American and other Spanish Cultures

Enrollment by Age Catagory

AGE	2016	%	2017	%	2018	%
18-19	9	0.2	10	0.3	10	0.3
20-21	367	9.5	376	9.6	408	10.3
22-24	1,114	28.8	1,192	30.5	1,192	30.0
25-29	1,305	33.8	1,269	32.5	1,306	32.9
30-34	571	14.8	596	15.3	594	15.0
35-39	228	5.9	224	5.7	238	6.0
40-49	187	4.8	189	4.8	173	4.4
50-64	79	2.0	50	1.3	48	1.2
65+/Unk	2	0.1	2	0.1	3	0.1
Total	3,862		3,908		3,972	

Enrollment by College

COLLEGE	2016	2017	2018
College of Dentistry	263	267	267
College of Medicine	517	516	525
House Officers	535	558	564
College of Allied Health Professions	545	580	603
College of Nursing	1,078	1,072	1,056
College of Pharmacy	240	239	245
College of Public Health	201	181	187
Graduate Studies	443	475	494
Visiting - Undergrad Non Degree	40	20	31
Total Enrollment	3,862	3,908	3,972

DEGREES AWARDED 2014-2018

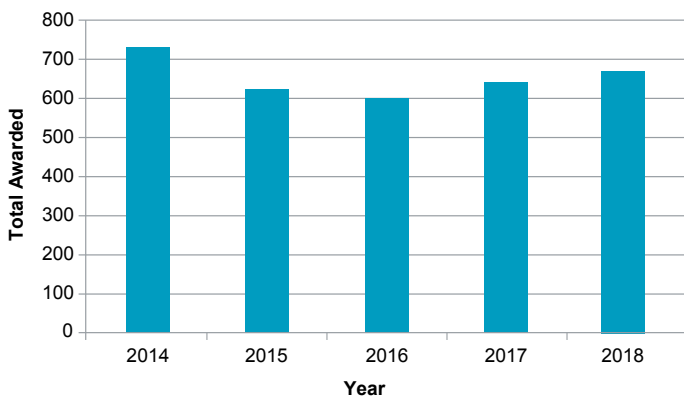
YEAR	B.S.	POST B.S. CERTIFICATE	M.S.	POST M.S. CERTIFICATE	PROFESSIONAL	PH.D.	TOTAL
(a)	(b)		(c)				
2018	661 (199)	34	402 (159)	25	290	65	1,477
2017	639 (190)	50	405 (144)	31	291	70	1,486
2016	590 (170)	41	408 (160)	27	282	86	1,434
2015	621 (187)	30	418 (161)	29	287	81	1,466
2014	720 (254)	29	390 (90)	37	267	59	1,502

a) Year includes the May graduates plus graduates from the previous August and December.

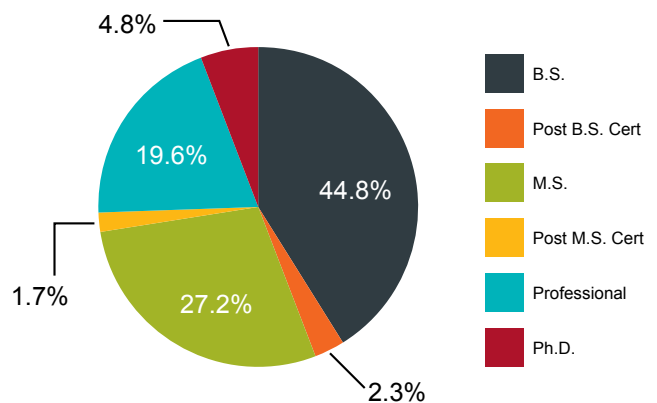
b) B.S. Degrees include degrees awarded to military PA students, listed in ().

c) M.S. Degrees awarded to Distance Learning PA students, listed in ().

B.S. Degrees Awarded 2014-2018



Degrees Awarded 2018



PERFORMANCE OF STUDENTS ON LICENSURE, CERTIFICATION OR BOARD EXAMS

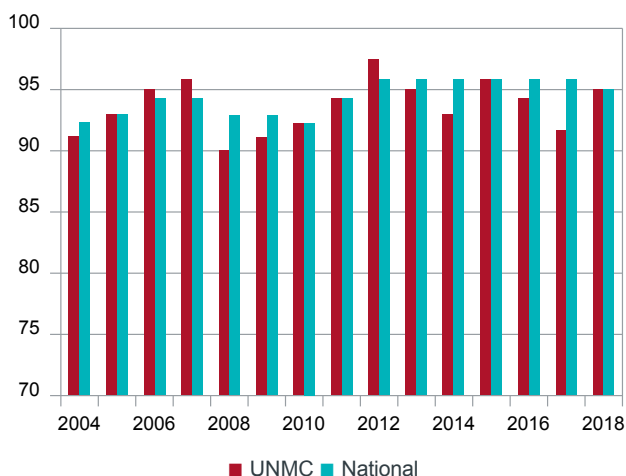
	2016				2017				2018			
	Fail %		Mean Score		Fail %		Mean Score		Fail %		Mean Score	
	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l
College of Allied Health Professions												
Clinical Perfusion	0	10.4	NA	NA	7.1	6.1	NA	NA	NA	NA	NA	NA
Cytotechnology	0	10.3	640	525	0	14.3	659	514	9.0	10.0	599	541
Diagnostic Medical Sonography	0	NA	NA	NA	0	NA	NA	NA	NA	NA	NA	NA
Sonographic Princ & Instrumentation	0	NA	NA	NA	0	NA	NA	NA	0	25	NA	NA
Abdominal Sonography	0	NA	NA	NA	0	NA	NA	NA	0	16	NA	NA
OB/GYN Sonography	0	NA	NA	NA	0	NA	NA	NA	0	21	NA	NA
Magnetic Resonance Imaging	0	17.2	88.8	81.8	0	14.4	92.3	83.2	0	18.9	86.8	82.4
Medical Laboratory Science*	0.0	18.0	550	494	4.2	19.2	551	520	4.4	20.0	622	513
Medical Nutrition	0	NA	33.5	29.0	0	0	30.2	25.7	0	22.1	30.1	26.0
Physical Therapy	4.3	6.5	702	681	0	6.8	718	681	0	4.7	699	674
Physician Assistant	0	4.0	NA	NA	NA	NA	NA	NA	0	3.0	NA	NA
Radiation Therapy	0	11.6	86.6	82.5	0	12.0	86.6	82.4	0	13.5	89.0	82.1
Radiography	0	12.8	86.8	83.3	0	10.7	87.7	83.6	0	10.6	87.0	83.6
College of Dentistry**												
DDS Part 1	2.1	5.2	86.0	NA	9.8	NA	74.4	NA	4.2	NA	69.5	NA
DDS Part 2	8.7	8.7	71.9	NA	8.1	NA	71.9	NA	6.5	NA	71.6	NA
Dental Hygiene	0	5.0	87.9	NA	0	NA	92.1	NA	0	NA	85.5	NA
College of Medicine***												
MD Step 1	6	4	229	229	8	4	225	230	10	8	229	230
MD Step 2	2	4	246	242	2	4	244	242	1	3	245	243
College of Nursing												
BSN	7.4	14.7	NA	NA	4.6	12.9	NA	NA	4.4	11.7	NA	NA
College of Pharmacy												
	4.9	12.2	99	96	5.0	9.8	99	97	2.0	12.1	105	99

The scores are based upon information received by 03/20/2019.

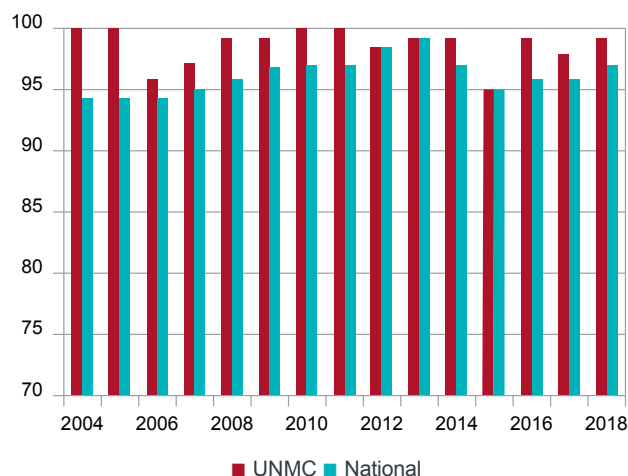
*Medical Laboratory Science was formerly called Clinical Laboratory Science.

**Dental and Dental Hygiene scores are expressed as percentile rankings. Mean scores are no longer supplied.

Pass Rates on MD Step 1



Pass Rates on MD Step 2



Provided by UNMC Office of Institutional Research

FIRST YEAR RESIDENCIES - CLASS OF 2018

LOCATION OF FIRST YEAR RESIDENCY POSITIONS	
Arizona	6
Arkansas	1
California	1
Connecticut	1
Florida	1
Georgia	1
Hawaii	1
Illinois	7
Indiana	1
Iowa	12
Kansas	2
Kentucky	2
Massachusetts	4
Minnesota	2
Missouri	6
Nebraska	46 38% staying in Nebraska
New York	4
North Carolina	3
Oklahoma	2
Oregon	1
Pennsylvania	2
South Carolina	1
South Dakota	3
Tennessee	2
Texas	1
Utah	4
Virginia	2
Wisconsin	2
Total	121

FIRST YEAR SPECIALTIES	
ANES	11
EMED	3
*FMED	17
*FMED/PRCA	4
*IMED	19
*IMED (Geriatrics)	2
*IMED PRE	4
*IMED/PRCA	1
*MED PEDS	4
*MED PRIMARY	1
NEUR	1
NSUR	3
*OBGY	6
ORTH	6
OTOL	3
PATH	2
*PEDS	7
PEDS ANES	1
PLAS SURG	1
PSYC	3
RADI-DX	1
SURG	9
SURG PRE	6
TRANS	6
Total	121

*Primary Care 65
% of class 54%

UNMC RESIDENCY PROGRAMS BOARD PASS RATES

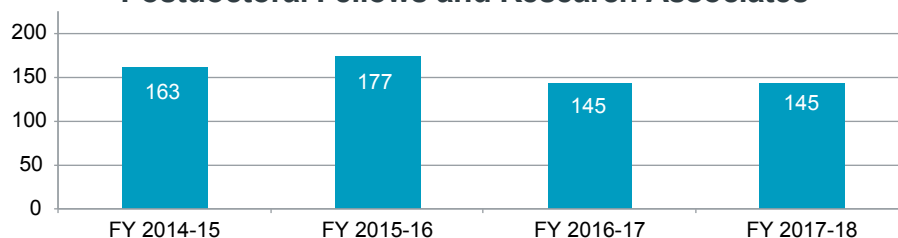
Program	January 2013 Average % Pass*	January 2014 Average % Pass*	January 2015 Average % Pass*	January 2016 Average % Pass*	January 2017 Average % Pass*	January 2018 Average % Pass*
Anesthesiology	92%	100%	100%	91%	85%	95%
Emergency Medicine						
Written	100%	100%	100%	88%	100%	100%
Oral	100%	89%	100%	75%	NA	100%
Family Practice - Omaha	94%	100%	100%	100%	100%	100%
Family Practice - Rural	100%	100%	100%	100%	100%	100%
Family Practice - Lincoln	100%	100%	88%	97%	98%	100%
Internal Medicine	100%	88%	98%	93%	100%	100%
Medicine/Pediatrics						
Medicine	100%	100%	93%	50%	100%	100%
Pediatrics	100%	100%	88%	100%	100%	100%
Neurology	100%	100%	100%	100%	100%	100%
Neurosurgery						
Written	100%	67%	50%	100%	100%	100%
Oral	100%	100%	100%	100%	100%	100%
OB/GYN						
Written	100%	100%	100%	100%	91%	100%
Oral	100%	NA	100%	100%	100%	100%
Ophthalmology	100%	100%	100%	50%	100%	100%
Oral Surgery	93%	100%	100%	100%	50%	100%
Orthopaedics						
Part I	100%	100%	90%	100%	100%	100%
Part II	100%	100%	94%	100%	100%	100%
Otolaryngology	100%	100%	100%	100%	100%	100%
Pathology	100%	100%	98%	100%	100%	100%
Pediatrics	80%	85%	77%	82%	92%	92%
Plastic Surgery	100%	100%	100%	100%	100%	100%
Radiology	100%	100%	95%	100%	100%	100%
Surgery	100%	100%	100%	88%	100%	100%
Urology	95%	100%	100%	100%	100%	100%

* Note: The pass rate percentages do not necessarily reflect the total residents that completed the program. There may be some residents who elect to not take boards.

POSTDOCTORAL FELLOWS AND RESEARCH ASSOCIATES

	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18	#	#	#	#
					POSTDOCS WHO LEFT IN FY 2014-15	POSTDOCS WHO LEFT IN FY 2015-16	POSTDOCS WHO LEFT IN FY 2016-17	POSTDOCS WHO LEFT IN FY 2017-18
Postdocs by Department								
Anesthesiology		1	2	2			1	
Biochemistry and Molecular Biology	13	18	22	23	1	4	3	3
Cellular & Integrative Physiology	5	7	10	5	6	1		6
COD-Oral Biology/Surgical Specialties	3	2	1	1	1	1	2	1
COPH-HPRO	2	2	2	2	1	1		1
Eppley	11	11	12	19	7	4	6	6
Emergency Medicine	1					1		
Genetics, Cell Biology & Anatomy	1	3	3	5	1		2	2
Internal Medicine	6	5	4	5	3	3	2	
Munroe-Meyer Institute	11	16	15	10	13	6	12	14
Neurological Sciences		3	4	5			1	1
Nursing	2	3	3	1			1	2
Obstetrics/Gynecology				3				1
Ophthalmology	8	2	3	2	2	5	1	2
Pathology/Microbiology	10	12	12	12	1	5	4	6
Pharmaceutical Sciences/Pharmacy Practice	17	16	23	23	14	3	4	9
Pharmacology & Experimental Neuroscience	11	11	13	12	3	8	4	5
Physical Therapy		2	2					1
Psychiatry				1				
Surgery	4	7	12	14	2	3	1	4
UNeMed	2				2	2		
Total Postdocs	107	121	143	145	57	47	44	64
Senior Research Associates	17	17						
Research Associates	39	39	2					
Total Postdocs/Research Associates	163	177	145	145				
# of Citizens	47	50	33	35				
# of Immigrants	17	18	8	6				
# of Non-resident Aliens	99	109	104	104				
	163	177	145	145				
Placement					FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18
Academic					12	7	7	15
UNMC Faculty					9	8	11	16
Government					2		1	
Industry					2	2		5
Accepted Another Postdoctoral Position					4	7	9	10
Other					13		10	9
Other UNMC Positions					3	4	4	3
No Information					3	12	1	6
Became a Senior Research Associate or Research Associate at UNMC					9	7	1	
					57	47	44	64

Postdoctoral Fellows and Research Associates



Provided by UNMC Office of Institutional Research and Graduate Medical Education Office

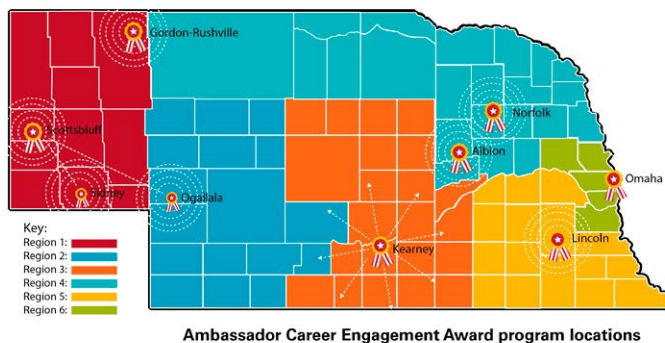
BEHAVIORAL HEALTH EDUCATION CENTER OF NEBRASKA

About BHECN

The Behavioral Health Education Center of Nebraska (BHECN, pronounced “beacon”) was created in 2009 by the Nebraska Legislature to address the shortage of licensed behavioral health professionals in rural and underserved areas.

Engage & Recruit Students to Behavioral Health

- In June 2017, BHECN launched the Ambassador Career Engagement Awards, awarding funds for community groups to introduce local youth to behavioral health professions through experiences closer to home. BHECN selected seven programs for funding in the inaugural year of the



program.

- BHECN supported the fifth annual Frontier Area Rural Mental-Health Camp and Mentorship Program (FARM Camp), an annual week-long summer program in Rushville, Nebraska. Eleven students attended the programs, which are designed to give rural students the opportunity to learn about behavioral health and to connect with mentors.
- High Schools across Nebraska could begin offering the Introduction to Behavioral Health Curriculum developed by BHECN and Munroe-Meyer Institute in conjunction with the Nebraska Department of Education.
- BHECN continued to offer a course in behavioral health for the UNMC High School Alliance.
- The Ninth Annual Mentorship Dinner was held for 120 behavioral health students, trainees, faculty members, providers and community leaders to network and collaborate.

Prepare & Train Future Workforce

- BHECN received grant funding from the Health Resources and Services Administration (HRSA) and the Nebraska Legislature to train 21 clinical counselors in rural and underserved areas.
- BHECN provided funding for 15 academic programs in behavioral health to increase student interest and mentoring opportunities.
- BHECN embarked on a two-day western Nebraska tour to visit rural partners throughout the state. In North Platte, Scottsbluff, Chadron and Rushville, the BHECN team met with educators, providers and community leaders.

- The HRSA-funded Behavioral Health Workforce Education and Training (BHWET) para-professional grant has to date provided funding to train 86 community health workers and provisionally licensed addiction counselors. (Year two of funding for four years.)
- The HRSA BHWET professional grant has to date provided funding to train two psychologists, six counselors and nine psychiatric nurses. (Year two of funding for four years.)
- In July 2017, BHECN implemented the Correctional Services Graduate Level Trainee Program which has trained 31 participants to date.

Retain & Support Current Workforce

- A Medication-Assisted Training Summit was held to address the role of medication-assisted treatment as a tool for recovery.
- The Second Annual Psychiatric Nursing Workforce Summit focused on best practices and emerging trends in practice, policy and education. Breakout sessions focused on workforce development.
- BHECN co-hosted a Collaborative Care Training Conference with WellCare, Metro Omaha Medical Society (MOMS), UNMC and Creighton University Medical Center.
- BHECN hosted a conference in Scottsbluff, Nebraska for rural professionals.
- BHECN partnered with UNL and UNO to offer expert content on behavioral health topics through a number of online webinar series.
- Project ECHO: Pain & Substance Use Disorder, a statewide virtual learning opportunity, has had more than 200 participants since its start in 2018.
- BHECN continued its free behavioral health career website (NEBHJobs.com) with more than 1,000 jobs posted and more than 100,000 website views.
- BHECN has trained more than 1,000 individuals statewide through live training, webinars, workshops and conferences. Ninety percent represented rural areas.

Future Directions

- Host Behavioral Health Professions Conference for Native American high school and college students, funded by Science Education Partnership Award (SEPA).
- Activate HRSA-funded BHWET supplemental grant to support drug and alcohol counseling students during their practicum.
- Activate SAMHSA-funded, Mid-America Mental Health Technology Transfer Center Network (MHTTC) grant funding to develop training for the four-state area of Nebraska, Kansas, Iowa and Missouri.
- Activate SAMHSA-funded, Mental Health Awareness Training (MHAT) grant funding to foster alliances and improve mental health services for veterans and their families.
- Provide additional trainings and collaborations such as partner to host opioid conferences, host Psychiatric Nursing Summit and build on current correctional services internship opportunities.

CONTINUING EDUCATION

The UNMC Center for Continuing Education (UNMC-CCE) is one of this nation's oldest providers of continuing education for physicians and other health care providers. Our mission is to support the continuing professional development of health care providers within Nebraska, the region and the nation through premier educational activities. The center is accredited with Commendation by the Accreditation Council for Continuing Medical Education (ACCME) through July 2020. Continuing education activities are structured around four thematic areas:

- 1. Clinical Medicine and Enduring Materials** – In our last reporting year to the ACCME, the center certified over 1,100 live, 26 internet live and 234 enduring activities. The center, in collaboration with UNMC College of Medicine (COM) departments and Nebraska Medicine clinical programs, continues to support educational activities such as for Updates in Rheumatology, Diabetes Update, Midwest Thoracic and GI Oncology Conference, Parkinson's Disease, the Lymphoma Study Group, ASH Hematology Highlights, Update for HIV Care Providers, Pan Pacific Lymphoma Conference, Advancing ECMO Symposium, Gifford/Truhlsen Advances in Ophthalmology and Visual Sciences and a variety of other clinical topic activities highlighting our faculty expertise. The center also partners with external educational partners in areas that showcase the clinical expertise of the College of Medicine faculty such as infectious diseases, oncology and many other clinical specialties. COM faculty are included as course directors, faculty, moderators and peer reviewers for many of these activities. National efforts include certifying multiple content areas on BoardVitals and offering credit for Maintenance of Certification - Part II for many physicians. The partnership with BoardVitals has enabled UNMC trainees and faculty free access to BoardVitals with 383 UNMC individuals establishing accounts to date. Another national activity is the continuing medical certification of online e-echocardiography educational activities, which served over 364 cardiologists and anesthesiologists in the past academic year. The center continues to support efforts by Nebraska Medicine, as well as National Ebola Training and Education Center collaborative activities.
- 2. Emergency Medical Services (EMS)/Trauma Education** – The center operates one of Nebraska's largest training programs related to basic and advanced emergency care. Our courses are offered on campus as well as in over 100 locations throughout Nebraska and the region. In the last fiscal year, the center issued approximately 5,100 certifications related to basic and adult/pediatric advanced life support and 5,000 Heart Saver cards. Last year, 600 health care providers took advantage of one-on-one skills testing and there are ongoing efforts to expand the opportunity for others. The center continues to work with the National Association of Emergency Medical Technicians (NAEMT) as the leader in the state for educational courses (in the areas of Trauma, Medicine, Leadership, Safety,



Pediatrics and Geriatrics) offered to EMS practitioners and other out-of-hospital health care providers. UNMC-CCE continues to support ATLS courses offered by Nebraska Medicine. Within UNMC, the center also provides BLS and ACLS training for medical students, residents and faculty as well as physician assistant students. For Nebraska Medicine, the center provides training to all clinical staff as well.

- 3. Outreach** – The center's outreach education program supports College of Medicine efforts to share their expertise with Nebraska's rural health care providers via in-person sessions, video using the Telehealth Network, desktop streaming and archived videos. In FY 2017-18, 22 different topics were covered spanning a variety of clinical areas including stroke, addiction, Hepatitis C, opioid use, dementia in the elderly, management of diabetes, caring for a transgender patient, supporting lactation, the microbiome, heart failure, managing different types of cancer and more.

The center also continued collaboration with Nebraska Medicine Trauma Services to certify local trauma review activities. More than 1,500 health care providers took advantage of at least one of these educational activities.

- 4. Regularly Scheduled Series** – The number of CME-certified regularly scheduled series (e.g., grand rounds, case conferences, journal clubs) for FY 2017-18 was 75. The call-in attendance reporting system eases the burden of tracking and reporting credit. On average, approximately 2,000 unique health care providers on the UNMC/Nebraska Medicine campuses take advantage of these offerings.

Emerging & Collaborative Efforts

The Center for Continuing Education is working closely with leadership in the COM and Nebraska Medicine to better align its educational offerings. One such effort is planned for May 2019, with the Nebraska Antimicrobial Stewardship Summit sponsored by the Nebraska Department of Health and Human Services and the Nebraska Antimicrobial Stewardship Assessment and Promotion Program. The center also continues to participate in and support activities developed as part of the UNMC Wellbeing Coordinating Council and the Behavioral Health Education Center of Nebraska.

CONTINUING NURSING EDUCATION

The UNMC College of Nursing Continuing Nursing Education Office (CON CNE), has been providing continuing nursing education for over fifty years. As an American Nurses Credentialing Center (ANCC) accredited provider with distinction, the mission of the CON CNE is to create engaging continuing nursing education products in Nebraska and around the globe using state-of-the-art technologies and innovative educational modalities to improve patient outcomes. Each activity strives to achieve the vision to be the world-wide leaders in integrated continuing nursing education that equips nurses to provide person-centered care and practice at the top of his/her scope and excel at all levels of leadership. Over the past year, the CON CNE has provided over 775 live and online activities on topics covering a broad array of clinical and/or professional nursing practice topics. The activities include 487 live courses or conferences; 254 internet-based materials, such as online interactive educational presentations using Storyline 360, a content development program, and recorded lectures or webinars; 22 interactive live courses, such as live webinars and distance presentations; and 15 Regularly Scheduled Series (RSS) containing ongoing sessions like “Grand Rounds,” etc. Using its various live and distance modalities, the CON CNE serves the entire state of Nebraska, all states throughout the nation and even international audiences.

The CON CNE offers much more than accreditation services. Other offered services include start-to-finish development of live and online content, custom design of hosting platforms, program management and program evaluation services. The CON CNE has used its development skills to partner on two education grants. One, within the College of Nursing will address advanced practice provider and primary care nursing workforce needs. The other, with the Department of Family Medicine will assist in the curriculum design, development, and implementation of the Area Health Education Center Scholar’s Program for Health Professions Students, increasing knowledge and experience in rural and/or underserved urban settings. The CON CNE has provided curriculum consultation and

development on several American Health Care Association/ National Center for Assisted Living projects, including the highly successful Infection Prevention and Control Specialist Program for post-acute and long-term care providers. Program management and development expertise was also used to assist with the Chancellor’s Wellbeing Coordinating Council in providing the Fourth Annual Wellbeing Symposium, aimed at finding systems solutions to prevent provider burnout. Evaluation work on both live and online programming has been the driver of strong partnerships and in finding the impact of continuing education on both practice and patient outcomes.

Some notable achievements this year include the growth of live streamed webinars, delivering such topics as behavioral health, pain management, addiction, concussion treatment and gerontological nursing care. The 23rd Annual Pharmacological Conference for Advanced Practice Providers, which is offered live in Omaha and simultaneously live-streamed to the four CON divisions outside of Omaha, reached a record-breaking attendance of 375 participants, with distance participants outnumbering the live audience for the third year in a row. The CON CNE has partnered with the Olson Center for Women’s Health and BHECN on several new webinar series on topics such as OB/GYN, Project ECHO pain and substance use disorders and numerous mental health issues including the third annual Psychiatric Nursing Summit and Medication Assisted Treatment trainings. The CON CNE received an internal UNMC innovation award to develop and test a podcast platform for use in health professions education. The online Gerontological Nurse Prep Course (AHCA/NCAL Gero Nurse Prep), designed to prepare nurses to achieve board certification in gerontological nursing, has graduated over 650 nurses to date, a significant achievement for the course which was designed by CON faculty and fully developed, hosted, managed and evaluated by the CON CNE staff. Its growing collaboration with the Grace Abbott School of Social Work is just one example of the increase in interprofessional activities.

INTERPROFESSIONAL EDUCATION



Medical nutrition and diagnostic medical sonography students collaborate using the iWall

UNMC's Interprofessional Education (IPE) program fosters the development of collaborative practice skills for students in all health professions training programs. Several large, campus-wide events each year introduce IPE theory and give first- and second-year students the opportunity to work together to address clinical challenges in a small group setting. A wide variety of smaller scale, practice-based experiences are integrated into the clinical training of learners both on campus and in community settings in Omaha, Lincoln, Kearney and Scottsbluff.

UNMC is an international leader in interprofessional education, with faculty serving as officers or on the board of directors for organizations including the American Interprofessional Health Collaborative and the National Center for Interprofessional

Practice and Education. The Elsevier-published Journal of Interprofessional Education & Practice entered its fifth year of publication in 2019, with UNMC's Associate Dean for Interprofessional Education serving as founding co-Editor in Chief.

In August 2019, UNMC will host the first Heartland Interprofessional Education Conference (HIPE) in collaboration with Creighton University. The conference will advance scholarly work in the field and serve as an opportunity for students, practitioners, and researchers in all health care professions to share and learn together with local and national colleagues. More information about the conference and other UNMC IPE activities is available here: <http://www.unmc.edu/ipe>



Students on the Jamaica service trip celebrate a successful interprofessional clinic day



Lincoln nursing students provide dental and dental hygiene students with flu vaccinations and TB testing

INTERPROFESSIONAL ACADEMY OF EDUCATORS

The Interprofessional Academy of Educators (IAE) continues to grow in membership and program development. Now composed of more than 130 faculty, staff and student members, the IAE serves to foster educational innovation, collaboration and scholarship. The academy strives to promote best educational practices, support educational research and innovation, and provide a framework and resources for mentorship of faculty with an educational focus

PROVIDING EDUCATIONAL RESOURCES AND PROMOTING BEST PRACTICES

The 2018 Premier Education Banquet, cosponsored by the IAE, Office of Faculty Development and Nebraska Medicine's Office of Health Professions Education, was well attended by UNMC and Nebraska Medicine educators. The event's theme was "Assessment" and provided attendees with targeted tools and skills for assessment of learners. The 2018 Premier Education Banquet built on previous banquets in 2016 and 2017 that focused on active learning techniques and critical thinking in learners, respectively.

IAE hosted Teaching Launchpad, with local experts presenting on several topics germane to both junior and experienced faculty, including developing learning objectives; best practices for lecturing; use of simulation, e-learning and the flipped classroom; and educational scholarship.

The academy, with generous support from the UNMC College of Medicine Alumni Engagement Council, developed a robust Clinical Preceptor Toolkit to assist clinical preceptors across Nebraska as they train UNMC learners to become the health care workers of the future. The toolkit, available on the IAE website, provides practical resources for clinical preceptors including tips on supervising students in clinic, clinical teaching strategies, providing feedback and EMR best practices, among others.

SUPPORTING AND HIGHLIGHTING EDUCATIONAL SCHOLARSHIP

The IAE hosted the inaugural Spotlight on Scholarship event in 2018. The program showcased educational scholarship achievements of faculty members from both UNMC and UNO. Four oral platform and thirteen poster presentations highlighted this exciting inaugural event.

The academy continues to support educational research projects through seed grants to IAE members or IAE interest groups. In 2018, the IAE awarded a \$7,500 grant to study methods to address health disparities through self-expression. Recipients of a 2017 IAE seed grant published a manuscript focusing on point-of-care ultrasound education. This project involved seven IAE members, representing four different colleges working in collaboration.

DEVELOPING EXTERNAL COLLABORATIONS

The IAE formed a relationship with the Teaching Excellence Academy for Collaborative Healthcare (TEACH), an academy of interprofessional educators encompassing Carilion Clinic, the Virginia Tech School of Medicine and Jefferson College of Health Sciences. The two academies have shared journal clubs to foster discussion and inquiry, with the goal of developing collaborative efforts in research, best practice development and mentorship.



Nominees for Catalyst for Education Award honored at the 2018 Premier Education Event. Winner: Megan Brown, MS, MSEd (front row, far left)



Tammy Webster, PhD, MPA, RT(R)(M), shares her educational research at the first annual Spotlight on Scholarship Event.

Closer to home, the academy developed a collaboration with Medical Humanities at UNO to partner on programmatic development and educational research opportunities.

LEARN MORE:

For more information on the IAE, including members, programs and ways to get involved, visit <https://www.unmc.edu/academy>.

INTERACTIVE E-LEARNING

E-Learning's primary goal is to increase student engagement and promote active learning and flipped classroom models that better fit the learning style of millennial students.

FACULTY COHORT 3: COMBINED EFFORTS LEAD TO GREATER E-LEARNING IMPACT FOR FUTURE STUDENTS

The third faculty cohort (the seventh cohort overall) is a collaborative partnership between faculty and students. Faculty lead the projects with the commitment to incorporate the e-modules into their courses and consult with students to generate creative ideas. In turn, students offer engagement options and content development skills.

- ✓ 37 student developers and 24 faculty advisors
- ✓ Faculty and student representation from all colleges
- ✓ Faculty worked with the Interprofessional Academy of Educators and Biostatistics to create an educational scholarship plan for their modules

uBEATS: INNOVATIVE, INTERACTIVE LEARNING SPREADS ACROSS NEBRASKA SCHOOLS

In 2018, UNMC E-Learning and the High School Alliance joined forces with the University of Nebraska at Omaha to build uBEATS (UNMC Building Excellence in Academics Through STEM), an online health science curriculum for Nebraska students.

The uBEATS interactive modules are paired with lesson plans on genetics, pathology/microbiology and pharmacology, giving middle and high school students access to a supplemental science curriculum that is not available in traditional courses.

- ✓ Available at no cost to Nebraska teachers or students
- ✓ Designed to give teachers the freedom to choose and assign curriculum as they see fit
- ✓ 20 modules have been created in just six months



Cohort 3 faculty and student participants

PARTNERSHIP EXPANSION: ENHANCING EDUCATIONAL SUPPORT

In addition to uBEATS, UNMC E-Learning is continually forming new partnerships to providing educational design and research support, resulting in an established national presence. Collaborations across campus and beyond are increasing the demand for the expertise of the e-Learning team.

A few partnerships include:

- ✓ UNMC Training, Simulation and Quarantine Center
- ✓ Caring Guidance
- ✓ Association for Prevention, Teaching and Research
- ✓ Guide to National Comprehensive Cancer Network Practice Guidelines for Women Under 50
- ✓ YES! Biology of Cancer
- ✓ 30 Days, 30 Strips, No Problem – Management of Type 1 Diabetes in Rwanda
- ✓ Outpatient Antimicrobial Stewardship & Patient Communication Strategies

Making a difference at UNMC and beyond



Almost 6,000 total UNMC students impacted
With more than 400 modules created and 60,419 page views of the E-Gallery, E-Learning is rapidly being integrated into curricula across colleges.



420% increased usage of E-Learning Studio over 5 years
This shows that E-Learning is becoming a vital part of UNMC's culture as more faculty, staff, and students utilize E-Learning's services and resources for projects both inside and outside of the funded cohorts.



Up to 90,000 Nebraska 6th - 12th graders impacted

By the time uBEATS is fully launched, it is expected to reach up to 90,000 grade school and high school students across the entire state.



National presence expanded through presentations and publications

E-Learning presented multiple times at the Online Learning Consortium Accelerate annual conference. Additionally, they were featured in Inside Higher Ed, a leading digital media company, and as an Association of Academic Health Centers International case study.

unmc.edu/elearning

DISTANCE LEARNING

The UNMC Colleges of Allied Health Professions, Nursing and Public Health provide a combined total of 15 online health sciences degree or certificate programs. In addition, Munroe-Meyer Institute for Genetics and Rehabilitation has partnered with UNO to offer a program in Applied Behavior Analysis and Transferable Skills in Biomedical and Health Science. These programs allow distance students the opportunity to complete advanced degrees from their home location while remaining employed in their discipline of study and provide professional advancement and growth while expanding the quality of health care services available in their home communities. Other single-course offerings allow students to meet prerequisite requirements or to provide continuing education for professional development. UNMC online courses and programs have shown modest increases, which are reflective of the growth seen at other University of Nebraska campuses and national trends.

Since 2010, UNMC distance learning efforts have collaborated with the other NU campuses through the University of Nebraska Online (NU Online) initiative to provide increased access to educational opportunities and professional advancement. This arrangement gives the NU System a broader online presence and enhances the networking opportunities between campuses for sharing experiences with technology in online education. Since 2017, NeSIS has provided seamless intercampus registration so that students can easily take courses from other NU campuses to complement or enhance their learning experience.

UNMC continues to benefit from President Bounds' bridge funding award of \$976,064 to UNMC for the purpose of building instructional capacity and expanding course offerings for UNMC's distance programs. NU Online continues to aid the colleges and programs in meeting state authorization requirements for distance education so that our distance programs can continue to offer course work and degrees to students in all states. Each spring NU Online hosts the Innovation in Pedagogy and Technology Symposium for all University of Nebraska System faculty. Many UNMC faculty attend and make presentations highlighting the many innovative methods UNMC employs in the delivery of online education. NU Online provides a network for the instructional designers on the NU campuses through the Instructional Design Summit with several UNMC instructional designers taking an active lead in this group.

UNMC representatives also participated in the NU System Digital Education Budget Response Team. This team identified goals and strategies to enhance enrollment growth and new online program development. Ten strategies were approved by the BRT Steering Committee, President Bounds and the chancellors. These include increasing the number of online course sections, increasing the number of fully online programs and certificates, improving efficiencies in distance education recruiting and promotion, improving digital course design and support systems and enhancing collaboration between campuses. These strategies have resulted in NU Online providing support to each campus for the hiring of an Online Recruitment Specialist to be able to give more direct attention to inquiries about online programs and to increase admission and enrollment from this population of students.

Four UNMC faculty were awarded Kelly Grants from the NU Provosts Office for the development of gap courses to be delivered online to students wanting to enter UNMC programs but needing additional prerequisite course work. The courses are MLS 310 Introduction to Pathogenic Microorganisms in Infectious Disease, CAHP 642 Anatomy and Physiology I and CAHP 643 Anatomy and Physiology II.

UNMC continues to explore the best options and practices for making courses and learning materials accessible to students according to the new federal accessibility requirements published in January 2018. This includes options for captioning and the enhancement of visual and auditory descriptions for students requiring these aids to view and hear course content.

UNMC also continues to support the educational opportunities for military personnel, their spouses and dependents. UNMC educates a significant number of active service military in its online programs and participates with our sister NU campuses in the following:

- Post 9/11 GI Bill Yellow Ribbon Program
- Got Your 6
- Military Times Best for Vets Colleges
- G.I. Jobs Military Friendly Schools
- Guide to Military Friendly Colleges and Universities
- Department of Defense Memorandum of Understanding
- ACE Toolkit for Veteran Friendly Institutions

	AY 2012-13			AY 2013-14			AY 2014-15			AY 2015-16			AY 2016-17			AY 2017-18		
	courses offered	credit hours	students	courses offered	credit hours	students	courses offered	credit hours	students	courses offered	credit hours	students	courses offered	credit hours	students	courses offered	credit hours	students
College of Nursing	6	941	80	12	676	60	6	830	78	6	1,112	103	6	976	101	6	993	99
College of Public Health	6	390	107	41	939	182	49	1,158	211	62	1,678	305	54	1,821	326	77	1,965	301
College of Allied Health Professions	63	2,633	239	77	2,680	280	95	2,470	221	105	2,303	240	91	1,872	221	112	1,571	186
Total	75	3,964	426	130	4,295	522	150	4,458	510	173	5,093	648	151	4,669	648	195	4,529	586

GRADUATE STUDIES

The mission of Graduate Studies is to provide, promote and enhance the highest quality graduate education in health sciences at UNMC.

Over the past year, **graduate students, faculty and staff have consistently raised the bar**, excelling in creative research and dedicated scholarship, with a great number honored through accolades, fellowships and publications.

NEW NIH TRAINING GRANT

The Neuroimmunology of Disease Training Program, supported by an NIH National Institute of Neurological Disorders and Stroke training grant, was implemented in 2018.

The program's emphasis on cross-disciplinary training runs contrary to the traditional PhD path, but it is required to better understand complex disease processes and to develop state-of-the-art diagnostic and therapeutic interventions.

★ This T32 grant is 1 of 2 of its kind currently at UNMC.

ASSESSMENT INITIATIVE ADVANCEMENTS

Graduate Studies is making great progress with its assessment initiative to help ensure all graduate students meet certain universal core and co-curricular competencies.

The advancements include the establishment of student learning outcomes and a timeline for completion of the comprehensive exam.

ONGOING STUDENT DEVELOPMENT

Seven professional development lunch and learn seminars were held to help students prepare for the future by receiving guidance in soft skills development. Workshops this year covered ways to advance your career, life/work balance, communication skills and more effective organizational skills.

★ Nearly half of UNMC graduate students attended a lunch and learn event, with 30% attending multiple events.

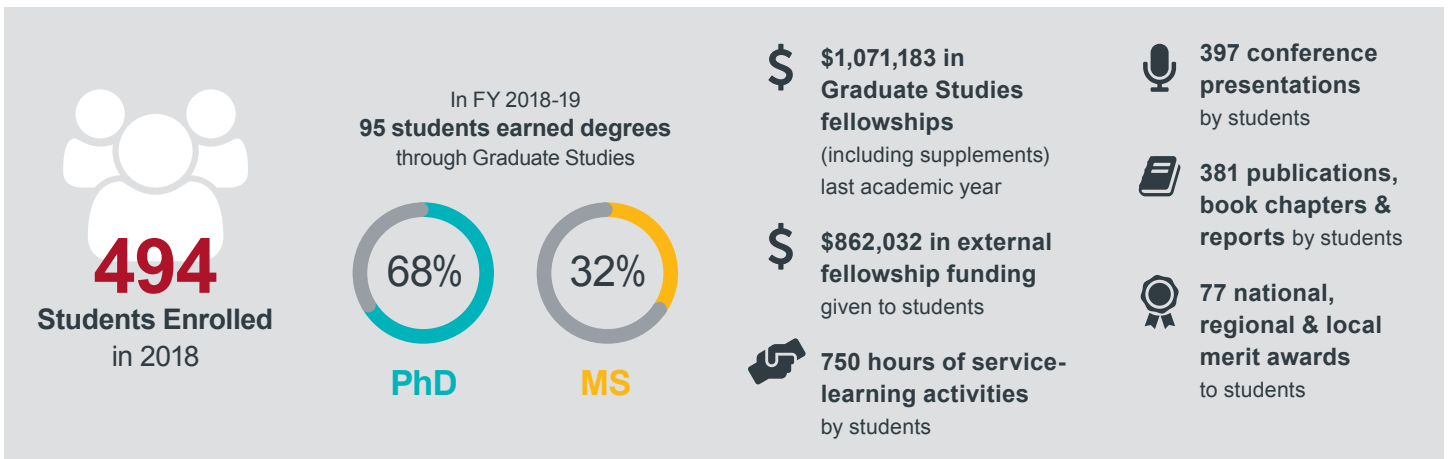
COALITION FOR NEXT GENERATION LIFE SCIENCE

UNMC recently joined other research universities and cancer institutes in the Coalition for Next Generation Life Science (CNGLS) to publicize PhD student and postdoc training and outcomes data. The goal is to provide aspiring life scientists clear, standardized data on admissions, education and training opportunities and career prospects, so that they can make informed career decisions.

ALUMNI SURVEY

Graduate Studies is participating in a national program to survey PhD students and alumni regarding their career paths after graduation. Graduate Studies intends to utilize the data gathered from the survey to determine the viable careers its students enter and analyze if UNMC needs to update curriculum to better fit the qualifications for those careers.

★ 98% of alumni respondents felt they were prepared for their current job by their PhD training from UNMC.



unmc.edu/gradstudies

RURAL HEALTH DELIVERY AND EDUCATION

UNMC Rural Health 2030

MAPPING THE ROAD TO A HEALTHY RURAL FUTURE

With a keen understanding of the changing health care landscape in Nebraska's rural communities, Chancellor Jeffrey Gold, MD, appointed the UNMC Rural Health 2030 Task Force, a group of leaders with expertise in rural health to better understand the current needs in the state's communities related to the health workforce, patient care, health education, technology and research.

In 2017, Task Force members reached out to stakeholders and partners across the state to assess and revitalize the collaborative vision and strategy necessary to address the disruptive change that will continue to impact rural Nebraska's health workforce, patient care, health education, technology and research. UNMC leaders traveled the state to listen to rural community leaders and stakeholders, including health care providers, educators from K-12 to partners in higher education, as well as state and local agencies, institutions and organizations. The broad conceptual framework for achieving the transformative vision for rural health was published and broadly distributed in the Rural Health in 2030 Report.

A broader conceptual framework for achieving a transformative vision for rural health is contained in our Rural Health - 2030



Report (<https://www.unmc.edu/documents/ruralhealth2030.pdf>) distributed in November of 2017. From the stakeholder input and recommended strategies and action steps, an action plan for 2018-2019 (<https://www.unmc.edu/documents/2030actionplan.pdf>) was developed and implemented to address timely priorities related to rural education and workforce preparation, rural health education and delivery models, the use of emerging

TOTAL HEALTHCARE PROVIDERS - NEBRASKA UNMC GRADUATES - DECEMBER 31, 2018

Profession	PRACTICING IN NEBRASKA			PRACTICING IN NEBRASKA DOUGLAS OR SARPY COUNTIES			PRACTICING IN NEBRASKA LANCASTER COUNTY			PRACTICING IN NEBRASKA RURAL		
	Practicing	UNMC Educated	%	Practicing	UNMC Educated	%	Practicing	UNMC Educated	%	Practicing	UNMC Educated	%
Medicine												
Physician (MD)	4,037	2,195	54%	2,286	1,214	53%	649	408	63%	1,125	593	53%
Physician / Dentist	23	20	87%									
Osteopathic Physician & Surgeon (DO)	243	45	19%	117	31	26%	42	*	*	84	*	*
Dentist	1,070	708	66%	462	202	44%	203	174	86%	405	332	82%
Pharmacist	2,082	1,149	55%	1,015	491	48%	296	182	61%	771	476	62%
Physician Assistant	1,023	645	63%	426	293	69%	195	93	58%	402	259	64%
Advanced Practice Registered Nurse												
Nurse Practitioner	1,364	713	52%	708	343	48%	263	167	63%	440	237	54%
Clinical Nurse Specialist	47	33	70%									
Physical Therapist	1,472	679	46%	635	268	42%	264	115	44%	573	296	52%
Total	11,361	6,188	54%	5,649	2,842	50%	1,912	1,139**	60%	3,800	2,193**	58%
UNMC does not have program												
Certified Registered Nurse Anesthetist	379			172			58			149		
Certified Nurse Midwife	32			22			*			*		
Occupational Therapist	866			394			141			331		

* counts/percentages omitted

** excludes Osteopathic Physician & Surgeon (DO) counts

Notes:

- Includes practitioners with a primary or satellite practice location in Nebraska
- Practice location county is based upon primary location identified in Nebraska
- Includes programs and training received through UNMC-COM, COP, COD, CON, CAHP and COPH
- Includes internships, residency, fellowship and specialty training
- Excludes current residents, house officers and temporary licenses

technologies, rural health research, and maximizing UNMC's organizational structure to guide such action.

College of Allied Health Professions

The College of Allied Health Professions (CAHP) has a long tradition of providing educational programming and outreach activities to rural Nebraska. Early efforts were centered around online distance education, providing opportunities to individuals who could not move to Omaha to pursue their education, and providing clinical rotation opportunities in rural communities to students in many professional programs, notably physician assistant (PA), physical therapy (PT) and radiography. With the opening of the Health Science Education Complex (HSEC) on the University of Nebraska Kearney campus in 2015, the CAHP and College of Nursing have expanded both educational and outreach activities.

A recent report on the impact of the HSEC provides the following statistics:

- Combined CAHP and CON enrollment in 2018: 263
- Projected enrollment in 2021: 308
- Seven PA graduates cover seven counties that span 8,846 sq. miles in Nebraska and serve in four specialty areas.
- Eighty-three percent of 2017 and 2018 PA graduates practice in rural Nebraska.
- Over half the radiography graduates are employed in the greater Nebraska region serving in five specialty areas.
- Fifty percent of diagnostic medical sonography graduates accepted jobs in central or rural Nebraska.
- Seventeen percent of medical laboratory science (MLS) graduates are working as MLS professionals in rural Nebraska.

SPECIAL OLYMPICS

Each fall, the physician assistant, physical therapy and nursing programs at HSEC collaborate with the Special Olympics association to provide participant screenings for their athletes. "When we began this project, we had no idea the benefits it would provide to our students in the development of communication skills, clinical skills and awareness of special need patient populations," reports Mia Hyde, MPAS, PA-C, Assistant Professor in the CAHP Division of Physician Assistant Education. "Many of the students participating in this event have never had exposure to individuals with disabilities. It was very rewarding to them all to have the opportunity to work with the athletes one-on-one and explore their stories and personalities. As a faculty member, it was also quite satisfying to see the smiles among all students and the enjoyment that the athletes took from the event. Rather than being apprehensive about the prospect of working with a new challenging population of patients, the students took it 'head-on' and invested themselves in providing excellent care and high-quality communication with each athlete."



Physician assistant and nursing students pose with Special Olympians



First- and second-year physical therapy students collaborate with UNK engineering department faculty to modify ride-on cars for area children

"As we repeat this event each fall, we have seen returning athletes that are very excited to work with the students and are at ease in the event. This is largely a credit to the students here at HSEC in Kearney and their commitment to providing holistic, compassionate care to all."

GOBABYGO! NEBRASKA!

Students in the Division of Physical Therapy Education in Kearney, along with engineering faculty at the University of Nebraska at Kearney, recently made three children and their families very happy. The students modified children's electric cars for three girls between the ages of one and three. The project is part of GoBabyGo!, a national program that provides modified ride-on cars for kids with developmental disabilities. The cars are provided at no cost to the families to promote early independent mobility. Maggie Urbanek, a UNMC physical therapy student, was involved in the project.

“With my interest in pediatric physical therapy, I was thrilled with the opportunity to help with the set-up and coordination of the first GoBabyGo! event in Kearney,” Urbaneck said. “I love working with other programs, practicing physical therapists, fellow classmates and most importantly, the families. Seeing the smiles on the kiddos’ faces when they get their cars going is priceless.” Kellie Gossman, DPT, assistant professor in the Division of Physical Therapy Education, UNMC College of Allied Health Professions, Kearney, said the credit goes to the hard work from the students, community clinicians and engineers. “Without their collaboration, none of this could happen,” Dr. Gossman said. “I was thrilled to see everyone working together and problem-solving to make each car completely unique to what each child would need, to be as independent as possible.” The event was made possible by funding from the Munroe-Meyer Institute Guild and a grant awarded to Sandy Willett, director of physical therapy at the Munroe-Meyer Institute for Genetics and Rehabilitation.

BACKSTAGE PASS

High School and pre-health students from across Nebraska participated in the annual Backstage Pass event held at the HSEC for the first time in 2017. The event provides opportunities for hands-on learning about allied health professions offered at both the HSEC and Omaha campuses. The event was a tremendous success, as evidenced by a doubling of attendance in 2018.

RURAL FUTURES INSTITUTE

Approved by the University of Nebraska Board of Regents in 2012, the Rural Futures Institute (RFI) embraces a vision of unleashing the full potential of rural America’s leadership, economic capacity, cultural creativity and natural resources. In February 2017, Dr. Greg Karst’s investiture in the Inaugural Class of Rural Futures Institute Faculty Fellows provided him with a unique opportunity to promote access to health professions education and to support local access to high-quality health

College of Dentistry

The University of Nebraska Medical Center College of Dentistry has a successful track record in addressing the oral health needs of all Nebraskans. Not only does the college serve as part of the dental “safety net” for the state, but it also provides the majority of dental professionals for Nebraska.

This is evidenced by the number of College of Dentistry graduates who practice in Nebraska:

- 66% of all practicing dentists in Nebraska are UNMC graduates
- 82% of dentists practicing in rural Nebraska are UNMC graduates

Currently, nearly 56% of the student body comes from rural backgrounds. While in school, dental students, dental hygiene students and postgraduate residents participate in various extramural rotations and are offered numerous rural service opportunities, such as the annual summer Panhandle Children’s



Students participating in Backstage Pass

care. As the Executive Associate Dean for the UNMC College of Allied Health Professions, he was able to leverage his new role as an RFI Fellow to strengthen ties between UNMC and rural communities across Nebraska via personal visits and local media coverage. Notable outcomes included:

- Laying the groundwork for additional UNMC student training at Great Plains Regional Medical Center,
- Strengthening the Rural Health Opportunities Program at Chadron State College,
- Promoting UNMC Allied Health Professions programs to both in-person and broadcast audiences while participating in a panel discussion on “Healthy Rural America,” and
- Advocating for the vital expansion of broadband connectivity by working directly with Microsoft personnel as part of a Microsoft “Let’s Connect The World To Change The World” workshop.

Dental Day in western Nebraska. These opportunities are designed to specifically meet the needs of the underserved in those areas, as well as expose students to the joy of giving back to their communities.

In an October 2015 article in *The Journal of the American Dental Association*, UNMC was ranked first among all U.S. dental schools for graduates that practice in rural communities. Thirty-three percent of the UNMC College of Dentistry’s graduates end up practicing in rural areas.

In February 2017, the College of Dentistry was awarded a \$4 million, 10-year contract from the State of Nebraska’s Oral Health Training and Services fund. This grant has allowed the college to expand its rural efforts to an exciting new level, which greatly benefits the citizens of Nebraska in both service and educational activities. The contract has provided new resources to develop a skilled and diverse workforce of oral health professionals to serve the residents of Nebraska. The funding is focused on three

key areas: scholarships for graduates pursuing rural practices, increased patient services and access and telehealth initiatives.

As part of the deliverables for the contract, the college will award a limited number of shortage area scholarships to UNMC graduates who commit to five years of practice in a designated dental workforce shortage area in Nebraska. The scholarship will pay 50% of the graduates' dental school tuition expenses over five years.

The funds will also allow the college to increase the number of patients treated by faculty and students of the UNMC College of Dentistry at both rural and urban locations by an estimated 50% through:

- Expanded services at our clinics in Lincoln, the Durham Outpatient Center and Children's Hospital & Medical Center (including a new Advanced Education in General Dentistry residency program beginning July 1, 2019)

College of Public Health

INTEGRATION OF PUBLIC HEALTH AND PRIMARY CARE IN RURAL NEBRASKA

The College of Public Health (COPH) is working to identify care coordination projects between local rural health departments, primary care clinics and critical access hospitals (CAHs). The purpose is to understand what programs and activities are currently underway, what the benefits of these relationships are and what barriers and challenges occur. This study has found that many collaborative programs (e.g., diabetes and hypertension screening and prevention programs, worksite wellness programs, promoting breast and colon cancer screening, vaccination linkage programs and home visitation education programs to promote early childhood development) already exist. There were several benefits, including improvements in both individual and population health outcomes and reduced duplication of services. Although some barriers such as a lack of clinic and local health department administrative capacity, limited funding, and data sharing capabilities were identified, the number of care coordination projects is expanding, and there appear to be new opportunities in chronic disease health coaching, behavioral health and dental health.

WHOLE-OF-COMMUNITY SYSTEMS INTERVENTION FOR YOUTH POPULATION PHYSICAL ACTIVITY

This study, funded by the NIH National Cancer Institute and led by David Dziewaltowski, PhD, will evaluate the impact of a whole-of-community multi-level adaptive systems intervention on implementation of community change and youth population physical activity. Building on local health department partnerships, the investigators will conduct a two-wave staggered-start community randomized trial with four volunteer rural communities (each having nested school, after-school, scouting/4-H club, youth sports organizations) randomly assigned to the community wellness landscape intervention or standard public health practice. In FY 2018-19, the first year of the first wave was completed in two rural Nebraska communities. Within the two communities, key organizations and 30 youth-

- New and expanded partnerships with Charles Drew Health Center, One-World Community Health Center, Good Neighbor Community Health Center, Bluestem Health (formerly known as People's Health Center), Community Action Partnership of Western Nebraska and Omaha Public Schools

Finally, College of Dentistry students are receiving telehealth training, educational programming and use of new technologies offered through the Interprofessional Experiential Center for Enduring Learning (iEXCELSM) at UNMC, as well as in preclinical simulation spaces (renovation beginning in May 2019 at the College of Dentistry). Students, faculty and community oral health providers throughout the state will have the latest technologies and training to practice at the highest levels.



serving groups (e.g., classrooms, sports teams, after school groups, youth clubs) participated in the project with 421 children in third through sixth grade taking part in the data collection. Because the project is in the initial phases of data collection, there are no results or conclusions to report yet.

CENTRAL STATES CENTER FOR AGRICULTURAL SAFETY AND HEALTH

The Central States Center for Agricultural Safety and Health (CS-CASH) is one of eleven CDC/NIOSH-funded agricultural health and safety centers across the United States. Since 2011, CS-CASH has served Nebraska and six surrounding states. Based out of the College of Public Health, CS-CASH is a partnership where public health, agricultural and grassroots organizations contribute to the common goal of reducing injury and illness in agriculture by utilizing their strengths and regional presence. The Center's mission is to work with the agricultural community, conducting research, intervention, education and outreach activities with the aim of discovering the mechanisms of injury and illness, and developing, implementing and evaluating prevention strategies that measurably improve the health and safety of members of the agricultural community.

CS-CASH provides training for health providers who serve the rural and agricultural communities in Nebraska and the region. A weeklong Agricultural Medicine Course is offered to rural health providers with over 140 participants completing this training since 2011. Courses, farm safety tours and lectures are provided to health professionals and public health students discussing occupational hazards and prevention measures. Research initiatives include projects investigating health outcomes due to organic dust exposure, feed yard worker safety, bison handling safety practices in tribal herds, use of personal protective equipment and injury surveillance. Outreach personnel and College of Public Health students attend agricultural events conducting trainings and demonstrations on the selection and proper use of personal protective equipment, as well as teaching safety and health to FFA and college agriculture students. In collaboration with UNL Extension, CS-CASH conducts annual tractor safety certification courses across Nebraska for young farmers and ranchers. Approximately 100 students receive certification each year. An annual pilot grant program has awarded 39 pilot grants to researchers and community members throughout the center's seven-state region. Recipients include rural health departments and hospitals. CS-CASH educational programs impact University of Nebraska students as well as professionals throughout the region in medical, nursing, veterinary, agricultural extension, insurance and other fields.

College of Medicine

Department of Family Medicine Rural Activities and Initiatives

ADVANCED RURAL TRAINING PROGRAM

There are currently 15 active participants in the Advanced Rural Training Program. Since its inception in 1993, there have been 82 graduates, 77% of which have entered practice in rural Nebraska communities and stayed for at least three years. Three graduates from the Class of 2018 entered rural practice in the communities of Aurora, Stromsburg and Chadron. Current senior residents are tentatively slated to enter practice in the communities of Norfolk, St. Paul, Central City and Lexington.

RURAL TRAINING TRACKS

The five rural training sites (Grand Island, Kearney, North Platte, Scottsbluff and Norfolk) have 14 residents on-site with an additional eight residents completing their PGY1 year in Omaha. Since the program's inception in 1993, there have been 131 graduates. Of those, 80% are practicing rural medicine in Nebraska or a neighboring state. The graduating class of 2018 is now serving the communities of Neligh, Cozad, Callaway, Holdrege and Kearney. This program remains the most successful rural training track in the country in terms of graduates practicing rural medicine.

COMBINED OUTSTATE RESIDENCY EXPERIENCE

All PGY3 residents participate in the CORE program in conjunction with the Lincoln Family Medicine residency. Current sites include McCook, Lexington, Albion and St. Paul. Residents will provide 48 months of full-time service to these communities where they gain education and understanding of rural health needs.

RURAL NARRATIVES ON WELCOMING COMMUNITIES

Because rural communities are undergoing significant demographic, cultural and social change, it is critical to understand how communities are adapting. The Rural Narratives on Welcoming Communities was a community-engaged, qualitative research study that used appreciative inquiry to frame questions about immigrant integration and community welcoming initiatives in the Columbus and Schuyler communities. Thirty community leaders, representing a broad cross-section of the community, including business/industry, elected representatives, non-profits, education, and faith sector participated. The Rural Futures Institute funded the project.

OFFICE OF PUBLIC HEALTH PRACTICE

Over the past year, the COPH Office of Public Health Practice (OPHP) has offered capacity development, technical assistance, and quality improvement expertise for over 750 individuals. Approximately half of these opportunities have impacted rural communities and practitioners. Faculty and staff from the OPHP have assisted rural health departments with meeting national accreditation standards. Additionally, the OPHP provided field placement stipends to five students who completed 175 hours in rural health, tribal health and other public health organizations. Finally, the Great Plains Leadership Institute is in its fourteenth year and will have over 300 graduates in October 2019. Over half of the graduates represent rural communities from the region.

FAMILY MEDICINE CLERKSHIP

Rural Nebraska serves as the primary training experience for the required third-year medical student clerkship. During the past year, 120 medical students completed their family medicine clerkships in 40 unique Nebraska communities.

AREA HEALTH EDUCATION CENTER (AHEC) PROGRAM

The Nebraska Area Health Education Center (AHEC) Program in UNMC's Department of Family Medicine has worked since its inception in 2001 to address Nebraska's health workforce needs,



particularly those in the state's underserved areas, both rural and urban. Through a network of five regional AHEC Centers that collectively provide services to all of the state's 93 counties, the program provides educational programs and services that bridge academic institutions and communities.

The Nebraska AHEC Program goals are to:

- Develop and sustain a robust and diverse local health workforce in Nebraska by engaging youth and others to complete health professions training programs and enter health careers
- Recruit health students to consider working in rural underserved areas of the state by providing clinical experiences in these communities during their training
- Retain health professionals in these regions by offering accessible continuing education and professional development opportunities

In 2017, the AHEC Program provided structured health career programs to more than 4,500 high school and college participants, supported more than 230 health profession students and residents from multiple health profession training programs, and supported more than a dozen continuing education opportunities across the state for more than 250 practicing health care providers. The program also developed new and innovative partnerships and programs, including the AHEC Scholars Program, the weeklong AHEC Health Professions Undergraduate Workshop, and commissioning "The Status of the Health Workforce in the State of Nebraska" report (<https://www.unmc.edu/familymed/education/ahec/workforce-analysis/status-healthcare-workforce-2018.pdf>).

The Nebraska AHEC Program was awarded funding for a five-year project period (2017-2022) from the U.S. Health Resources and Services Administration (HRSA).



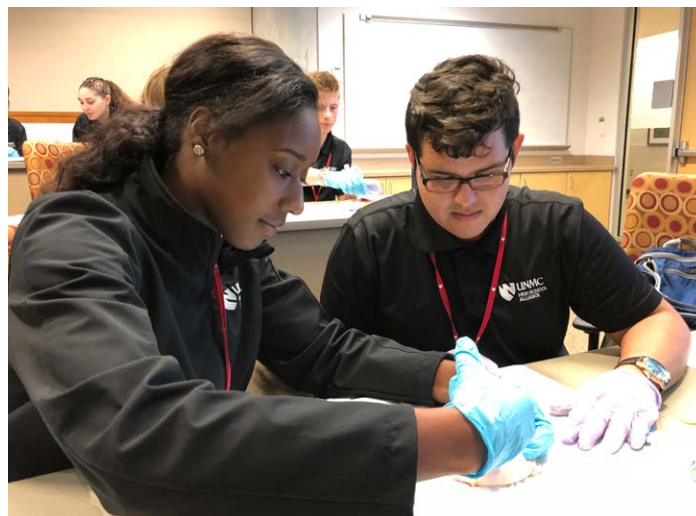
HIGH SCHOOL ALLIANCE

The mission of the UNMC High School Alliance is to immerse highly motivated secondary students from varying educational and socioeconomic backgrounds into an environment, which will introduce them to health professions, leading to a more diverse Nebraska workforce.

UNMC opened its doors to the first class of High School Alliance students in FY 2010-11. The program has expanded to bring 65 high school students to our academic medical center every weekday afternoon for an entire school year. We also bring five “Stellar Senior” students back to campus for a second year. Students are taught by UNMC faculty and receive high school credit for the courses they take. The students complete the program with a greater understanding of science and health topics, the specific steps to accomplish their career goals and are better prepared to enter postsecondary education.

UNMC High School Alliance by the Numbers

- Twenty-six metro area public high schools have participated in the program.
- Fifteen different public school districts have participated in the program.
- Between 35-40% of all students who attend the program qualify for free or reduced lunch.
- Male students comprise 30% and female students comprise 70% of the program's participants.
- Four hundred thirty-nine (439) students, both juniors and seniors, have graduated from the program with a 95% completion rate.
- Seventy percent of students who completed the program and who are in college have indicated that they are pursuing a health-related STEM (science, technology, engineering, mathematics) education career path.
- The program has a 94% college attendance rate.
- Seventy-five percent of the students who have completed the program remain in Nebraska for college.
- Ten former High School Alliance students are students in the UNMC College of Medicine.
- Nine former High School Alliance students have either completed or are in the process of completing their Bachelor of Science in Nursing (BSN) degrees at UNMC.
- Ten High School Alliance alumni have participated or will participate in the Urban Health Opportunities Program at UNO, which upon successful completion will guarantee them a spot in the UNMC College of Medicine.
- Three High School Alliance alumni have participated or will participate in the Rural Health Opportunities Program, which upon successful completion will guarantee them a spot in the UNMC College of Allied Health Professions.



- One High School Alliance alumnus will participate in the Kearney Health Opportunities Program at the University of Nebraska at Kearney, which upon successful completion will guarantee them a spot in the UNMC College of Medicine.
- The program continues to sponsor a Health Occupation Students of America (HOSA) Chapter for students.
- The High School Alliance program is partnering with the e-Learning department to develop interactive online modules for distribution to middle and high schools across the State of Nebraska.
- Over 300 UNMC faculty, staff and students have been involved with the program.

MCGOOGAN LIBRARY OF MEDICINE

New Services

- In cooperation with the Office of the Vice Chancellor for Research, the McGoogan Library helped launch support for the Research Nebraska portal.
- With the Office of Graduate Medical Education, the library started the process of creating an e-journal that will be hosted on the library's Digital Commons website.

Achievements

EDUCATION AND RESEARCH SUPPORT

- McGoogan Library continued supporting the College of Medicine's Inquiry Coil by constructing a plan for the Class of 2022 that included Phase 1 learning modules or Inquiry-focused learning objectives integrated into Orientation, Fundamentals, Musculoskeletal and Gastrointestinal blocks. Library faculty presented Inquiry learning objectives and possible learning activities suitable for Class of 2021 Phase 2 clerkships and initiated planning to introduce and support Class of 2021 Phase 3 Inquiry Coil learning objectives.
- Librarians reached 88 providers and staff at primary care clinics of Nebraska Medicine during information sessions about using library services to support clinical care.

- Students used 3D printing tools in the library's makerspace to prototype microscope adaptors with Dr. Jesse Cox and eye surgery tools with Dr. Donny Suh.
- The Children's Hospital & Medical Center (CHMC) and library partnership continued, expanding access to library resources to non-UNMC affiliated staff. Thanks to the support of CHMC administration and library collection experts, this "virtual library" was built on the CHMC existing e-books package and database accounts. This project gave all CHMC staff access to over 8,000 additional full-text journals. The library also formalized literature search and review services for CHMC staff. These additional services included several instruction sessions, reaching over 140 CHMC researchers.
- The library claimed a prime spot in UNMC's new learning management system, Canvas, for our integrated "front door" to library services and resources. The Canvas-based portal has been integrated into 1,548 Canvas sites and used as a library entry point over 11,000 times.

CONSUMER HEALTH INFORMATION AND OUTREACH ACTIVITIES

- The library provided information services to patients and families at the Resource and Wellness Center at the Fred & Pamela Buffett Cancer Center and launched a new project to lend iPads for patients and families to use while receiving treatment.
- Librarians created a new Public Library Toolkit in support of Nebraska public libraries' efforts to provide consumer health information to their communities.
- The library participated in several fairs and outreach events in Omaha and across the state:
 - Baby's Natural Choice Conference, where they shared evidence-based breastfeeding information resources;
 - Nebraska Library Association Conference, where they helped librarians learn about multilingual and multicultural health information resources;
 - Omaha Women's Health and Wellness Conference Health Fair, where they shared quality websites for women's health;
 - Olson Center Brown Bag Lecture, where they shared "They Said It, You Heard It: Health Issues in the Headlines," a presentation about criteria to evaluate health news shared in the media and resources for finding quality health news stories;
 - Madison, Nebraska Science Fair; and
 - NE SciFest (Nebraska Science Festival).



COLLECTIONS

- By the end of June 2018, all University of Nebraska (NU) campuses had shared access to journal packages from the major publishers: American Chemical Society, Elsevier, SAGE, Taylor & Francis and Wiley.

SPECIAL COLLECTIONS AND ARCHIVES

- New exhibits highlighting history were installed:
 - Exhibition on the history of midwifery, highlighting items from the Rare Book Collection.
 - “The History of the Omaha Medical College,” an interactive digital exhibit.
- The library’s Special Collections team, in collaboration with other NU libraries, implemented the ArchivesSpace system to manage and provide web access to archival collections. Notable collections represented are the Wolf P. Wolfensberger Collection, the Oral History Collection and the Omaha Medical College Collection.
- The library’s new 3D scanner was used to create digital models of physical artifacts in the library’s Special Collections.
- The library’s Special Collections added 38 rare books to its already existing collection. Subjects include anatomy and physiology, military medicine and surgery.

EVENTS

- Using visual storytelling, veteran comic writer and artist, Bob Hall, partnered with the University of Nebraska State Museum and Nebraska research virologists, science writers and learning researchers to create a unique and fascinating story called “Carnival of Contagion” about the measles virus. To celebrate the release of “Carnival of Contagion,” the library hosted an exhibit featuring enlarged poster prints of each page of the comic, along with materials illustrating how the book was created.
- The library engaged the UNMC community and the public in author readings and events:
 - Dr. Robert Wigton shared stories of UNMC during his talk, “The History of the University of Nebraska Hospital and its People.”
 - Adrian Koesters, PhD, a research editorial specialist at UNMC, read from her works of poetry as the McGoogan Library celebrated National Poetry Month. Dr. Koesters’ published works include “Many Parishes,” “Three Days with the Long Moon,” and “Healing Mysteries.”
 - Nancy Bristow, PhD delivered the Richard B. Davis, MD, PhD History of Medicine Lectureship: “We Have Done Just as Well as Could Be Done: Health Care Practitioners and the Influenza Pandemic of 1918.”



SUPPORT FOR CAMPUS INITIATIVES

- Library faculty participate in diversity and inclusion groups on campus, including Health Equity Working Group, Inclusivity Committee, Diversity Officer’s Collaborative, LGBTQ+ Employee Alliance and Interdisciplinary Association of Minority Health Professionals of the Omaha Metropolitan Area (I-AM-HOME).
- Library staff led or participated in wellness activities such as pet therapy, student finals week “de-stress” breaks, winter walking groups and the APHA Billion Steps Challenge.
- The library’s Reflection Room provided a quiet space to reflect and meditate for 630 members of the UNMC and Nebraska Medicine community.

COMMUNICATION

- The library streamlined and refined communications with the launch of *The Source* (<https://www.unmc.edu/library/about/Newsletter.html>), an electronic newsletter.
- The new *Ready for the Future* (<https://www.unmc.edu/library/documents/McGooganFuture.pdf>) promotional package was created to show and tell more about where the library is headed.

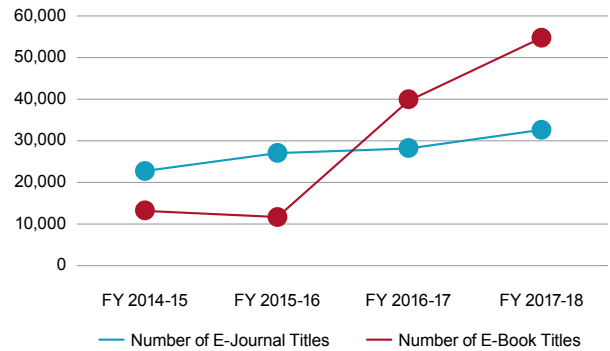
SPECIAL RECOGNITION

- The library received the 2018 Outstanding Service to the Allied Health Professions from the College of Allied Health Professions. This award recognizes extraordinary contributions in health care, education or service that result in the significant advancement of the College and the allied health professions.

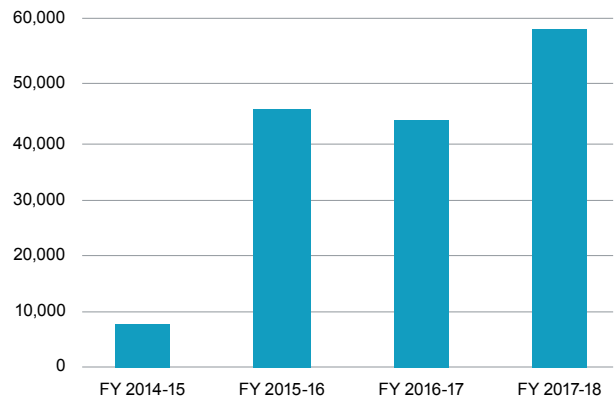
Future Plans

- The library is collaborating with Facilities, Management and Planning, Information Technology and HDR on the forthcoming Wittson Hall renovation and planning for the design and function of the new library space. Several campus partners will be co-located in the renovated space including Faculty Affairs with Faculty Development and the Interprofessional Academy of Educators, the College of Allied Health Professions (VERT, Sonography Lab and classroom), E-Learning, Information Technology Services and the Writing Center.
- The library is planning for the development of exhibits in the new Wigton Heritage Center.

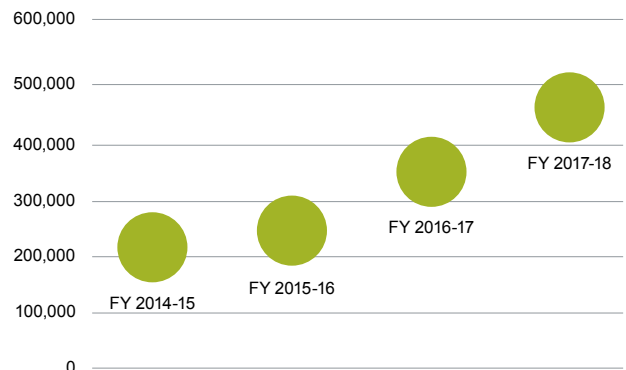
Library E-Collections



Institutional Repository Downloads



Number of Off-Site Logins



FACULTY DEVELOPMENT

UNMC's Office of Faculty Development is dedicated to assisting faculty members at all levels flourish in their roles as educators, scholars, researchers and clinical care providers.

It is our mission to advance innovative and effective pedagogical practices, further scholarly activities, support ongoing professional success and foster committed and engaged leaders.

Key Topics for 2018 calendar year

- Managing microaggressions in health care and higher education, featuring guest speaker Dr. Cynthia Ganote
- Advanced communication skills for high-stakes situations (five-part series)
- Delivering better lectures and presentations
- Effective recruitment strategies, created in collaboration with UNL
- Designing effective multiple-choice questions that make the grade
- Dealing with the growing requests for accommodations
- The brave new world of a lecture-less curriculum, featuring guest speaker Dr. Brenda Roman
- Working smarter, not harder; speed mentoring
- Coaching talent for peak performance
- Leading in a fast-paced academic medical center

UNMC Faculty Development and UNO Center for Faculty Excellence partnered for focused faculty training on how to recognize and manage microaggressions by taking A.C.T.I.O.N.:

- A** **Ask**
Ask clarifying questions to assist with understanding the microaggressor's intentions.
- C** **Come from curiosity, not judgment**
Listen actively and openly to their response. Be aware there are things you might not know about the person.
- T** **Tell others**
Tell others what you observed as problematic in a factual manner. (Ex: I noticed that...)
- I** **Impact consideration**
Ask for or state the potential impact of such a statement or action on others. (Ex: What do you think people think when they hear that type of comment?)
- O** **Own your response**
Own your own thoughts and feelings around the impact by using first-person language. (Ex: When I hear your comment, I think/feel...)
- N** **Next steps**
Request appropriate action be taken and check in with the target of the microaggression.



1,691

Individuals Registered
for Development Events
in 2018



45 UNMC educators spotlighted
as keynote presenters



**9,854 page views on the
ConnectED open-access
educational portal**

Posts were seen by individuals from
72 distinct countries



**4,629 page views on the iLearn
internal educational portal**

Faculty and staff across the state can
access development resources for
24/7 learning



**Produced a suite of 360°
feedback tools**

Faculty Development and Faculty
Affairs offer more tools designed for
individuals and units seeking more
in-depth, developmental feedback



Grew a culture of coaching

Trained 100+ senior leaders at
UNMC and led faculty coaching
learning community of 70 leaders
from 45 organizations across the
U.S. and Canada

unmc.edu/facdev

FACULTY MENTORING

The Faculty Mentoring Program, established by UNMC's Academic Affairs in 2013, assists in the professional development of faculty by the colleges and institutes of UNMC as the faculty achieve their career goals and prioritize work-life balance for a successful academic career.

UNMC Mentoring Program Vision

To enhance and sustain the career success of the faculty of the University of Nebraska Medical Center.

Mission and Goals

- Facilitation and attainment of individual faculty career goals
- Professional development of faculty and staff
- Increased job satisfaction of faculty
- Long-term faculty retention
- Improved work-life balance for faculty
- Prevention of faculty burnout
- Documentation of faculty mentoring success

Outreach

The Mentoring Committee includes representation from all colleges of UNMC and provides suggestions and counsel to continually improve the mentorship activities at UNMC. The committee supports seminar planning, website development and is a mentoring resource to UNMC colleges and institutes. The Mentoring Program outreach includes presentations on the importance of mentoring at new faculty orientation and seminars focused on being a mentor, being a mentee/protégé, peer mentoring, on-boarding of new faculty, developing mentoring programs within colleges, institutes and departments, and of the value of mentoring for rank advancement. Prior lectures on mentoring issues can be accessed on the mentoring website.

Planning

The UNMC mentoring website (<https://www.unmc.edu/mentoring>) provides information on being a mentor, being a mentee and how mentees/protégés establish satisfying relationships with mentors. A mentoring manual for new faculty is also available on the website. It describes how to establish a connection to a new mentor and develop a mentoring relationship with that person when their department or college does not have a formal mentoring program. The website is user-friendly and focuses on just-in-time mentoring education with links to mentoring publications and other mentoring websites. The link to the UNMC promotion and tenure website has also been updated with revised UNMC guidelines, the necessary documents for rank advancement and links to all UNMC college and institute guidelines.



Continuing and Emerging Efforts for FY 2018-19

- Direct one-on-one mentoring and coaching as requested
- Assistance with mentor-mentee/protégé matching
- Assistance with issues of faculty civility
- Continued growth of the Women's Mentoring Group under the leadership of Dr. Caroline Ng
- Continued growth of the LGBTQ Mentoring Group under the leadership of Ms. Emily Glenn
- Continued growth of an under-represented minorities faculty mentoring group (I AM HOME) that includes members from other academic and practice sites in Omaha under the leadership of Dr. Liliana Bronner
- Establishment of a retired alumni, faculty and staff group supported by UNMC Alumni Affairs
- Establishment of a faculty mentoring group for those considering retirement in the next 3-5 years
- Meetings with executive leadership groups to emphasize the value of formal mentoring as part of leadership development
- Mentoring workshops as requested

iEXCEL

Global leadership in improving human performance and effectiveness in health care



iEXCEL is designed to help improve the outcomes of patient care by creating a new model for health care education and research through advanced clinical simulation and visualization resources.

iEXCELSM, or the Interprofessional Experiential Center for Enduring Learning, was developed for students, faculty and staff to enhance learning and patient care outcomes through the adoption of experiential learning and a competency-based approach to training. The program's reach spans the entire state through a network of interconnected, interactive digital walls (iWalls) and mobile simulation training units, Simulation in Motion-Nebraska (SIM-NE).

In the fall of 2019, iEXCEL will operate from a new state-of-the-art simulation facility, the Dr. Edwin G. and Dorothy Balbach Davis Global Center on UNMC's Omaha campus.

As preparations are made for the transition to the Davis Global Center, faculty and student engagement is a top priority. Several faculty members have stepped forward as early adopters of visualization technology and the iEXCEL staff has supported new learning modules in subjects such as pathology, pharmacology, nutrition, anatomy, dentistry and infectious disease control. Advanced simulation support has expanded with the hiring of additional staff, including simulation specialists and content development experts.

Several workgroups comprised of faculty and staff are building important infrastructure for the program in the areas of human performance and effectiveness, data capture and analysis, surgical skills and business development. The iEXCEL Student Ambassador Group is forming and aims to become a formal student organization.

VISUALIZATION & SIMULATION

iEXCEL has been operating in a prototype space in preparation for the Davis Global Center. The Visualization Hub is an innovative open learning space that encourages group interaction

using advanced visualization technology. The Sorrell Clinical Simulation Lab continues to offer simulated clinical environments in which health care professionals can practice specific skills and be competency-assessed with human patient simulators, task trainers and interactions with standardized patients. This lab holds approximately 800 simulation events and works with nearly 16,000 learners a year (including repeat learners attending a new event). iEXCEL has hosted more than 6,100 visitors since the program began in 2016.

There is a significant need for the creation of accurate and engaging medical content for advanced 3D and holographic technologies. A team of five talented developers and designers have worked closely with faculty and a small selection of external clients to develop modules for 3D and augmented/virtual reality (AR/VR) applications. Some examples of their work include:

- **Shaken Baby Syndrome:** a visual representation of physical retinal damage that occurs when a baby is shaken; used for clinical and public health education (*Subject matter expert: Dr. Donny Suh, Children's Hospital; UNMC*)
- **Coagulation Cascade:** a digital model of the blood clotting process used in nursing education (*Subject matter experts: Drs. Scott Koepsell and Heidi Keeler, UNMC*)
- **Medication Organizer for Transplant Patients:** an interactive and visual training tool for patients to practice the correct dosage and frequency of medication administration before being released from the hospital, thus improving the ability to replicate the same actions at home (*Subject matter experts: Drs. Gary Cochran and Dean Collier, UNMC*)



In-situ emergency simulation scenario

Among the many curriculum activities and community events, one highlight includes the in-situ simulation organized by iEXCEL and the UNMC Department of Emergency Medicine in partnership with SIM-NE and Gretna Fire and Rescue. Emergency medicine residents, medical students and Nebraska Medicine nurses were trained using patient actors and human patient simulators on topics ranging from wilderness medicine, injuries resulting from a lightning strike and management of burns from a bonfire accident. The training culminated in a rollover car crash. Gretna Fire and Rescue responded to “victims” who had been ejected from the vehicle and others who were still trapped inside. Some “victims” had minor injuries, while others were treated in the SIM-NE truck’s simulated emergency room and ambulance.



Infectious disease simulation training

iEXCEL simulation and visualization staff have supported the launch of a federal infectious disease training program organized through the Global Center for Health Security, which will occupy the ground level of the Davis Global Center. This federally-funded training uses a variety of technological and interactive visualization tools and simulation scenarios to ensure learning outcomes are met and retention is high. For example, visualization models are used to practice the accurate sequence of donning and doffing personal protective equipment (PPE), a 360° video demonstrates the particulate dissemination during patient care and interactive 2D models on the iWall allow learners to manage the flow and placement of exposed patients in care units. Highly-coordinated simulation scenarios provide learners the opportunity to practice infection prevention and control (IPC), such as transfers of care and the safe handling of bodily fluids, using task trainers and patient simulators. These immersive and hands-on training experiences include assessments of performance and are designed to improve critical thinking, communication and teamwork skills.

STATEWIDE COLLABORATIVE NETWORK

In July 2018, SIM-NE began to operate under the umbrella of iEXCEL. The partnering of these programs extends statewide outreach by providing technologically-advanced simulation training in mobile units to a variety of health care providers. Since its inception, SIM-NE has trained more than 5,000 health care professionals in more than 250 training events in 87 of Nebraska’s 93 counties. The program is designed to evolve with the needs of communities and new scenarios are continually being created. For example, training for school officials on concussions, simulation training focused on head injury and asthma for school nurses and procedures for handling infectious diseases.

SIM-NE collaborated with Nebraska Air Guard 155th Air Refueling Wing: Medical Detachment Group (MDG) during its large training event and worked with the Nebraska State Patrol Academy to train recruits on emergency childbirth and narcotic overdoses. The program also partnered with Nebraska Perinatal Quality Improvement Collaborative (NPQIC) to provide didactic sessions followed by hands-on simulation training to critical access hospitals across the state. The scenarios included perinatal resuscitation and difficult delivery.



Simulation in Motion-Nebraska (SIM-NE)

The statewide network of iWalls has continued to expand with UNMC College of Nursing and College of Allied Health Professions installing a shared iWall in Kearney. In Lincoln, two iWalls were installed, one by the College of Nursing and another by the College of Dentistry. These iWalls are able to connect via collaboration software enabling distance learning, and thus strengthening UNMC campus ties across Nebraska.

A special training workshop organized by UNMC Faculty Development explored using the iWall to plan multi-sensory learning activities. Feedback was positive and numerous faculty members have since inquired how to integrate iEXCEL in the design and delivery of transformative educational activities for their courses.

WORKFORCE DEVELOPMENT

The EON Reality Virtual Reality Innovation Academy (VRIA), housed on the UNMC campus, launched in June 2018. A celebratory ribbon-cutting was well-attended by university and community supporters who believe in improving workforce development opportunities for Omaha in the growing fields of 3D and AR/VR development.

VRIA's inaugural class successfully completed 16 weeks of concentrated training and is currently in the project phase. Teams are working on this year's health care-focused project in the areas of modeling, programming and project management. The cohort will graduate in May 2019. Assistance with career exploration is well underway for a variety of industries.

COMMUNITY & BUSINESS ENGAGEMENT

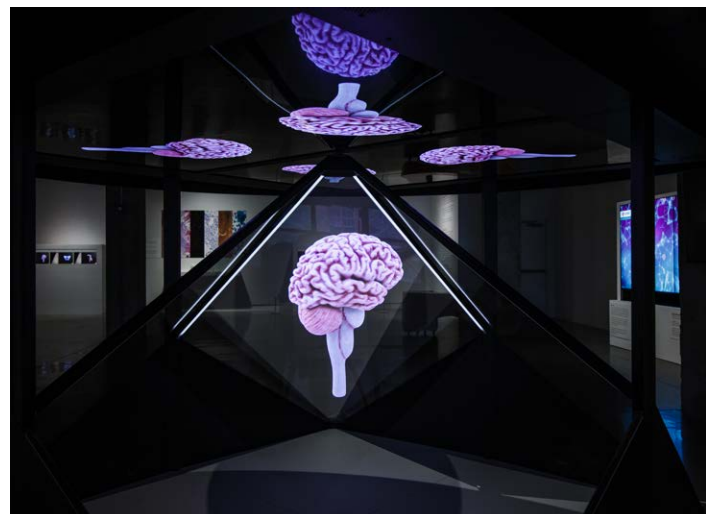
iEXCEL collaborates with community organizations and industry members to fulfill and promote the vision of improving human performance and effectiveness. Staff presented iEXCEL's innovative programming locally, nationally and globally through involvement with the Greater Omaha Chamber of Commerce, Omaha STEM Ecosystem, HPSN World conference and the National Health Service U.K.



Faculty Training using the iWall



EON Reality VRIA ribbon cutting ceremony



iEXCEL's Dreamoc Diamond featured at Kaneko



The Davis Global Center @ Smith, Bourne & Associates, iEXCEL, UNMC

KANEKO invited iEXCEL to be a major contributor to its “Reality” exhibition in the summer of 2018. The exhibition showcased the blending of science, technology and art, and featured current iEXCEL technological resources and new technology that will be housed in the Davis Global Center, such as the Dreamoc Diamond, one of the largest mixed reality displays with four-sided visibility, and 12 POP3s (one-sided holographic displays). The exhibition was free and open to the public and the average visitor base reached nearly 500 people per day. iEXCEL also co-organized a Visionary Series featuring UNMC and industry experts providing open lectures to the community on cutting-edge issues, including improving safety and quality using simulation and the changing workplace due to technological advances, such as artificial intelligence (AI).

iEXCEL and NSRI co-hosted the National Modeling & Simulation Coalition (NM&SC) 2018 National Meeting at UNMC. The conference attracted a national audience to engage with keynote speakers and expert panelists on “Improving Human Performance and Effectiveness.” Presentations covered topics related to human performance in the areas of AI, medical mission essential competencies, fatigue, situational awareness, virtual humans, surgery, workforce development, big data and more. The conference united a national network of global subject matter experts in this field and several opportunities for collaboration were identified.

iEXCEL's industry collaborators and supporters contributed to several of the program's community and business initiatives, including the KANEKO exhibition and Visionary Series, the NM&SC 2018 National Meeting and the selection of technology and equipment for the Davis Global Center.

MOVING FORWARD

In fall 2019, a series of events will be held to celebrate the Davis Global Center's grand opening. Opportunities for students, faculty and staff to experience the facility first-hand are being planned. Technology selection and integration, as well as equipment purchasing, are steadily progressing. In January 2018, the first five-sided, laser-projected virtual immersive environment, the iEXCEL Laser CAVE-5, was delivered to UNMC; and in March 2019, the floor was lowered and installed. The careful planning of visualization and simulation resources, including highly-trained staff, will ensure a smooth transition when the facility opens.

The opening of the Davis Global Center will signify a transformation in how UNMC prepares health care professionals to take care of patients, as iEXCEL promotes interprofessional and experiential learning. The Davis Global Center will also represent unparalleled opportunities for research, collaboration and innovation among multiple disciplines. Serving as an icon for improving patient outcomes by offering an unprecedented array of clinical simulation opportunities, the Davis Global Center will collaborate with Nebraska Medicine to improve human performance and effectiveness in health care.

RESEARCH TAB

RESEARCH TAB

RESEARCH AWARD SUMMARY

TOTAL RESEARCH AWARDS FY 2007-08 Through FY 2017-18 Per Regents Report

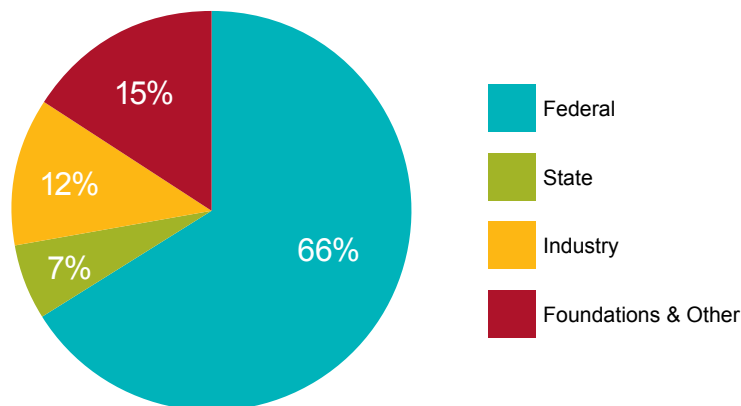
FISCAL YEAR NET AWARDS	AMOUNT	INCREASE/ (DECREASE)	# PRINCIPAL INVESTIGATORS	# RESEARCH GRANTS
FY 2007-08	\$63,819,775	(15%)	220	392
FY 2008-09 ^(a)	\$100,929,069	58%	242	487
FY 2009-10 ^(a)	\$115,024,194	14%	255	498
FY 2010-11	\$79,703,053	(31%)	244	409
FY 2011-12	\$88,902,488	12%	248	443
FY 2012-13	\$94,109,544	6%	239	425
FY 2013-14 ^(b)	\$89,895,973	(4%)	261	471
FY 2014-15	\$93,313,397	4%	265	466
FY 2015-16	\$115,157,592	23%	268	486
FY 2016-17	\$117,091,404	2%	284	495
FY 2017-18	\$135,608,898	16%	297	524

(a) American Recovery and Reinvestment Act year
(b) Federal Sequestration imposed

Research Funding by Sponsor Category

	FY 2016-17	FY 2017-18	Increase/ (Decrease)
Federal	\$78,124,964	\$89,019,134	13.9%
State	\$7,679,905	\$10,128,529	31.9%
Industry	\$15,509,428	\$15,987,267	3.1%
Foundations & Other	<u>\$15,777,107</u>	<u>\$20,473,968</u>	<u>29.8%</u>
Total	\$117,091,404	\$135,608,898	15.8%

Percent of Total Funding by Sponsor Category FY 2017-18



NATIONAL INSTITUTES OF HEALTH FUNDING AND NATIONAL RANKING

National Institutes of Health Research Funding and College Rank Federal Fiscal Year Ending September 30						
COLLEGE	DENTISTRY	MEDICINE (a)	NURSING	PHARMACY	PUBLIC HEALTH	UNMC TOTAL (c)
FY 2017-18 Rank	42nd	52nd	37th	19th	48th	78th
FY 2016-17 Rank	34th	53rd	34th	7th	51st	83rd
Total Colleges (b)	65	152	67	142	59	2,842
FY 2017-18 NIH Funding	\$456,750	\$74,594,873	\$1,446,022	\$6,429,379	\$596,153	\$83,523,177
FY 2016-17 NIH Funding	\$1,255,158	\$62,202,247	\$1,090,834	\$8,315,444	\$269,067	\$73,132,750
Increase/(Decrease)	(\$798,408)	\$12,392,626	\$355,188	(\$1,886,065)	\$327,086	\$10,390,427
% Change	(63.61%)	19.92%	32.56%	(22.68%)	121.56%	14.21%

a) College of Medicine includes Allied Health, Eppley Institute and Munroe-Meyer Institute

b) # Total Colleges based on # reported accredited programs (CODA, LCME, ACPE, CEPH); CON uses # Schools with NIH funding reported in the NIH RePORT

c) UNMC total compares UNMC NIH funding against "all organizations" (Academic Health Science Centers, Other Academic, Hospitals and Corporate entities) reported by the NIH as receiving funds during the federal fiscal year reported

COLLEGE OF MEDICINE DEPARTMENTS ^(a) RANKED BY NIH FUNDING FEDERAL FISCAL YEAR ENDING SEPTEMBER 30			
Department	FY 2016-17 Rank	FY 2017-18 Rank	FY 2017-18 NIH Funding
Anesthesiology	43	39	\$783,649
Biochemistry	53	17	\$10,654,996
Emergency Medicine	25	19	\$757,500
Genetics	33	43	\$495,149
Internal Medicine/Medicine (b)	53	51	\$16,628,182
Neurology (c)	33	25	\$10,070,872
Obstetrics & Gynecology	38	48	\$447,979
Ophthalmology	49	54	\$757,292
Pathology	34	31	\$6,607,642
Pediatrics (d)	31	33	\$5,247,025
Pharmacology	5	7	\$15,544,618
Physiology	47	49	\$2,880,568
Radiation-Diagnostic/Oncology	59	NR	\$0
Surgery	30	31	\$3,719,401

a) Rank among the 142 LCME Accredited Programs

b) Internal Medicine/Medicine includes Eppley Cancer Institute awards

c) Neurology includes Neuroscience and Neurosurgery

d) Pediatrics includes Munroe-Meyer Institute for Genetic and Rehabilitation awards

Departments without NIH funding are unranked (Family Medicine, Orthopaedic Surgery, Otolaryngology, Psychiatry)

ANNUAL RESEARCH AWARDS

EXTRAMURAL RESEARCH FUNDING TOTAL RESEARCH AWARDS						
	FY 2015-16		FY 2016-17		FY 2017-18	
Research Totals	Projects	Funding	Projects	Funding	Projects	Funding
Federal	155	\$73,866,494	174	\$78,124,964	191	\$89,019,134
State	54	\$7,942,989	47	\$7,679,905	50	\$10,128,529
Industry	107	\$13,664,377	113	\$15,509,428	84	\$15,897,267
Other	170	\$19,683,732	161	\$15,777,107	199	\$20,473,968
Total	486	\$115,157,592	495	\$117,091,404	524	\$135,608,898

TOTAL CLINICAL RESEARCH AWARDS						
	FY 2015-16		FY 2016-17		FY 2017-18	
Clinical Research Totals ^(a)	Projects	Funding	Projects	Funding	Projects	Funding
Federal	41	\$35,426,110	46	\$34,902,000	46	\$36,403,962
State	5	\$377,889	6	\$593,647	11	\$1,234,648
Industry	84	\$10,588,261	82	\$12,880,410	58	\$11,802,263
Other	68	\$1,253,525	69	\$7,915,003	84	\$11,147,819
Total	198	\$47,645,785	203	\$56,291,060	199	\$60,588,692

UNMC Fiscal Year July 1 - June 30

a) Clinical Research awards are defined as those awards with an associated IRB protocol

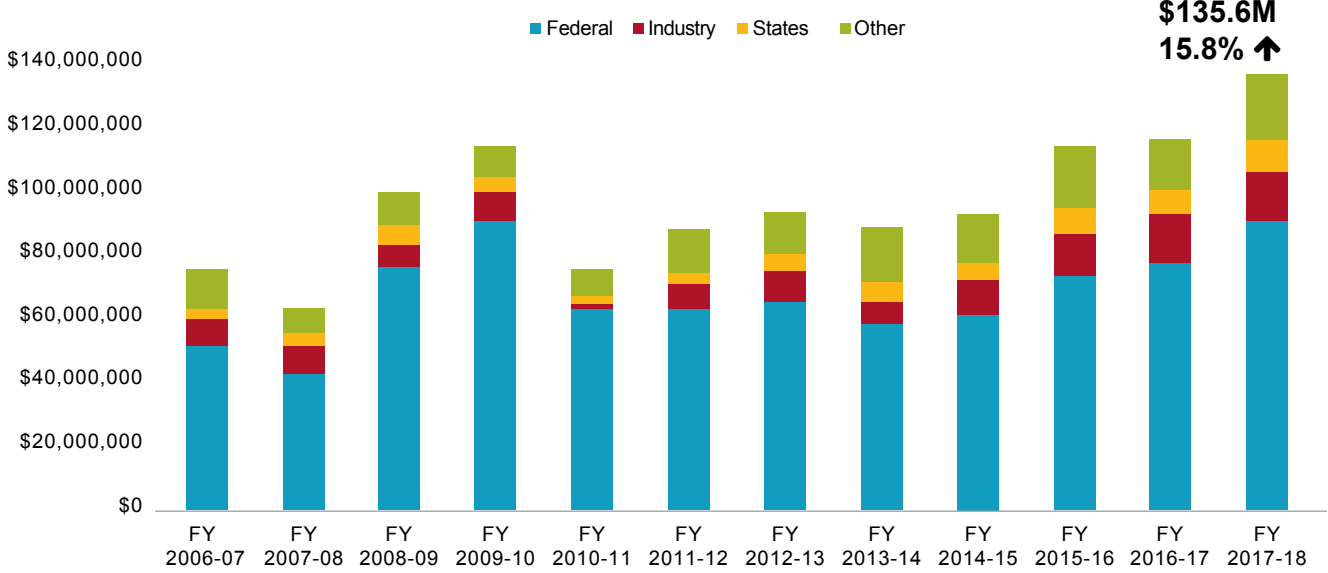
TOTAL EXTRAMURAL FUNDING BY COLLEGE UNMC FISCAL YEAR JULY 1 – JUNE 30			
Colleges	FY 2016-17	FY 2017-18	Increase/(Decrease)
College of Medicine	\$77,900,330	\$86,812,831	11.4%
College of Allied Health Professions	\$332,902	\$309,605	(7.0%)
College of Dentistry	\$1,285,336	\$1,699,617	32.2%
College of Nursing	\$1,535,472	\$1,190,524	(22.5%)
College of Pharmacy	\$11,608,754	\$12,845,333	10.7%
College of Public Health	\$6,299,831	\$10,291,042	63.4%
Eppley Cancer Center	\$14,138,053	\$16,899,211	19.5%
Munroe-Meyer Institute for Genetics and Rehabilitation	\$3,990,726	\$5,560,735	39.3%



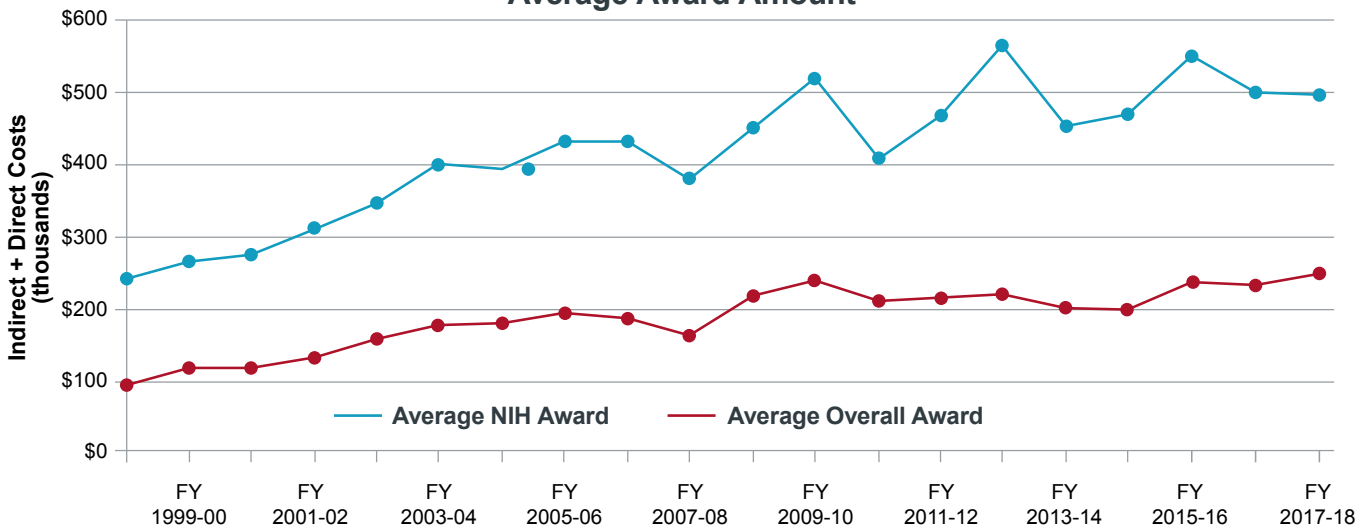
Provided by UNMC Vice Chancellor for Research

RESEARCH AWARDS AND AVERAGES

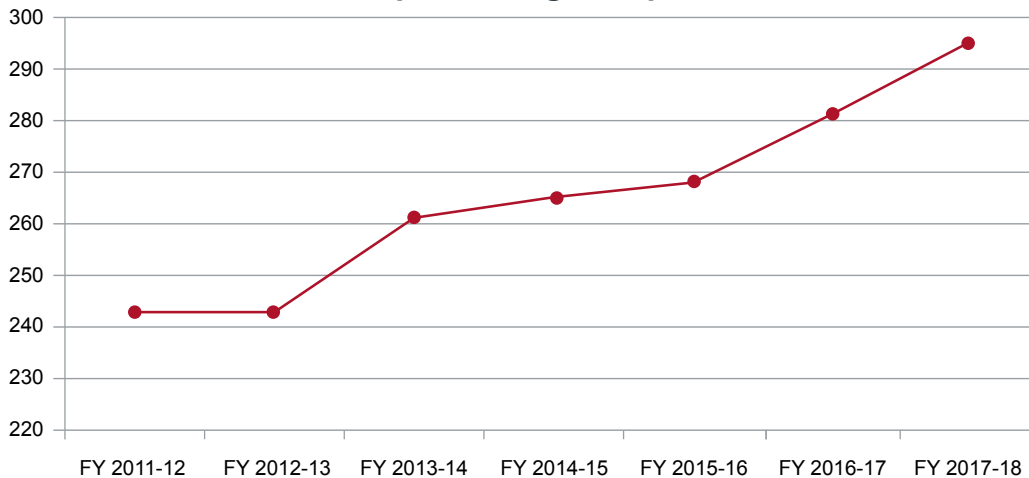
Annual Totals



Average Award Amount



Principal Investigators per Year



Provided by UNMC Vice Chancellor for Research

RESEARCH STRATEGY

UNMC continues to steadily increase funded research projects and funded investigators through the following strategies:

1. **Recruit funded investigators and leaders.** Recruiting funded faculty and leaders with a history of research funding increases overall funding, expands our research mentor pool and reinforces a culture that values and supports research.
2. **Expand translational teams.** Teams are critical to developing innovative strategies for competitive grant applications as well as speeding translation. Retreats, research interest groups and collaborative seminars promote the development of new teams.
3. **Diversify our funding portfolio.** While most of our funding is federal, there are additional mechanisms beyond the NIH R01 award and many other types of funding available:
 - *Large grant programs.* Center grants are critical to the support of shared resources and growing mentors and sustainable research programs, particularly the NIGMS-funded Centers of Biomedical Research Excellence (CoBRE). In 2018, the newest Phase I CoBRE was funded, entitled “Nebraska Center for Molecular Target Discovery and Development.” Other large grant mechanisms include Program Project (PPGs), Cooperative (U) and Specialized Programs of Research Excellence grants.
 - *Department of Defense (DoD) in collaboration with the National Strategic Research Institute (NSRI).* DoD funding through NSRI requires an understanding of specific DoD agency priorities and educating faculty on how their research is relevant to these DoD priorities. These priorities include rapid diagnosis, mitigation or treatment of highly infectious diseases, biocontainment training, consequence management training, improving infrastructure for emergency preparedness and response in low resource areas, combat casualty care, en route care for those exposed to highly infectious diseases or other exposures, national and international research networks for emerging infectious diseases and new drug development.
 - *Global Center for Health Security.* UNMC co-led the HHS-funded National Ebola Training and Education Center (NETEC) and received funding for a Training, Simulation and Quarantine Center (TSQC) and other follow-on research programs. These programs moved into the Board of Regents newly approved Global Center for Health Security, which has pursued additional funding for emergency preparedness training and mitigation. This group works closely with NSRI, as some projects overlap in focus.
 - *Child Health Research Institute (CHRI).* In collaboration with Children’s Hospital & Medical Center, the Board of Regents approved CHRI has prioritized research and faculty recruitment in pediatric cancer, cardiovascular disease, infectious diseases and rare/genetic diseases.



The institute’s first Executive Director and Pediatrician-in-Chief, who also serves as the Chair of UNMC Department of Pediatrics, has been named.

- *Clinical trials.* Recruitment and revenues from commercially sponsored and other clinical trials were targeted as a growth area for UNMC. UNeHealth and the Clinical Research Center have led major changes in contracting, budgeting and supporting a newly deployed Clinical Trials Management System (CTMS) that makes monitoring and invoicing more consistent and supports multicenter trials.
 - *Training grants.* Through incentives and improved understanding of their value to students, more individual and institutional training grant awards (F, K and T grants) have been submitted and awarded.
 - *HRSA, ASPR and other federal agencies.* Inviting representatives from various funding agencies, to visit UNMC and share their priorities has highlighted other opportunities.
 - *Commercially sponsored investigator-initiated research.* UNeMed works closely with UNMC faculty to identify opportunities and maximize research funding from commercial sponsors for a variety of types of research including and beyond product development
4. **Mentoring.** More units intentionally identify mentors for new recruits and several grant mechanisms and other units, including the research office support workshops and mentors to speed the trajectory of new faculty toward independent funding.
 5. **Streamline research processes.** The research office continues to look for ways to streamline research processes and reduce barriers to collaborations with other universities.

BUILDING AND SUSTAINING RESEARCH RESOURCES



Service centers and core facilities are critical elements of our research infrastructure. Many state-of-art technologies cannot easily be purchased or sustained by one laboratory, so identifying and prioritizing the purchase of large pieces of equipment helpful to the research community, as a whole, is part of the process of maintaining state of the art facilities. Having the expertise to help teach others how to use these technologies or to design and perform the assays for investigators is as critical as having the equipment. For this reason, we have increasingly hired technical directors for many of our cores.

Instrument Cores

UNMC is fortunate to have an array of cores to support basic, translational and clinical research activities. Some examples include the Flow Cytometry Research Facility, Next Generation DNA Sequencing and Advanced Microscopy cores. Growing an adequate user base to sustain these instrument-based core facilities is harder in a smaller institution than a larger one. Nebraska Research Initiative (NRI) monies are essential to the maintenance of these cores and NRI funds are used not only to cover operational and personnel expenses that help reduce service fees charged to researchers but also to purchase newer instruments that allow our investigators to stay competitive with those in much larger institutions.

Clinical Research Support Centers and Technologies

As our clinical and translational research grows, we have also grown research support for those activities. This includes the Clinical Research Center, a space where many of our clinical trials are conducted. We have developed the Nebraska Biobank, a repository of over 160,000 anonymized biologic samples linked to basic clinical information (age, gender, medications) so that investigators can rapidly study groups of patients to evaluate new tests to diagnose disease or risk earlier or identify best strategies for treatment. This year we have operationalized the Clinical Trials Management System that will make it easier to manage clinical research studies.

Service Cores

UNMC has developed key service cores. Service cores provide expertise or physical spaces for the support of research rather than instrumentation. The Center for Collaboration on Research Design and Analysis (CCORDA) is UNMC's portal for research design and biostatistical analysis of projects. The Bioinformatics & Systems Biology Core provides expertise to support the analysis of genomics and proteomics data. The Electronic Health Record Access Core provides access to data sets to analyze health outcomes, quality improvement, or preliminary data for the feasibility of grant applications. The Research IT Office (RITO) supports the development of databases, including the use of REDCap, an open source database for clinical research; and understands and troubleshoots issues of moving data sets and establishing secure data storage options. PCORNet is a database that links deidentified data from seven Great Plains states for research questions that require larger datasets. Increased access to this resource is planned.

Siemens Prisma MRI Scanner

UNMC's first and only dedicated research MRI for human subject research became the Core for Advanced Magnetic Resonance Imaging (CAMRI). The MRI includes advanced software that allows UNMC's teams to perform new types of research and participate in joint research with other national teams. Jointly purchased and installed by the Great Plains IDeA-CTR, UNMC College of Medicine, Nebraska Medicine and UNMC Vice Chancellor for Research, it was deployed during fall 2018.

Small Animal Bioimaging Center

Many different technologies have been brought together to form a small animal bioimaging center that allows investigators to conduct a variety of new studies: MRI, SPECT/CT, ultrasound, endoscopy and radiation therapy, to name a few. The center co-localizes imaging services so that animals can be safely and easily imaged using one or multiple modalities.

COLLABORATION IS THE KEY

Complex health problems require broader research teams to address them. We often talk about moving laboratory research to the bedside and into the community, but the bench scientist is now talking earlier to the clinical scientist and the community and public health researcher. More teams need special expertise in data analysis, technology transfer and regulatory requirements, and work with many types of sponsors. Some of the mechanisms that create collaboration opportunities for researchers are listed below.



NIGMS-funded INBRE Grant

The INBRE grant is one of our longest held large grant programs. It is focused on developing both the next generation of scientists and enhancing the research capacity of undergraduate institutions across the state, large and small (Nebraska Wesleyan, Wayne State, Chadron State, Doane University, Creighton University, College of Saint Mary, UNK, UNL and UNO). UNMC works with these institutions and coordinates resources and programs that introduce students to biomedical and health professions careers as they conduct research during their undergraduate curriculum.

NIGMS-funded IDeA-CTR Grant

UNMC leads a consortium of institutions across North and South Dakota and Nebraska to help develop clinical/translational research and research infrastructure. With grant funding, an annual summit, mentoring programs and opportunities to present and “pitch” ideas, researchers from across the region learn from each other and have entered new collaborations.

Bioengineering Retreat and Competition

For more than 12 years, UNL and UNMC have held biennial retreats to drive new collaborations, particularly between UNL engineers and UNMC health professions and biomedical researchers. Many of these collaborations have led to new product development. Other groups and initiatives have used this template to enhance collaborations and conduct internal competitions focused on regenerative medicine and other topics.

Health Disparities

Conquering health disparities can require even larger teams and depends on input from community members. An annual health disparities grant competition incentivizes new teams to focus on the health disparities of our state and region.

Drug Discovery and Development

Drug discovery and development is the focus of an increasing number of researchers and requires different technologies and expertise to speed development. The College of Pharmacy has focused for some time on new or improved therapeutics for infectious diseases and has been joined by many members of the Department of Pathology and Microbiology. The Fred & Pamela Buffett Cancer Center, along with the College of Pharmacy, is focused on both diagnostics and new therapeutics that can be moved to cancer care sooner. A new NIGMS-funded Center for Biomedical Research Excellence specifically focuses on new targets for drug delivery. The Department of Pharmacology and Experimental Neuroscience has focused on therapeutics for HIV Associated Neurologic Diseases and other neurodegenerative diseases. The Nanomedicine GMP facility and new faculty recruits with expertise in many aspects of commercial drug development as well as additional funding from the Department of Defense are also driving research and collaborations between UNMC and UNL, as well as with the National Strategic Research Institute (NSRI) in these areas.

Theme Based Research Focus Areas

The construction of the new Fred & Pamela Buffett Cancer Center where clinicians and researchers from all departments and disciplines “rub shoulders” has shown the value of groups working together to revolutionize cancer care. Other groups being formed include the following.

- *Child Health.* Omaha Children’s Hospital with UNMC has formed the new Child Health Research Institute. This collaboration intends to greatly expand research to improve child health across the state and region. This initiative includes a new clinical research building, new faculty recruitments and expanding research in cancer, infectious diseases, rare diseases and cardiovascular disease among others.
- *Infectious Diseases and the Global Center for Health Security.* Several of UNMC’s colleges (Dentistry, Pharmacy, Medicine and Public Health, in particular) have focused on infectious disease research, including HIV and other viral diseases, malaria, tuberculosis, *Staph aureus*, antibiotic resistance, Ebola and other emerging infectious diseases.



The ASPR-funded National Ebola Training Center and Department of Defense funding through NSRI have greatly expanded UNMC's impact in the area of emerging infectious diseases and emergency preparedness, both across the United States and with partners around the world, including rapid diagnosis, biocontainment and transport, as well as care of personnel with suspected infections.

- *Community-based, including Agriculture-related Occupational Health and Safety.* All colleges and Institutes are focused on growing community-engaged research and this is a special focus of the Colleges of Public Health and Nursing. This research focuses on improving health in both rural and urban communities. Some of these include: implementation research that makes sure new treatments are being utilized as they should be in community settings, accident and fall prevention along

with prevention of diseases like cancer and diabetes, improving transitions of care from the hospital, improving care in the community and understanding and reducing health disparities as they relate to race, ethnicity, economic or disability barriers or rural/distance barriers. In many of these areas, existing or new technologies are being developed or implemented to transform health care. Many of these collaborations include teams that cross between University of Nebraska institutions.

- *Vascular Disease and Heart Failure.* UNMC and Nebraska Medicine care for a large and growing number of heart failure and vascular disease patients. Researchers from almost all colleges are working together on new clinical collaborations and trials, improved care models, a new Board of Regents Center and an NIGMS Phase I Center of Biomedical Research Excellence (COBRE) application.

HEALTH CARE AND COMMUNITY TAB

HEALTH CARE AND COMMUNITY TAB

NEBRASKA MEDICINE HEALTH SYSTEM UPDATE

Jim Linder, MD, Named CEO



The Nebraska Medicine Board of Directors named Jim Linder, MD, as chief executive officer of Nebraska Medicine in August 2018, replacing Dan DeBehnke, MD, MBA. Dr. Linder, a practicing pathologist, has been part of the medical staff for years. He previously served as interim dean of the UNMC College of Medicine and as interim president of the University of Nebraska system from 2014 through 2015. Dr.

Linder was previously a member of the Nebraska Medicine Board of Directors and as a past board officer has expertise in the history and structure of the organization.

Dr. Linder is a native Nebraskan who earned his Bachelor of Science degree from Iowa State University in Ames, Iowa, and his medical degree with distinction from the UNMC. He completed his residency training in pathology at Duke University Medical Center in Durham, North Carolina, and at UNMC.

"I am honored and enthused to accept this key leadership position," says Dr. Linder. "Nebraska Medicine is uniquely poised along with our university and community partners to provide optimal care for all Nebraskans, as well as continue to expand as a strong academic medical center." Nebraska Medicine's position remains strong and the strategic direction, including its FY 2018-19 objectives and tactics and five-year goals, will continue.

"The continued growth and success of Nebraska Medicine over the past decade has been truly remarkable, achieving numerous national awards for quality and safety of care, groundbreaking clinical research and as a premier learning institution," says Dr. Gold. "Our board is highly confident that Dr. Linder will maintain the successful momentum of Nebraska Medicine across all of our clinical care, teaching and research missions."

Zero Harm Tools Training Conducted, Daily Shout Out for Safety Begins

Throughout 2018, a foundation of Nebraska Medicine's journey to high reliability included training all staff in Zero Harm tools. The basis of the class includes mastering techniques for communicating with each other and speaking up for safety. Trainers included 54 colleagues who volunteered to become experts in the Zero Harm tools and share them with the organization. More than 9,000 colleagues and providers participated in the in-person course. All new hires also receive Zero Harm training after joining Nebraska Medicine.



As part of the organization's commitment to creating safe and highly reliable patient care and colleague work environments, a new process started March 1, 2018, to bring better visibility to any safety issues that may affect the network. The Daily Shout Out is a short meeting including leaders from all areas of Nebraska Medicine. Participants share any past or upcoming issues that may impact patient, visitor or colleague safety, or operations across the network. As of fall 2018, 99.8% of action plans resulting from the daily shout out have been addressed, with 88% being completed within a week.

Departments across the health network are also taking advantage of departmental huddles, in which they look back at any safety or quality issues from the previous day, look ahead to the coming day and follow up on critical issues.

Primary Care and Immediate Care Clinics Expansion

Nebraska Medicine opened two primary care clinic locations in 2018, including the addition of Elkhorn and the relocation of Fontenelle. Both clinics follow a patient-centered medical home (PCMH) model, meaning a comprehensive team includes behavioral health, social workers, dieticians and pharmacists, along with primary care clinicians and staff. Together, the team provides comprehensive primary care for acute illnesses, chronic disease management, preventative health care and well care.





The opening of the Elkhorn clinic in April marked the expansion of Nebraska Medicine's primary care services in West Omaha. The clinic features 15 exam rooms, five consult rooms, a procedure room and radiology services. Elkhorn is Nebraska Medicine's 16th clinic and has plans to serve as an Immediate Care location in the future.

December 17, 2018 marked the first day of a full appointment schedule at the new Fontenelle Clinic, located at 5005 Ames Avenue. The previous location of 5050 Ames Avenue was the patient-centered medical home for many North Omaha families. The large patient base outgrew the clinic space and the clinic amenities and equipment needed to be updated. This move and other primary care clinic openings and relocations are all part of Nebraska Medicine's commitment to provide convenient, comprehensive care in Omaha and its surrounding communities.

New Dermatology Clinic, Department

Approved by the University of Nebraska Board of Regents in 2016, the UNMC Department of Dermatology is officially up and running. Ashley Wysong, MD, was selected as the founding chair. Over the next five years, a minimum of eight dermatologists will be recruited to the department.

The Nebraska Medicine Dermatology Clinic started seeing patients in summer 2018. The new general dermatology clinic is located in the Lauritzen Outpatient Center, with specialty clinics planned for the Fred & Pamela Buffett Cancer Center and the Village Pointe campus. Further expansion will depend upon community needs.

Dermatology will also have a strong presence in treating hospital inpatients at Nebraska Medicine with a new consultative dermatology inpatient service. In addition, plans for a tele-dermatology program to allow UNMC/Nebraska Medicine to meet the dermatologic needs of rural Nebraska.

Nebraska has one of the lowest ratios of dermatologists in the country with only one dermatologist for every 52,000 people. The ratio recommended by the American Professors of Dermatology is one dermatologist for every 20,000 to 30,000 people.

New University Health Center Opens in Lincoln

A new, state-of-the-art University of Nebraska-Lincoln Health Center building opened for business Monday, July 16, 2018. The three-level, 107,000 square-foot complex is located on the eastern edge of UNL's City Campus. Half of the facility houses the health center, which is managed by Nebraska Medicine, and the other half is home to the UNMC College of Nursing Lincoln Division.

The health center serves primarily students, although some services are available to faculty, staff and community members. Services include primary care, counseling, pharmacy, dental, allergy, immunization, lab, nutrition, physical therapy, radiology, travel, women's health and specialty care.

HIMSS 7 Certification Now Includes Primary Care

In 2015, Nebraska Medicine joined an elite group of medical centers earning the Health Information and Management System Society (HIMSS) Analytics Stage 7 designation, which is the highest certification for electronic medical record adoption. In December 2018, the organization was re-certified as Stage 7 for inpatient care and also received Stage 7 certification for outpatient primary care for the first time.

The certification process included a written application; a presentation highlighting our information technology systems and structure; and ended with a site visit by a team of surveyors comprised of a HIMSS Analytics executive, a current chief information officer and a current chief medical information officer. The reviewers determined that Nebraska Medicine is at the highest level of electronic health record adoption. They noted our dedication to safety and were impressed by how technology is being used to streamline patient care and improve outcomes.

Nebraska Medicine is the only HIMSS stage 7 health system in the state. We are one of 10 academic medical centers in the country to achieve the Davies Award, Stage 7 Acute Care certification and Stage 7 Outpatient certification.

Awards and Recognition

Nebraska Medicine was awarded a variety of awards and recognitions throughout 2018, including:

- Becker's Hospital Review's 100 Great Hospitals in America
- Becker's Hospital Review's 100 hospitals and health systems with great oncology programs
- U.S. News & World Report Best Hospital in the State with national rankings in Gynecology
- U.S. News also rated Nebraska Medical Center as high performing in eight other specialties including: cancer, gastroenterology and GI surgery, geriatrics, nephrology, neurology and neurosurgery, orthopaedics, pulmonology and urology.
- Nebraska Medical Center achieved Magnet designation from the American Nurses Credentialing Center. Only 8% of the 5,500 hospitals in the U.S. earn Magnet designation. This is the third time Nebraska Medical Center has received Magnet status.

- The National Committee for Quality Assurance (NCQA) recognized 14 Nebraska Medicine primary care clinics as Level III patient-centered medical homes, the highest quality level of achievement.
- The National Safety Council, Nebraska (NSCN) awarded Nebraska Medicine with its “Nebraska’s Safest Companies” award.
- Nebraska Medical Center and Bellevue Medical Center earned full accreditation as a Chest Pain Center with Primary PCI (percutaneous coronary intervention) from the American College of Cardiology (ACC). This is the first time Bellevue has achieved this level of accreditation.
- Centers for Medicare and Medicaid Services (CMS) Lung Transplant Program certification
- Nebraska Medical Center earned the Get With The Guidelines Stroke Gold Plus Achievement Award with Target: Stroke Honor Roll Elite Plus; Bellevue Medical Center earned the Get With The Guidelines® Stroke Gold Plus Achievement Award with Target: Stroke Honor Roll Safe Sleep Designation from the Nebraska Department of Health and Human Services (in partnership with the Nebraska Hospital Association, the Nebraska Chapter: American Academy of Pediatrics, and the Nebraska Perinatal Quality Improvement Collaborative) earned from the state for using evidence-based research to educate patients and colleagues about safe sleep for infants under 12 months of age.
- The Bariatrics Center at Nebraska Medicine awarded the Metabolic and Bariatric Surgery Accreditation and Quality Improvement Program (MBSAQIP) Center of Excellence.
- Health Care’s Most Wired designation from College of Health Care Information Management Executives (CHIME)

HEALTH CARE VOLUME AND PATIENT SATISFACTION

NEBRASKA MEDICINE - CLINIC VISITS	FY 2017-18 ACTUAL	FY 2018-19 PROJECTED
Primary Care	233,993	247,874
Specialty Care	441,074	466,611

NEBRASKA MEDICINE - HOSPITAL ACTIVITY	FY 2017-18 ACTUAL	FY 2018-19 PROJECTED
Source - Census Days File (Excludes Newborns)		
Discharges	32,973	33,828
Patient Days	179,971	189,593
Average Length of Stay	5.46	5.60

NEBRASKA MEDICINE - PATIENT SATISFACTION SCORES	FY 2016-17		FY 2017-18	
Measures: patients' overall satisfaction with their healthcare experience	Top Box %	Comparison Percentile Rank	Top Box %	Comparison Percentile Rank
Overall Nebraska Medicine clinics likelihood of recommending practice	80.0%	32nd	81.9%	44th
Nebraska Medicine overall inpatient recommending the hospital (HCAHPS)	77.8%	67th	79.8%	76th
Nebraska Medicine Bellevue inpatient recommending the hospital (HCAHPS)	79.3%	72nd	76.7%	63rd



COMMUNITY ENGAGEMENT



Community Engagement Permeates the Mission of All UNMC Colleges and Units

We reach thousands of Nebraskans each year through Science Cafés, the Speakers Bureau, the United Way Drive and other efforts. In addition, UNMC outreach clinics operate throughout Nebraska to serve patients with needs that only specially trained experts can meet. And, we work collaboratively with local physicians and health care providers to bring the latest treatments to people, right in their hometown. UNMC's goal is to improve the health and welfare of the community by:

- Providing health care services to underserved populations
- Offering resources and enhancing the educational opportunities of UNMC students
- Expanding opportunities for diverse students to become health professionals
- Working collaboratively with other agencies and organizations to provide programs and services to residents of the community

UNMC Engages the Community through Various Initiatives

OFFICE OF COMMUNITY ENGAGEMENT

The Office of Community Engagement, established in 2016 in response to UNMC's national recognition as a Community Engaged Campus by the Carnegie Foundation for the Advancement of Teaching, builds mutually beneficial relationships and collaborations between UNMC and the communities it serves. It advocates for community-engaged research, education, clinical care, advocacy and service.

The Office of Community Engagement supports the efforts of UNMC faculty, staff and students by hosting UNMC|SYNC, an online community to facilitate communication, planning and tracking of interprofessional community engagement efforts. New in 2018, this cloud-based system facilitates communication, connects various communities to service opportunities and provides a centralized location for students, faculty and staff to

connect with organizations and activities aimed at promoting interprofessional and community engagement.

The Office of Community Engagement partners each summer with the Urban League to support its Girls Summer STEAM Academy. The academy is a 6-week program that exposes up to 20 girls of color to careers in Science, Technology, Engineering, Agriculture, the Arts and Mathematics through hands-on experiences, meeting women in STEAM careers and touring local institutions. This summer, girls toured UNMC simulation suites, received hands-on public health training and learned about human anatomy with the Anatomage virtual dissection table.

The office oversees the administration of five student-led service learning "Legacy Projects:"

- **Bridge to Care** connects resettled refugees in the Douglas County/Omaha metro area with health care providers, health educational materials and preventive health services. Among its many efforts, Bridge to Care organizes an annual health fair for resident refugees in the Benson area and partners with the UNMC Center for Reducing Health Disparities to support numerous community service events.
- **Do JUSTice** allows students to interact with inmates to deliver STD education, testing and treatment and develop intervention strategies. Partnering with the Douglas County Department of Corrections, students provide care, education and advocacy for this vulnerable population.
- **EMPOWER** focuses on reducing domestic and sexual violence by increasing awareness and providing opportunities for future health care professionals to become involved in supporting survivors through health education and service. Empower organizes the annual "It's On Us" Week of Action events to raise awareness and prevention of abuse and violence, hosts self-defense classes, organizes lunch and learn sessions and supports greater community events such as local human trafficking prevention efforts.
- **Decreasing the Donor Deficit** raises awareness of cancer treatment by bone marrow transplantation through educational events. In partnership with the Be The Match

Foundation, students organize and staff recruitment opportunities, conduct screenings and collect samples to identify new donors in order to increase donors in the national registry for patients awaiting a donor match.

- **Fostering the Future**, an interprofessional organization, empowers children, adolescents and especially young adults in, or transitioning out of, the foster care system to be advocates for their own health care and connects them with health resources. Each fall, students organize a blanket-making event to supply local foster children with a blanket during transitional periods. Community organizations such as the Omaha Police Department and Project Everlast use the handmade blankets in their work with fostered youth. The group also hosts a health fair for youth transitioning out of the foster system each spring.

Each Legacy Project also supports efforts to facilitate the human connection between patients and caregivers by organizing and hosting Schwartz Center Rounds in collaboration with Nebraska Medicine. These monthly group discussions promote compassion as a tool for patients and caregivers to connect with one another in a way that provides hope and healing.

AFROAMERICA

In September, UNMC, Nebraska Medicine and UNO partnered to support the inaugural African Cultural Festival in Omaha. Well over 2,000 people attended throughout the day, as different facets of African culture were showcased through an amazing lineup of performing acts, fashion, arts and crafts and authentic African cuisine.

SCIENCE CAFÉS

Begun in February 2009, the UNMC Science Cafés involve a face-to-face conversation with a scientist about current science topics. Open to everyone, they take place in casual settings like pubs and coffeehouses. A science café's casual meeting place, plain language and inclusive conversation create a welcoming and comfortable atmosphere for people with no science background. For more information, visit www.unmc.edu/science_cafe.

ANNUAL UNITED WAY DRIVE

Each year, UNMC employees are encouraged to participate in the annual United Way Drive. In November 2018, the UNMC drive netted \$132,457 (and UNMC recorded a campus participation goal of 36%) for the United Way and the agencies it serves.

SPEAKERS BUREAU

UNMC's Speakers Bureau offers community groups across Nebraska a resource of experts for meetings and conferences. Contact Public Relations to tap into the expertise of university faculty members for presentations and discussions at no cost. Our volunteer speakers come from many areas including cancer research, stem cell research and biosecurity preparedness. Nearly 20 UNMC experts speak to approximately 600 people each year.



Teams of interprofessional students gathered together on a cold day to provide warmth to community children. Each blanket was hugged upon completion to send its new owner some extra love and support. This event is hosted annually by Fostering the Future.

SHARING CLINIC

The five UNMC SHARING clinics strive to enhance the wellbeing of the greater community by providing high quality, low-cost health care to those in need. The original SHARING Clinic opened in 1997 and continues to serve patients weekly at the UNMC Specialty Care Center. Another weekly clinic, RESPECT, opened in 2001 and treats patients for sexually transmitted diseases. The GOODLIFE Clinic opened in 2005 and primarily serves patients with diabetes. In 2011, the VISION Clinic opened to provide basic ophthalmology services. SHARING also partners with the SHARING Dental Clinic, housed at the College of Dentistry in Lincoln. The clinics provide care to approximately 400 patient visits per year. With students from 12 professions working in the clinics, SHARING offers an interprofessional, multidisciplinary educational setting while empowering patients and instilling the values of service and compassion in UNMC students.

NEBRASKA SCIENCE FESTIVAL

The Nebraska Science Festival began in 2013 as an initiative of UNMC, which continues to administer the festival with the assistance of a number of organizations and individuals interested in the advancement of science literacy. The Science Festival is designed to make science accessible, interactive, relevant and fun for kids and adults alike. In 2018, the 10-day festival continued its tradition of popular signature events, including the student and public science expos and the keynote presentation. It featured more than 100 events in 17 cities across the state and attracted more than 27,500 participants.

ALUMNI ASSOCIATION

FY 2017-18 Impact Report



Our partners help make possible the vital work of the UNMC Alumni Association and its people and programs. Our volunteers are driven to advance UNMC's mission through identifying alumni engagement strategies aligned with their college's priorities. Included in this report is a summary of how our alumni and university work together to enhance the margin of excellence.

Catherine Mello, UNMC Alumni Director

New Era of Engagement

The UNMC Alumni Association (UNMCAA) works with several strategic partners to provide opportunities for students, engage with alumni and to facilitate opportunities for alumni to support UNMC. Those partners include:

- UNMC campus leadership including the chancellor and the deans of six colleges
- The University of Nebraska Foundation and the support from alumni through six college-specific Innovation Funds, which serve as the university's annual fund
- The volunteers of the UNMC Alumni Association's Councils

Impact Area: Student Engagement

The UNMCAA provides critical support to UNMC students through facilitating the formation of meaningful student to alumni relationships. Highlights include:

- 742 students participated in professionalism or matriculation ceremonies supported by the UNMC Alumni Association and its councils, symbolically marking the beginning of their career as health care professionals.

- 1,700 student engagement contacts occurred through UNMCAA hosted or sponsored events; emphasizing the importance of the transition from student to alum.
- 201 students participated in a professional development event, including mock interviews, CV development, alumni and student networking and more.
- Other programming highlights include:
 - Strategic investment in student and resident well-being
 - HOST Program – Students connecting with alums during residency interviews
 - Facilitating the transition from student to alum, welcoming all new graduates with automatic membership
 - Volunteer opportunities through alumni councils
- For the third year in a row, UNMC Alumni Councils more than doubled support for student scholarships over FY 2014-15, the year prior to the New Era of Engagement).

Impact Area: Alumni Engagement

The UNMCAA facilitates opportunities for alumni to engage in the life and advancement of UNMC through outreach events, continuing education, communications, advocacy, wellness initiatives and class reunions.

- The UNMC Alumni Association hosted 77 events for alumni, friends and students in FY 2017-18. Over 1,100 alumni attended one of these events.
 - Alumni attended engagement events in five states including Nebraska, with alumni engagement opportunities in a dozen cities in Nebraska.
- Over 450 alumni participated in a class reunion supported by the Alumni Association, re-establishing a connection to their alma mater. This includes activities marking the College of Nursing's Centennial year, the first-ever College of Nursing-Kearney alumni reunion and 17 class parties spanning four colleges.

- The UNMC Alumni Association facilitated social and professional networking for 5,031 followers through alumni Facebook pages and groups, Twitter and LinkedIn.
- In addition to the 42,000 alumni that make up the membership of the UNMC Alumni Association, residents and fellows are also now welcomed as members, adding over 4,000 members.
- Through the Alumni Awards program, 11 alumni were recognized for their distinguished accomplishments.

Impact Area: UNMC

The UNMC Alumni Association, through its people and programs, seeks to advance the mission of the University to enhance the margins of excellence.

- Seven volunteer alumni councils made up of 100 volunteers meet regularly with the deans of their respective colleges to plan engagement strategies in alignment with campus priorities.
- Key campus partnerships in FY 2017-18 include establishing relationships with the Office of Community Engagement, UNeMed, the McGoogan Library, the Interprofessional Academy of Educators and Faculty Development.
- The UNMC Alumni Association manages engagement for the UNMC Retiree Association, a network of almost 400 retirees, and the College of Medicine Parents & Family Association, a network of over 350 family members of medical students.
- The UNMC Alumni Association facilitated the university's educational outreach to alumni in Nebraska during the 2018 Legislative session and the growth of the NU Advocates program.
- The UNMC Alumni Association produces over 20 e-newsletters for alumni that are strategically aligned with the news from the colleges and the university.



To support the work of the UNMC Alumni Association you can donate to a UNMC Innovation Fund. To donate, please visit www.nufoundation.org/unmcfund.

GLOBAL TAB

GLOBAL TAB

GLOBAL STRATEGY

The mission of UNMC and Nebraska Medicine is to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care.

Vision

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

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

UNMC has had active international collaborations since the 1970s, with a marked increase in activity in the last decade. The reasons are compelling:

- From 2013-17, the United States census reports that approximately 11.2% of Nebraskans age five years or older live in a household where a language other than English is spoken. A report released by the US Census Bureau in 2015 lists 107 languages in Nebraska, other than English, spoken at home.
- Nebraska had 6,091 enrolled international students (F1 and J1 student visas) in FY 2017-18, which contributed \$180.9 million to local economies and created or supported 1,772 jobs. For every seven international students enrolled, three U.S. jobs are created and supported by spending that occurs in the higher education, accommodation, dining, retail, transportation, telecommunications and health insurance sectors. For UNMC, the economic impact is estimated to be \$9 million, supporting 47 jobs. (Source: nafsa.org/economic value)
- Nebraska's global export shipments of merchandise in 2017 totaled \$7.2 billion. A total of 1,821 companies exported from Nebraska locations in 2015.
- UNMC had nearly 900 international students and scholars in 2018. More than 16% of our faculty have international origins.



UNMC and Nebraska Medicine targeted the following goals for International Health and Medical Education (IHME) leadership participation in the UNMC International Activities Strategic Plan 2017-20.

EDUCATIONAL PROGRAMS

- Strategy 1.1: Be the global leader in the education of health professionals and bioscience researchers by developing and implementing innovative educational models that embrace new technologies for enhancing learner engagement. These include interactive learning, adaptive learning, and mobile technology that will enhance current pedagogy, as well as advanced educational delivery.
 - Develop healthcare administration and management training modules in partnership with our global partners particularly China and Oman.

INSTITUTIONAL OUTREACH

Advance UNMC's and Nebraska Medicine's urban and rural community outreach, as well as national and global partnerships to build a healthier future.

- Strategy 4.2: Strengthen the breadth and depth of regional, national, and international relationships in education, research, and clinical care through expanded faculty and student exchanges and collaborative relationships with key institutions.
 - Development of public-private partnership in healthcare.
 - Increase the volume of international students, house officers, and faculty being educated at UNMC and Nebraska Medicine. As well as UNMC students and faculty getting international experience.
 - Fully develop the relationship with Oman to optimize the number of professional students enrolled at UNMC, start two-way student exchanges, and increase the number of Omanis receiving residency training at UNMC.



- Increase the number of funded research collaborations with international partners and develop exchanges specifically targeted for research experience for UNMC students in international settings and for international students coming to UNMC.
- Collaboration between UNMC, Buffett Cancer Center, leading U.S. cancer centers and parties in Middle East, north and east Africa to develop an integrated cancer prevention program involving education, research, education and training.
- Work with UNO, UNMC and Nebraska Medicine to increase global engagement collaborations in education.
- Through the International Student Research Forum, provide an international stage for graduate research students to collaborate beyond the boundaries of disciplines and nationalities. The forum aims to attract upcoming global scientists and provides an opportunity to showcase world-class education and research.
- In collaboration with NU Central Administration, sponsor a summit to bring together stakeholders from all four campuses to discuss current collaborations and future collaborations with partners in Africa.

INCLUSIVITY & DIVERSITY

Create an exemplary culturally-sensitive, diverse, and inclusive organization across UNMC and Nebraska Medicine.

- Strategy 5.2: Enrich the environment of inclusivity for all faculty, staff, and students and the communities we serve through coordination of programs that promote and sustain exemplary inclusivity in the learning and working environment.
 - Provide programs and strategies to support the diversity of students through training programs supporting cultural competency.

ORGANIZATIONAL CULTURE

Strengthen UNMC’s and Nebraska Medicine’s employee loyalty, satisfaction, and wellness by continually enhancing the organizational culture.

- Strategy 7.5: Reduce individual and organizational risks by enhancing the knowledge and accountability of policies, procedures, and systems among all UNMC colleges, centers, and institutes, Nebraska Medicine academic and business units, and research and clinical partners.
 - Develop policies for developing and implementing international agreements.

CAMPUS LEADERSHIP

Provide exemplary campus-wide organizational leadership and management for planning and implementation of all strategies, goals, and initiatives.

- Strategy 8.2: Strengthen UNMC and Nebraska Medicine strategic planning and operations through the use of the UNePlan campus-wide strategic planning tool. Use the well-defined institutional metrics and timely dashboard reports of UNePlan to enhance the operations of all of the UNMC and Nebraska Medicine as academic and business units.
 - IHME will track progress on the status and completion of our strategic plan through the UNePlan software.

GLOBAL ACTIVITIES



2018 Activity Highlights of International Health and Medical Education

- UNMC is one of 11 institutions accepted into the 15th cohort of the ACE Internationalization Laboratory, sponsored by the American Council on Education. The Lab process, which began in August 2017 and will conclude in May 2019, provides customized guidance and insight to help colleges and universities achieve their internationalization goals. To date, more than 100 institutions have participated in the program.
- Ongoing collaboration discussions with the UNO International Programs unit explore the sharing of resources in strategic areas and developing joint programs/activities.
- International Health and Medical Education (IHME) prepared and filed government petitions on behalf of UNMC to sponsor 887 international employees, students and visitors, representing 72 countries, to work, study or visit UNMC. Before and after, IHME staff advised faculty, staff and sponsored employees and students on all visa- and immigration-related issues. The majority of the international participants are from India and China.
- IHME provided advice to departments and international employees regarding the process and regulations for sponsorship of permanent residence.
- Services provided to UNO include preparation of government petitions on behalf of UNO to sponsor international employees to work at UNO.
- The International Visitor Program, initiated in 2013, is highly utilized by campus units bringing in unpaid visitors for short-term engagements. Visitors must meet immunization requirements and complete compliance training. UNMC registered 173 international visitors in 2018, representing 30 different countries. Visitors from China comprised 67% of the International Visitor Program population.
- The Medical Observer Program continued with 48 participants representing 15 countries. Of the 48 total, twenty-six (54%) were from India and five (10%) from Nepal. To date, 654 foreign medical graduates and medical students have participated in this program.



- For the sixth consecutive year, UNMC offered an International Student Orientation (ISO) for new international students, who were paired with Ambassador Student volunteers. The three-day orientation featured 23 guest presentations, an ice-breaker and a campus scavenger hunt. Group activities offered throughout the fall semester included trips to the zoo and Gretna outlet mall and smaller group activities organized around outdoor concerts, football games and holiday gatherings.
- UNMC offered free tax preparation assistance to the international participant population, with 222 individuals participating.
- One hundred three UNMC students from the Colleges of Medicine, Allied Health, Nursing, Pharmacy and Public Health participated in global health experiences during FY 2017-18. These ranged in length from one week to four weeks and took place in 14 different countries. The most popular countries for these student experiences were Nicaragua (31), Jamaica (25) and China (13). Collaborative study abroad programming with UNO resulted in a Medical Spanish/Public Health summer offering in Colombia.



- UNMC offered four-week Medical Spanish/Global Health courses that took place in Managua, Nicaragua during March and April. Three UNMC pediatric medical residents completed the course. UNMC's partners in Nicaragua for this course were Universidad Americana and Viva Spanish School, both in Managua. Due to the outbreak of civil unrest in Nicaragua in April 2018, the anticipated summer courses were canceled.
- The Student Alliance for Global Health (SAGH) sponsored four medical service trips during spring break to Jamaica, Nicaragua and a Native American reservation. The 59 participating students represented COM, CON, COP, CAHP, COPH and Graduate Studies. Also offered were short-term Medical Spanish courses and monthly global health speakers and programs.
- The FY 2017-18 SAGH philanthropy project focused on raising awareness and funds were raised for Grounds for Health.
- IHME continues to support the International Student Association (ISA), which became official in January 2016.
- ISA organized the annual April Holi event and continued to sponsor the "Breaking Barriers," program series that spotlights information about different countries.
- The first Africa Summit was held at UNMC during March 2018. The second one was in March 2019. The one-day conference, sponsored by UNMC and the University of Nebraska, featured panel presentations and discussions designed to share information regarding the Africa-related programming of the four NU campuses.
- In February, IHME sponsored six Ben Nelson Fellows, in collaboration with Open World, Washington, DC and the Council Bluffs Sister City Association. Russian scientists met with multidisciplinary research teams to explore future research collaboration.
- During the spring and summer of 2018, five PA students completed clinical rotations in Gitwe, Rwanda, arranged by the University of Gitwe (UG). Two Rwandan researchers visited UNMC in the summer as part of a joint research

collaboration between UNMC and UG to examine genomics of pre-term delivery among women in rural Rwanda. In December 2018, a UNMC researcher and two UNMC students journeyed to Rwanda to conclude the gathering of data for this study.

2019 – Current and Anticipated Activity of International Health and Medical Education

- The ACE Internationalization Laboratory process concludes in May 2019. The process includes site visits by the ACE staff and meetings of the entire Internationalization Laboratory cohort, hosted by ACE in Washington, DC.
- Forty-six UNMC students plan SAGH medical service trips during spring break, taking place in Jamaica (25 students), Colombia (19 students) and a Native American reservation (two students).
- Beginning and intermediate Spanish courses are offered on campus for students, sponsored by SAGH.
- SAGH monthly luncheon programs featuring global health topics are offered during the academic year.
- The Fistula Foundation is the philanthropy project for FY 2018-19.
- ISA will again sponsor the Holi festival in the spring and International Week in November, as well as support ISO and Ambassador activities, including the Ambassador Appreciation Potluck and the Ambassador recruitment.
- In February 2019, six fourth-year medical students completed clinical rotations at the Hospital in Gitwe, Rwanda. That same month, grant-funded training to introduce Hinari and its use to Rwandan health care workers was conducted by a UNMC librarian. Plans are in place to send another cohort of medical students to Rwanda in February 2020. Also in February, a paper summarizing the research of the UNMC/UG research team was completed: Retrospective analysis of early life events and influence on adult health conditions: Effect of fetal programming among adult population in Rwanda.



- The annual visit of six Ben Nelson Fellows is scheduled for September 2019.
- Four-week Medical Spanish/Global Health programs, sponsored by IHME, will again be offered in Xalapa, Mexico during June and July 2019 and were offered during February and April 2019. UNMC's partner in Mexico is Universidad Anáhuac Xalapa.
- Free tax preparation assistance for international participants is scheduled for spring 2020.
- UNMC is developing an MOU with the Faculty of Health Sciences at the University of Beirut in Lebanon.
- A renewal of the agreement between UNMC and the Oman Specialty Board is in progress. The purpose of the agreement is to train Oman physicians in select medical specialties at UNMC. The UNMC/UNO Global Engagement leadership has initiated a faculty development collaboration between Oman's Information Technology Authority and UNO's College of Information Science and Technology. Both UNMC and Sultan Qaboos University will continue to receive students from each other's campuses.
- Several collaborations with Colombia medical institutions have been initiated, which include an MOU with MiRed (a network of hospitals and clinics) in Barranquilla and one with the health campus of Universidad El Bosque in Bogota. In March, UNMC sent teams of 19 students and five faculty/staff to MiRed for spring break medical service trips. All seven UNMC colleges were represented by the participating students.
- The UNMC/UNO Global Engagement team has spearheaded active efforts to facilitate cross-campus collaborations with Universidad Anáhuac and Universidad Veracruzana, both located in Xalapa, Mexico. Xalapa is a Sister City of Omaha. This summer will mark the launch of UNMC's well-known Medical Spanish/Global Health Course at Universidad Anáhuac Xalapa (UAX). The UNO College of Business has signed an agreement with its counterpart at UAX. In May, a UNO cohort of public health students will participate in a study tour in Xalapa, hosted at Universidad Veracruzana.



2018 Asia Pacific Rim Development Program Summary and Accomplishments

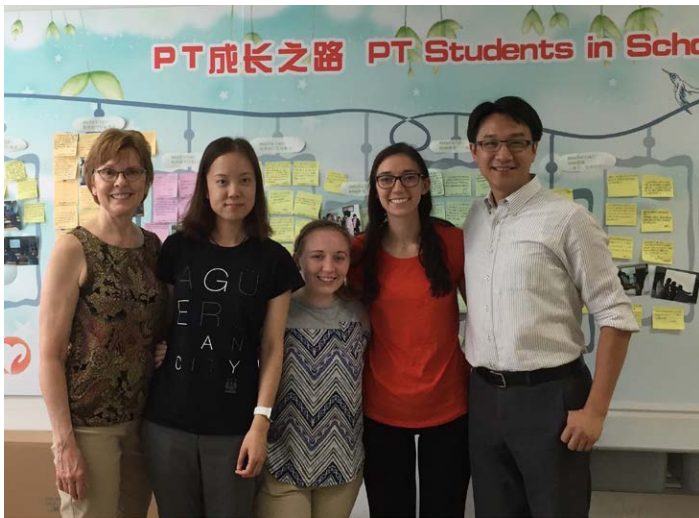
The Asia Pacific Rim Development Program (APRDP) continues to leverage UNMC's position as a global leader in health education, research and patient care in the Asia Pacific region. It strives to increase research scope and efficiency, provide meaningful exchange programs for faculty and students and foster friendships and cultural understanding, ultimately improving health education, care and science in China, the United States and worldwide.

CHINA SCHOLARSHIP COUNCIL PROGRAM

- The UNMC-China Scholarship Council (CSC) program has brought 278 students and scholars to UNMC since 2006.
- In September 2017, a high-level delegation from the CSC, led by Secretary General Madam Jinghui Liu, visited UNMC and a renewal agreement was signed.
- In 2017, recruitment events took place in Changchun, Hangzhou and Xiamen. Presentations occurred in other cities across China. UNMC welcomed 19 new CSC students and there are currently 74 CSC-sponsored students on campus.
- Thirteen CSC students graduated in August and December of 2017 and May of 2018 including the first DDS student in the UNMC-CSC program.
- UNMC and CSC initiated a novel Faculty Medical Education Training Program for faculty in the midwest region of China in the fall of 2015; the FY 2017-18 program brought two groups of CSC-sponsored faculty (30 faculty in total from 13 universities in 6 provinces) to UNMC for six months of training.

STUDENT EXCHANGE

- The APRDP's Summer Research Program hosted 18 students from five Chinese universities for short-term research experience.



- Fifteen Chinese medical students came to UNMC.
- Ten Chinese and six UNMC students embarked on a short-term nursing student exchange.
- In October 2017, four clinical pharmacy students went to China for a one-month clinical experience.
- In July 2017, three physical therapy students participated in a short-term exchange program with China. The students visited the Shanghai Sunshine Rehabilitation Hospital affiliated to Tongji University for a three-week rotation. This was the first exchange for PT students with China.

TRAINING

- In July 2017, ten bachelor physical therapy students from Beijing completed the three-week inaugural Summer Physical Therapy Education Program at UNMC.
- Eight Tongji University clinical faculty members spent two months training at UNMC.
- Two public health faculty from Capital Medical University (CMU) in Beijing spent four months training at UNMC. A research project on air pollution evaluation resulted from the collaboration between UNMC's College of Public Health and CMU.
- One public health student from CMU received a certificate in Public Health during summer 2018 after studying at UNMC for a year.



SYMPOSIA AND EVENTS

- In October 2017, six family medicine experts from UNMC presented at the Annual Family Medicine Symposium in Shanghai on clinical reasoning and education. Hundreds of trainees attended. UNMC also provided training sessions at six different community health centers and hospitals in Shanghai.
- During January 2018, UNMC and UNO faculty and administrators co-hosted the Sino-US biomechanics symposium in Shanghai.



- In February 2018, APRDP coordinated the Sixth Annual Chinese Cultural Fair. More than 270 people attended the event and more than 50 people volunteered their time to this successful event. The Cultural Fair was co-sponsored by UNMC HR-Employee Relations, Organizational Development & Diversity and the UNMC-Chinese Scholars and Students Association.
- During June 2018, eight UNMC students and one UNO student attend the 12th Annual International Student Forum hosted (ISRF) by Griffith University in Queensland, Australia. A total of 72 students representing seven universities and five countries participated in the ISRF.

INTERNATIONAL PERSONNEL ON UNMC SPONSORED PROGRAMS

The total international participant population in 2018 was 887. Since 1999, the international population has almost quadrupled. During the last decade (2008-2018), the increase was 171.2%.

- Six continents are represented: Asia, Africa, Austrailia, Europe, North America and South America.
- Seventy-two different countries are represented.
- Participants from China (336) and from India (269) account for 605 of the 887 total participants, or 68.2% of UNMC's international participant population.
- The largest geographical/ethnic areas represented are the Asia Pacific Rim with 369 and Central Asia with 317. These areas comprise 77.3% of the total 887 participants.
- Participants from Asia (745) represent 84% of the total.
- Other major geographical/ethnic areas represented:
 - Middle East – 47
 - Africa – 44
 - Latin America – 34
 - Europe – 31
 - Canada – 22

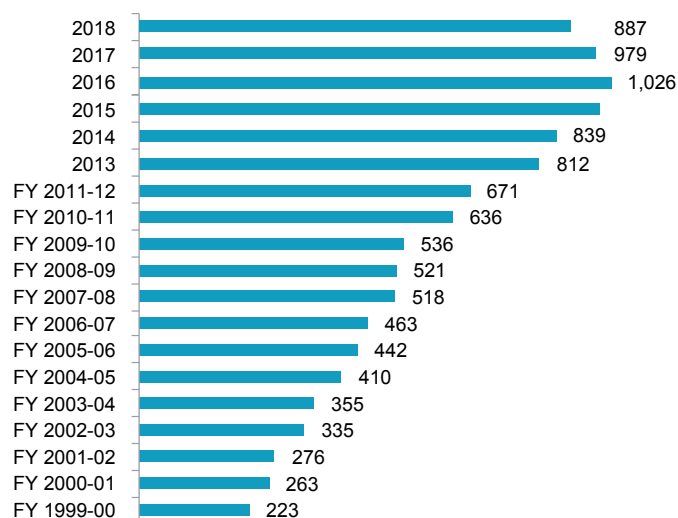
From UNMC's 2018 International Participant Analysis

International Participation at UNMC

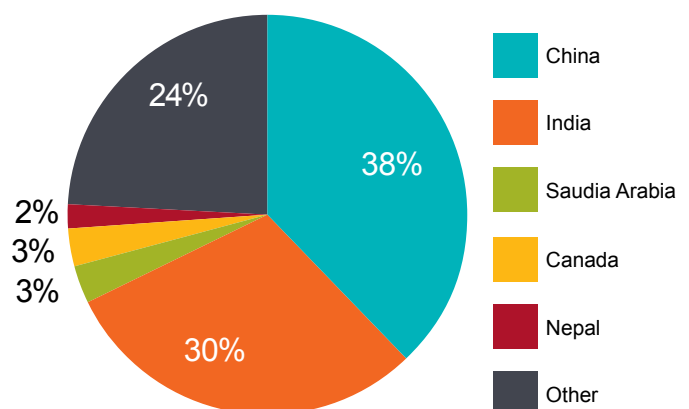
ALGERIA	2	CYPRUS	1	IRAQ	2	OMAN	6	SUDAN	1
ARGENTINA	3	DENMARK	1	ITALY	2	PAKISTAN	17	TAIWAN	6
ARMENIA	2	DOMINICAN REPUBLIC	1	JAPAN	2	PANAMA	2	TANZANIA	3
AUSTRALIA	1	ECUADOR	2	JORDAN	4	PERU	3	THAILAND	3
BANGLADESH	11	EGYPT	7	KENYA	2	POLAND	2	TURKEY	3
BELGIUM	2	ETHIOPIA	2	LEBANON	2	QATAR	1	UGANDA	3
BOLIVIA	1	FRANCE	2	MACAU	1	RUSSIA	8	UKRAINE	1
BOSNIA-HERZEGOVINA	1	GERMANY	4	MALAYSIA	1	RWANDA	3	UNITED KINGDOM	8
BRAZIL	12	GHANA	2	MAURITIUS	1	SAUDI ARABIA	28	UZBEKISTAN	1
CAMEROON	2	GREECE	1	MEXICO	8	SERBIA	1	VENEZUELA	1
CANADA	22	HAITI	1	MONGOLIA	1	SIERRA LEONE	1	VIETNAM	4
CHILE	1	HONG KONG	2	NEPAL	18	SLOVENIA	1	ZAMBIA	1
CHINA	336	INDIA	269	NEW ZEALAND	2	SOUTH KOREA	12		
COLOMBIA	1	INDONESIA	3	NIGER	2	SRI LANKA	2		
CONGO	2	IRAN	4	NIGERIA	15	ST. LUCIA	1		

*These figures do not reflect visitors at UNMC with B1/B2 visas.

Eighteen-Year Graph of International Activity



Top Five Countries



Provided by UNMC International Studies and Programs

CULTURAL COMPETENCY/DIVERSITY TAB

CULTURAL COMPETENCY/DIVERSITY TAB

UNMC AND COMPARATIVE DIVERSITY DATA

UNMC	NONRES ALIEN	ASIAN	NATIVE HAWAIIAN/ PAC ISLAND	BLACK NOT HISP	HISPANIC	AMER IND/ AK NATIVE	WHITE NOT HISP	TWO OR MORE RACES	UNKNOWN	TOTAL	UNDER- REPRESENTED		WOMEN
											MINORITY (note a)	MINORITY (note b)	
Full-time Faculty (inc. Admins. who hold academic rank, 10/01/18)	77	213	2	24	32	2	1,018	4	0	1,372	277	64	597
	5.6%	15.5%	0.1%	1.7%	2.3%	0.1%	74.2%	0.3%	0.0%	100.0%	20.2%	4.7%	43.5%
Asst Prof & Above (no Admin or NRA, only tenured/HP Appt- LB 389, 10/01/18)		131	1	14	25	0	596	3	0	770	174	43	303
		17.0%	0.1%	1.8%	3.2%	0.0%	77.4%	0.4%	0.0%	100.0%	22.6%	5.6%	39.4%
	NONRES ALIEN	ASIAN	NATIVE HAWAIIAN/ PAC ISLAND	BLACK NOT HISP	HISPANIC OR LATINO	AMER IND/ AK NATIVE	WHITE NOT HISP	TWO OR MORE RACES	UNKNOWN	TOTAL	MINORITY (note a)	MINORITY (note b)	WOMEN
All Employees (Workforce Analysis - see exclusions on next pg, 10/01/18)		500	6	122	127	11	3,100	18	0	3,884	784	284	2,320
		12.9%	0.2%	3.1%	3.3%	0.3%	79.8%	0.5%	0.0%	100.0%	20.2%	6.8%	59.7%
	NONRES ALIEN	ASIAN	NATIVE HAWAIIAN/ PAC ISLAND	BLACK	HISPANIC	AMER IND/ AK NATIVE	WHITE	TWO OR MORE RACES	UNKNOWN OR NOT REPORTED	TOTAL	MINORITY (note a)	MINORITY (note b)	WOMEN
Students Fall, 2018 (see Education section)	306	202	1	73	153	9	3,098	81	49	3,972	519	317	2,565
	7.7%	5.1%	0.03%	1.8%	3.9%	0.2%	78.0%	2.0%	1.2%	100.0%	13.1%	8.0%	64.6%
Peer Comparisons													
Faculty LB 389 peers, 2017 Full and part-time	1,531	3,659	21	963	1,207	98	20,529	259	786	29,053	6,207	2,548	10,892
	5.3%	12.6%	0.07%	3.3%	4.2%	0.3%	70.7%	0.9%	2.7%	100.0%	21.4%	7.9%	37.5%
Students at peer institutions (IPEDS, Fall, 2017)	22,570	18,819	182	12,554	20,188	594	144,736	7,589	7,800	235,032	59,926	41,107	124,870
	9.6%	8.0%	0.1%	5.3%	8.6%	0.3%	61.6%	3.2%	3.3%	100.0%	25.5%	14.3%	53.1%
All NE higher education students (IPEDS, Fall, 2017)	5,744	4,054	243	6,755	13,145	941	95,796	3,862	5,324	135,864	29,000	24,946	75,586
	4.2%	3.0%	0.2%	5.0%	9.7%	0.7%	70.5%	2.8%	3.9%	100.0%	21.3%	15.5%	55.6%
US CENSUS (notes c, d & e)	ASIAN	NATIVE HAWAIIAN/ PAC ISLAND	BLACK	HISPANIC OR LATINO	AMER IND/ AK NATIVE	WHITE	TWO OR MORE RACES	TOTAL	WOMEN				
Douglas County (566,880)	4.2%	0.1%	11.4%	12.8%	1.2%	69.1%	2.8%	101.6%	50.6%				
Nebraska (1,929,268)	2.7%	0.1%	5.1%	11.6%	1.5%	78.6%	2.3%	101.9%	50.1%				
United States (327,167,434)	5.9%	0.2%	13.4%	18.3%	1.3%	60.4%	2.7%	102.2%	50.8%				

- a) Asian, Native Hawaiian and Pacific Islander, Black, Hispanic, Native American and Two or More Races.
- b) Native Hawaiian and Pacific Islander, Black, Hispanic, Native American and Two or More Races.
- c) Differences in UNMC and Census categories preclude direct comparisons. Census populations shown in parenthesis.
- d) Census estimates are from U.S. Census Bureau Quick Facts, Population Estimates/Sex. Totals are not exactly 100% due to rounding and (e). July 1, 2018 estimates.
- e) Hispanic or Latino may be of any race; may also be included in applicable race category.

WORK FORCE ANALYSIS SUMMARY

FEMALE (as of 10/01/2018)										
UNIT	TOTAL	TOTAL MINORITY	TOTAL	WHITE-NOT HISPANIC/LATINO	BLACK OR AFRICAN-AMERICAN-NOT HISPANIC OR LATINO	HISPANIC OR LATINO	ASIAN - NOT HISPANIC/LATINO	AMERICAN INDIAN OR ALASKA NATIVE - NOT HISPANIC/LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER - NOT HISPANIC/LATINO	TWO OR MORE RACES - NOT HISPANIC/LATINO
Academic Affairs	108	12 11.1%	70 64.8%	63 58.3%	2 1.9%	1 0.9%	3 2.8%	1 0.9%	0 0.0%	0 0.0%
Business and Finance	341	50 14.7%	135 39.6%	112 32.8%	13 3.8%	5 1.5%	4 1.2%	1 0.3%	0 0.0%	0 0.0%
Chancellor's Office	36	4 11.1%	22 61.1%	20 55.6%	0 0.0%	1 2.8%	0 0.0%	1 2.8%	0 0.0%	0 0.0%
College of Allied Health Professions	96	5 5.2%	80 83.3%	77 80.2%	1 1.0%	0 0.0%	2 2.1%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	235	29 12.3%	154 65.5%	130 55.3%	4 1.7%	7 3.0%	10 4.3%	2 0.9%	0 0.0%	1 0.4%
College of Medicine	1,930	476 24.7%	1,066 55.2%	853 44.2%	35 1.8%	34 1.8%	133 6.9%	1 0.1%	3 0.2%	7 0.4%
College of Nursing	204	12 5.9%	186 91.2%	177 86.8%	3 1.5%	2 1.0%	3 1.5%	0 0.0%	0 0.0%	1 0.5%
College of Pharmacy	103	41 39.8%	37 35.9%	26 25.2%	2 1.9%	0 0.0%	8 7.8%	0 0.0%	0 0.0%	1 1.0%
College of Public Health	127	44 34.6%	85 66.9%	57 44.9%	7 5.5%	8 6.3%	11 8.7%	1 0.8%	0 0.0%	1 0.8%
Eppley Institute	111	40 36.0%	55 49.5%	30 35.1%	1 0.9%	2 1.8%	12 10.8%	0 0.0%	0 0.0%	1 0.9%
Information Technology	72	7 9.7%	12 16.7%	11 15.3%	1 1.4%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Munroe-Meyer Institute	373	38 10.2%	320 85.8%	285 76.4%	10 2.7%	13 3.5%	10 2.7%	1 0.3%	0 0.0%	1 0.3%
Research	148	26 17.6%	98 66.2%	78 52.7%	3 2.0%	2 1.4%	15 10.1%	0 0.0%	0 0.0%	0 0.0%
UNMC Total	3,884	784	2,320	1,928	82	75	211	8	3	13
% of Total		20.2%	59.7%	49.6%	2.1%	1.9%	5.4%	0.2%	0.08%	0.3%
Nebraska Medicine*	772	146 18.9%	284 36.8%	226 29.3%	6 0.8%	7 0.9%	41 5.3%	0 0.0%	0 0.0%	4 0.5%
% of Total										
Nebraska Pediatric Practice**	201	34 16.9%	101 50.2%	86 42.8%	2 1.0%	2 1.0%	9 4.5%	0 0.0%	0 0.0%	1 0.5%
% of Total										

*772 employees are counted both as UNMC and Nebraska Medicine employees. Counts are effective on 12/31/2018.

**201 employees are counted both as UNMC and Nebraska Pediatric Practice employees, counts are effective on 12/31/2018.

Report includes regular full-time and part-time employees. Report does not include temporary employees or individuals in the following employee subgroups: House Officers (H1), Graduate Assistants (D1), Student Workers (S1 & S2), Volunteers W/O Pay (V0) or Retirees (Q0).

MALE (as of 10/01/2018)								
UNIT	TOTAL	WHITE-NOT HISPANIC/LATINO	BLACK OR AFRICAN- AMERICAN- NOT HISPANIC OR LATINO	HISPANIC OR LATINO	ASIAN - NOT HISPANIC/LATINO	AMERICAN INDIAN OR ALASKA NATIVE - NOT HISPANIC/ LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER - NOT HISPANIC/ LATINO	TWO OR MORE RACES - NOT HISPANIC/ LATINO
Academic Affairs	38 35.2%	33 30.6%	4 3.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 0.9%
Business and Finance	206 60.4%	179 52.5%	14 4.1%	12 3.5%	0 0.0%	0 0.0%	0 0.0%	1 0.3%
Chancellor's Office	14 38.9%	12 33.3%	0 0.0%	0 0.0%	0 0.0%	1 2.8%	1 2.8%	0 0.0%
College of Allied Health Professions	16 16.7%	14 14.6%	0 0.0%	0 0.0%	2 2.1%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	81 34.5%	76 32.3%	0 0.0%	0 0.0%	5 2.1%	0 0.0%	0 0.0%	0 0.0%
College of Medicine	864 44.8%	601 31.1%	17 0.9%	28 1.5%	214 11.1%	2 0.1%	1 0.1%	1 0.1%
College of Nursing	18 8.8%	15 7.4%	0 0.0%	1 0.5%	1 0.5%	0 0.0%	0 0.0%	1 0.5%
College of Pharmacy	66 64.1%	36 35.0%	0 0.0%	2 1.9%	28 27.2%	0 0.0%	0 0.0%	0 0.0%
College of Public Health	42 33.1%	26 20.5%	2 1.6%	3 2.4%	9 7.1%	0 0.0%	1 0.8%	1 0.8%
Eppley Institute	56 50.5%	32 28.8%	2 1.8%	0 0.0%	22 19.8%	0 0.0%	0 0.0%	0 0.0%
Information Technology	60 83.3%	54 75.0%	1 1.4%	4 5.6%	1 1.4%	0 0.0%	0 0.0%	0 0.0%
Munroe-Meyer Institute	53 14.2%	50 13.4%	0 0.0%	1 0.3%	2 0.5%	0 0.0%	0 0.0%	0 0.0%
Research	50 33.8%	44 29.7%	0 0.0%	1 0.7%	5 3.4%	0 0.0%	0 0.0%	0 0.0%
UNMC Total	1,564	1,172	40	52	289	3	3	5
% of Total	40.3%	30.2%	1.0%	1.3%	7.4%	0.1%	0.1%	0.1%
Nebraska Medicine*	488	400	7	14	63	0	0	4
% of Total	63.2%	51.8%	0.9%	1.8%	8.2%	0.0%	0.0%	0.5%
Nebraska Pediatric Practice**	100	80	4	4	11	0	0	1
% of Total	49.8%	39.8%	2.0%	2.0%	5.5%	0.0%	0.0%	0.5%

DIVERSITY, INCLUSION AND ENGAGEMENT

UNMC is committed to developing a campus environment that intentionally fosters institutional equity, diversity and inclusion. Our collective success depends on the robust exchange of ideas born of collaboration, innovation and creativity with endless possibility when all members of the community feel valued, respected and supported. Diversity and inclusion remain integral parts of our strategic planning. Highlights of a few accomplishments over the past year are included below.

Diversity in Action at UNMC

UNMC has several employees who are members of the campus-wide Diversity Officers Collaborative (DOC). This group was established to maintain an ongoing method of collaboration for system-wide diversity officers. DOC's mission is to foster collective ownership of diversity, access and inclusion efforts across the four-campus system to achieve equitable outcomes for faculty, staff and students.

CULTURE FEST

Culture Fest is the annual event that celebrates culture and diversity on the UNMC campus. This campus-wide free event features some of the many gifts and talents possessed by UNMC employees and community members. This year's event, 2018 Culture of Expression, was filled with dancing, exhibits, activities and food! Entertainment included performances by Della Bynum, Omaha Ballroom and a presentation by The Tea Smith. Employees and students alike enjoyed participating in the activities and learning how to belly dance, Chicago-style step and country line dance, among other activities.

#IAMUNMC BBQ

Over 900 faculty, staff and students attended the third annual #IAMUNMC BBQ on Wednesday, August 22 at the Ruth and Bill Scott Student Plaza. Campus leaders were on hand to share in the fun, which included free food, giveaways, music and games. The barbeque was the first campus Zero-Waste Event by LiveGreen. The event was hosted by Student Senate and the Division of Student Success.

CARE-FILLED COMMUNITIES DIALOGUE SERIES

In partnership with Inclusive Communities (IC), a nonprofit organization devoted to promoting inclusivity, diversity and equity, Student Senate and the Division of Student Success developed and hosted three lunchtime events for UNMC students in spring 2019. These events focused on building an inclusive culture on campus, improving inclusivity in workplace interactions and providing more inclusive patient care.

Campus Engagement

McGoogan Library faculty participate in diversity and inclusion groups on campus. These include Health Equity Working Group, Inclusivity Committee, Diversity Officer's Collaborative, LGBTQ+ Employee Alliance and Interdisciplinary Association of Minority Health Professionals of the Omaha Metropolitan Area (I-AM-HOME).



Bill and Ruth Scott at #IAMUNMC BBQ

Community Engagement

HUMAN RESOURCES

For the third year, UNMC partnered with Step up Omaha, a community-based initiative of the Empowerment Network and the City of Omaha, in collaboration with other community based organizations. Youths and young adults – ages 16-21 – are placed in summer jobs to allow them to get work experience that can lead to careers or college and an opportunity to earn income during the summer. In 2018, there were 10 students, the largest group since the program started. Students worked in the Chancellor's Office, Human Resources, Otolaryngology (ENT), the Photo ID Office, Internal Medicine, Regional Pathology, Surgery and Business and Finance. The training program ran for eight weeks during which participants learned basic computer and office equipment skills as well as other lifelong learning skills such as decision-making and team-building.

CENTER FOR REDUCING HEALTH DISPARITIES

- The Center for Reducing Health Disparities (CRHD) staff presented on research and outreach initiatives within the Hispanic/Latino and underserved communities at national and international conferences including:
 - Agricultural Safety and Health Council of America's National Safety Summit
 - Cambio de Colores Annual Conference
 - International Society for Agricultural Safety and Health Conference Annual Conference.
- CRHD staff worked with investigators across campus as cultural and linguistic consultants for research projects.
- CRHD hosted 36 students from the Latino Center of the Midlands for a career exploration day as part of the Greater Omaha Chamber of Commerce's CareerRockit Initiative on February 12, 2018. These students got to learn about public health and emergency preparedness. They also completed "Stop the Bleed" training in collaboration with Nebraska Medicine.

- CRHD hosted the Aseto'ne Institute Tribal College Scholars for two days during June 2018. During our first day together, we discussed health disparities data and occupational safety and health of tribal bison herd workers. We also visited Comunidad Maya Pixan Ixim. On the second day, we discussed teen pregnancy prevention, historical trauma and health, and cultural traditions. We then visited the Nebraska Urban Indian Health Coalition, Inc.
- Dr. Toure of the Center taught Epidemiological Measurements and Research Methods in Maternal & Child Health in the summer of 2018 at the University Hassan 1 in Morocco, Settat. This course is intended for graduate students and health professionals desiring to enhance their ability to perform Maternal and Child Health Research.
- The Center partnered with several community-based organizations, including the National Association of Advancement of Colored People, to address mental health in the North Omaha community. This was done by addressing numerous objectives such as increasing awareness of mental health disparities to reduce stigma, connecting community members to mental and behavioral health services and convening mental health providers and advocates to discuss challenges and opportunities to providing mental health services in North Omaha. This initiative included several activities, including Pastor & Health Minister Training, a church sermon on mental health, a *Lunch and Learn: Eliminating the stigma and celebrating resiliency*, a movie screening of *Resiliency*, a Mental Health Mixer and a Mental Health Awareness Fair.
- The Director of CRHD, Dr. Dejun Su, was featured in the Midlands Business Journal on October 12, 2018, for developing an app that would allow Nebraskans to estimate their longevity based on their demographics, home zip codes, and lifestyle factors. The purpose of this app is to increase public awareness of the importance of positive lifestyle changes in longevity and related health disparities.
- Led by Eric Meyer, the Center partnered with Kaneko and local performance artists to disseminate research in a creative theatrical performance. *Listen to My Story: See the Light* was a presentation of a qualitative study on community violence entitled, *Listen to My Story: Perspectives of African-American Mothers and Male Offenders on Violence in Omaha, Nebraska*. The narrator incorporated his personal feelings and emotions experienced while conducting this study and the actors used their creative spirit and energy to put a "life" behind the words of the narratives of the study.

ICAN EVENT

The Institute for Career Advancement Needs, better known as ICAN, celebrated its 25th year in 2018. The conference is known to be powerful, insightful and authentic, representative of the leadership trends and transformations present in today's workplace, both local and abroad. The 2018 theme, REAL,

explored how you can be **real** to yourself, **real** to others and **realize** your leadership potential. Many skills and resources were shared on what it means to be an authentic leader in the workplace of today and tomorrow.

BLACK HISTORY MONTH 2018

UNMC kicked off Black History Month with a Gospel Celebration involving many local singers and poets. The campus also enjoyed a Soul Food menu in all campus cafeterias. UNMC collaborated with local nonprofit, Inclusive Communities, to be a host site for the main Table Talk event. The talk was a part of a citywide dialogue on race and identity that took place simultaneously at various locations across the city, in addition to UNMC. The Rev. Darryl C. Eure gave a presentation titled "The Struggle for Equality in Omaha," and Eric Ewing, executive director of the Great Plains Black History Museum, presented on "The History and Origins of Artifacts - Great Plains Black History Museum". A collection of artifacts from the museum were on display. The annual Black History Trivia contest was also hosted.

WOMEN'S HISTORY MONTH 2018

The extraordinary achievements of women were honored every Wednesday in March at UNMC through four events that featured discussion, history, arts and movement. The programs were University of Nebraska MED Talks: Eight-minute conversations with a multicultural, multigenerational group of distinguished women", "The Golden Rule in Reverse: How to Take Care of Yourself as Well as You Do Others", "Making Moves", and live demonstrations about living a healthy life. A "Healing Hands Expo," was also held by women, sharing the power to heal, comfort, create, empower and inspire.

HISPANIC HERITAGE MONTH 2018

UNMC and the University of Nebraska at Omaha's Office of Multicultural Affairs held two events to mark Hispanic Heritage Month. Employees were able to view "Vazante," which takes a hard look at slavery and racism in central Brazil. Natasha Carrizosa, winner of the 2013 National Poetry Award for Multicultural Poet of the Year, presented on campus. Carrizosa's presentation focused on multiculturalism and the arts. Carrizosa spoke about the appreciation and beauty of the diversity that lives within us all. Raised as the daughter of an African-American mother and Mexican father, her writing reflects the dichotomy of those two rich cultures.

EMPLOYEE LOYALTY TAB

EMPLOYEE LOYALTY TAB

EMPLOYMENT GROWTH

5-Year Employment Growth

While not as high as in recent years, overall growth is steadily moving upward. Streamlining and consolidating processes has resulted in minimal growth with the amount of staff within several of the categories. However, growth continues in the faculty, professional/managerial (non-faculty) and technical/paraprofessional categories.

UNMC experienced stabilized growth from 2014 through 2018, with a moderate increase of 3.64% in regular employees and an increase of 2.96% in total overall employment.



EMPLOYMENT GROWTH 2014 THROUGH 2018

	January 2014	December 2018	Total Difference	
	Count	Count	Count	% Growth
Regular Full- and Part-Time Employees	3,762	3,899	137	3.64%
Total Employment*	4,628	4,765	137	2.96%

EMPLOYMENT GROWTH BY PRIMARY OCCUPATIONAL ACTIVITY ACTIVE REGULAR FULL- AND PART-TIME EMPLOYEES

	January 2014		December 2018		Total Difference	
	Count	% Total	Count	% Total	Count	% Growth
Clerical/Secretarial	480	12.76%	482	12.36%	2	0.42%
Executive/Administrative	72	1.94%	72	1.85%	(1)	(1.37%)
Faculty	1,643	43.67%	1,698	43.55%	55	3.35%
Professional/Managerial (Non-Faculty)	1,107	29.43%	1,164	29.85%	57	5.15%
Service Maintenance	170	4.52%	170	4.36%	0	0.00%
Skilled Crafts	63	1.67%	65	1.67%	2	3.17%
Technical/Paraprofessional	226	6.01%	248	6.36%	22	9.73%
Total	3,762	100.0%	3,899	100.0%	137	3.64%

*Total employment includes full- and part-time regular employees plus temporary full- and part-time employees, graduate assistants and student workers.

TOTAL FACULTY, FALL 2018

	Male	Female	Total
Professors	234	93	327
Associate Professors	204	139	343
Assistant Professors	338	388	726
Instructors	83	126	209
TOTAL	859	746	1,605

UNMC FACULTY BY COLLEGE/PROGRAM, FALL 2018

	Full-time	Part-time	Total
Allied Health	58	2	60
Dentistry	57	46	103
Medicine	944	143	1,087
Nursing	110	29	139
Pharmacy	46	3	49
Public Health	58	8	66
Eppley	34	1	35
Munroe-Meyer	52	1	53
Library	13	0	13
TOTAL	1,372	233	1,605

EMPLOYEE ENGAGEMENT, RETENTION AND WELLNESS

UNMC is committed to creating a culture that builds employee engagement and retention and promotes wellness.

Human Resources Activities

- Transformation of the Cultural Competency Compliance Module – Human Resources Organizational Development specialists have been leading a strategic planning team comprised of senior leaders from both UNMC and Nebraska Medicine for the past two years to re-imagine the current cultural competency compliance module used by UNMC and Nebraska Medicine. The module is at UNMC every two years for all of its faculty, staff and students and was originally designed to elevate the knowledge of all UNMC partners on understanding and connecting with those different from ourselves. The strategic planning team completed a vision overhaul for the tool to create something that would make the experience more about each individual's journey to cultural competence and connecting everyone to resources, knowledge and tools to help them with their lifetime development of these skills. Once the module was outlined and structured, Nebraska Medicine's Frank Pietrantonio and the Office of Health Professional Education joined the effort of contributing their module design and video editing capability. This joint partnership targeted the delivery of the completed module to the Inclusivity Committee by early 2019. At UNMC the module will replace the currently existing compliance module. At Nebraska Medicine, the Education Review Committee has not yet determined exactly how it will be used organizationally.
- Human Resources Organizational Development & Diversity staff provide proactive solutions to team dynamics, diversity, process innovation and skill improvement. Several tools have been utilized from the Organizational Development team to help teams across the institution in many different ways. Dozens of departments have gone through extensive whole-brain thinking workshops to improve communication, leaning into strengths or just thinking through deliverables intentionally and holistically. There are several tools the team uses to deliver these sessions including assessments, development tools and a new cross-cultural assessment used to build intercultural competence and achieve international and domestic diversity and inclusion goals and outcomes.
- Administrative Professionals Day 2018 "Agiliency (Agility and Resiliency)". To mark the day, the UNMC's Human Resources Department offered administrative professionals the opportunity to attend a celebration event at the Truhlsen Events Center. The event offered both a morning and an afternoon session. Each of the sessions featured a keynote address discussing "Agiliency and how both agility and resiliency influenced their ability to conquer life's many challenges." In addition, both sessions included icebreakers and other fun activities.



Re-Imagining U in the 2nd Year – A New Employee Learning and Development Program for UNMC & UNO

Re-Imagining U, the primary development program offered to UNO and UNMC employees, is in its second year and the number of participants keeps climbing. The program was created to give employees opportunities to develop specific skills at their own pace. Diane Ratigan, the Organization Development Specialist leading Re-Imagining U notes, "Skill-building in our institution is more critical today than ever before in light of our larger than life strategic goals and constant reminders to be good stewards of our taxpayer dollars."

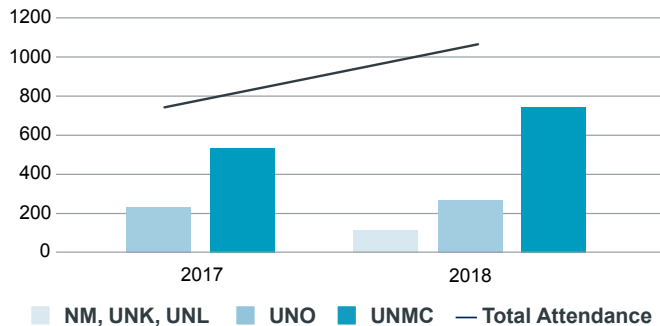
Evaluation scores for the courses show over 97% indicated that they agreed or strongly agreed that the topics presented valuable with attendance numbers for 2018 over 1,000! The feedback coming in from participants is overwhelmingly appreciative of the programs and content including 98% of participants surveyed stating that they would continue using Re-Imagining U for their development needs. Leaders share how they appreciate this program for their employees and have seen instrumental changes within their teams as a result of the courses. As we continue to encourage our employees to apply within our campuses for other roles, these courses and the work associated with them will only continue to elevate our capabilities to meet and exceed our institutional goals.

University of Nebraska Medical Center | University of Nebraska at Omaha

Re-Imagining U

Over 98% of Re-Imagining U participants stated that they would continue using Re-Imagining U for their development needs.

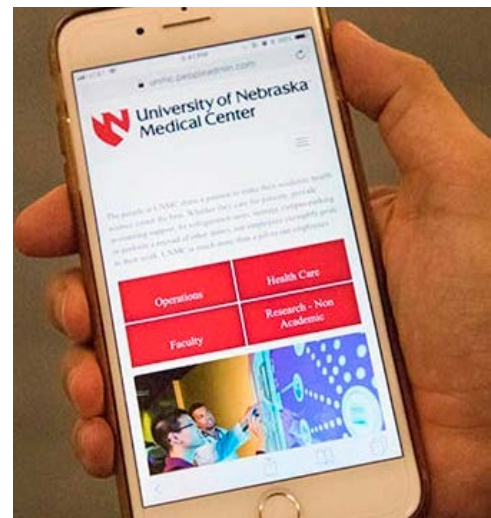
Re-Imagining U Attendance by Year & Campus



In 2018, several changes were initiated to the Re-Imagining U program to better meet the needs of the participants and to streamline some of the work involved in the registration process. Additional courses were added, including the launch of the cohort format of programs for a deeper and more experiential learning experience. The cohorts were piloted in the last half of 2018 and were such a success in feedback and progress of skills of the participants that they were expanded to more topics in the first semester of 2019. The program is constantly growing and expanding and the vision for the next two years is to form a year-long Leadership Journey Cohort that will include assessments, skill-building projects and assignments that will involve the group in the strategic deliverables of our leaders.

Human Resources – Compensation, Staffing, Records and HRIT

- Human Resources, in collaboration with ITS, launched online performance evaluations in UNeVal (a standalone system) to make it more efficient and easier for employees and supervisors to complete performance evaluations. In 2018, 2,230 performance evaluations were completed online.
- For the third year, UNMC partnered with the Step-Up Omaha Program, a community-based initiative of the Empowerment Network and City of Omaha in collaboration with community-based organizations. Working together, we hope to help create positive opportunities for participants to experience in the workplace and generate income during the summer months. During their eight weeks of training, participants obtained educational opportunities and basic soft skills training with computers and office equipment. Other lifelong learning skills obtained included office etiquette, customer service, organizational, communications, interpersonal, decision-making and team-building.
- UNMC partnered with Nebraska Medicine for a second year with the CAREEROCKIT Program. CAREEROCKIT is an initiative of the Greater Omaha Chamber, in partnership with countless community organizations, to connect students and young adults with opportunities to move along the learning



pipeline, gain applicable knowledge and build excitement for growing career options. From February 13-16, 2018, UNMC and Nebraska Medicine provided four inspiring days of career experiences. Leveraging our collaborative experiences from our participation in CAREEROCKIT 2017, we hosted over 230 students from local high schools and provided a look into careers in health science and information technology. The following local schools attended CAREEROCKIT 2018 on the medical center campus: Abraham Lincoln High School, Bellevue West Senior High School, Beveridge Middle School, Conestoga High School, Elmwood Murdock, Horizon High School, Papillion La Vista South High School, Platteview High School, Thomas Jefferson High School and Wahoo High School.

- Compensation hosted an ILG event on “Pay Equity & Recruiting a Diverse Workforce Seminar”. Mickey Silberman, JD, shareholder with Fortney & Scott, LLC and Chair of the firm’s Affirmative Action & Pay Equity Practice Group, kicked off the day as he presented an in-depth review of pay equity practices. During this time, he went

through the do's and don'ts of creating pay equity within an organization, as well as discussing conducting an in house audit to help identify any red flags regarding pay inequity. The event was attended by more than 60 individuals representing organizations including UNMC, UNO, UNL, First National Bank, Kiewit and Union Pacific.

- Compensation facilitated and completed the UWIDE 2017 (for 2018) annual market analysis. This included the initiation of trending of benchmark jobs.
- Staffing implemented Mobile Jobs @ website. Mobile convenience is changing the way candidates search for jobs. With a mobile-friendly job site, applicants can easily search for jobs at UNMC using their phones or tablets. They can quickly read content without pinching or zooming, and thumb-friendly buttons make the site easy to navigate. The same site looks great on both desktops and mobile devices, so there is no need for applicants to visit a separate mobile site or download an app. Additional advantages for UNMC include reaching more applicants, optimizing recruiting and finding the right talent.
- Staffing attended 12 career fairs in an effort to recruit a diverse workforce, promote open positions at UNMC, answer questions on the application and selection process, and communicate the benefits of working for UNMC. In addition, Staffing, implemented "Feature Job Opportunity" in UNMC LinkedIn to reach more applicants.

Title IX

- Launched Title IX: "Sexual Misconduct Awareness and Prevention" training in CANVAS.
- The Title IX Office, in collaboration with the student organization, EMPOWER, hosted the following "It's on US" events in 2018:
 - Spring It's on US Week, March 12-16: Two events were sponsored by UNMC Title IX Office and EMPOWER:
 - » Monday, March 12: Women's Center for Advancement Training on Support and Resources for Domestic Violence Survivors.
 - » Wednesday, March 14: Documentary Screening of "The Voiceless".
 - Fall It's on US Week: October 22-26: Two events were sponsored by UNMC Title IX Office, EMPOWER and the Psychiatry Interest Group:
 - » Monday, October 22: Health Care for Survivors of Sexual Assault, Intimate Partner Violence, and Human Trafficking.
 - » Friday, October 26: Clips from "We Are Survivors".
- Updated all Resource Pamphlets for employees and students based on changes and/or additional information.



Benefits

- Annual NUFlex Open Enrollment was held October 29 – November 18, 2018. Of the 4,398 eligible employees, 4,108 enrolled in benefits for a 93.4% completion rate
- Met with individuals concerning retirement options as needed
- Processed 938 403(b) forms and 370 457(b) retirement forms
- Held two Benefits Open Houses for employees to ask questions
- Offered a Qualified High Deductible Plan for the first-time
- The University conducted a special life insurance enrollment, through our vendor, Assurity, which offered lower premiums and increased the proof of insurability amount from \$50,000 to \$250,000 for Voluntary Life Insurance and \$10,000 to \$20,000 for Spousal Life Insurance.

Employee Assistance Program — Arbor Family Counseling

- Updated and renewed the Employee Assistance Program (EAP) contract with Arbor Family Counseling services for the 2018-19 calendar year.
- Developed and distributed a new poster that focused on the various appointment options available to our employees which includes the use of WebEx, phone and off- and on-site appointments.
- EAP Utilization Report (January 1- December 31, 2018) reflected the following statistics:
 - 193 total cases consisted of 143 employees, 31 children of employees and 19 spouses
 - 131 of those cases were females and 62 were males
 - The College of Medicine had the greatest number of client visits reported at 91 (24% of those seen), followed by 9% in both Business & Finance and Information Technology. Research along with Facilities, Management and Planning each had 7% utilization
 - The EAP Brochure was the most prevalent referral source (34%) followed by "former client" and "parent" (tied at 16%) followed by "spouse" (10%) and "co-worker" (9%)
 - "Presenting Concerns" was led by "stress" at 27%, "anxiety" at 24%, "relationship issues" at 15% and "depression" at 13%
 - One employee used the WebEx option
 - On-site visits consisted of 31 clients having 76 appointments
 - Total number of clients served by either sessions, training or debriefing was 385
 - Total number of sessions held were 539
 - Provided didactic for Family Practice Resident's Wellness Teaching Day at CFHL



Wellness

- UNMC had a completion rate of 93.4% for the Wellstream Health Risk Assessment (HRA) during NuFlex Open Enrollment for the 2018 calendar year. The total number of benefits eligible employees was 4,398 and 4,108 of those eligible employees completed the HRA.
- The campus participated in the NE150 Challenge in 2018. Although 550 employees continued to receive weekly healthy lifestyle updates, only 171 logged their miles for the challenge, for a total of 97,753 miles logged. Second place went to UNMC Team MMI with 14,195 miles. Coming in third was UNMC Team CON with 13,243 miles. Fourth place was taken by UNMC Team COD with 12,968 miles.
- Participated with UNO and the University of Nebraska Central Administration's Assistant Director of Benefits in discussions about the Strategic Review of Wellness Programs across the four campuses.
- Attempted to obtain aggregate medical and prescription data for each campus in order to assist employees in their wellness efforts in prevention, early detection and treatment as well as the management of chronic diseases.
- Assisted in the planning of the 4th Annual Elevating the Conversation: The Ecology of Well-being in the Health Professions on February 15 and advising in the TedX Talk on Saturday, February 16, 2019, held at UNO.
- UNMC is participating in a Wellness Coalition initiated by UNO that meets monthly.
- Participated in the College of Public Health's Wellness Council which put on a Wellness Fair in March 2019.

Center for Healthy Living

- Expanded social media presence, included creating an Instagram account which drew in over 100 new followers
- Created business pages across all major map platforms including Google Maps, Bing Places, Apple Maps Connect and Yelp.

MEMBERSHIPS

- Current Center for Healthy Living (CFHL) membership contracts number 648 for 778 total members
- 2,624 students on campus have access to the CFHL
- 58% of members are male, 38% are female, with 4% undeclared
- Membership ages range from 14 to 89 years of age

FACILITY

- Improvements that were made in the gymnasium include: installation of a hitting wall for handball, tennis or soccer; replaced gymnasium curtain components; purchased benches for the gymnasium; two goals along with several pieces of furniture for the commons/ping pong area and just outside the weight room.
- Purchased a Smith Machine for the strength training area



INTRAMURAL LEAGUES

- Between February 14, 2018, and February 13, 2019
 - 1,572 individuals participated in at least one intramural league
 - 198 teams competed in 17 different sports across 33 separate leagues
 - Introduced two new leagues: Matball and Kickball
 - Students and employees combined participated 7,784 times in intramural leagues
 - New purchases included two large collapsible outdoor soccer goals, two full-sized broomball goals, a "delivery stick" for curling along with a wireless portable scoreboard for indoor/outdoor leagues
- March 1, 2018, through February 28, 2019, compared to the previous year showed increased intramural website usage
 - Pageviews (+24%), Unique Pageviews (+38%), Average Time on Page (+5%), and others



FITNESS CLASSES

- The CFHL added a new time-efficient, high intensity, interval training fitness class called Total Body Blast.
- Classes are offered five days a week, both over lunch and after work.
- Six distinctive types of fitness classes are offered at 20 different days and times during the week.
- The CFHL offers a video “Fitness on Demand” system with over 400 different classes that vary in duration, instruction, type, level of intensity, etc. that can be accessed at any time.

CFHL Live Fitness Class Participation				
Year	2015	2016	2017	2018
Total number of classes per year	440	336	613	690
Total number of class participants per year	3,224	2,844	4,799	4,832

SPECIAL EVENTS AND ACTIVITIES

- Collaborated with the Nebraska Sports Council in both hosting and financial sponsorship of the Cornhusker State Badminton Tournament in July 2018
- Collaborated with UNO and hosted an intercampus intramural soccer tournament, consisting of 12 teams and over 100 participants from UNMC and UNO, coinciding with the 2018 World Cup
- Hosted the Family Practice Residents ‘Play Day’ at Center for Healthy Living which included an indoor cycling class, yoga class, dodgeball tournament and a gingerbread house contest
- Coordinated with Munroe-Meyer Institute on shared programs
- Assisted with the 2018 I AM UNMC BBQ activities, one of which included an instructor-led Zumba class at the student plaza

- Center for Healthy Living has been used by the following groups for activities:
 - Family Medical Wellness Initiative for Residents
 - International Week ping pong and badminton tournaments
 - Flatland Juggling Festival
 - Go Baby Go Student Event
 - birthday parties
 - weekly gymnasium visits from the children of the UNMC Child Development Center
- Center for Healthy Living assisted with the following special events:
 - Dodgeball for Heart Tournament
 - UNO/UNMC/Nebraska Medicine Heart Walk
 - Corporate Cycling Challenge Team, in collaborating with Nebraska Medicine (which logged the most miles of any participating organization)
 - Owl Ride (which benefits the Meyer Foundation for Disabilities)
 - CPH Healthy Vending Taste Choice
- Center for Healthy Living participated in the Fireside Chat that Chancellor Gold hosts for new faculty, new faculty on-boarding event with Chancellor Gold, American Lung Association’s Corporate Cup Run/Walk event with Nebraska Medicine
- Promoted the CFHL at the various fairs and student events throughout the year
- Center for Healthy Living offered free Yoga on the Green fitness classes in conjunction with Earth Day
- Taped a KETV segment on “Physical Activity in the Heat and Humidity”
- Served as the location for the Family Practice Resident’s Wellness Teaching Day
- Center for Healthy Living conducted 29 fitness consultations
- Hosted three campus blood drives

PRESENTATIONS/LECTURES

- Presented on physical activity to T&S Bank on behalf of Olson Center
- Taught “Assessing the Health of an Institution/Population/ Individual” to second-year physical therapy students
- Invited to teach eight 90-minute health education classes to Millard South students
- Invited to give a lecture for first-year medical students on posture

Child Development Center

- Installed cameras throughout the center.
- Increased staff salaries to better reflect the market rate, which in turn, helps with retention and staff quality.
- The center was at 98-100% capacity in 2018.
- The staff completed the Nebraska Early Learning Guideline Training.
- Created a lending library for the children to check out books to read at home.



WELLBEING COORDINATING COUNCIL



The UNMC Wellbeing Coordinating Council emphasizes a comprehensive approach to wellbeing, from those actions individuals can take to boost resilience and overall health, to actions organizations can take to foster a culture of wellbeing. The council collaborates with UNO by having members sit jointly on the councils at each campus. It coordinated the planning of the Fourth Annual Wellbeing Symposium with TEDxUNO. The 2019 Wellbeing Symposium, sponsored by the Chancellor's Office, was held on February 15 and was followed the next day by TEDxUNO, which focused on resilience. The theme of the Wellbeing Symposium was "The Ecology of Wellbeing" with keynote speaker Nancy Nankivil from the American Medical Association. There has been a lot of discussion about the comprehensive responsibility for wellbeing, including organizational climate and policies, as well as individual resilience and lifestyle. The conference focused on what we can do together to continue to strengthen the wellness orientation of the university culture. Speakers included local experts in various aspects of wellbeing who spoke during "Lightning Round" sessions. There were performances by the Nebraska Medicine Orchestra and DocApella to highlight the increasing prominence of the Healing Arts program at UNMC and the partnership with the Medical Humanities program at UNO.

Steven Wengel, MD, Assistant Vice Chancellor for Campus Wellness for UNO and UNMC, together with Jonathon Sikorski, PhD, Director of Wellness Education at UNMC, continue to develop resilience-building programming at UNO and UNMC. Dr. Wengel launched a wellness newsletter for UNMC and an important wellness survey was distributed to the campus community by Dr. Sikorski. The wellness website (<https://unmc.edu/wellness>) has been updated to make it easy for students, faculty and staff to learn about the many initiatives underway to promote wellness and wellbeing.

Chancellor Gold has held several *Under the Microscope* discussions on wellness and wellbeing, as well as his Campus Fora and Campus Conversations, keeping attention focused on the importance we as a campus community give to this topic.

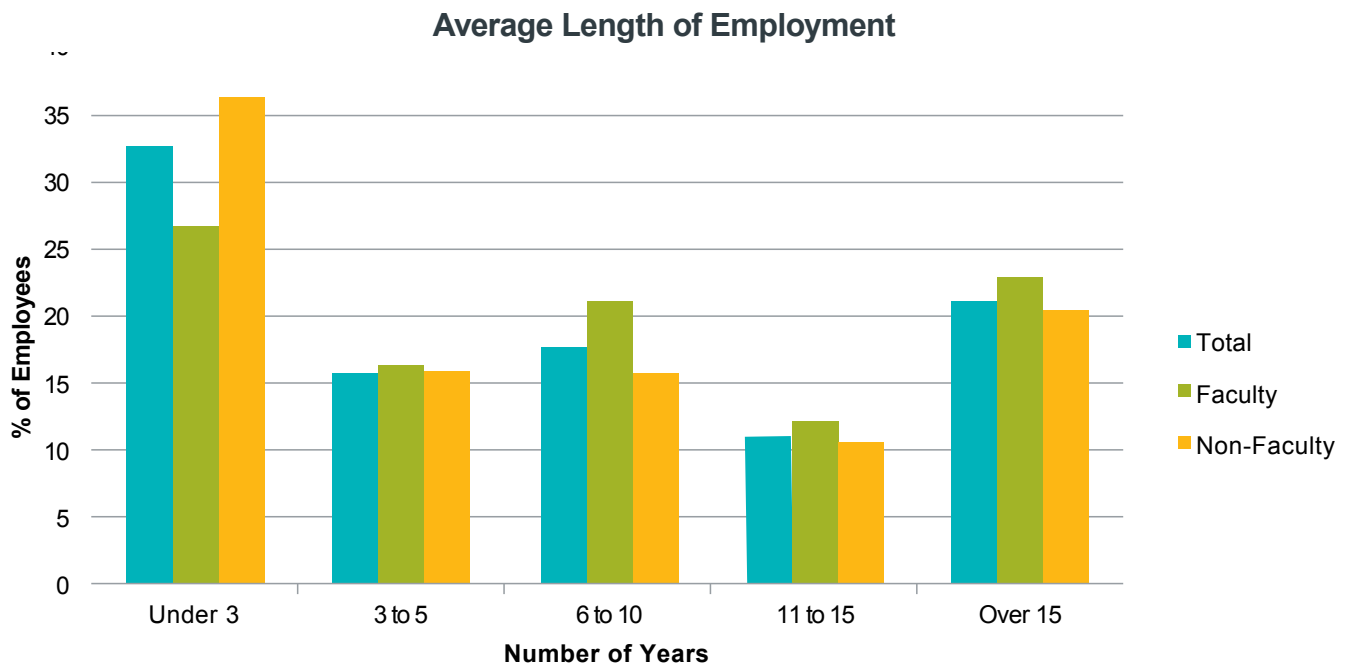
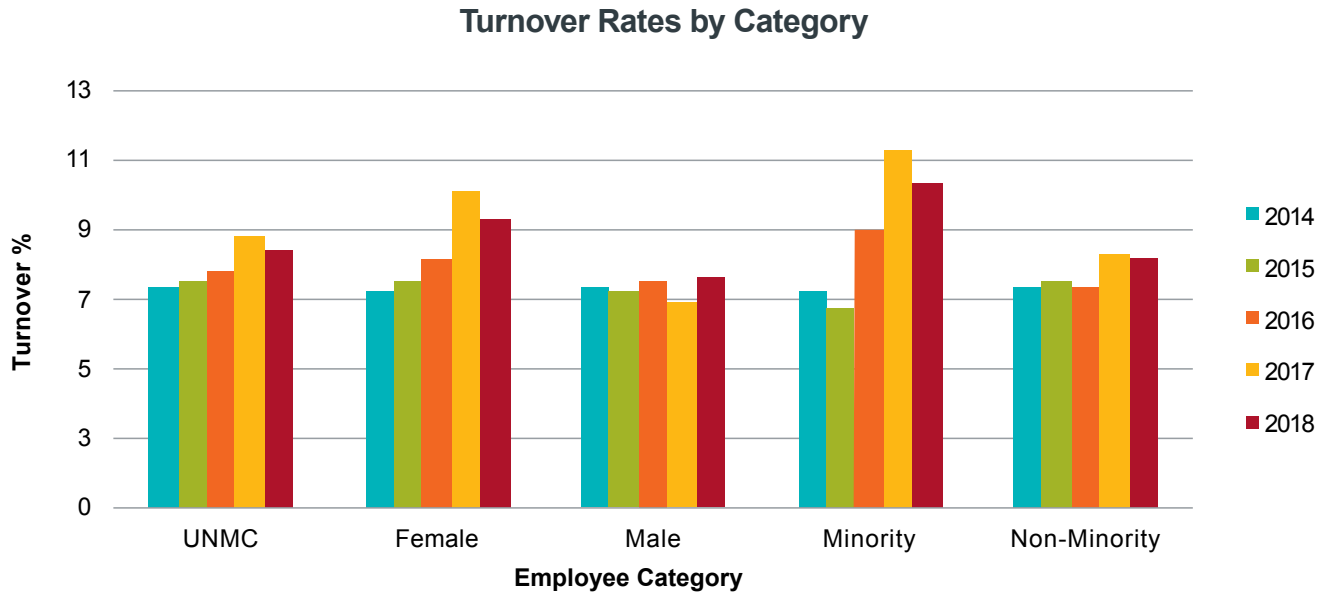
The Office of Faculty Development has also held numerous sessions that addressed aspects of the academic role that includes wellness and wellbeing. Individual units pioneered numerous wellness initiatives. One such initiative is a five-week Health Humanities seminar series for faculty, staff and students that was developed and will be offered during fall 2019. Sponsored by the College of Nursing and the Interprofessional Academy of Educators, this seminar series will provide moments of reflection for participants as they enjoy the art around us. The College of Allied Health Professions won the Small Business Corporate Division for the third year in Trek Up the Tower, sponsored by WELLCOM. An additional example of a commitment to wellness and wellbeing is the seven-week webinar series on mental health by the Behavioral Health Education Center of Nebraska (BHECN) following Nebraska's spring 2019 flooding. Graduate Studies held two professional development sessions that focused on wellbeing topics. Many other such examples can be found throughout the colleges, institutes and other units at UNMC.

At UNMC, we make wellness a priority for our students, faculty and staff. Through programs, talks and activities, UNMC keeps a constant focus on living healthfully and performing to the best of our ability. From our newly upgraded on-site fitness facility and counseling programs to professional development and campus events, UNMC encompasses wellness in every way, emphasizing that it is defined as "a dynamic process of learning new life skills and becoming aware of and making conscious choices toward a more balanced and healthy lifestyle."

Wellness as a lifestyle is described by a model in which each of eight dimensions influences our sense of well-being or quality of life. Each affects and overlaps with one another. These eight dimensions include emotional, financial, social, occupational, intellectual, spiritual, physical and environmental. Included on the wellness website (<https://unmc.edu/wellness>) are programs; individuals and committees; recorded talks and workshops; resources and fitness center offerings. Jayme Nekuda, PhD, Associate Director of Human Resources, Benefits and Work-Life Programs, has led the charge to restructure the wellness website to focus on faculty, residents, students and staff related to these wellness dimensions. Dr. Nekuda helps to coordinate and link programs and initiatives of the Wellbeing Coordinating Council, the UNO/UNMC Wellness Coalition and the College of Public Health Wellness Council, as well as various initiatives led by the Center for Healthy Living.

EMPLOYEE TURNOVER AND LENGTH OF SERVICE

The first graph compares turnover* rates by year for all employees**, and for employees grouped by gender and by minority status. The second graph displays length of service at UNMC for all current employees**, and for employees grouped by faculty and by non-faculty.



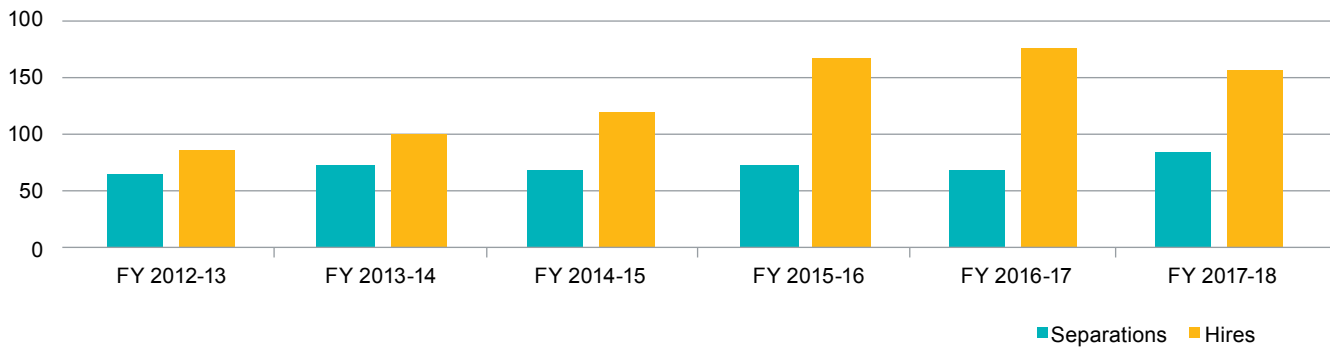
*Turnovers include resignations, retirements, appointment expirations, terminations and deaths

**Current Regular Full- and Part-time Employees. House officers not included.

FACULTY TURNOVER

COLLEGE/INSTITUTE	FY 2012-13	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18
Chancellor/Library of Medicine	8%	0%	14%	0%	7%	7%
College of Allied Health Professions	2%	11%	6%	13%	9%	9%
College of Dentistry	4%	2%	5%	16%	2%	4%
College of Medicine	7%	8%	6%	5%	4%	6%
College of Nursing	6%	8%	9%	6%	8%	11%
College of Pharmacy	14%	12%	3%	3%	4%	7%
College of Public Health	4%	4%	14%	7%	7%	7%
Eppley Institute	5%	6%	5%	6%	14%	11%
Munroe-Meyer Institute	6%	3%	5%	11%	9%	9%
Total UNMC Campus	6.4%	7.3%	6.7%	6.5%	5.5%	6.9%

Faculty Turnover Comparison



Separations include resignations, retirements, appointment expirations, terminations and deaths

Faculty Turnover Comparison

	FY 2012-13	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18
Separations	66	76	72	75	68	89
Hires	83	100	119	167	175	154

Increase in number of female faculty for 5-year period:	
New hires	348
Resignation	164
Net Gain	184

Increase in number of male faculty for 5-year period:	
New hires	367
Resignation	216
Net Gain	151

Increase in number of minority faculty for 5-year period:	
2013	129
2018	174
Net Gain	45

OMBUDSTEAM

UNMC Ombudsteam Hotline 402-559-2491

The word “ombudsman” originated in Sweden and means “representative of the people.” UNMC’s Ombudsteam was established in 1996 as part of the response to equity issues and concerns at that time. Under the leadership of Chancellor William Berndt and with input from the Faculty Senate, Human Resources and the Counseling and Student Development office, Ombudsteam members were appointed to work with faculty, staff, residents and students to informally resolve problems and to promote fair and equitable treatment for all members of the UNMC community. Rather than taking sides in a dispute, the ombudsperson assists consultees in gathering accurate information, identifying options and seeking non-adversarial solutions. Although the team members have changed over the past two decades, questions involving many of the same issues continue to arise. Susan Swindells, MBBS, Professor of Internal Medicine – Infectious Disease and noted HIV/ AIDS researcher, was appointed Director of the Equity Office and Faculty/Staff Ombudsperson in 2013. David Carver, PhD, continues in his 23rd year as the designated Student/Staff Ombudsperson. Although ombudspersons are assigned for specific populations, campus community members may see either ombudsperson. The Ombudsteam Assistant is Pat Oberlander.

2018 Ombudsteam Update

Team members Drs. Carver and Swindells have worked together for over twenty years providing ombuds services to students, faculty and staff at UNMC. In addition to providing a unique informal dispute resolution option to the UNMC community, the ombuds program is one of several resources contributing to the health and wellbeing of our campus population. During 2018, Dr. Carver continued to provide extensive consultation to the UNO ombuds and administration. This led to a significant expansion of the UNO Ombuds Services under the direction of Shereen Bingham, PhD.

This past year Dr. Carver continued to serve on the Board of Directors of the International Ombudsman Association, the leading professional group for organizational ombuds worldwide. He was recently elected to a second three-year term on the IOA Board. He also co-chaired the IOA Standards of Practice Task

Force and taught the fundamentals course for beginners at the Summer Meeting of Academic Ombuds at the University of Iowa.

Confidentiality and Independence

Confidentiality and independence are critical characteristics of the ombuds role. The ombudsperson receives every new question/complaint with the presumption of confidentiality and never divulges a consultee’s name or the nature of a complaint to anyone without the person’s consent. The only exception to confidentiality is in imminent life-threatening situations. Written records of individual complaints with identifying information are not kept.

The Ombudsteam provides an annual report to the Chancellor and Senior Vice Chancellor for Academic Affairs. The report includes the number of visits, phone calls and electronic communications received by the office. The contacts will be categorized to help identify trends or emerging institutional problems. However, the confidentiality of any individual Ombudsteam visitor will be protected. Broad areas of reporting include behavior issues, benefits, academic concerns, sexual orientation, termination, offensive materials, gender issues, performance issues, harassment and outplacement. Many visitors consult with an ombudsperson for information on policies and procedures.

Standards of Practice for University Ombudspersons

The UNMC Ombudsteam is guided by the following principles (based on the International Ombudsman Association Standards of Practice):

1. Independence - not part of the formal administrative hierarchy
2. Informality - not an “office of notice” for filing formal complaints or grievances
3. Neutrality - does not take sides or serve as an advocate in formal proceedings
4. Confidentiality - no written records or notes



Susan Swindells, MBBS



David Carver, PhD



Patricia Oberlander

An ombudsperson acts as independently as possible of the formal administrative chain of command.

An ombudsperson is readily accessible to all members of the UNMC community and avoids either the reality or appearance of bias toward any individual or group.

An ombudsperson treats with confidentiality all matters brought to him or her. The ombudsperson keeps no written records, case notes, or copies of official documents. However, with the permission of the complainant, some pertinent information may be carried forward by the ombudsperson. This is done at the discretion of the ombudsperson.

If a complainant reports a serious problem but is unwilling to be part of any steps taken to address it, an ombudsperson tries to find a way to address the problem that is acceptable to the complainant, or that does not compromise the identity of the complainant.

However, if an individual speaks about the possibility or thoughts about serious harm to self or others, or if the complainant confesses to serious misconduct that could endanger patients or colleagues, an ombudsperson must use personal discretion in determining whether or not this information is reported to appropriate parties.

The ombuds confidentiality standard of practice precludes complying with requests for information in the context of formal legal proceedings on or off campus.

An ombudsperson is guided by a concern for and commitment to fair process. This requires that individual interests be carefully balanced with the consideration of the good of the larger academic community. An ombudsperson's commitment to fair process includes the understanding of power differentials, identification of the use and misuse of power and authority and recognition of the need for access to power by the members of the institution.

An ombudsperson has a responsibility to maintain and improve professional ombudsperson skills and to assist in the development of new ombuds practitioners when possible.

Functions of the Ombudsperson

INFORMATION, OPTIONS AND REFERRAL SOURCE

The ombudsperson is an information source on policies, procedures and regulations. In a complex organization like UNMC, it is often difficult to figure out where to go with an issue or concern. Policies and procedures can be confusing. The ombudsperson can answer the question "Where do I start?" by answering questions or referring the complainant to the appropriate person or office. A related ombuds function is assisting visitors in identifying and evaluating viable options for addressing a concern.

FACILITATIVE CONVERSATIONS

When a problem cannot be resolved at the information/options/referral level, the ombudsperson may act as an informal facilitator between parties in a dispute. The facilitative process encourages open communication and often produces a solution that both parties find acceptable. The ombudsperson may choose to meet directly with both parties in a dispute or more often will utilize "shuttle diplomacy" where the ombudsperson talks with each party individually. The ombudsperson does not speak with anyone else without the permission of the original complainant. If the dispute cannot be resolved through informal discussion, the ombudsperson will inform the complainant about formal "due process" grievance or appeal procedures as options. When formal processes are utilized, the likelihood of achieving a mutually satisfactory, non-adversarial solution may be reduced. The ombudsperson will not serve as the advocate or the spokesperson for a student or employee during a formal appeal or grievance process.

POLICY RECOMMENDATIONS

Ombudspersons gather facts and data on recurring problems. They may recommend changes in policies, procedures and organizational structures to promote greater fairness and equity. The ombudsperson is independent of the regular UNMC chain of command and reports to the Senior Vice Chancellor for Academic Affairs and the Chancellor when describing trends or recommending policy changes. The ombudsperson protects the identity of individual complainants in making such reports or recommendations.

Consult an Ombudsperson if You...

- are unsure about which UNMC policies, procedures or regulations apply in your situation.
- have a specific problem or complaint that you have not been able to address or resolve through regular channels.
- need help in deciding whether to appeal an evaluation, a grade or an administrative decision.
- feel that you have been treated unfairly and would like an objective opinion about the matter.
- believe you may have experienced discrimination based on gender, ethnic origin, race, religious beliefs, sexual orientation or other personal characteristics. The ombudsperson is not an "office of notice" for filing formal complaints related to sexual harassment or discrimination, but will direct you to the appropriate administrator if you decide to file a complaint.
- have a problem that requires a neutral third party to facilitate constructive dialogue with another person or group.
- think that a policy or procedure has been applied to you unfairly or erroneously and you would like to identify your options.

ECONOMIC GROWTH TAB

ECONOMIC GROWTH TAB

UNeMed

UNeMed Corporation is the technology transfer and commercialization office for the University of Nebraska Medical Center and the University of Nebraska at Omaha, helping faculty, students and staff move their innovations and discoveries from their laboratories and notebooks to the marketplace where they can contribute to a healthier world.

UNeMed—a not-for-profit owned by the Board of Regents of the University of Nebraska—has established itself as a national leader among technology transfer offices, reaching far above and beyond the traditional role of licensing technologies and filing patent applications.



MISSION

UNeMed improves healthcare by fostering innovation, advancing biomedical research and engaging entrepreneurs and industry to commercialize novel technologies.

Activities

UNeMed's experienced group of expert staff evaluate all UNMC and UNO innovations—such as new drug candidates, medical devices, software and diagnostics—for their intellectual property and market potential. University employees first disclose their inventions and discoveries to UNeMed, which then works to identify and collaborate with non-university commercial partners. Those external partners help fully develop those innovations into market-ready products and solutions that improve public health.

After evaluating a new discovery's patentability and marketability, UNeMed then protects the technology in various ways. Confidential disclosure agreements and material transfer agreements are developed; and patent, copyright or trademark applications are filed. UNeMed then employs a marketing plan to identify and establish a commercial partnership for the technology. These technologies can also be used to form a new startup company that can ultimately help improve the local and state economies.

YEAR	GROSS REVENUE	SPONSORED RESEARCH	LICENSES ISSUED	IP RELATED AGREEMENTS	INVENTIONS EVALUATED	PATENT APPLICATIONS
FY 2008-09	\$3,161,618	\$2,134,905	14	269	64	55
FY 2009-10	\$2,155,024	\$145,205	17	311	56	36
FY 2010-11	\$1,511,066	\$44,982	8	326	98	79
FY 2011-12	\$2,307,508	\$38,408	19	337	106	87
FY 2012-13	\$1,628,010	\$572,775	22	403	66	107
FY 2013-14	\$1,172,805	\$334,427	14	408	78	100
FY 2014-15	\$1,949,649	\$1,106,241	20	417	63	89
FY 2015-16	\$1,731,121	\$649,028	20	507	87	99
FY 2016-17	\$2,270,973	\$910,917	26	514	81	118
FY 2017-18	\$1,501,164	\$883,223	22	472	111	122

Pinnacle of Innovation

FY 2017-18 was another record-breaking year at UNeMed, which is to say it was the most innovative year on record for university researchers, faculty, students and staff. Last year, a record 111 new inventions were submitted to UNeMed for evaluation. That amounted to a 37% increase over the previous year and five more than the previous record set back in FY 2011-12.

At the core of all this innovation is a new services agreement UNeMed signed with the University of Nebraska at Omaha. The agreement tore down some old administrative barriers while opening new doors of collaboration. In just six months, UNO brought in a remarkable 27 new inventions. But there is more to UNO's contribution than just numbers. UNO also brings to the table leading experts in fields not often seen by UNMC's own talented researchers and faculty. It is a combination of talents that bring entirely new perspectives on medical research and innovations.

For example, UNO's Information Science and Technology Department is already working with UNMC inventors and clinicians to develop software solutions to some serious health care problems. The UNO Chemistry Department is working on new compounds that are promising new drug candidates, and there's no escaping the transformational work from the world-class Biomechanics Facility. Collectively, UNO's Biomechanics Department was UNeMed's Innovator of the Year in 2018, in recognition of their truly next-generation advancements in everything from prosthetics to concussion detection.

There aren't many universities that share Nebraska's ability to leverage the regional epicenter of health care research and clinical care of the Medical Center with the explosion of engineering, business, computer science and biomechanics. UNO and UNMC are poised for something special as this relationship continues to grow. And more growth is certainly coming as UNeMed continues to expand its scope of advancing biomedical innovation in Nebraska and beyond.



	5-year Average	FY 2017-18
Gross Revenue	\$1,725,142	\$1,501,164
Sponsored Research	\$778,612	\$883,223
Licenses Issued.....	20.4	22
IP-related Agreements.....	463.6	472
Inventions Evaluated	84.2	111
Patent Applications	105.6	122



About UNeTech

UNeTech is the biomedical research institute shared between UNO and UNMC. Its mission is to translate new ideas, research and inventions into new business, investment opportunities and products.

UNeTech serves the research community of both campuses and engages with regional entrepreneurs to combine the vital research of the medical center with the exciting entrepreneurial scene in Omaha. UNeTech advances medical devices, simulation and applied clinical technology by providing funds to translate promising concepts into successful companies. Beyond funds, UNeTech opens the expertise of two campuses to help early-stage companies get to the next level of success.

Startup Incubator

UNeTech manages an incubator building on the east edge of campus. The interface between the exciting Blackstone neighborhood and the innovative research campus, UNeTech will incubate companies that come from the university alongside companies from the community.

The incubator is university adjacent, which provides more than a cool address for innovative companies. UNeTech is more than a lease and an address - it's a gateway to the expertise of a vast array of world experts. UNeTech will help startups better gauge their customers, design their products and challenge them with innovative faculty at UNO and UNMC.

UNeTech is already making introductions for its diverse range of startups - to program officers for grants, to investors for seed funding and to collaborators to make their products better. With a rolling admission process, UNeTech has a mix of early, mid and later-stage projects. For each, UNeTech has found new and innovative ways to use the resources of the Omaha campuses of the University of Nebraska (and some help from the others) to add value to a wide variety of companies.

Early Success

The Economic Development Authority recently awarded UNeTech an i6 Challenge award. Over three years, UNeTech will deploy \$750,000 in the community to help translate medical device concepts and building innovation infrastructure in Omaha, Nebraska.

Having established a process with its early translational awards and startups in the incubator, UNeTech is becoming a recognized leader in the field. Ultimately, that strength is simply a reflection of the community - the creativity of UNO and UNMC faculty, the Innovation of the University administration and the dogged support of the Omaha community - all have aligned to produce a new concept to translate research and launch new ventures.



Looking Forward

UNeTech continuously solicits new participants in the incubator. Companies that UNeTech can partner with to advance compelling ideas into vital new companies. The institute will double down on the great work selecting, guiding and launching projects, pursue further outside funding to expand its capabilities and let the world in on the secret known in the region for years: Omaha startups are going to change lives around the world!

ECONOMIC IMPACT

ANNUAL ECONOMIC AND SOCIAL CONTRIBUTION OF THE UNIVERSITY OF NEBRASKA

2018

The University of Nebraska serves the people of Nebraska and investment from the State has allowed the University to contribute to the vitality and success of the state.

The University of Nebraska has used the state's investment wisely to educate and train the future workforce, provide access to a thriving arts and cultural community, deliver high quality and cutting edge clinical care, conduct and commercialize innovative research, and connect with people throughout Nebraska as a part of its land grant mission. Tripp Umbach was retained to complete an independent analysis of The University of Nebraska's impact on the State to demonstrate the multiple ways that the university contributes to its economic vitality and cultural fabric.

ECONOMIC IMPACT



\$4.5 billion
in total economic impact generated by NU. **This is 3% of overall state gross national product.**

RESEARCH IMPACT



\$400 million
generated through research supporting **2,600 jobs.**

EMPLOYMENT IMPACT



38,000 jobs are supported by NU in total. **One out of every 26 jobs** in the Entire State is directly or indirectly supported by The University of Nebraska.

UNMC/NEBRASKA MEDICINE



UNMC/Nebraska Medicine and affiliates generated **\$4.8 billion** in economic impact, supported **42,000 jobs**, and **\$165 million** in government revenue.

GOVERNMENT REVENUE IMPACT



\$154 million in tax revenue to state and local governments, including sales, property, and business tax payments.

COMMUNITY IMPACT



\$100 million generated by NU faculty, staff, and students annually in charitable donations and volunteer services.



UNMC and Nebraska Medicine are drivers of Nebraska's economy

CURRENT ECONOMIC IMPACT OF UNMC AND NEBRASKA MEDICINE (AND AFFILIATES)

\$4.8 billion in annual economic impact in 2018

- Up from \$4.1 billion in 2014
- 1 in 20 dollars in the Nebraska economy
 - UNMC – \$1.2 billion
 - Nebraska Medicine - \$3.1 billion
 - Affiliates – \$500 million

42,132 jobs created and supported (13,917 direct jobs).

- UNMC – 10,917 jobs (5,326 direct jobs)
- Nebraska Medicine – 26,742 jobs (7,335 direct jobs)
- Affiliates – 4,473 jobs (1,256 direct jobs)

\$165.1 million generated annually in state and local taxes

- UNMC/Nebraska Medicine total direct and Indirect tax impact - \$148.7 million
- Additional Hospital Affiliates total direct and Indirect tax impact - \$16.4 million
- Taxes include
 - Dividends
 - Fines/Fees
 - Sales
 - Property
 - Real Estate
 - Motor Vehicle
 - Licensing

\$4.4 billion in economic impact of UNMC graduates working throughout Nebraska in 2018 alone

- Physical Therapist - \$128 million (\$200,000 per)
- Physician Assistant - \$152 million (\$250,000 per)
- Advance Practice RN - \$166 million (\$250,000 per)
- Pharmacist - \$384 million (\$300,000 per)
- Dentist - \$603 million (\$750,000 per)
- Physician - \$3 billion (\$1,300,000 per)

Economic Impact on the UNMC Kearney Campus in 2018

- Complete range of nursing and allied health degree programs offered
- \$10.9 million in economic impact
- Employment created for 102 Nebraska residents
- 30,000 square foot health education complex

Economic Impact of the Buffett Cancer Center in 2018

- \$330 million investment in research and clinical facilities (completed in 2017)
- Annual economic impact in 2018 - \$246.8 million
- Employment created for 2,334 Nebraska residents
- \$8.5 million in state and local taxes generated

FINANCIAL STRENGTH TAB

FINANCIAL STRENGTH TAB

COMBINED FINANCIAL STRENGTH

University of Nebraska Medical Center and Nebraska Medicine

	UNMC (in thousands)	NEBRASKA MEDICINE (in thousands)	COMBINED (in thousands)
ASSETS AND LIABILITIES, JUNE 30, 2018 (a)			
Current Assets	363,942	727,509	\$1,091,451
Noncurrent Capital and Other Assets	1,483,439	772,669	2,256,108
Total Assets	1,847,381	1,500,178	3,347,559
Liabilities	78,648	616,973	695,621
Net Assets	\$1,768,733	\$883,505	\$2,651,938
OPERATING HIGHLIGHTS, FY 2017-18			
Total Revenues and Transfers (b)	646,768	1,514,112	2,160,880
Total Expenses	580,745	1,452,505	2,033,250
Excess of Revenues over Expenses	66,023	61,607	127,630
Other changes in Net Assets (b)	22,199	(6,151)	16,048
Increase in Net Assets	88,222	55,456	143,678
Net Assets at Beginning of Year	1,680,511	828,046	2,508,560
Net Assets at End of Year	\$1,768,733	\$883,505	\$2,652,238

	UNMC (in thousands)	NEBRASKA MEDICINE (in thousands)	COMBINED (in thousands)
Operating Budgets, FY 2018-19 (c)			
State General Fund (d)	155,090		155,090
Grants, Contracts and Gifts	366,700		366,700
Patient and Professional Services Revenue	34,500	1,455,177	1,489,677
Tuition, Auxiliaries and Other Income	184,759	109,413	294,172
Total Revenue Budget	\$741,049	\$1,564,590	\$2,305,639
Personal Services	373,081	815,961	1,189,042
Operating Expenses & Anticipated Awards	367,968	683,745	1,051,713
Total Operating Expense	\$741,049	\$1,499,706	\$2,240,755
Revenue Over Expense	\$0	\$64,884	\$64,884

- a) per FY 2017-18 audited financials, for UNMC is per blended audit report, including UNeHealth, UNMC SRF and UDA; for Nebraska Medicine is June 30, 2018 consolidated financial statements, including affiliates.
- b) UNMC Total Revenue and Transfers excludes the capital transfers from the University of Nebraska Facilities Corporation which is now shown in Other changes in Net Assets
- c) UNMC Operating Budget per FY 2018-19 University of Nebraska General Operating Budget; Nebraska Medicine is per Nebraska Medicine Statement of Operations - Budget FY19
- d) State General Fund appropriation is per July 1 of fiscal year and will be reduced pursuant to mid-year budget reductions

UNMC SUMMARY FINANCIAL INDICATORS

PER APPROVED UNIVERSITY BUDGET

	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19
Growth in state general fund appropriation	4.6%	4.7%	(0.8%)	2.4%
State support underpins key instructional and operational activities.				

Growth in non-state general fund revenues

Non-state support includes gifts, grants, contracts, professional fees, transfers from Nebraska Medicine and auxiliary operations. These funds support the majority of UNMC's research and service activities. See next note.

	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19
	0.4%	1.1%	4.2%	0.8%

Ratio of non-state general fund revenues to total revenues

As with most public research institutions, UNMC is "state-assisted" not "state-funded." While UNMC seeks to increase its state funding, an increasing ratio of non-state funding demonstrates entrepreneurial success. It may also indicate increasing level of risk, depending on the stability of the non-state funding sources.

	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19
	79.1%	78.5%	79.3%	79.1%

ACTUAL FINANCIAL RESULTS

Ratio of current assets to current liabilities

This ratio measures liquidity or the ability to meet short-term financial obligations. A ratio of 2.0 or above is generally considered to be reasonable.

	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18
	3.6	2.9	4.3	4.6

Growth in net assets

This ratio measures total economic return and growth in UNMC's financial capacity to achieve its mission; positive growth is expected.

	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18
	13.7%	14.4%	8.5%	5.2%

University credit ratings

Moody's

Aa1

Aa1

Aa1

Aa1

Standard and Poor's

AA

AA

AA

AA

Moody's describes its Aa rating as "high quality by all standards." S&P's assigns an AA rating to those with "very strong capacity to meet financial commitments."



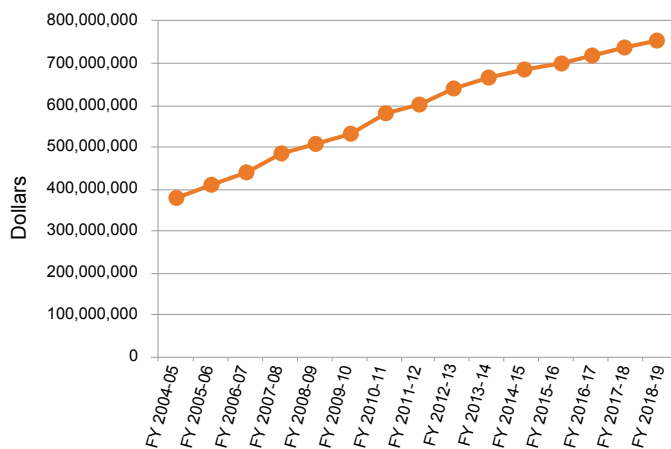
GENERAL FUND, STATE-AIDED AND TOTAL BUDGET FY 2004-05 THROUGH FY 2018-19

YEAR	GENERAL FUND	STATE-AIDED BUDGET	TOTAL BUDGET	GENERAL FUND AS % OF TOTAL BUDGET
FY 2004-05	\$97,923,813	\$164,705,961	\$382,366,211	25.6%
FY 2005-06	\$101,365,977	\$175,237,576	\$416,461,246	24.3%
FY 2006-07	\$108,619,726	\$186,653,338	\$444,853,338	24.4%
FY 2007-08	\$114,982,346	\$200,188,464	\$485,943,464	23.7%
FY 2008-09	\$122,476,053	\$213,461,149	\$511,789,349	23.9%
FY 2009-10	\$126,893,695	\$223,650,642	\$534,748,342	23.7%
FY 2010-11	\$125,708,136	\$228,070,631	\$583,743,531	21.5%
FY 2011-12	\$127,556,718	\$235,023,354	\$602,523,354	21.2%
FY 2012-13	\$130,209,072	\$240,223,071	\$641,623,071	20.3%
FY 2013-14	\$134,976,544	\$248,627,266	\$666,627,266	20.2%
FY 2014-15	\$139,415,339	\$236,486,115	\$689,486,115	20.2%
FY 2015-16	\$145,764,744	\$244,845,368	\$697,845,368	20.9%
FY 2016-17	\$152,580,411	\$255,469,407	\$710,469,407	21.5%
FY 2017-18	\$151,401,170	\$257,767,502	\$732,767,502	20.7%
FY 2018-19	\$155,090,369	\$266,348,857	\$741,048,857	20.9%

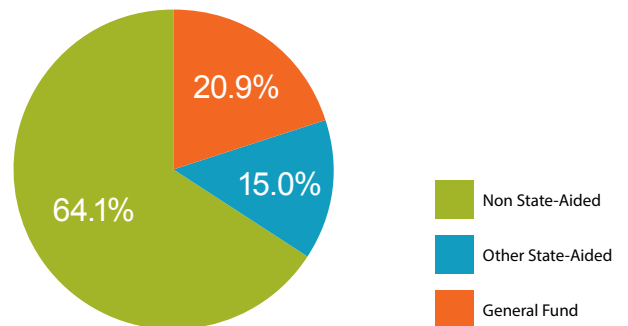
State-aided funds include state general fund, tuition, investment income, indirect cost reimbursement, patient revenue, state cigarette tax and state tobacco settlement funds.

Total Budget is as of July 1 and does not include Nebraska Research Initiative funding or legislative budget reductions for the current fiscal year.

Total UNMC Budget

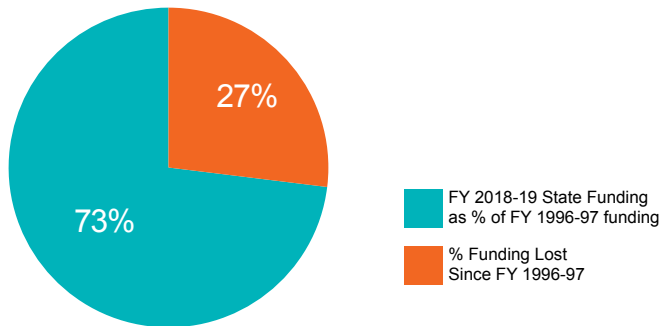


**UNMC Budget by Funding
FY 2018-19**



STATE AND UNIVERSITY BUDGETS

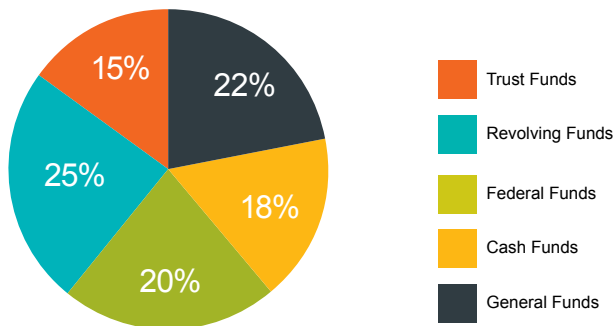
**Share of State Funding Lost from
FY 1996-97 to FY 2018-19**



**UNIVERSITY GENERAL FUNDS AS SHARE OF
STATE GENERAL FUNDS (AS OF JULY 1)**

FY 1996-97	17.6%	100%
FY 1997-98	17.3%	98%
FY 1998-99, 1999-00	16.0%	91%
FY 2000-01	15.9%	90%
FY 2001-02	15.6%	89%
FY 2002-03	15.7%	89%
FY 2003-04	14.7%	84%
FY 2004-05	14.4%	82%
FY 2005-06, 2006-07, 2007-08	14.3%	81%
FY 2008-09	14.1%	80%
FY 2009-10	14.8%	84%
FY 2010-11	14.5%	82%
FY 2011-12	14.2%	81%
FY 2012-13	13.7%	78%
FY 2013-14	13.5%	77%
FY 2014-15, 2015-16, 2016-17	13.2%	75%
FY 2017-18	13.0%	74%
FY 2018-19	12.9%	73%

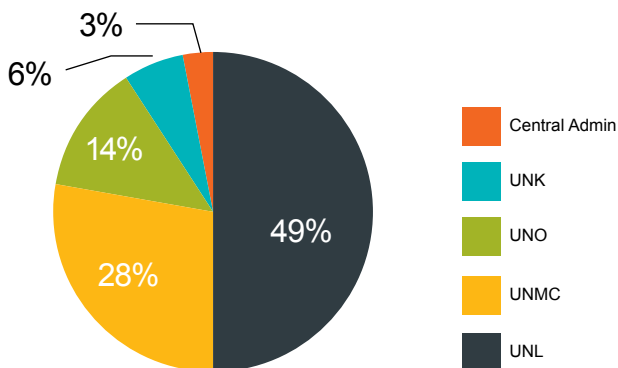
**University Revenue Budget by Source
FY 2018-19**



**UNIVERSITY REVENUE BUDGET BY SOURCE
JULY 1, 2018**

General Funds	\$571,372,711
Cash Funds	476,273,863
Federal Funds	530,551,594
Revolving Funds	660,800,000
Trust Funds	404,500,000
Total	\$2,643,498,168

**University Expense Budget by Campus
FY 2018-19**



**UNIVERSITY EXPENSE BUDGET BY CAMPUS
JULY 1, 2018**

UNL	\$1,293,129,336
UNMC	741,048,857
UNO	366,320,920
UNK	157,046,033
Central Admin	85,953,022
Total	\$2,643,498,168

UNIVERSITY OF NEBRASKA FOUNDATION STATEMENT OF ACTIVITIES

Vision: To be recognized as the trusted partner of those wishing to support the University of Nebraska.

Mission: The University of Nebraska Foundation grows relationships and resources that enable the University of Nebraska to change lives and save lives.

	FY 2017-18 (THOUSANDS)	FY 2016-17 (THOUSANDS)	FY 2015-16 (THOUSANDS)	FY 2014-15 (THOUSANDS)
SOURCES OF FUNDS				
Gifts, bequests and life insurance proceeds	\$185,874	\$169,168	\$228,871	\$212,727
Investment income	33,810	39,465	32,818	29,122
Change in value of split-interest agreements	1,118	397	989	1,191
Realized and unrealized gains (losses) on investments, net	102,978	119,798	(48,466)	(10,906)
Total	\$323,780	\$328,828	\$214,212	\$232,134
USE OF FUNDS				
Academic support	\$93,401	\$54,910	\$55,331	\$61,660
Student assistance	25,316	22,405	26,327	33,976
Faculty assistance	7,592	6,861	5,731	5,323
Research	6,244	6,243	9,123	8,378
Museum, library and fine arts	2,894	2,951	2,729	1,975
Campus and building improvements	44,535	99,813	106,342	118,526
Alumni associations	570	724	796	868
Deferred compensation	0	0	1	7
Subtotal	\$180,552	\$193,907	\$206,380	\$230,713
Management and fundraising	29,888	26,642	26,823	24,051
Other operating expenses	2,799	4,555	4,043	3,819
Total Use of Funds	\$213,239	\$225,104	\$237,246	\$258,583
Increase (decrease) in net assets	110,541	103,724	(23,034)	(26,449)
Plus: beginning net assets	1,948,432	1,844,708	1,863,006	1,889,455
Change in reporting entity			4,736	
Ending net assets	\$2,058,973	\$1,948,432	\$1,844,708	\$1,863,006

UNIVERSITY OF NEBRASKA FOUNDATION UNMC STATEMENT OF ACTIVITIES

	FY 2017-18 (THOUSANDS)	FY 2016-17 (THOUSANDS)	FY 2015-16 (THOUSANDS)	FY 2014-15 (THOUSANDS)
SOURCES OF FUNDS				
Gifts & Pledges	\$66,722	\$49,847	\$56,921	\$57,303
USE OF FUNDS				
Academic support	\$11,077	\$7,907	\$6,982	\$4,394
Student assistance	2,660	2,404	1,876	1,715
Faculty assistance	2,200	2,848	2,063	1,874
Research	5,262	3,464	5,768	5,313
Museum, library & fine arts	195	343	247	204
Campus & building improvements	18,842	70,123	48,968	29,794
Alumni associations	230	230	230	230
Total Disbursements to UNMC	\$40,466	\$87,319	\$66,134	\$43,523

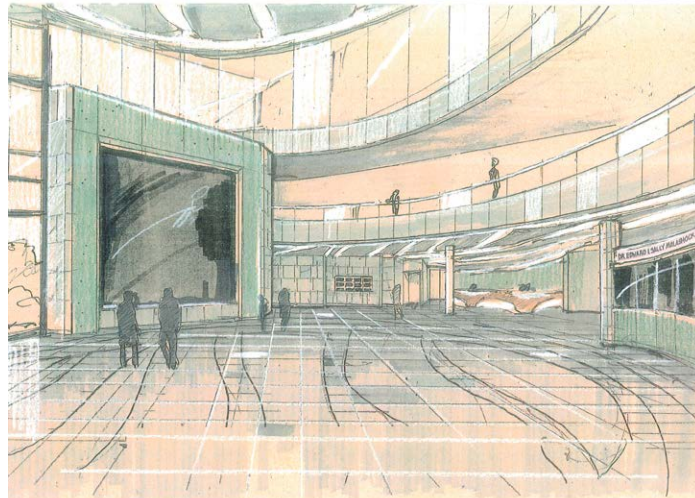
UNIVERSITY OF NEBRASKA FOUNDATION

During FY 2017-18, nearly **44,000 donors** committed **\$186 million** to the University of Nebraska Foundation to benefit the University of Nebraska. A few highlights of the fundraising year include:

- The University of Nebraska Foundation received \$186 million in gifts, bequests and life insurance proceeds, a 9% increase over the previous fiscal year.
- The University of Nebraska ranked in the top 15 among all public universities for gifts and grant receipts.
- More than 99% of the foundation's assets were restricted by donors to a specific use by the university.
- The foundation earned 8.5% on its \$1.3 billion endowment and had total assets of \$2.5 billion.
- The University of Nebraska ranked in the top 25 among all public universities for endowed assets.
- The foundation managed nearly 11,400 active donor funds.

Of these donors, nearly **4,900 benefactors** committed **\$66.7 million** in support of UNMC. Among these gifts was generous support benefiting students, faculty, programs and capital projects.

- An anonymous donor supported the advancement and acceleration of the great work being created by the iEXCELSM Visualization Team. This gift greatly expands the opportunity to create interactive and highly visual models by adding members to the team with specialties in 3D design and development, programming and production management, thereby filling a critical workforce need.
- Robert Wigton, MD, a 1969 graduate of the College of Medicine, made a lead gift to create a new welcome and campus history center that will showcase the unique heritage of UNMC in Omaha. The privately funded \$8 million Wigton Heritage Center will be built in conjunction with the Wittson Hall renovation project in the center of campus. The 10,700-square-foot center will celebrate and memorialize UNMC's history, while also serving as a campus welcome center.
- Edward and Sally Malashock of Omaha established the Dr. Edward and Sally Malashock Fund for the Interprofessional Experiential Center for Enduring Learning with a major gift to support the construction of the Dr. Edwin G. & Dorothy Balbach Davis Global Center. In recognition of their generous support, the building's atrium will be named for the couple.
- An anonymous donor made a lead gift to support the \$85 million Munroe-Meyer Institute for Genetics and Rehabilitation building project, which calls for renovation of the First Data building, on UNO's Scott Campus, into MMI's new home.
- The Thayer Family Endowed Scholarship Fund was established to help College of Allied Health Professions students pursue affordable health professions education



at UNMC while building a pipeline to serve rural and underserved communities. The scholarship was made possible by a gift from the Thayer family of Grand Island, Nebraska, and a matching gift by the Charles R. O'Malley Charitable Lead Trust.

- UNMC and the University of Nebraska–Lincoln celebrated the opening of a new building that houses the College of Nursing Lincoln Division. It also is home to the UNL Health Center. Combining the health center and College of Nursing Lincoln Division has allowed both institutions to enjoy savings and increase effectiveness in utilities, space and technology. Nebraska Medicine, UNMC's primary clinical partner, operates the health center.

Another highlight from FY 2017-18 was the affiliation agreement between the University of Nebraska Foundation and Nebraska Medicine to form a strategic partnership that increases the efficiency of fundraising activities and expands private financial support for both Nebraska Medicine and UNMC. Under this agreement, the foundation manages all aspects of development for the Nebraska Medicine health network, including fundraising, development personnel and the management and allocation of donated funds as designated by donors.

An early example of the affiliation in action was the commitment of a generous gift by a grateful patient who lived in Iowa. While being treated at the Fred & Pamela Buffett Cancer Center, the patient expressed his desire to support cancer research to his physician. The result: A gift that is now benefiting three cancer-related research initiatives at the cancer center.

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For more information please contact the foundation's Amy Volk at amy.volk@nufoundation.org or 402-502-4112 if you have questions or need additional information.
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INFRASTRUCTURE TAB

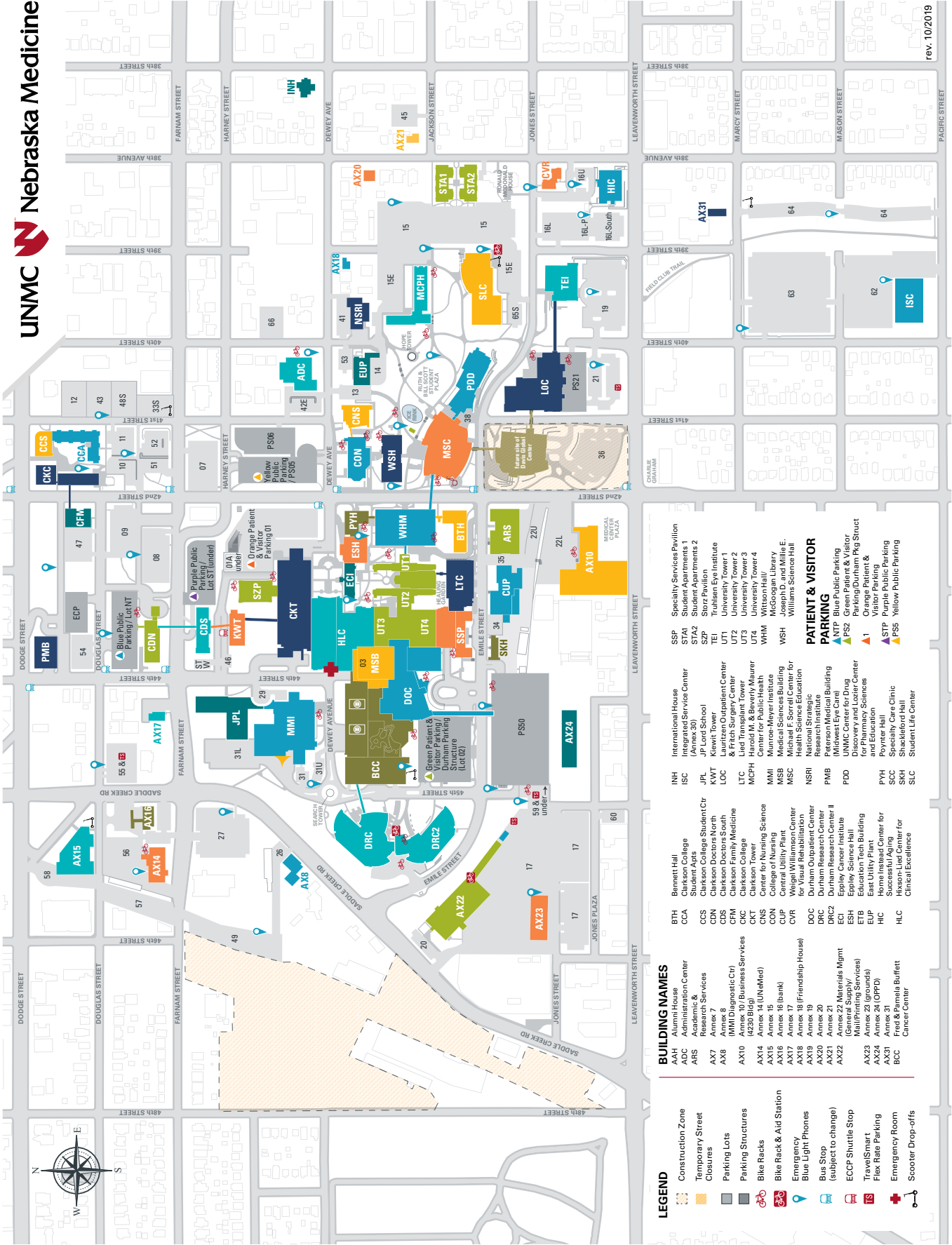
INFRASTRUCTURE TAB

UNMC FACILITIES DEVELOPMENT PLAN

	SIZE (SQ. FT.)	FUNDING (MILLIONS)	STRATEGIC ALIGNMENT	STATUS
PROVIDE FACILITIES TO ACHIEVE CAMPUS VISION AND STRATEGIC GOALS				
EXPAND PATIENT CARE:				
Clarkson Family Medicine	13,253	\$1.00	Replacement site for expanded patient care access.	Building opened March 2019
Munroe-Meyer Institute for Genetics and Rehabilitation	215,883	\$85.00	Relocation to renovated building on UNO Scott Campus. Increased space to improve, expand and develop new educational, research, clinical and community engagement programs.	Construction in progress. Completion 2020.
RENEW AND EXPAND EDUCATION SPACE:				
Dr. Edwin Davis & Dorothy Balbach Davis Global Center	191,884	\$118.90	New building to house the activities of iEXCEL SM , including 18,928 sq. ft. underground and surface parking.	Construction in progress. Completion 2020.
Williams Science Hall Renovation	64,472	\$10.00	Renovation of facility and end of life HVAC systems to house modern uses.	Construction to begin mid 2019. Completion 2020.
Wittson Science Hall Renovation	206,125	\$12.70	Renovation of library and end of life HVAC systems.	Construction to begin mid 2019. Completion 2020.
Wigton Heritage Center	10,700	\$8.0	New building will serve as a student interaction/study space and as a location to host press conferences/symposiums. The Heritage Center will be the "new meeting space on campus."	Construction to begin mid 2019. Completion 2020.
DEVELOP FUTURE CAMPUS CONFIGURATION				
Ongoing strategic acquisitions.		TBD	Future community and campus development.	In progress.
IMPROVE CAMPUS QUALITY AND EFFECTIVENESS				
Joint Campus Traffic & Wayfinding Update		TBD	Develop plan to align area traffic circulation and wayfinding.	Project development in progress. Target completion 2019.



CAMPUS MAP



LEGEND

- Construction Zone
- Temporary Street
- Closures
- Parking Lots
- Parking Structures
- Bike Racks
- Bike Rack & Aid Station
- Emergency
- Blue Light Phones
- Bus Stop
- (subject to change)
- ECCP Shuttle Stop
- TravelSmart
- Fix Rate Parking
- Emergency Room
- Scooter Drop-offs

BUILDING NAMES

- AH Alumni House
- ARS Academic Services
- AX7 Annex 7
- AX8 Annex 8
- AX10 (MMI) Diagnostic Ctr
- AX11 (MMI) Business Services
- AX14 Annex 14 (UNG/Med)
- AX15 Annex 15
- AX16 Annex 16 (bank)
- AX17 Annex 17
- AX18 Annex 18 (Friendship House)
- AX19 Annex 19
- AX20 Annex 20
- AX22 Annex 22 (Materials Mgmt)
- AX23 Annex 23 (grounds)
- AX24 Annex 24 (JOPD)
- BCC Fred & Pamela Buffett Cancer Center
- BTH Bennett Hall
- CCA Clarkston College Student Apts
- CCS Clarkston College Student Ctr
- CDN Clarkston Doctors North
- CDN Clarkston Doctors South
- CFM Clarkston Family Medicine
- CKC Clarkston College
- CON Clarkston Tower
- CON College of Nursing
- CUP Central Utility Plant
- CVR Weigha Williamson Center for Visual Rehabilitation
- DOC Durham Outpatient Center
- DOC Durham Research Center
- DRC Durham Research Center #1
- DRC Durham Research Center #2
- ECG Education Tech Building
- ESH Education Tech Building
- ETB East Utility Plant
- EUP East Utility Plant
- HIC Home Instead Center for Successful Aging
- HLC Home Instead Center for Successful Aging
- IMH International House
- ISC International House
- ISC Student Apartments 2
- JPL J.P. Lord School
- KWC Kiewit Tower
- LTC Leir Trust Tower
- LTC Leir Trust Tower Mower
- MCPH Center for Public Health
- MMI Munroe-Meyer Institute
- MSC Michael F. Sorrell Center for Health Science Education Research Institute
- NSRI Nebraska Research Institute
- PMB Paterson Medical Building (Midwest Eye Care)
- PDD Paterson Medical Building (Midwest Eye Care)
- PS02 Paterson Medical Building (Midwest Eye Care)
- PS03 Paterson Medical Building (Midwest Eye Care)
- PS04 Paterson Medical Building (Midwest Eye Care)
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- PS00 Paterson Medical Building (Midwest Eye Care)

PATIENT & VISITOR PARKING

- Blue Patient & Visitor Parking
- Orange Patient & Visitor Parking
- Yellow Patient & Visitor Parking
- Purple Patient & Visitor Parking
- Green Patient & Visitor Parking
- Red Patient & Visitor Parking
- Light Blue Patient & Visitor Parking
- Light Orange Patient & Visitor Parking
- Light Yellow Patient & Visitor Parking
- Light Purple Patient & Visitor Parking
- Light Green Patient & Visitor Parking
- Light Red Patient & Visitor Parking
- Light Light Blue Patient & Visitor Parking
- Light Light Orange Patient & Visitor Parking
- Light Light Yellow Patient & Visitor Parking
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- Light Light Green Patient & Visitor Parking
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- Light Light Light Blue Patient & Visitor Parking
- Light Light Light Orange Patient & Visitor Parking
- Light Light Light Yellow Patient & Visitor Parking
- Light Light Light Purple Patient & Visitor Parking
- Light Light Light Green Patient & Visitor Parking
- Light Light Light Red Patient & Visitor Parking

UNMC SPACE FACTS

	# OF BLDGS.	GROSS SQ. FT.	# RESEARCH LABS	LAB & LAB SUPPORT SQ. FT.	ACRES
UNMC-Omaha	66	4,267,661	532	564,848	126
Nebraska Medicine-Omaha	11	1,258,557			29
Subtotal	77	5,526,218	532	564,848	155
UNMC Parking Structures (+2 Under Buildings)	2	998,082			
Nebraska Medicine Parking Structures (+2 Under Buildings)	6	1,128,574			
Subtotal	8	2,126,656			
UNMC-Greater Nebraska					
Omaha	3	21,183			
Lincoln	3	236,826	16	7,741	
Norfolk	1	22,890			
Kearney	1	52,372			
Scottsbluff	1	6,282			
Subtotal	9	339,553	16	7,741	
Nebraska Medicine - Off Campus	18	555,048			2.56
Bellevue Medical Center	2	333,000			21
Subtotal	20	888,048			23.56
Grand Total	114	8,880,475	548	572,589	178.56

NEW CONSTRUCTION (not included in totals above)

Dr. Edwin Davis & Dorothy Balbach Davis Global Center	1	191,884	1	656	
Davis Global Center Parking (Included in DGC above)		18,928			
Wigton Heritage Center	1	10,700			
Munroe-Meyer Institute for Genetics and Rehabilitation	1	215,883			
Total New Construction	3	418,466	1	656	

SUSTAINABILITY INITIATIVES

The campus Sustainability Manager works closely with the Executive Sustainability Council, made up of stakeholders in each of the Sustainability Master Plan goal-areas, to achieve the goals outlined in the joint UNMC/Nebraska Medicine Sustainability Master Plan. This comprehensive Sustainability Master Plan guides the campus as an integrated effort to consume fewer resources, even while expanding the campus, and to provide strategic direction across operations while representing the two organizations' ongoing commitment to working together toward common goals.

UNMC and Nebraska Medicine have built a strong foundation in sustainability over the past two decades. Sustainability aligns very well with the health-oriented missions of both UNMC and Nebraska Medicine, as it involves protecting human and environmental health and using resources wisely to provide for the future while meeting current needs. By reducing energy use on campus, we decrease the amount of pollution and emissions produced by coal-fired power plants or the burning of natural gas. This decrease aids in the reduction of chronic bronchitis, asthma attacks, emergency room visits, lost workdays and premature death. This reduction is directly tied to our mission of creating a healthy future for all individuals and communities. Additionally, these initiatives significantly lower the institutions' utility costs, protect water sources and land that is so important to our state and help increase employee retention and recruitment of both students and employees.

To lead the world in this area, minimize our impact, and further our mission of "...creating a healthy future for all..." the stated sustainability goals were given accelerated timelines and more ambitious targets. To monitor our goals, data is constantly gathered and tracked.

The 2018 Sustainability Master Plan Metric Update and quarterly updates are available on our website, LiveGreenNebraska.com.

EMISSIONS

Baseline: Produced 153,964 metric tons of carbon dioxide equivalent (CO₂eq) each year

Goal: Achieve net zero building emissions by 2030

Progress: Produced 140,992 metric tons of CO₂eq

With the opening of the Pharmacy Drug Discovery, Laurus Outpatient Center, Sterile Services Building and Fred & Pamela Buffett Cancer Center in the last two years, the campus has seen an increase in energy use (and subsequent emissions production) from the previous year. However, energy use per square foot was still reduced, signaling efficiencies in resource use.

The campus also continues to reduce peak energy use in the summer. This practice keeps utility costs for the next year lower, saves energy and ensures the entire service area has the energy they need on the hottest of days. The largest rooftop solar array in Nebraska was installed this winter and while operating now, will generate the most (clean and renewable) electricity in the summer months.



As part of the Department of Energy's Better Buildings Challenge, the Medical Center's energy usage was entered into Portfolio Manager, a program that tracks and analyzes energy use over time. With this newly available data, leadership met to identify the least energy efficient buildings. As a result, action plans are now being developed to improve the energy efficiency of those buildings.

WATER

Baseline: 225,164,787 gallons of water per year

Goal: Reduce annual gallons of water used by 54% by 2030

Progress: Used 197,171,767 gallons

The Medical Center continues to monitor water use by building, taking a proactive approach at any upticks or issues. In addition to monitoring irrigation use and planting native/drought tolerant plants, the campus is working to specify low-flow fixtures where appropriate, upgrade to more efficient equipment and is vigilant in monitoring and fixing leaks.

MATERIALS/WASTE

Baseline: 25% of materials diverted from landfill

Goal: Zero Waste* by 2030

Progress: 27% of materials diverted

*Zero Waste is defined as 90% diversion from the landfill or incinerator

Reducing waste on campus is a two-pronged approach. The first is to monitor purchasing and shipping. Any item that isn't needed, can be shipped more efficiently, or is made of a material that can be recycled helps us towards our goal.

Once items are on campus we work to educate staff and students on recycling opportunities so they are separated appropriately. We continue to find new ways to reduce and are constantly on the lookout for new opportunities to recycle while ensuring the data we are collecting is an accurate representation of how we are segregating our waste.



We are currently looking into piloting composting in specific areas, which will allow us to fully develop an acceptable process for removing a significant amount of material on campus.

CAMPUS PLANNING

Goal: Maintain current density of 73,326 gross square feet of built space per developed acre

Progress: 55,738 square feet of built space per developed acre

The campus density goal helps the Medical Center build a campus that is dense while creating green spaces that enrich the campus for visitors, students and staff. The Fred & Pamela Buffett Cancer Center is an example of increasing density without using additional land, as this building replaced an existing, smaller building.

Part of the development of dense spaces includes ensuring spaces are walkable, signage is appropriate and people of all abilities are able to get where they need to go.

TRANSPORTATION

Baseline: 12% of employee/student commutes use active transportation mode (walk, bike, bus or carpool)

Goal: 20% of employee/student commutes use active transportation mode by 2023

Updated Goal: 35% of employee/student commutes use active transportation mode by 2030

Progress: 22% of campus employees/students (2017)

Achievement of the Transportation goal six years early was impressive and numerous community groups continue to point to our success as a model for other businesses. To further our impact to have clean, breathable air, we have updated our goal to 35% of trips to campus using active transportation with a 2030 timeline to match the other goals. Due to the complexity of data gathering and the fact that participants have to assist, this goal is updated biennially and will be updated in 2019.

CAMPUS ENGAGEMENT

Baseline: Sustainability Engagement Score is 45 (out of a possible 100)

Goal: Achieve a Sustainability Engagement Score of 75 by the end of 2023

New Goal: Achieve a Sustainability Engagement Score of 85 by the end of 2030

Progress: Current Sustainability Engagement Score is 59

The Campus Engagement goal is a metric that measures the extent to which the Medical Center staff and students are engaged with sustainability efforts. To meet our ambitious goals in other categories we recognized that personnel would need to be even more engaged. As such, this goal was also updated and given a new 2030 timeline, which is to achieve a sustainability engagement score of 85 by 2030. This goal is also updated biennially and will be updated in 2019.

The LiveGreen Ambassador Program continues to be a good way to spread sustainability initiatives throughout the Medical Center culture. Any interested employee can fill out a brief application to become a LiveGreen Ambassador. Throughout the year, LiveGreen Ambassadors are invited to engage their coworkers about current sustainability initiatives at staff meetings, via email or around the workplace. The peer-to-peer interactions help create a culture of sustainability campus-wide.

This year we joined forces with UNO to offer more events during our celebration of International Earth Day, which is now known as Earth Month. We featured a wide variety of activities to help individuals be more sustainable both at work and at home. We also planted a tree, turned the Fred and Pamela Buffett Cancer Center green and held our ever-popular recycling event, with impressive numbers:

- 141 eyeglasses donated to the TEI clinic; ~8000 pop tabs to Ronald McDonald House
- 401 pounds of VHS tapes, DVDs, CDs and floppy disks
- 5,657 pounds of electronics
- 2,740 pounds of TVs and computer monitors
- 7,280 pounds of paper for shredding
- 150 pounds of alkaline batteries
- 16,228 total pounds (that's almost 2,000 more pounds than last year and equals 8.1 tons or 4.5 average US cars!) diverted from the landfill

The environmental impact from recycling those materials equals:

- 15 trees saved
- 151 gallons of oil not used
- 340,040 hours of electricity saved
- 4,603 gallons of water



INFORMATION TECHNOLOGY SERVICES

The strategic focus for the UNMC and Nebraska Medicine Information Technology Department will be to provide anywhere, anytime access to information technology services over the course of FY 2019-20.

FY 2018-19 Review

Last fiscal year the UNMC and Nebraska Medicine Information Technology Department focused on a series of advancements that provided a solid foundation for the enterprise by addressing a set of connectivity issues related to critical technology (e.g. OneChart - Epic, 3M, McKesson, Sunquest, Obix) that the enterprise is dependent on, as well as introducing new processes and methodologies that allow IT to “begin with the end in mind,” which ensures the technology that is being deployed (or has been deployed) is providing value to the enterprise. This can be seen by the formalization of the role of the IT architect and the implementation of enterprise architecture processes.

There has also been a series of new transformational technologies that have been launched. Perhaps the most exciting item is the work we are doing in partnership with Nuance for ambient clinical documentation. Many believe that this innovation is the future of health care, one in which the technology is invisible allowing the providers to be more visible and therefore enhancing the provider and patient experience. We also launched the digital campus agile pods which are cross-functional teams that have the comprehensive roles needed to deliver support for a digital. These pods allow for improved collaboration between faculty members and IT to improve support and to have rapid value realization of the digital campus. Another key transformational technology is the launch of digital health, which allows us to that provide a frictionless and personal user experience to our students, researchers and patients.

The need for data to drive the organization forward has never been higher. As such, we have launched a data governance and master data management approach that is working to provide a comprehensive method of enabling our enterprise to link all of our critical data to a common point of reference. This will provide quality processes, clarity on ownership and data definitions that will be key to us being a data driven organization.

Additionally, there has been a tremendous amount of effort to make the current set of technologies easier to use. This includes work to address user burnout by supporting “tap and go” access to OneChart, which simply allows providers to tap their badge on a workstation on wheels and gain access to the systems they need. Another improvement is the launch of the UNMC and Nebraska Medicine App Stores. These provide anywhere, anytime access to a set of applications. Users simply access the app store and they can get access without any complicated VPN or Remote Desktop processes. There has been progress in getting the required funding to address critical campus IT infrastructure that will also start to improve connectivity across the campus.



FY 2019-20 Preview

Looking ahead to the upcoming fiscal year, we will need to continue to focus on the many items started in FY 2018-19 and move them to enterprise-wide deployments. Another item of focus will be addressing two of our biggest cyber security threats, the internet of things (IoT) and users. Our plan is to address IoT risks by using technology that will provide visibility into the nature and actions of all connected devices. With this knowledge, we will be able to establish a baseline of trusted behavior to then be used to identify and secure connected devices without the burden of changing anything on the physical device that is connected via the IoT. A similar approach will be taken for users by using technology to define users by roles providing insight, efficiencies and security on what roles have access to what data and how those roles are accessing that data.

Key Performance Measures

The key performance measure the IT department uses to measure its performance is end user satisfaction. End users (n=2,320) responded with an average satisfaction rate of 3.4 on a 4-point scale (1 very dissatisfied, 2 dissatisfied, 3 satisfied, 4 very satisfied) for the services the department provides. This indicates that 93% of respondents are satisfied with the services provided. This is an increase last year of 2% from 3.3 to 3.4.

Additionally, leading indicators of this metric are also tracked:

- Availability of the data centers/network/systems is at 99.99%
- Service desk satisfaction is at 91.27%
- Service desk first call resolution is at 59.41%
- Workstation mean time to resolve is 26.92 minutes
- Unplanned employee attrition is less than 2%

All of these metrics have outperformed targeted performance measures.

COMPLIANCE TAB

COMPLIANCE TAB

COMPLIANCE AND INTERNAL AUDIT STRATEGY

Compliance

UNMC is committed to assuring compliance with applicable federal and state laws and university policies and maintaining appropriate controls to address risks. In FY 2019-20, UNMC will continue its focus on strategic opportunities for enhanced compliance communications and functions at UNMC, while maximizing compliance synergy across the enterprise.

FY 2018-19 ACCOMPLISHMENTS

- Co-led UNMC/Nebraska Medicine Enterprise Compliance collaboration and communication efforts to include regular enterprise compliance meetings and methods for ongoing communications on mutual compliance issues/events.
- Enhanced UNMC Compliance Committee efforts by reassessing membership, meeting frequency and structure. Indicator (monitoring and tracking) reporting schedules were further adjusted to meet committee communication needs. Regulatory updates are provided to committee members to enhance communication across the UNMC campus compliance structure. The group has added time for committee discussion so that members are free to raise and discuss important/timely issues.
- Updated Conflict of Interest Committee membership and meeting structure to meet growing campus needs.
- Achieved a 99.7% campus completion rate for all individuals assigned to make an Annual Disclosure of Conflicts of Interest.
- In coordination with the Office of the General Counsel and Internal Audit, worked with the other University of Nebraska (NU) campuses to share compliance strategies and processes, to maximize the opportunities for consistency and synergy across the system and made recommendations on how we might share and implement best practices.
- Provided education to UNMC community, including partners from other NU Campuses and Nebraska Medicine, on policies, regulations and university procedures.
- Reviewed, updated and affirmed UNMC campus compliance policies, in collaboration with campus leadership, subject matter experts and various other faculty and staff who contribute to the campus policy review process.
- Presented to UNMC department administrators on hot topics in compliance and conflict of interest. Participated in the instruction of department administrators in UNMC's innovative Department Administrators' Education Program.
- Presented to students, faculty, staff and visitors on UNMC's Compliance Program, Conflict of Interest and Responsible Conduct in Research, to include students coming to UNMC for summer programs and other learning experiences.



- Updated, enhanced and published the UNMC Compliance Matrix, with Compliance Committee oversight. Also updated the UNMC Compliance Matrix mobile application available to users in the UNMC community.
- Updated compliance training assessment requirements, emphasizing employee responsibility for content through attestation. Coordinated with campus partners and subject matter experts to refresh various trainings to ensure best content is provided to learners.

FY 2019-20 GOALS

- Continue work on building and strengthening our Enterprise Compliance Initiative, with a focus on streamlining common processes, policies, procedures and working to encourage an Enterprise Culture of Compliance.
- Review and affirm current compliance structure to verify effective tracking, monitoring and training. Continue to communicate and enhance institutional awareness of compliance resources and governance structure to reinforce clear responsibilities and accountabilities across campus.
- In coordination with the University of Nebraska System Compliance Officer, Office of Internal Audit and the Office of the General Counsel, work with the other NU campuses to share compliance strategies and processes, to maximize the opportunity for consistency across the system and to strengthen our working relationships with the hopes of supporting the functions of a more synergistic compliance group.
- Be a campus partner and provide relevant, meaningful compliance education to the UNMC community on policy updates as well as provide ongoing updates on policies, processes and regulations; and closely partner with Nebraska Medicine on joint efforts/opportunities to support a culture of compliance and accountability.

- Work with NU Central Administration and other campuses to continue efforts to develop a more unified approach to compliance training as well as conflict of interest tracking and processes.
- Hold the Compliance Office at UNMC out as a compliance education resource by proposing additional in-person training for departments and colleges where common questions may arise, and such education may be more appropriate to meet a need.

Financial Compliance and Cost Analysis

Financial Compliance will help maximize, protect and enhance, compliance to federal policy, the federal reimbursement UNMC receives from Facilities and Administrative (F&A) overhead rates on sponsored projects and ensure UNMC adheres to financial policies and procedures to protect federal funding.

FY 2018-19 ACCOMPLISHMENTS

- Implemented OMB Uniform Guidance new micro procurement regulations that went into effect on July 1, 2018.
- Submitted the Federal Facilities and Administrative (F&A) Proposal with the federal government with a base year of FY 2017-18. The rate proposal is done once every 3-4 years and filed with the Cost Allocation Services, a division within the Department of Health and Human Services.
- Submitted the Fringe Benefit Proposal required for FY 2017-18.

FY 2019-20 GOALS

- Negotiate new F&A rate with the federal government, along with answering any questions or reviews they might perform.
- Submit the Fringe Benefits Proposal to Cost Allocation Services, a division within the Department of Health and Human Services.
- Review twelve core labs at UNMC for compliance with federal and the UNMC service center policies and help develop compliant business practices for the new MRI core lab in Neurological Sciences.

Internal Audit

The mission of Internal Audit and Advisory Services (Internal Audit) is to provide an independent, objective assurance and consulting activity designed to add value and improve the operations of the University of Nebraska (university). We partner with the university to accomplish its objectives by bringing a systematic, disciplined approach to evaluating and improving the effectiveness and efficiency of risk management, control and governance processes.

FY 2018-19 ACCOMPLISHMENTS

- Assisted management in conducting the annual risk assessment during spring 2018 and developed a risk-based audit plan for FY 2018-19.
- Participated regularly with compliance and audit personnel at other University of Nebraska campuses to collaborate and enhance our relationships and share information on compliance plans and business processes.
- Continue to report to the Associate Vice President and Director of Internal Audit for the University of Nebraska.
- Regularly attended Compliance Committee, Chancellor's Council, Financial Stewardship and Department Administrators Round Table (DART) meetings.
- Performed university-wide audit projects as well as campus-specific projects.
- Participated in regular internal audit meetings with other NU personnel to enhance and build our department.
- Created and began implementing the IAAS Strategic Plan.

FY 2019-20 GOALS

- Continue to enhance and build the Internal Audit Department function while continuing to educate UNMC on the current internal control framework and recommend strategies for improvement across the campus.
- Assist management in conducting the annual risk assessment, which we will use to develop a risk-based audit plan for FY 2019-20 and 2020-21, to assist management in identifying areas for improvement.
- Continue to increase the frequency of university-wide internal audit projects, focusing on value-added outcomes.
- Increase the Internal Audit Department staffing by hiring a new senior auditor to support projects in Omaha.

STATE AND FEDERAL TAB

STATE AND FEDERAL TAB

ECONOMIC OUTLOOK



Global

The World Bank forecasts global economic growth to slow to 2.9% in 2019 as a result of weaker than expected trade and investment at the beginning of the year. Growth in advanced economies is expected to gradually decelerate to 1.5% in 2019, as monetary policy normalizes and capacity constraints become increasingly binding. Growth in emerging market and developing economies (EMDEs) as a whole is projected to stall at 4.2% in 2019, because of softening global trade and tighter financing conditions.

Escalating trade tensions are a major downside to the global outlook. If tariffs are implemented, trade flows would decrease, resulting in slower growth of the economies of the countries involved. Rising trade protectionism could restrain investments and disrupt global value chains leading to higher prices and lower productivity. Weaker than expected activity in the United States and China economies might have a severe impact on the global economic prospects by negatively impacting the outlook of other EMDEs through trade, financial and commodity market channels.

The World Bank – Global Economic Prospects January 2019

United States

In the Congressional Budget Office's (CBO) projections, the economy expands more slowly over the next decade than it did in 2018, averaging an annual growth of 2.3% in 2019 and 1.7%-1.8% over the 2020-2029 period. The slowdown is expected to begin late in 2019. In the long run, economic growth is expected to remain below average due to the labor force growing slower than in the past.

The CBO projects a deficit of \$900 billion or 4.2% of the gross domestic product (GDP) in 2019. By the end of 2019, the federal debt held by the public is expected to reach \$16.6 trillion. This amount is expected to grow steadily reaching 93% of GDP in 2029. In 2019, the CBO projects revenues to total \$3.5 trillion or

16.5% of GDP and rise 17.4% in 2025 and then to 18.3% of GDP in 2029. The projected growth after 2025 is due to the scheduled expiration of most individual tax provisions of the 2017 tax act. In 2019, federal outlays project to be \$4.4 trillion or 20.8% of the GDP. The reason for the rise in outlays is due to the increase in the aging of the population and the rising cost of healthcare, which requires more spending from Medicare and Social Security. The net interest costs rise also due to the accumulating debt and a rise in interest rates.

Real GDP is projected to grow by 2.3%—down from 3.1% in 2018—as the effects of the 2017 tax act on the growth of business investment wane and federal purchases, as projected under current law, decline sharply in the fourth quarter of 2019. Unemployment is expected to continue to fall putting upward pressure on wages. The strong demand for goods, services and labor is expected to raise inflation above the Federal Reserve's objective of 2%. Interest rates are projected to continue to rise over the next two years as the Federal Reserve raises the federal funds rate to slow the growth of overall demand and reduce the associated inflationary pressures.

Congressional Budget Office "The Budget and Economic Outlook: 2019 to 2029" January 28, 2019

Midwest

The Mid-America Business Conditions Index, a leading economic indicator for a nine-state region stretching from Arkansas to North Dakota, which ranges between 0 and 100, expanded to 58.2 from February's 57.9, with the index remaining above growth neutral 50.0 for 28 straight months. The regional economy continues to grow at a positive rate but in recent months international trade tension/tariffs and global economic hinder the growth slightly. Due to the recent flooding in the Midwest, 22% of supply managers have been negatively impacted. The March employment index fell to 56.4 from February's 59.0, remaining solid and positive. Approximately 10% of businesses reported layoffs while 64% reported new hiring for



March. Tariffs and flooding impacts are expected to increase the inflation rate in the months to come. The regional trade numbers for March were solid, but both imports and exports slipped for the month.

2019 Ernie Goss, Jack A. MacAllister Chair in Regional Economics at Creighton University's Heider College of Business Economic Outlook April 2019

Nebraska

The Nebraska economy is expected to continue to grow through the third quarter of 2019, according to the most recent leading economic indicator report from the University of Nebraska-Lincoln. The indicator, a composite of economic factors that predict economic growth six months into the future, rose by 0.38% in February 2019. For the second consecutive month, strong business expectations were the primary reason for the jump in the Nebraska indicator. Respondents to the February Survey of Nebraska Business reported plans to increase both sales and employment over the next six months.

Consumer and business confidence remain strong in Nebraska. Nebraska's business confidence index rose to 108.2 in February from 107.4 in January, according to responses to the monthly Survey of Nebraska Business. Nebraska's consumer confidence index, which is based on the monthly Survey of Nebraska Households, declined slightly to 103.2 in February from 104.0 in January.

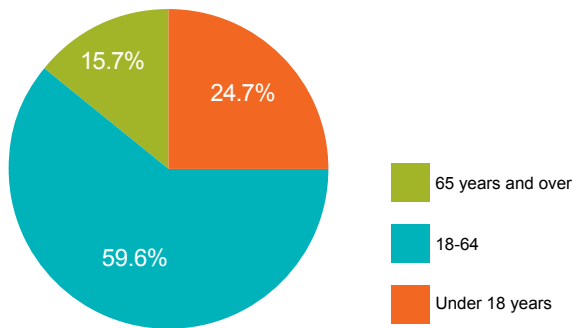
All values are above the neutral 100.0, indicating both business and consumer confidence. The surveys gathered information about the top issues faced by Nebraskans. The most common concern of households was healthcare costs, followed by the general cost of living. Businesses most frequently cited concern about finding workforce labor, both availability and quality.

2019 Eric Thompson UNL Bureau of Business Research March 1, 2019, and March 20, 2019

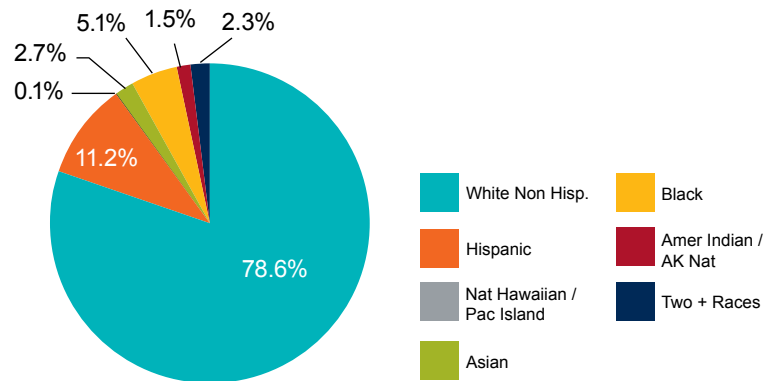
POPULATION CHARACTERISTICS OF NEBRASKA

		POPULATION ESTIMATES									
TOTAL INCREASE 2009-2018	GEOGRAPHIC AREA	2018 Estimate	2017 Estimate	2016 Estimate	2015 Estimate	2014 Estimate	2013 Estimate	2012 Estimate	2011 Estimate	April 1, 2010	July 1, 2009
		Nebraska	1,929,268	1,920,076	1,907,116	1,896,190	1,881,503	1,868,969	1,855,525	1,842,234	1,826,341
7.4%	% Increase from previous yr	0.5%	0.7%	0.6%	0.8%	0.7%	0.7%	0.7%	0.9%	1.7%	0.8%
	United States	327,167,434	325,719,178	323,127,513	321,418,820	318,857,056	316,497,531	313,914,040	311,587,816	308,747,508	307,006,550
6.6%	% Increase from previous yr	0.4%	0.8%	0.5%	0.8%	0.7%	0.8%	0.7%	0.9%	0.6%	0.9%

Age Estimates of Nebraskans, 2018

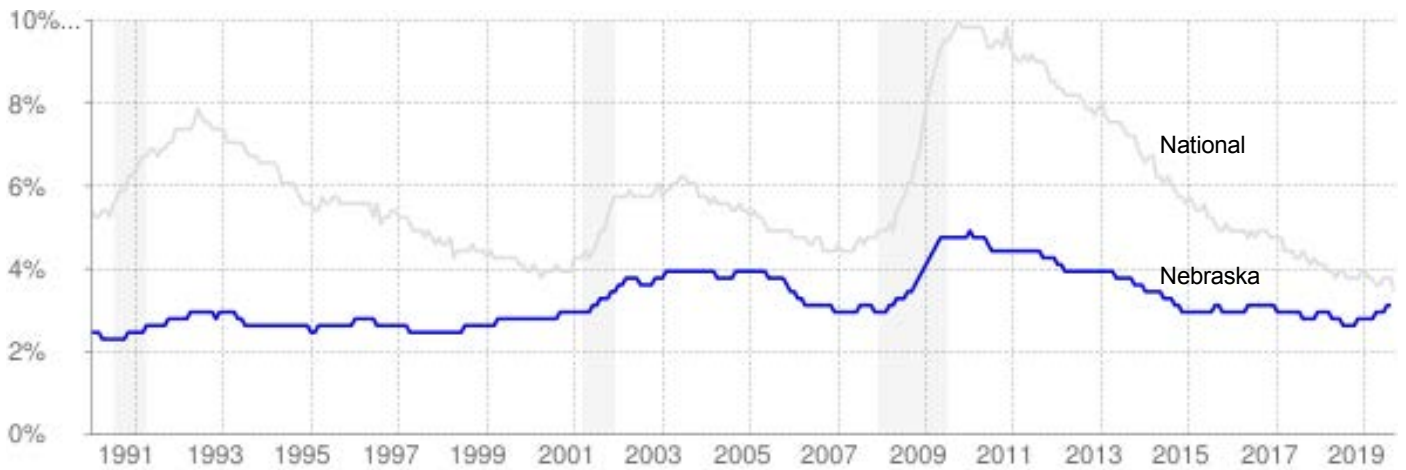


Nebraska Residents by Race/Ethnicity, 2018



From U.S. Census estimates, does not total exactly 100%

Unemployment Rate: Nebraska, National



Note: Recessions shown in gray

According to the Bureau of Labor Statistics "Persons are classified as unemployed if they do not have a job, have actively looked for work in the prior 4 weeks, and are currently available for work. Persons who were not working and were waiting to be recalled to a job from which they had been temporarily laid off are also included as unemployed. Receiving benefits from the Unemployment Insurance (UI) program has no bearing on whether a person is classified as unemployed. The unemployment rate represents the number unemployed as a percent of the labor force."

UNIVERSITY STATE LEGISLATIVE ISSUES



The 106th Legislature's first session convened on January 9 and will adjourn June 6, 2019. Long sessions – 90 working days – are historically spent on setting the biennial budget and introducing new legislation. Legislative priorities include balancing the state budget, property tax relief and state corrections reform.

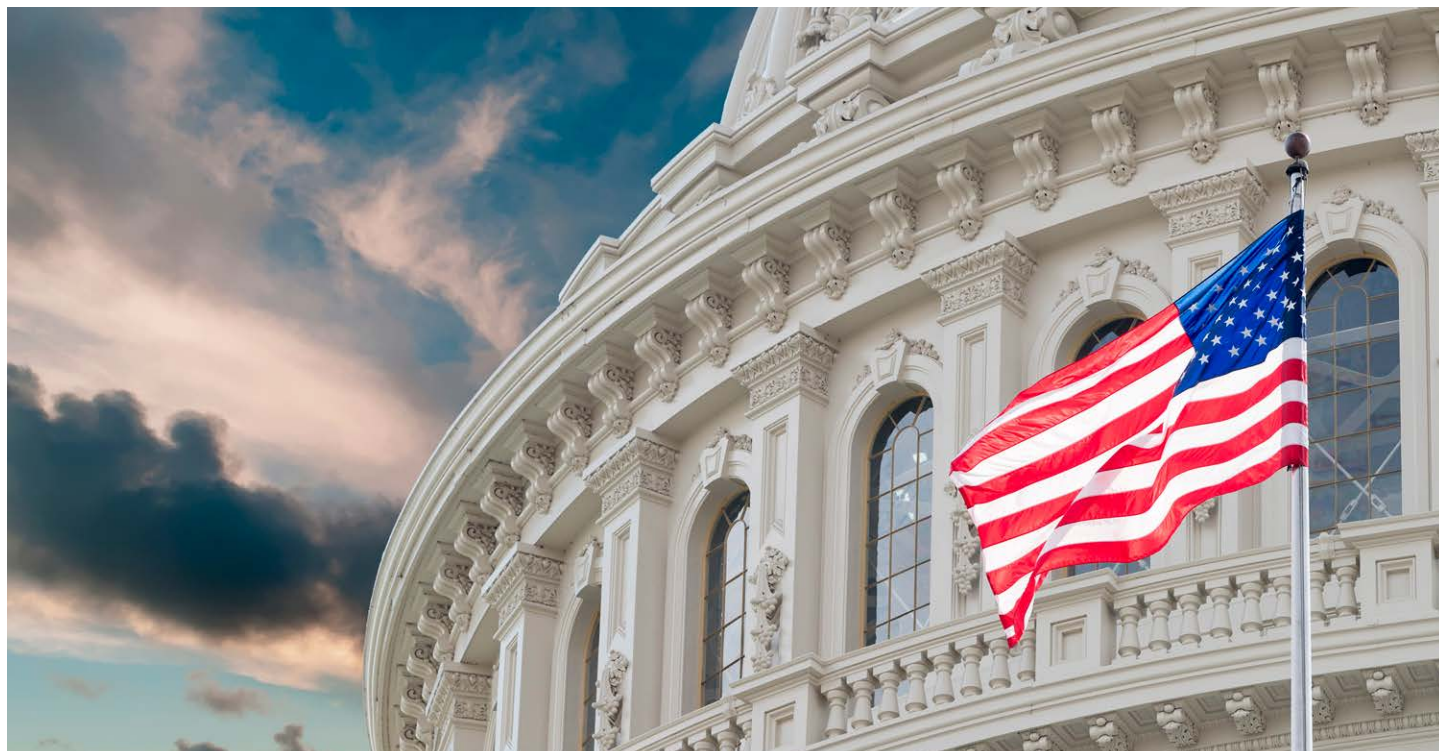
UNMC priority bills in the 2019 session include:

- LB 29, introduced by Senator Kolterman, provides and changes telehealth provisions to increase support and clarity of telehealth practices. This bill was approved by the Governor on March 21, 2019.
- LB 167, introduced by Senator Hunt, prohibits conversion therapy of a minor.
- LB174, introduced by Senator Bolz, increases the Office of Violence Prevention's annual appropriations to support community violence prevention programming through a partnership with the University of Nebraska.
- LB 294, introduced by the Speaker at the request of the Governor, is part of the Governor's biennial budget recommendations. These recommendations include funding the University's request for increases for salaries, benefits and health insurance, but do not fully fund utilities and other operational costs.
- LB 311, introduced by Senator Crawford, adopts the Paid Family and Medical Leave Insurance Act.
- LB 425, introduced by Senator Hilkemann, appropriates funds to UNMC to develop a Master's Degree in Pathology/ Microbiology in Forensic Science.
- LB 562, introduced by Senator Stinner, provides state intent to extend existing appropriations to the University of Nebraska to renew, renovate or repair existing university facilities.
- LB 639, introduced by Senator Stinner, creates scholarships for postsecondary students in Nebraska pursuing careers in high demand, high wage and high skill occupations.
- LB 666, introduced by Senator Dorn, appropriates \$400,000 to UNMC to fund the Simulation in Motion program to train first responders and emergency medical technicians in rural areas
- LB 669, introduced by Senator Kolterman, appropriates \$15 million dollars to UNMC for a pancreatic cancer research center.
- LB 673, introduced by Senator Hilkemann, appropriates funds to the University of Nebraska to fund data collection and analysis on antimicrobial resistant bacteria.
- LB 710, introduced by Senator Cavanaugh, increases cigarette and tobacco taxes and provides for the distribution of funds.

The Nebraska Economic Forecasting Advisory Board met on February 28, 2019, and voted to decrease revenue projections. Revenue projections for the current fiscal year and FY 2019-20 were lowered primarily based on anticipated decreases in sales and use tax receipts of \$60 million in FY 2018-19 and \$20 million in FY 2019-20. Total projected revenue receipts for FY 2018-19 were lowered to \$4.72 billion, a decrease of \$80 million. Projected total revenue receipts for FY 2019-20 were set at \$4.87 billion, a decrease of \$20 million. In addition, overall projected revenue receipts for FY 2020-21 were set at \$4.99 billion, a \$10 million decrease. An additional board meeting will be held on April 25, 2019, and will further inform decision-making on the state budget.

The 106th Legislature's second session will convene in 2020. Short sessions – 60 working days – are historically spent on deficit appropriations, carryover legislation from the previous session and introducing new legislation.

UNIVERSITY FEDERAL ISSUES



SUPPORT NATIONAL INSTITUTES OF HEALTH FUNDING

National Institutes of Health (NIH) is the source of more than 80% of the total federal research funding that the University of Nebraska Medical Center (UNMC) obtains. Annual funding for NIH has lagged behind the rate of biomedical inflation, resulting in fewer research proposals being funded. UNMC supports that NIH be funded at \$41.6 billion in FY 2019-20 to continue the progress Congress is seeking.

SUPPORT INSTITUTIONAL DEVELOPMENT AWARD PROGRAM FUNDING

More than half of all NIH research funds are awarded to researchers in six states, while more than one-half of states receive less than 10% of NIH research funds. Congress created the Institutional Development Award (IDeA) Program for less populous states to develop science and health care career pipelines and build research infrastructure. Nebraska competitively receives about \$21 million annually in IDeA funding from two components: 1) Centers of Biomedical Research Excellence (COBREs) and 2) a science and health care career pipeline called the IDeA Networks of Biomedical Research Excellence (INBRE). Nebraska INBRE is a network of public and private colleges and universities. More than 66% of participating junior faculty in the COBRE program successfully obtain their

own NIH funding. Over 70% of the 300 undergraduate INBRE scholars in Nebraska pursue a science or health professions career. As one example, UNK health science students who apply to medical school have an acceptance rate that is three times the national average, due in part to the Nebraska INBRE program. UNMC requests the IDeA program in FY 2019-20 be funded at \$380 million.

SUPPORT FACILITY & ADMINISTRATIVE REIMBURSEMENTS

UNMC conducts more than \$135 million research annually, most of it federally funded. Approximately \$26 million is reimbursement to the University for Facility & Administrative (F&A) regulatory compliance. F&A costs are an essential part of conducting research that cannot be separated from the experiments performed in the laboratories. Examples of F&A include the cost of maintaining the research buildings, utilities, establishing and maintaining secured storage for research data, specialized IT support, the cost of the federally mandated regulatory activities, human and animal welfare and safety review activities and many technologies used for research that are not fully supported by grants. F&A costs incurred by universities to perform federal research is both highly regulated and regularly audited by the federal government to ensure that the government

The federal fiscal year runs from October 1 of the prior year through September 30 of the year being described. We are referencing what the federal government describes as FY 2020 as FY 2019-20, to be more consistent with the way fiscal year notation is listed throughout the Planning Information and Quality Indicators.

only pays for research costs that are allowable per the Office of Management and Budget (OMB) regulations and guidelines. F&A reimbursement to universities is subject to more restrictions than F&A reimbursement awarded to industry research. UNMC opposes efforts to further limit the reimbursement of F&A on federal grants.

CANCER MOONSHOT

Congress approved the Cancer Moonshot in FY 2016-17 as part of the 21st Century Cures Act that complemented the opening of the Fred & Pamela Buffett Cancer Center. The \$1.8 billion Cancer Moonshot Initiative is accelerating research and development of new cancer detection and treatments. The Moonshot Initiative identified mandatory funds for new cancer-related research activities at NIH and new funds for neuroscience and precision medicine. The Departments of Defense and Veterans Affairs continue to increase their investments in cancer research through Centers of Excellence focused on specific cancers and conducting large longitudinal studies to help determine risk factors and enhance treatment. Within the U.S. Department of Health and Human Services, there continues to be increased investments for prevention and cancer vaccine development, early cancer detection, cancer immunotherapy and combination therapy, genomic analysis of tumor and surrounding cells, enhanced data sharing, oncology centers of excellence and pediatric cancer. The UNMC Fred & Pamela Buffett Cancer Center is pursuing Moonshot grant opportunities. For FY 2019-20, UNMC urges that at least \$492 million be approved for the Cures Act NIH Innovation Account which is included within the NIH FY 2019-20 request of \$41 billion.

HEALTH PROFESSIONS TRAINING & NURSING EDUCATION FUNDING

Title VII (Health Professions) and Title VIII (Nursing Education) of the Public Health Services Act help reduce the shortage of health care providers. Titles VII and VIII programs are the only federal programs focused on improving the supply and distribution of health professionals, particularly in medically underserved rural areas and communities. These programs provide scholarships and loan repayment to students who work in medically underserved areas for three years. Title VII programs provide grants to educational institutions that train and educate primary health care professionals in rural and urban underserved areas. Nebraska's Title VII grants provide dentistry care for 2,000-3,000 patients annually by sending dental residents to rural and underserved Nebraska communities and promoting health professions workforce continuing education and community needs through Area Health Educational Centers.

Title VII funds to Nebraska were cut from \$3.8 million in FY 2009-10 to \$1.9 million in FY 2015-16. Title VIII Nursing Workforce Development Programs help support the supply and distribution of nurses in rural and underserved communities. Title VIII funds to Nebraska dropped from \$2.6 million in FY 2009-10 to \$1.5 million in FY 2015-16. UNMC urges Congress to fund Title VII

(Health Professions) at \$424 million in FY 2019-20 and Title VIII (Nursing Workforce) at \$266 million in FY 2019-20.

HHS TRAINING, SIMULATION & QUARANTINE SERVICE AWARD TO UNMC EXPANDS EXPERTISE IN HIGHLY INFECTIOUS DISEASE TREATMENT, TRAINING & RESEARCH

In 2016, the US Department of Health and Human Services (HHS) designated the UNMC Global Center for Health Security as the HHS Training, Simulation and Quarantine Center for HHS. HHS awarded \$19.8 million to UNMC to develop the center and curriculum, which includes 20 one-year extensions to provide the training and quarantine services.

This builds on top of the 2015 designation HHS naming UNMC a National Ebola Training and Education Center (NETEC) along with Emory University and New York Bellevue Hospital. The new award aligns with UNMC's goals to expand the capabilities of the Advanced Simulation-iEXCELSM facility and establish the Global Center for Health Security to provide national and global training in highly infectious diseases and treatment for civilian and defense agencies, including an international network of labs for identifying highly infectious diseases. UNMC continues to seek additional federal investments to expand UNMC's capacity as a national resource for infectious disease training, preparation and clinical care.

UNMC seeks support for authorization language and \$11 million annual appropriation to continue operating the NETEC programs. UNMC is also seeking to improve collaboration between federal agencies (Departments of Health and Human Services, Defense, Homeland Services and State) in the training and treatment of highly infectious disease.

GRADUATE MEDICAL EDUCATION

Graduate Medical Education (GME) is typically targeted for budget cuts despite the reality that there is a shortage of physicians and GME is the pipeline for increasing the number of future physicians. UNMC opposes attempts to unilaterally decrease the indirect portion of GME because it will increase costs to Nebraska Medicine (NM) and reduce reimbursements by at least \$1 million annually. Significant reductions to the indirect portion of GME will likely reduce the number of residencies available in Nebraska. UNMC/NM received \$27 million in FY 2016-17 for GME. Of more than 700 medical residency-training slots in Nebraska, 500 are through UNMC. GME funds medical residents in 19 Nebraska hospitals including Grand Island, McCook, Norfolk, Omaha, York, Scottsbluff, Cozad, Valentine, North Platte and Kearney. Reductions in GME would accelerate the physician shortage, reduce training opportunities, damage local economies and hurt teaching hospitals. UNMC is fully engaged in the national discussion about new models to finance and deliver residency programs at both the national and state levels of government. We urge Congress to sustain Graduate Medical Education funding at its current level in FY 2019-20.

340B DRUG DISCOUNT PROGRAM

The 340B prescription drug program is a vital lifeline for Nebraska Medicine and low income patients served by safety-net providers that support critical health services that serve high volumes of low-income patients. The 340B program does not receive taxpayer funds. The program is tailored only to hospitals that provide a high level of services to low-income individuals and rural communities. Savings from the 340B program help hospitals meet the health care needs of underserved patients across the country.

Last year CMS reduced Medicare Part B payments to 340B hospitals by nearly 30%. That resulted in CMS reducing reimbursement payments to Nebraska Medicine, a 340B hospital, by at least \$9 million annually. The Federal District Courts recently ruled that the Administration did not have authority to reduce Medicare payments to 340B hospitals, but did not yet impose an injunction. We urge that Congress stop CMS from continuing the Medicare Part B cuts to 340B hospitals and restore the payment reductions imposed on 340B hospitals.

APPENDIX TAB

APPENDIX TAB

SOURCES OF INFORMATION

EDUCATION AND HEALTHCARE RANKINGS

US News and World Report, America's Best Graduate Schools 2020

US News and World Report, Best Hospitals 2018-19

FACULTY DEVELOPMENT

Souza, T. J. (2018), Responding to Microaggressions in the Classroom: Taking A.C.T.I.O.N., online article in Faculty Focus Premium, Madison, WI: Magna Publication; Ganote, C. M., Cheung, F. Souza, T. J. (2015), Don't Remain Silent! Strategies for Supporting Yourself and Your Colleagues via Microresistance and Ally Development, featured article in POD Diversity Council White Paper; Learning Forum SuperCamp (2016), accessed 2018.

UNMC AND COMPARATIVE DIVERSITY DATA

Integrated Postsecondary Education Data System, <http://nces.ed.gov/ipeds/pas/>

US Census website, <https://www.census.gov/quickfacts/fact/table/douglascountynebraska,NE,US/PST045218>

UNIVERSITY AND STATE GENERAL FUND BUDGETS

FY 2018-19 General Operating Budget, University of Nebraska, https://nebraska.edu/-/media/projects/unca/offices-policies/business-and-finance-office/docs/budget-salary-information/gob_2019.pdf?la=en

<https://webapp.nebraska.edu/budget/index.htm?byear=2019&campus=uwide>

UN FOUNDATION FINANCIAL HIGHLIGHTS

Source: UN Foundation, published annual reports, <https://nufoundation.org/about/financial/>

ECONOMIC OUTLOOK

Source: The World Bank – Global Economic Prospects January 2019, <http://www.worldbank.org/en/publication/global-economic-prospects>

Source: 2019 Congressional Budget Office “The Budget and Economic Outlook: 2019 to 2029” January 28, 2019, <https://www.cbo.gov/publication/54918>

Source: 2019 Ernie Goss, Jack A. MacAllister Chair in Regional Economics at Creighton University's Heider College of Business Economic Outlook April 2019, https://www.creighton.edu/fileadmin/user/EconomicOutlook/MidAm_April19.pdf

Source: 2019 Eric Thompson UNL Bureau of Business Research March 1, 2019 and March 20, 2019, https://business.unl.edu/news/nebraska-businesses-and-consumers-remain-confident/?contentGroup=bbr_reports

https://business.unl.edu/news/business-expectations-key-to-rising-leading-indicator/?contentGroup=bbr_reports

NEBRASKA POPULATION CHARACTERISTICS

Nebraska Department of Labor, August 27, 2019, <https://www.deptofnumbers.com/unemployment/nebraska/>

US Census Bureau Quick Facts, Population Estimates/Sex, July 1, 2018, <https://www.census.gov/quickfacts/fact/table/douglascountynebraska,NE,US/PST045218>



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