



UNIVERSITY OF NEBRASKA MEDICAL CENTER

Planning Information and Quality Indicators

2020



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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. As the COVID-19 pandemic emerged, the expertise of our Global Center for Health Security team and infectious diseases experts was called upon time and again. Not long afterward, our IT teams, faculty and students responded to unprecedented changes within our learning and work environments. And, the opening of the Dr. Edwin G. & Dorothy Balbach Davis Global Center, which houses our iEXCELSM initiative, provided critical simulation training opportunities and resources during a challenging time.

Across Nebraska, our campuses in Lincoln, Kearney, Norfolk and Scottsbluff continue to thrive. And, our critical outreach work with local, state and national partners 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, MD
Chancellor, University of Nebraska Medical Center



Preface



This 22nd annual edition of UNMC Planning Information and Quality Indicators is organized into 13 sections. The first section summarizes three major initiatives: the NExT Initiative, apps developed for self-screening for COVID-19 and the new Office of Health Security. 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 and compliance 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 5 and 6. 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; Strategic Communications, 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, the High School Alliance, McGoogan Library of Medicine, Faculty Development, Faculty Mentoring, iEXCELSM, Sponsored Programs Administration, Government Relations, Alumni Association, the Office of Global Engagement, Human Resources, Recruitment and Student Engagement, the Wellbeing Coordinating Council, the Wellness Education and Research Team, the Center for Reducing Health Disparities, Faculty Senate, Academic Services, the Ombudsteam, UNeMed, UNeTech, Facilities Management and Planning, UNMC LiveGreen, the Compliance Office, Financial Compliance and Cost Analysis, UN Central Administration, the University of Nebraska Foundation, Nebraska AHEC Program, Child Health Research Institute, 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

Our values reflect **who we are** and **why we're here**.

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

UNMC's 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 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 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.

Answering the call

In February 2020, the United States government called upon UNMC and Nebraska Medicine to help American citizens during a time of need. Fifty-seven people were flown to Omaha after being in the Wuhan area of China where the COVID-19 pandemic is believed to have originated. The group was quarantined for 14 days at the Nebraska National Guard's Camp Ashland location in Ashland, Nebraska, and monitored for the novel coronavirus. The med center later monitored a group of American citizens, who had been on a cruise ship docked off the coast of Japan. This was in support of a joint mission between the Office of the Assistant Secretary for Preparedness and Response (ASPR), the Centers for Disease Control and Prevention and the U.S. State Department.

Breakthrough research

UNMC launched the first clinical trial in the U.S. to evaluate an experimental treatment for COVID-19, the respiratory disease first detected in December 2019 in Wuhan, Hubei Province, China. Andre Kalil, MD, professor of internal medicine at UNMC and an

infectious diseases physician at Nebraska Medicine, led the randomized, controlled clinical trial, which evaluated the safety and efficacy of the investigational antiviral remdesivir in hospitalized adults diagnosed with COVID-19. The first trial participant is an American who was repatriated after being quarantined on the Diamond Princess cruise ship that docked in Yokohama, Japan and volunteered to participate in the study.

On the front lines

In 2019, UNMC opened the U.S. Department of Health and Human Services Training, Simulation & Quarantine Center (TSQC), part of the Global Center for Health Security. A national resource, the TSQC provides a centralized location for Nebraska Medicine and UNMC's already accomplished quarantine efforts, which were used during the 2014 Ebola outbreak. The 20-bed quarantine unit is the only designated federal quarantine center in the country and serves as a resource for the federal government and other collaborators. The TSQC is located on the ground floor of the Dr. Edwin G. & Dorothy Balbach Davis Global Center.

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 2020-21

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.

NEBRASKA TRANSFORMATIONAL PROJECT

The NExT project would use public-private partnerships to develop a state-of-the-art facility, as well as a federal all-hazard disaster response military and civilian partnership. The new facilities will expand workforce development in health professions education, be a cutting-edge high impact home for research and continue UNMC's tradition of serious medicine and extraordinary care.

SELF-SCREENING COVID-19 APPS

Screening apps developed by medical and public health experts from UNMC, along with computer science and computer engineering students at UNO enable users to make thoughtful decisions about when, or even if, they should seek medical attention. Although not a diagnostic tool, the apps provide advice based on symptoms, recent travel, zip code and medical history. Advice

suggests next steps ranging from continued monitoring, contacting health care to determine if testing is needed, to going to an emergency facility or calling 911.

OFFICE OF HEALTH SECURITY

An Office of Health Security was created at UNMC to protect the health and safety of students, faculty and staff on issues related to COVID-19 and to ensure compliance with local, state and national laws, policies and public health recommendations and guidelines. The office will also ensure the accessibility of all public health and safety resources and communicate public health messaging with university communications. The Office of Health Security works closely with the Office of Academic Affairs to ensure continuation of academic programs safely and effectively.

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. Total research

awards increased by 1.8% to over \$138.1 million. Gross license revenue and sponsored research were both up, recording record levels, UNeMed processed 151 patent applications and 101 inventions were evaluated. 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.

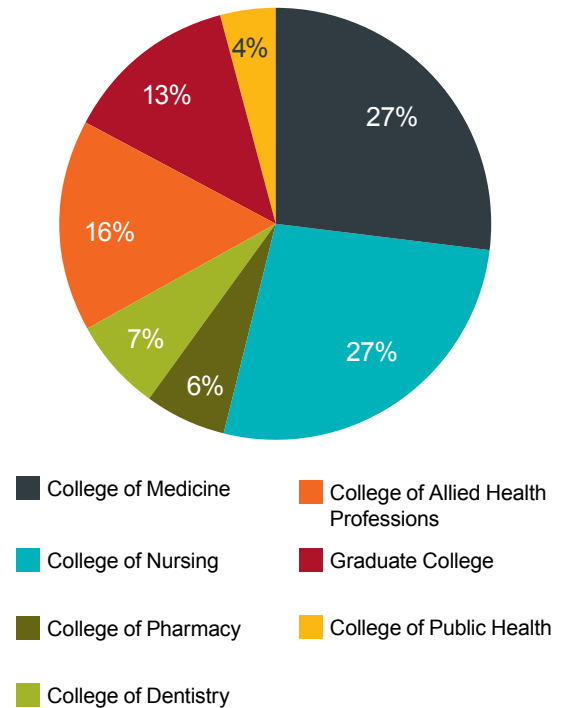
Education

UNMC's fall enrollment in 2019 was 4,055, including 582 house officers. Total enrollment includes 2,617 females and 1,438 males. Budgeted net tuition amounts to \$51.8 million, or 6.8% of the total revenue budget. UNMC's enrollment continues to increase and set a record enrollment for the 19th straight year, up 2.1% over last year's record of 3,972. In general, UNMC's graduates continue to meet or exceed the national means on licensure, certification and board exams. In 2019, 51 College of Medicine graduates (40%) stayed in Nebraska for their first year of residency, with over half of first year graduates (60%) choosing primary care for their first year specialty.

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

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 flourishing research enterprise, students learn from scientists and clinicians who are at the leading edge of discovering 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.

ENROLLMENT, FALL 2019



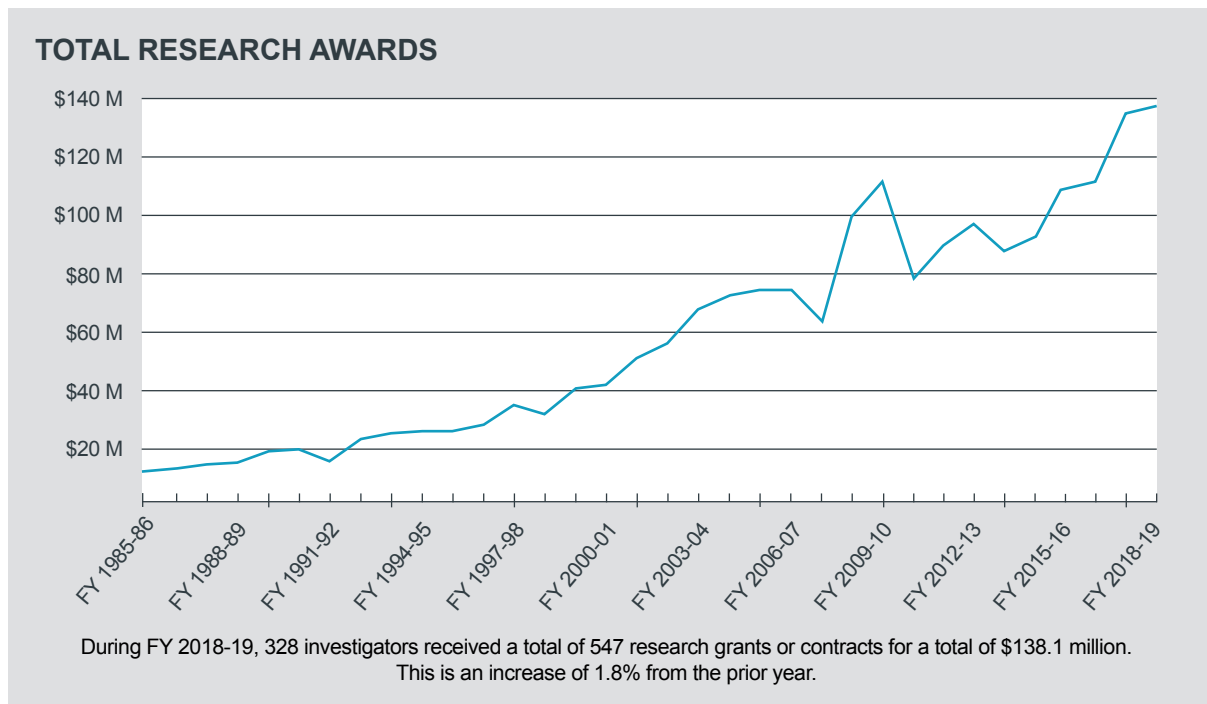


Research

During FY 2018-19, 328 principal investigators received a total of 547 research grants or contracts for a total of \$138,068,067, an increase of almost \$2.5 million. This total is 1.8% more than the previous fiscal year. UNMC earned a total of \$84.9 million in NIH funding in FY 2018-19, which ended on September 30, 2019. NIH funding increased by 1.6%, with UNMC's NIH ranking dropping slightly from 78th to 84th in aggregate rankings out of the 2,910 academic medical centers, educational institutions, hospitals or corporate entities receiving NIH research funding. Federal research funding overall

increased by 7.3%, from \$89.0 million to \$95.5 million during that same period.

The \$85 million construction project continues on the new expanded Munroe-Meyer Institute building. The expansion at its new location, more than doubling existing square footage, will better serve the patients and their families' needs by increasing current research space, as well as the space for educational and clinical programs. Completion is anticipated in late 2020.



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 concerning 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

Every continent other than Antarctica is represented in our international population. The Office of Global Engagement (OGE) prepared and filed government petitions on behalf of UNMC to sponsor 1,018 international employees, students and visitors, representing 77 countries, to work, study or visit UNMC. Before and after, OGE staff advised faculty, staff and sponsored employees and students on all visa- and immigration-related issues. The majority of our international participants are from the Asia Pacific Rim and Central Asia.

UNMC continues to expand its global engagement through international education, research and patient care. During FY 2018-19, 103 UNMC students from five

colleges participated in global health experiences of lengths between 1-4 weeks in 14 different countries.

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 for UNMC in August 2017, provides customized guidance and insight to help colleges and universities achieve their internationalization goals. UNMC's Internationalization Review began collecting data in January 2018. A report summarizing the extent of internationalization and global engagement at UNMC, as well as recommendations for improvement, was produced in 2019.

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. UNMC has several members on the university-wide Diversity Officers Collaborative, a group established to maintain ongoing collaboration for system-wide diversity

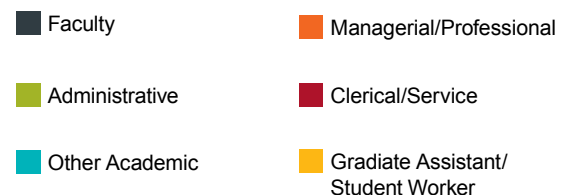
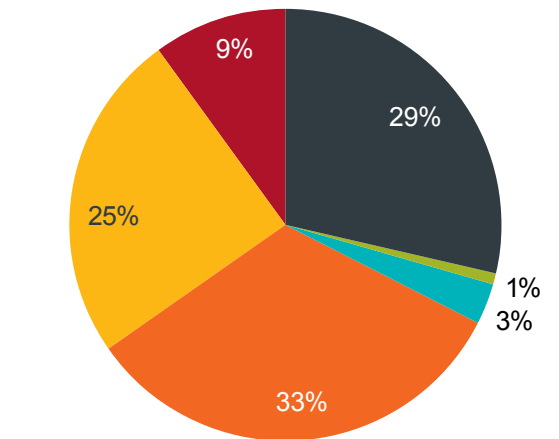
officers. Their mission is to foster collective ownership of diversity, access and inclusion efforts across the four-campus system to achieve equitable outcomes for faculty, staff and students. UNMC actively participates in events to observe Black History Month, Hispanic Heritage Month and Women's History Month. Culture Fest is a popular annual event that celebrates diversity and culture on campus with food, music, dancing, exhibits and activities.

Employees

UNMC employs 5,720 people, with an FTE of 4,879. Personnel costs amounted to 65.3% of expenditures (based on total operating expenditures from all funding sources through February 29, 2020).

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

EMPLOYMENT, FEBRUARY 2020





Economic Growth

UNeMed continues its 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. Gross revenue and sponsored research dollars were at an all-time high, with gross revenue of over \$2.5 million growing 67% over last fiscal year. The inaugural MidWest Drug Development Conference, put on by UNeMed in 2018, was a huge success, providing new contacts and opportunities. One such opportunity is grant support from Sustainable Heartland Accelerator Regional Partnership, or SHARPhub. SHARPhub is

funded by a Small Business Technology Transfer grant from the National Institutes of Health and provides entrepreneurial resources to researchers in so-called "flyover states" like Nebraska, Kansas, Oklahoma and the Dakotas.

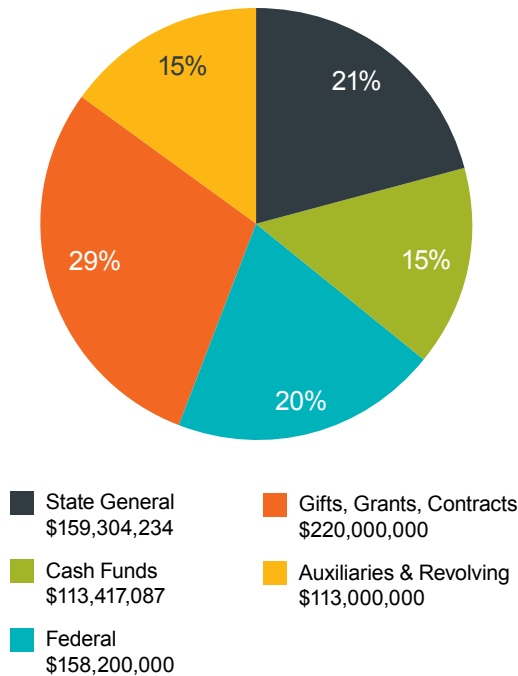
UNeTech, the incubator for a variety of university-derived and community-based startup companies, continues to partner with UNeMed in providing research funding to advance commercial opportunities for university intellectual property for both UNMC and UNO.

Financial Strength

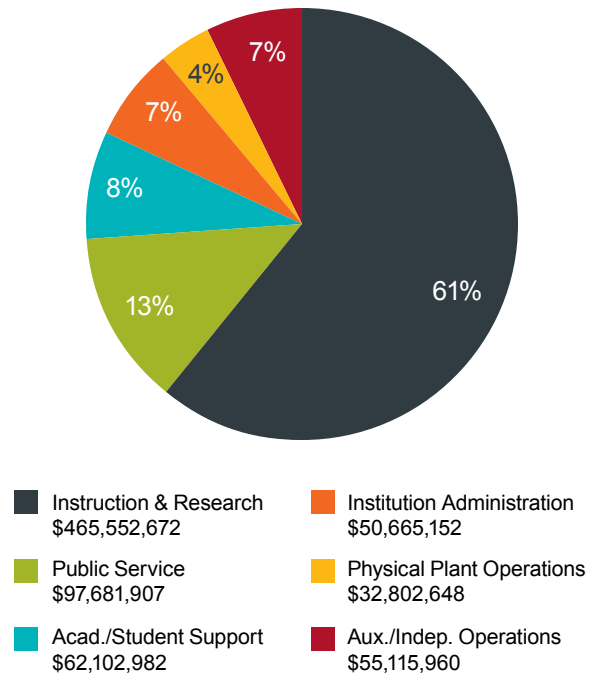
UNMC is 79.1% self-supporting. UNMC's FY 2019-20 operating budget is \$763.9 million, of which \$465.6 million, or 60.9%, is designated for instruction and research. The State provides \$159.3 million, or 20.9% of UNMC's revenues.

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 2019-20



EXPENSE BUDGET FY 2019-20



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

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

Wigton Heritage Center **\$8 million**

Construction was completed for the 191,884 square foot Dr. Edwin G. Davis & Dorothy Balbach Davis Global Center, or Davis Global Center. It serves as headquarters for iEXCEL and the Global Center for Health Security. The Davis Center represents unparalleled opportunities for research, collaboration and innovation among multiple disciplines.

After breaking ground near the University of Nebraska at Omaha's Scott Campus during August 2019, the new home for the Munroe-Meyer Institute for Genetics and Rehabilitation should be ready for occupancy by spring 2021. The estimated \$85 million project features the renovation and redevelopment of an existing building and the relocation of a section of the existing street. The facility has four floors, with three levels being designed to serve patients and the fourth floor for offices.

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 our ongoing commitment to work toward common goals. The campus has seen an increase in energy use from the previous year with new buildings opening. However, energy use per square foot was reduced, signaling efficiencies in resource use.

Compliance

Compliance requirements never end and they never remain constant. This section documents FY 2019-20 compliance accomplishments and presents FY 2020-21 compliance goals.

INFORMATION TECHNOLOGY

In response to COVID-19, the Information Technology Department quickly focused on supporting work from home technology and distant learning. Other responses to the pandemic caused IT to rapidly build a Single IRBH application that went live months ahead of schedule to support research needs. IT also supported the 1-Check COVID-19 Self-Screener mobile and web applications.

LIBRARY

Library staff participates in health fairs and outreach events across the state. They also provided support for UNMC's involvement in the Coalition for Next Generation Life Science project.

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.

Three new exhibits were installed: Dr. Betty Clements archival collection of photographs, letters and documents showing her life as a WASP during WWII and as a medical student at UNMC, "All Together Now: The 50th Anniversary of the University of Nebraska System Merger, 1968-2018," and a traveling exhibition from the National Library of Medicine, "From DNA to Beer: Harnessing Nature in Medicine and Industry."

The library continues to collaborate with Facilities, Information Technology and HDR on the forthcoming Wittson Hall renovation and planning for the design and function of the new library space and also is planning the development of exhibits in the new Wigton Heritage Center.



State and Federal: Economy, Demographics, Politics and Government

In January 2020, the World Bank projected a modest rebound if conditions were “just right.” It warned that the upward path was fragile, given unpredictability around trade and other policies. At the same time, the Congressional Budget Office projected that consumer spending and business investments would drive growth in 2020.

By March, the global pandemic was affecting businesses and employment. March’s Mid-America Business Confidence fell to 46.7, below growth neutral 50, its lowest level since September 2016. The employment index was at its lowest level in ten years, just 34.7. February’s final week’s unemployment claims were 272,540 for the nine-state Mid-America region. March’s Business Confidence Index was a record low (after February’s 51.4 and January’s 58.8).

The Business Confidence Index – Nebraska fell between February and March (111.1 to 105.2) but remained over the neutral value of 100. Respondents noted that the three most important issues facing

Nebraska businesses were customer demand, COVID-19 and the availability and quality of labor. The Consumer Confidence Index – Nebraska dropped sharply between February and March (107.9 to 97.9), falling below the neutral 100. Respondents noted that the three most important issues facing Nebraska households in March were paying off debt, the cost of health and health insurance and COVID-19.

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

THE NEBRASKA TRANSFORMATIONAL PROJECT

TRANSFORMING CARE, TRAINING & EDUCATION RESPONSE

NExT

Game-changer. Once-in-a-generation opportunity.

That's how leaders are describing the Nebraska Transformational Project, more commonly referred to as NExT, which would use public/private partnerships to shape Nebraska's future in the emerging "knowledge-based" economy.

NExT would take shape over the next decade and be based on the northwest corner of the current UNMC/NM campus at an estimated core construction cost of up to \$2.6 billion over a seven- to eight-year period.

Funding would be provided by a series of critical public-private partnerships, similar to the model UNMC and Nebraska Medicine used with the Fred & Pamela Buffett Cancer Center.

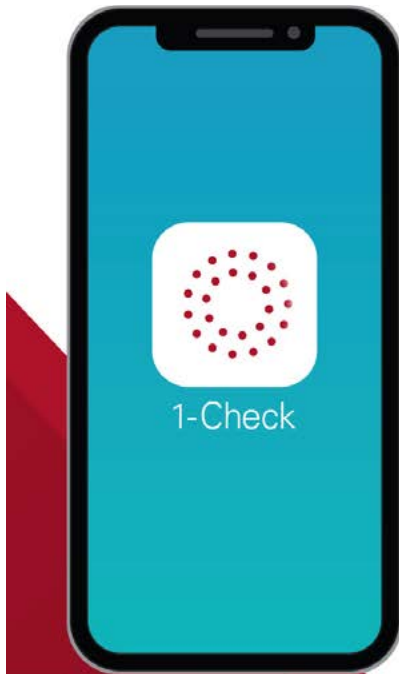
"NExT is another public-private partnership that we believe will have an even bigger impact than the cancer center," said UNMC Chancellor Jeffrey P. Gold, MD. "It represents a once-in-a-generation chance for Nebraska to cement its status as a partner with the federal government, exponentially enhance the state's health care research and education efforts, shape a state's future in the emerging "knowledge-based" economy, and deliver even more impressive economic benefits to the state as a whole."

Public funding for NExT will be dedicated to building the educational, training, research (basic, applied and clinical), all-hazard disaster response space and infrastructure for NExT. Private and philanthropic investment in NExT will be dedicated to clinical space and infrastructure.

TWO MAJOR COMPONENTS OF NExT:

- 1. A state-of-the art academic medical center facility that:**
 - Serves the needs of Nebraska.
 - Transforms the quality and practice of health education, training, research and care.
 - Fosters interprofessional teamwork that includes health professional teaching, cutting-edge research and extraordinary patient care, all within one location.
 - Creates a unique model that will revolutionize health professionals' education.
 - Provides capacity for training more health professional students.
 - Involves other providers and health institutions throughout the state as partners in training, research and care through the development of technological innovation.
- 2. A federal all-hazard disaster response military and civilian partnership that:**
 - Provides training in the management of highly infectious and other emerging threats, as well as critical care, for federal, civilian and military personnel.
 - Provides treatment for United States (U.S.) military and civilian personnel injured by biologic, radiologic, chemical exposure or trauma in the U.S. or at duty stations around the world.
 - Provides care to patients injured in major national disaster or catastrophic environmental accident.
 - Enhances the interoperability and standby readiness of federal medical surge capability and capacity.

SELF-SCREENING APPS FOR COVID-19



Faculty, staff and students:

Please screen yourself for COVID-19 before coming to campus.

Download the free **1-Check** UNMC app and complete the health assessment.



In April, UNMC launched a new mobile app, Check COVID, to help guide the screening of individuals concerned that they might have COVID-19. The app also helped first responders and other health care providers determine a person's likelihood of carrying the disease.

UNMC worked in concert with Apple and with assistance from students at the University of Nebraska at Omaha (UNO) to fast-track development, repeatedly test and then distribute the app.

"This will hopefully be lifesaving," said UNMC and UNO Chancellor Jeffrey P. Gold, MD. "The screening app is an important contribution to help our Nebraska communities and beyond navigate important symptoms of the coronavirus."

The app, he said, helps reassure the worried well, as well as assist public safety teams responding to concerns and guide individuals who may have symptoms but are unsure what to do or how to share their concerns with others.

Later, a campus-specific app — 1-Check — was designed specifically for the UNMC and UNO communities to enable leadership to monitor the health risks on their respective campuses.

Although not a diagnostic tool, the apps provide appropriate advice based on the user's symptoms, recent travel, geographic region (based on the ZIP code) and medical history. Based on input, the screening app then issues a "low-risk," "urgent risk" or "emergent risk" assessment and guides the individual user toward possible next steps specific to their needs. The steps range from continued monitoring of symptoms, contacting one's health care clinic or public health department to determine whether testing is needed, or going to the nearest emergency facility and/or calling 911.

Developers say the screening app will enable individuals to make thoughtful decisions about when, or if, they should seek medical attention and allow them to immediately share the results only if they so choose.

The apps were developed by medical and public health experts at UNMC and computer science and computer engineering students within the Walter Scott, Jr. Scholarship program at UNO. The team included Rod Markin, MD, PhD, associate vice chancellor for business development at UNMC and director of UNeTech; the UNMC Department of Emergency Medicine's Michael Wadman, MD, Thang Nguyen and Wes Zeger, DO; and UNO's Harnoor Singh, director of student development for the Scott Scholars Program, as well as UNO Scott Scholars Grayson Stanton, Keegan Brown and Carly Cameron.

OFFICE OF HEALTH SECURITY CREATED



To protect the health and safety of students, faculty and staff on issues related to COVID-19, UNMC established an Office of Health Security in June. A similar office was established at the University of Nebraska at Omaha.

Ted Cieslak, MD, leads the UNMC office as interim executive director for health security, and works collaboratively across the UNMC/UNO campuses and with the UNMC Global Center for Health Security to provide timely information and manage access to key public health resources.

Jane Meza, PhD, serves as interim executive director for health security at UNO and continues to serve as associate vice chancellor for global engagement at UNMC and UNO.

Dr. Cieslak is a pediatrician and infectious diseases specialist and previously served as associate professor of epidemiology in the UNMC College of Public Health, as well as medical director of the National Quarantine Unit and co-director of the Nebraska Biocontainment Unit.

"The Office of Health Security is a centralized and coordinating hub devoted to the public health and safety of all our students, faculty and staff," said UNMC Chancellor Jeffrey P. Gold, MD.

The goal of the Office of Health Security is to:

- Ensure institutional compliance with local, state and national laws, policies, recommendations and/or guidelines for public health and COVID-19.
- Serve as the coordinating hub for developing and implementing campus policies and procedures that help to ensure the wellness and safety of faculty, staff and students with regard to public health and COVID-19.

- Ensure accessibility of all resources devoted to public health and safety for individuals from traditionally underserved communities and individuals with disabilities. Communicate public health messaging and policies, in collaboration with university communications.
- Serve as a practicum site for public health students.
- Coordinate and support campus public health and wellness strategy development.

In the short term, the interim directors help each campus's pandemic recovery teams plan for in-person teaching, learning and working by enacting items identified in UNMC's Higher Education Pandemic Mitigation and Response Guide. The resource, which has been shared nationally, was developed to provide best practices and recommendations to minimize the risk of COVID-19.

The Office of Health Security works closely with the Office of Academic Affairs to ensure continuation of academic programs in a safe and effective manner, as well as local public health agencies to ensure the campuses are compliant with the laws, policies, recommendations and/or guidelines for public health. The new office also provides practical experiences for UNMC students and collaborates with the Nebraska Medicine-UNMC Health Center and the UNO School of Health and Kinesiology, which houses the public health undergraduate program.

QUALITY INDICATORS TAB

QUALITY INDICATORS TAB

QUALITY INDICATORS

INDICATOR	PAGE(S)	STANDARDS	QUALITY STATUS	CHANGE FROM PRIOR YEAR	SUBJECTIVE PERFORMANCE RATING
1. Certification/ licensure exams	13	Desired Outcomes 100% pass rate; UNMC exceed the median performance	93% for MD Step 1, National Avg 97%	Stable	Very Good
			100% for MD Step 2, National Avg 98%	Continuing	
			100% for Pharmacy, National Avg 91%	Continuing	
			100% for DDS Part 2, National Avg 87%	Improved	
2. Research funding and NIH rankings	37-40	Increase funding annually and improve NIH rankings annually	Net research awards increased by 1.8%	Stable	Very Good
			NIH research awards increased by 1.6%	Stable	
			Indirect cost recovery increased	Stable	
			COPH ranked better, all other colleges ranked same or less	Declined	
3. Health care delivery and patient satisfaction	52	> 85% outpatient and physician satisfaction <i>Increasing volume and market share</i> <i>Inpatient patient satisfaction</i>	Patient activity increased 6.9% FY 2018-19	Increased	Very Good
			HCAHPS score 81.0%	Stable	
4. Rural activities	27	> 60% rural practitioners from UNMC <i>Rural education sites and outreach</i>	57.3% of NE rural physicians, pharmacists, dentists, PAs, nurse practitioners & clinical nurse specialists are UNMC graduates	Stable	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 – 19.6% (4.8%)	Stable	
			All Employees – 21.3% (7.5%)	Stable	
6. Economic growth and technology commercialization	90-91	Economic impact: UNMC and Nebraska Medicine combined direct and indirect employment	\$4.8 billion in FY 2018-19	Continuing	Very Good
			Approximately 42,132 (13,917 direct)	Continuing	
	87-88	\$2 million of UNeMed income by 6/30/2020	\$2.5 million FY 2018-19 revenue (67% increase)	Improved	
	<i>Omaha & Nebraska economic growth</i> <i>Scientific and health care benefits</i>	Strong research & construction funding Advances in basic & clinical science	Continuing 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>	90.0% employee retention	Continuing	Very Good
			73.7% employed 3 years or more	Improved	
			Completion rate of 92.2%	Stable	
8. Financial strength	93-96	≥ 4% non-general fund growth ≥ 4% growth in prior year net assets <i>Fund facilities and program goals</i>	3.2% growth in non-general fund revenue	Continuing	Very Good
			8.6% growth in FY 2018-19 net assets	Improved	
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 opened	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	Continuing	
	1-5 39-42 99-101		Campus growth and construction	Continuing	
	61-68		Global engagement expanding and strong	Declined	
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 U.S. News and World Report rankings for academic programs and nationally recognized clinical services</i>	Primary Care ranked 12th	Declined	Very Good
			Physician Assistant ranked 15th	Continuing	
			College of Pharmacy ranked 28th	Declined	
			Nebraska Medicine ranked #1 in Nebraska	Continuing	
			1 specialty nationally ranked	Continuing	
			2 specialties ranked high performing	Declined	
			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 2021	Ranking	U.S. News & World Report # of Colleges/ Programs	Ranking Factors
College of Medicine — Research – 2020 ranking	62	188	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 – 2020 ranking	12	188	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)	61	578	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 (Doctor of Nurse Practitioner) – 2020 ranking	53	319	
Nursing (Online Graduate Programs) – 2020 ranking	66	183	Rankings based on engagement; faculty credentials and training; student services and technology; student excellence; expert opinion.
Physical Therapy – 2020 ranking	34	237	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 on peer assessment survey results sent to physician assistant programs accredited by the Accreditation Review Commission on Education for the Physician Assistant.
College of Pharmacy – 2020 ranking	28	134	Based on academic quality of doctoral program.
College of Public Health – 2020 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 #35 in 1 Specialty	Cancer
Nebraska Medicine	Ranked in 2 "High-Performing" Specialties	Gastroenterology & GI Surgery; Neurology and Neurosurgery
Nebraska Medicine	Ranked High Performing in 5 Procedures/Conditions	Chronic Obstructive Pulmonary Disease (COPD); 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	2023
Allied Health	Medical Laboratory Science	National Accrediting Agency for Clinical Laboratory Sciences	2027
Allied Health	Medical Nutrition	American Dietetic Association	2022
Allied Health	Occupational Therapy	Accreditation Council for Occupational Therapy Accreditation	2020
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	2029
	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	2027
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	2028
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	Internal Medicine cont.		Pediatrics (CU/NU Program) cont.	
Addiction Medicine	Accredited	Pulmonary/Critical Care	Accredited	Pediatric Gastroenterology	Accredited
Anesthesia	Accredited	Geriatrics	Accredited	Pediatric Infectious Disease	Accredited
Cardiothoracic Anesthesia	Accredited	Endocrinology & Metabolism	Accredited	Pediatric Hematology/Oncology	Accredited
Critical Care Anesthesia	Accredited	Rheumatology	Accredited	Pediatric Pulmonology	Accredited
Obstetrical Anesthesia	Accredited	Sleep Medicine	Accredited	Pediatric Transplant Hepatology	Accredited
Pain Management	Accredited	Transplant Hepatology	Accredited	Physical Medicine & Rehabilitation	Accredited
Pediatric Anesthesia	Accredited	Medical Genetics	Accredited	Psychiatry	Accredited
Regional Pain Management	Accredited	Medicine/Pediatrics	Accredited	Diagnostic Radiology	Accredited
Dermatology	Accredited	Neurology	Accredited	Interventional Radiology	Accredited
Emergency Medicine	Accredited	Epilepsy	Accredited	Neuroradiology	Accredited
Emergency Medical Services	Accredited	Neuromuscular Medicine	Accredited	Pediatric Radiology	Accredited
Family Practice - Omaha	Accredited	Vascular Neurology	Accredited	Radiation Oncology	Accredited
Family Practice - Rural	Accredited	Neurosurgery	Accredited	Surgery	Accredited
Internal Medicine	Accredited	Obstetrics/Gynecology	Accredited	Pediatric Surgery	Accredited
Adult Infectious Disease	Accredited	Ophthalmology	Accredited	Thoracic Surgery	Accredited
Adult Congenital Heart Disease	Accredited	Orthopedics	Accredited	Vascular Surgery	Accredited
Cardiovascular Disease	Accredited	Otolaryngology	Accredited	Plastic Surgery	Accredited
Interventional Cardiology	Accredited	Pathology	Accredited	Urology	Accredited
Clinical Cardiac Electrophysiology	Accredited	Hematopathology	Accredited	Oral Surgery**	Accredited
Gastroenterology	Accredited	Molecular Genetic Pathology	Accredited		
Heart Failure	Accredited	Pediatrics (CU/NU Program)	Accredited		
Hematology/Oncology	Accredited	Developmental/Behavioral Peds	Accredited		
Hospice & Palliative Care	Accredited	Neonatology	Accredited		
Nephrology	Accredited	Pediatric Cardiology	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

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)
2019-20								
Applications Filed	4,497	1,983	2,514	1,624	2,869	561	298	508
Accepted	1,996	1,283	502	460	1,312	301	150	370
% Accepted	44%	65%	20%	28%	46%	54%	50%	73%
Entered	1,738	1,252	486	451	1,285	253	126	338
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

a) Information is for each year listed, some numbers have been updated and may not match prior years' reports.

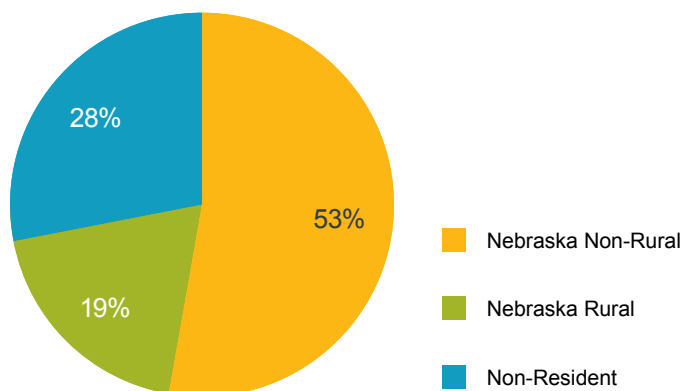
b) Demographic information not always provided by applicants. The numbers for gender, ethnicity and residency do not always add up to total applications.

c) Minority includes Asian, Black, Hispanic, Native Hawaiian and Other Pacific Islander, American Indian and Alaska Native, and Two or More Races.

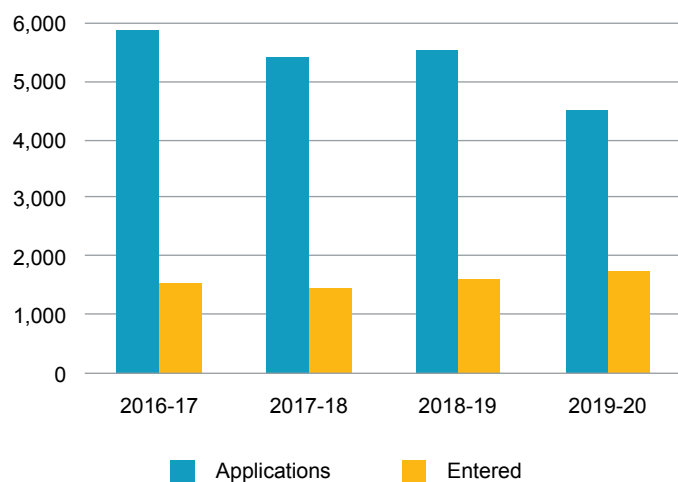
c) Underrepresented Minority includes Black, Hispanic, Native Hawaiian and Other Pacific Islander, and American Indian and Alaska Native. Two or More Races is no longer counted in the Under-represented Minority category.

e) Rural Nebraska indicates applicants/students from counties with population of 25,000 or less.

**Entering Students
2019-20**



**Entering Students
2016-17 through 2019-20**



Provided by UNMC Office of Institutional Research

GPA AND ENTRANCE EXAM SCORES OF MATRICULANTS IN UNMC EDUCATIONAL PROGRAMS 2015-2019

National Data are in Parenthesis ()

PROGRAM	2015	2016	2017	2018	2019
College of Allied Health Professions					
Clinical Perfusion GPA	3.40	3.55	3.51	3.52	3.63
Physician Assistant GPA	3.77	3.80	3.76	3.76	3.70
Physical Therapy GPA	3.88	3.74	3.77	3.77	3.70
Medical Nutrition Education GPA	3.85	3.78	3.86	3.71	3.59
Cytotechnology GPA	3.12	3.28	3.01	3.25	3.15
Medical Laboratory Science GPA	3.32	3.23	3.33	3.19	3.32
Radiography GPA	3.53	3.59	3.52	3.41	3.46
Magnetic Resonance Imaging GPA	3.40	3.65	3.30	3.53	3.42
Diagnostic Medical Sonography GPA	3.59	3.28	3.54	3.71	3.65
Radiation Therapy GPA	3.42	3.57	3.56	3.66	3.60
College of Dentistry					
Dentistry GPA	3.78	3.67	3.73	3.70	3.69
Dentistry DAT	20 (NA)	20 (NA)	20 (NA)	20 (NA)	20 (NA)
Dental Hygiene GPA	3.50	3.48	3.52	3.56	3.42
College of Medicine					
Medicine GPA	3.77 (3.70)	3.73 (3.70)	3.76 (3.71)	3.78 (3.71)	3.80 (3.75)
Medicine MCAT verbal	9.9 (10.0)	no longer used			
Medicine MCAT phys.	10.2 (10.5)	no longer used			
Medicine MCAT biol.	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 (127.7)	127 (NA)
MCAT - CARS (critical analysis & reasoning)	-	126.6 (126.7)	126.8 (126.9)	127 (127.1)	127 (NA)
MCAT - BIO (biological & biochem foundations)	-	127.5 (127.4)	128.0 (127.9)	128 (128.0)	128 (NA)
MCAT - PSYC (psychologic, soc & bio foundations of behavior)	-	127.0 (127.4)	127.7 (128.0)	128 (128.3)	128 (NA)
College of Nursing					
Undergraduate Nursing GPA	3.63	3.62	3.43	3.63	3.64
Graduate GPA	3.46	3.38	3.43	3.56	3.48
College of Pharmacy					
Pharmacy GPA	3.55	3.64	3.53	3.64	3.61
Pharmacy PCAT	72 (NA)	69 (NA)	67 (NA)	67 (NA)	72 (NA)
Graduate College					
GPA	3.49	3.53	3.50	3.48	3.51
GRE - Verbal*	163	153	151	151	151
GRE - Quantitative*	288	156	153	155	155
GRE - Analytical Writing	3.7	3.6	3.5	3.5	3.6
College of Public Health					
GPA	3.50	3.55	3.54	3.52	3.47
GRE - Verbal*	149	152	150	149	150
GRE - Quantitative*	152	151	149	149	150
GRE - Analytical Writing	3.7	3.8	3.7	4.0	4.0

*GRE changed their scoring scale from 200-800 for Verbal and Quantitative to 130-170 in August 2011. They are reporting both scores through 2015.

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)								
2019	4,055	1,438	2,617	336	85	213	160	10	3,128	1	75	47
		35.5%	64.5%	8.3%	2.1%	5.3%	3.9%	0.25%	77.1%	0.02%	1.8%	1.2%
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%	2.4%
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%	3.4%
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%	2.7%

a) Alien = foreign, non-immigrant

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

Enrollment by Age Category

AGE	2017	%	2018	%	2019	%
18-19	10	0.26	10	0.25	5	0.12
20-21	376	9.62	408	10.27	420	10.36
22-24	1,192	30.50	1,192	30.01	1,183	29.17
25-29	1,269	32.47	1,306	32.88	1,348	33.24
30-34	596	15.25	594	14.95	613	15.12
35-39	224	5.73	238	5.99	267	6.58
40-49	189	4.84	173	4.36	168	4.14
50-64	50	1.28	48	1.21	50	1.23
65+/Unk	2	0.05	3	0.08	1	0.02
Total	3,908	100.00	3,972	100.00	4,055	100.00

Enrollment by College

COLLEGE	2017	2018	2019
College of Dentistry	267	267	277
College of Medicine	516	525	516
House Officers	558	564	582
College of Allied Health Professions	580	603	621
College of Nursing	1,072	1,056	1,091
College of Pharmacy	239	245	234
College of Public Health	181	187	178
Graduate Studies	475	494	531
Visiting - Undergrad Non Degree	20	31	25
Total Enrollment	3,908	3,972	4,055

DEGREES AWARDED 2014-2019

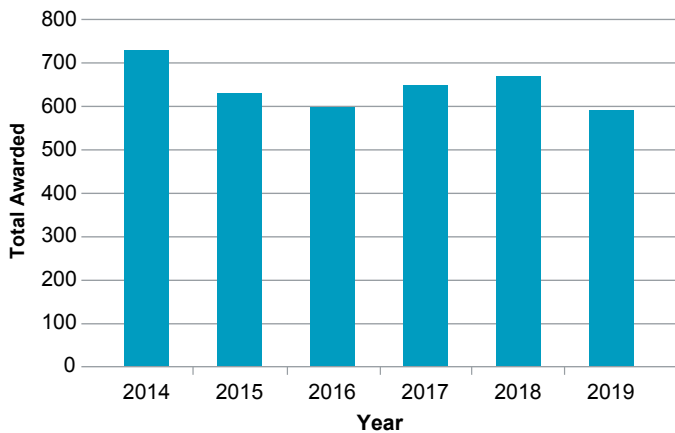
YEAR	BS	POST BS CERTIFICATE	MS	POST MS CERTIFICATE	PROFESSIONAL	PHD	TOTAL
(a)	(b)		(c)				
2019	583 (129)	27	351 (112)	43	329	74	1,407
2018	661 (199)	34	402 (159)	25	290	65	1,477
2017	639 (190)	50	405 (144)	31	291	70	1,486
2016	590 (170)	41	408 (160)	27	282	86	1,434
2015	621 (187)	30	418 (161)	29	287	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.

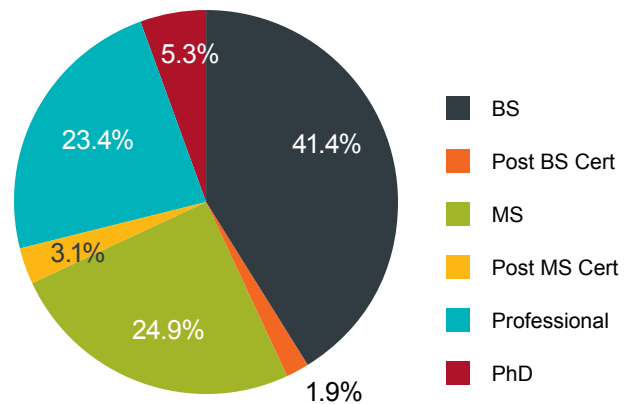
b) BS Degrees include degrees awarded to military PA students, listed in ().

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

**B.S. Degrees Awarded
2014-2019**



**Degrees Awarded
2019**



PERFORMANCE OF STUDENTS ON LICENSURE, CERTIFICATION OR BOARD EXAMS

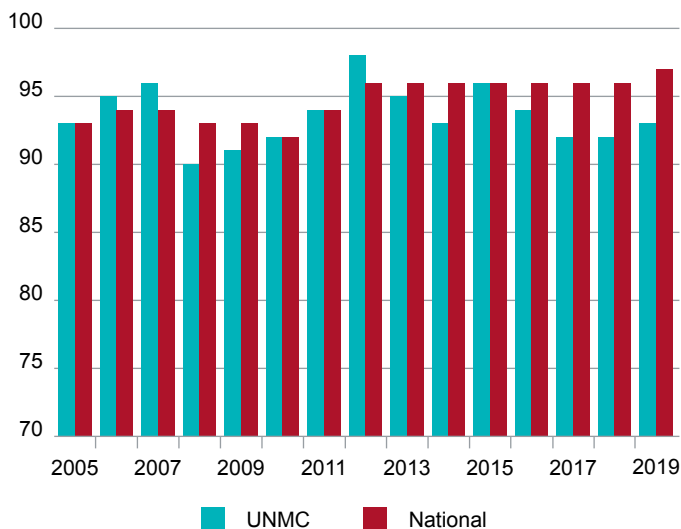
	2017				2018				2019			
	Fail %		Mean Score		Fail %		Mean Score		Fail %		Mean Score	
	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l
College of Allied Health Professions												
Clinical Perfusion	7.1	6.1	NA	NA	NA	NA	NA	NA	5.9	5.9	147	151
Cytotechnology	0	14.3	659	514	9.0	10.0	599	541	0.0	7.4	658	551
Diagnostic Medical Sonography	0	NA	NA	NA	NA	NA	NA	NA	0	NA	NA	NA
Sonographic Princ & Instrumentation	0	NA	NA	NA	0	25	NA	NA	0	NA	NA	NA
Abdominal Sonography	0	NA	NA	NA	0	16	NA	NA	0	NA	NA	NA
OB/GYN Sonography	0	NA	NA	NA	0	21	NA	NA	0	NA	NA	NA
Magnetic Resonance Imaging	0	14.4	92.3	83.2	0	18.9	86.8	82.4	0	23.3	83.3	80.3
Medical Laboratory Science*	4.2	19.2	551	520	4.4	20.0	622	513	2.7	23.9	529	487
Medical Nutrition	0	0	30.2	25.7	0	22.1	30.1	26.0	0	30.0	30.5	26.0
Physical Therapy	0	6.8	718	681	0	4.7	699	674	0	7.1	677	673
Physician Assistant	NA	NA	NA	NA	0	3.0	NA	NA	NA	NA	NA	NA
Radiation Therapy	0	12.0	86.6	82.4	0	13.5	89.0	82.1	0	13.4	88.6	81.9
Radiography	0	10.7	87.7	83.6	0	10.6	87.0	83.6	16.7	11.0	83.8	83.4
College of Dentistry**												
DDS Part 1	9.8	11.5	74.4	NA	4.2	13.3	63.3	NA	6.0	NA	NA	NA
DDS Part 2	8.1	9.2	71.9	NA	6.5	NA	71.6	NA	NA	NA	NA	NA
Dental Hygiene	0	6.2	46.0	NA	0	6.2	92.1	NA	4.2	NA	55.6	NA
College of Medicine												
MD Step 1	8	4	225	230	8	4	229	230	7	3	227	231
MD Step 2	2	4	244	242	1	3	245	243	0	2	248	243
College of Nursing												
BSN	4.6	12.9	NA	NA	4.4	11.7	NA	NA	7.9	11.8	NA	NA
College of Pharmacy												
	5.0	9.8	99	97	2.0	12.1	105	99	0.0	9.4	106	97

The scores are based upon information received by 03/09/2020.

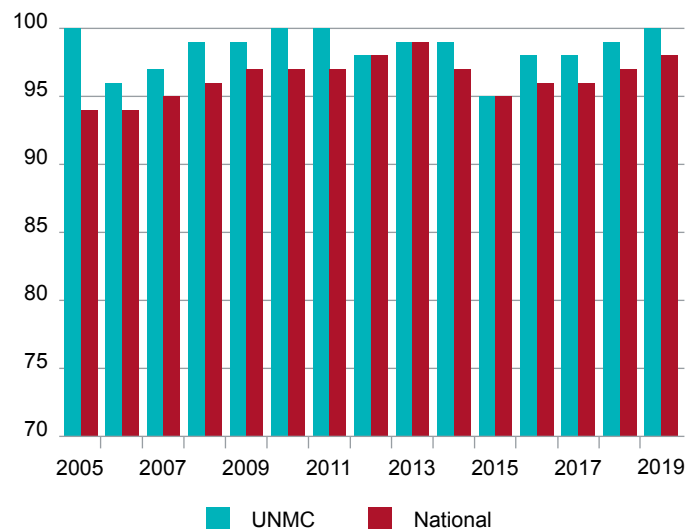
*Medical Laboratory Science was formerly called Clinical Laboratory Science.

**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 2019

LOCATION OF FIRST YEAR RESIDENCY POSITIONS	
Arizona	2
California	9
Colorado	2
Connecticut	1
Florida	1
Illinois	2
Indiana	1
Iowa	4
Kansas	4
Kentucky	1
Louisiana	2
Massachusetts	1
Michigan	2
Minnesota	3
Missouri	5
Nebraska	51 (40% staying in Nebraska)
New Hampshire	3
New Jersey	2
New Mexico	1
New York	2
North Carolina	1
North Dakota	1
Ohio	2
Oregon	2
Pennsylvania	2
South Dakota	3
Tennessee	4
Texas	8
Utah	1
Vermont	1
Virginia	1
West Virginia	2
Wisconsin	1
Total	128

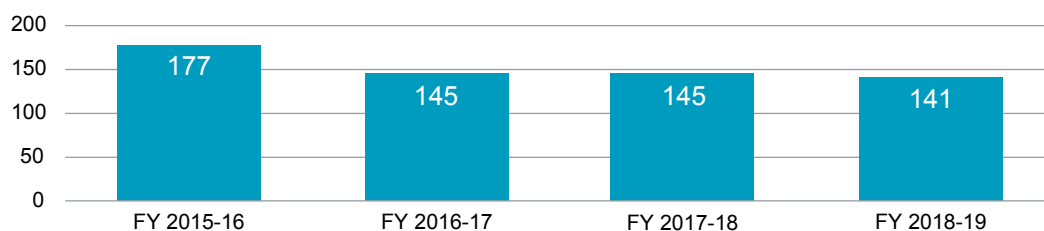
FIRST YEAR SPECIALTIES	
ANES	7
CHILD NEUR	2
ERMD	4
*FMED	16
*FMED/PRCA	6
*IMED	20
*IMED PRE	9
*IMED/PRCA	4
*MED PEDS	3
*MED PRIMARY	1
NEUR	3
NSUR	2
*OBGY	9
ORTH	3
OTOL	2
PATH	4
*PEDS	9
PSYC	5
SURG	8
SURG PRE	8
TRANS	3
Total	128

*Primary Care
% of class **60%**

POSTDOCTORAL FELLOWS, SENIOR RESEARCH ASSOCIATES AND RESEARCH ASSOCIATES AT UNMC

POSTDOCS BY DEPARTMENT	FY	FY	FY	FY	POSTDOCS WHO LEFT IN	POSTDOCS WHO LEFT IN	POSTDOCS WHO LEFT IN	POSTDOCS WHO LEFT IN
	2015-16	2016-17	2017-18	2018-19	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19
Anesthesiology	1	2	2	4		1		1
Biochemistry and Molecular Biology	18	22	23	22	4	3	3	9
Cellular & Integrative Physiology	7	10	5	7	1		6	2
COD-Oral Biology/Surgical Specialties	2	1	1		1	2	1	1
COPH-HPRO	2	2	2	2	1		1	1
Eppley	11	12	19	18	4	6	6	6
Emergency Medicine				1	1			
Genetics, Cell Biology & Anatomy	3	3	5	6		2	2	1
Internal Medicine	5	4	5	10	3	2		1
Munroe-Meyer Institute	16	15	10		6	12	14	
Neurological Sciences	3	4	5	3		1	1	4
Nursing	3	3	1			1	2	1
Obstetrics/Gynecology			3	5			1	
Ophthalmology	2	3	2	3	5	1	2	2
Pathology/Microbiology	12	12	12	14	3	4	6	5
Pediatrics				5				
Pharmaceutical Sciences/Pharmacy Practice	16	23	23	16	8	4	9	14
Pharmacology & Experimental Neuroscience	11	13	12	10	5	4	5	7
Physical Therapy	2	2					1	1
Psychiatry			1					1
Radiation Oncology				1				
Surgery	7	12	14	14	3	1	4	2
UNeMed					2			
Total Postdocs	121	143	145	141	47	44	64	59
Senior Research Associates	17							
Research Associates	39	2						
Total Postdocs/Research Associates	177	145	145	141				
# of Citizens	50	33	35	17				
# of Immigrants	18	8	6	5				
# of Non-resident Aliens	109	104	104	119				
	177	145	145	141				
Placement					FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19
Academic					7	7	15	10
UNMC Faculty					8	11	16	19
Government						1		
Industry					2		5	2
Accepted Another Postdoctoral Position					7	9	10	8
Other						10	9	7
Other UNMC Positions					4	4	3	1
No Information					12	1	6	9
Became a Senior Research Associate or Research Associate at UNMC					7	1		3
					47	44	64	59

Postdoctoral Fellows, Senior Research Associates 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. BHECN’s legislative reports prepared for the Unicameral examine characteristics of actively practicing behavioral health providers in Nebraska. The biennial reports can be reviewed at unmc.edu/bhecn/workforce/legislative-reports.

Engage & Recruit Students to Behavioral Health

At the core of BHECN’s operation is the development of a pipeline of Nebraska students interested in behavioral health. Through a series of presentations, events and conferences, BHECN introduces students in high school, college and professional schools to careers in behavioral health (BH).

The goal of the Ambassador Program is to connect students, especially in rural and urban underserved communities, with resources and mentors to pursue BH careers in Nebraska. More than 4,200 students have participated in BHECN’s Ambassador Program.

In June 2017, BHECN launched the Ambassador Career Engagement Awards, awarding funds for community groups to introduce local youth to BH professions through experiences closer to home. BHECN selected seven programs for funding in FY 2017-18 and five groups in FY 2018-19. In two years, 718 students were exposed to BH careers. (See unmc.edu/bhecn/programs/ambassador-program/ambassador-awards-2018 for additional information.)

BHECN has supported the annual [Frontier Area Rural Mental-Health Camp and Mentorship Program \(FARM Camp\)](#) since it was launched in 2013. The FARM Camp is a week-long summer program in rural Nebraska designed to allow students to learn about BH and connect with mentors. Thirteen students attended in 2019.

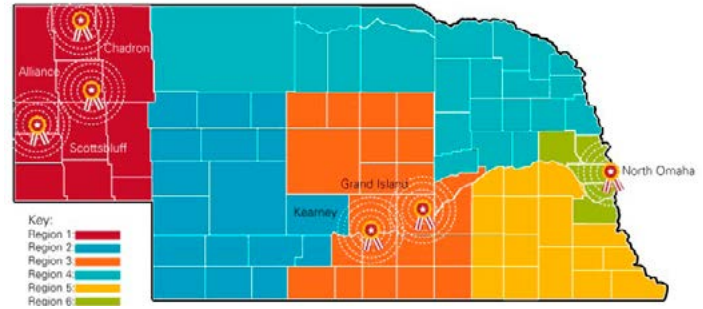
BHECN continues to offer a course in BH for the UNMC High School Alliance.

The 2019 Annual Mentorship Dinner was attended by more than 120 BH students, trainees, faculty members, providers and community leaders to network and collaborate.

Prepare & Train Future Workforce

BHECN has developed multiple partnerships with the 16 BH graduate programs throughout the state. The Nebraska Behavioral Health Education Partnership (NeBHEP) program is providing interprofessional training to rural and urban graduate trainees in all areas of Nebraska from Omaha to the Panhandle.

BHECN collaborates with Psychiatry and Psychiatric Nursing programs at UNMC and Creighton to address the need for prescribers in the BH workforce. Other student education in mental health assessment and treatment is provided through collaborations with Nebraska graduate programs to counselors, social workers, psychologists, marriage and family therapists and drug and alcohol counselors.



Training in evidence-based practices is also available to practitioners, medical clinics, hospitals and correctional facilities.

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 annually funds four to six residency positions in the Creighton University Psychiatry Residency Program. Residents are required to complete rural rotations during their second year of training.

The HRSA-BHWET (Behavioral Health Workforce Education and Training) para-professional grant: to date, we have trained 118 community health workers and provisionally licensed addiction counselors. This is through the third year of four years of grant funding.

To date, with the HRSA BHWET professional grant, we have trained seven psychologists, seven counselors and thirteen psychiatric nurses. This also is through the third year of four years of grant funding.

In July 2017, BHECN implemented the Correctional Services graduate level trainee program and has had 43 participants in the project to date.

Retain & Support Current Workforce

Opioids: Healthcare’s Paradox — Education and Resources for the Workforce was held in both Omaha and Kearney. More than 260 individuals participated.

From 2016 through 2018, BHECN and UNMC hosted three Psychiatric Nursing Workforce Summits. There were more than 200 participants.

BHECN hosted a conference in Chadron for rural professionals.

BHECN partnered with UNL and UNO to offer expert content on BH topics through online webinar series.

Project ECHO: Pain & Substance Use Disorder is a statewide virtual learning opportunity that connects addiction and pain management specialists with providers. In 2018 and 2019, 32 calls were conducted. The calls were attended by 170 people in 2018 and 268 people in 2019.

BHECN continued the free BH career website (nebhjobs.com) with a 55% increase in the number of jobs posted, compared to the last fiscal year. There were more than 248,000 website views. More than 3,305 individuals were reached statewide through

live training, webinars, workshops and conferences. Ninety-five percent represented rural areas.

Future Directions

Build on the successful Ambassador Career Engagement Awards Program to reach and educate students across the state about BH careers.

Continue strengthening the NeBHEP Partnership with the 16 academic programs in Nebraska.

Continue supporting the student population through HRSA-funded BHWET supplemental grant support to assist drug and alcohol counseling students during their practicum.

Continue supporting SAMHSA-funded Mental Health Awareness Training (MHAT) grant funding to foster alliances and improve mental health services for veterans and their families.

Offer additional training and collaborations such as partnering to host Heal the Healer and Opioid Conferences.

Build on current Correctional Services internship opportunities.

CONTINUING EDUCATION

The UNMC Center for Continuing Education (UNMC-CCE, or center) 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 November 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 800 live, 23 Internet live and 533 enduring activities. The center, in collaboration with UNMC College of Medicine (COM) departments and Nebraska Medicine clinical programs, continued to support educational activities. These include 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 COM faculty in areas such as infectious diseases, oncology and many other clinical specialties. The COM faculty are included as course directors, faculty, moderators and peer reviewers for many of these activities. National efforts include continuing medical certification of online e-echocardiography educational activities, which served over 350 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 (NETEC) collaborative activities.

2. **Emergency Medical Services/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 more than 160 locations throughout Nebraska and the region. In the last fiscal year, the center issued approximately 5,900 certifications related to basic and adult/pediatric advanced life support and 5,000 Heart Saver cards. Last year, 500 health care providers took advantage of one-on-one skills testing and there are ongoing efforts to expand the opportunity for others. The center still works with 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 to be offered to EMS practitioners and other out-of-hospital health care providers and 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 COM 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 2018-19, different topics were covered spanning a variety of clinical areas including chest wall trauma; parathyroid disease; hereditary breast cancer syndromes; minimally-invasive interventions for structural heart disease; congestive heart failure; acute stroke treatment and prevention; advancing trauma and emergency education through virtual presence; common infections in the elderly; thyroid cancer; dementia in the elderly; hemorrhage control during resuscitation of the unstable patient; hepatitis C; diabetes in the elderly; men's health; opioid prescribing; sepsis; addictions and their treatment; carpal tunnel syndrome and epilepsy. 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 one or more of these educational activities.

4. **Regularly Scheduled Series:** There were 75 regularly scheduled CME-certified series (e.g., grand rounds, case conferences and journal clubs) during FY 2018-19. 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 UNMC-CCE is working closely with leadership in the COM and Nebraska Medicine to better align its educational offerings. One such effort was the May 2019 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 ALLIED HEALTH PROFESSIONS EDUCATION

The College of Allied Health Professions (CAHP) provides an expanding portfolio of continuing education opportunities to health professionals within our community, region and beyond. The CAHP's continuing education undertakings support its mission of advancing health through providing high quality, contemporary clinical care in the allied health disciplines.

The CAHP's programs offer continuing education to healthcare professionals far beyond the walls of UNMC. For example, in AY 2018-19, 111 sonographers participated in the diagnostic medical sonography program's continuing education offerings for instruction and 128 sonographers participated in their continuing education activities focusing on clinical education. Similarly, the Department of Clinical Perfusion served as a leader in continuing education for Nebraska perfusionists, offering activities totaling 20 continuing education units (CEUs). The program has plans to double its offerings over the coming years and expand its live and simulated training products. Additionally, many CAHP faculty gave presentations on varied topics, such as clinical education, clinical care, wellbeing and technology in the classroom.

The CAHP Omaha campus routinely participates in continuing education activities with our Kearney campus faculty. For example, in AY 2018-19, the Physical Therapy Education program provided two Dr. Jeff Moore continuing education courses. Dr. Moore's world-renowned courses instruct and influence current best evidence practices and techniques for physical therapists, doctors of medicine, doctors of osteopathy and university faculty. The courses were offered at both the Omaha and Kearney campuses. Offering the courses in Kearney provided rural clinicians and clinical instructors with a high-level, hands-on continuing education opportunity not routinely available in rural locations.

The CAHP Office of Research offers a research seminar series annually. Broadly, the goal of the series is to provide continuing research education and training to faculty across campus. In AY 2018-19, the college collaborated with the vice chancellor of research's office to host "Show Me the Money: Funding for Early Career Faculty." The series was open to the UNMC and UNO campuses and featured topics including making the most of a pilot grant, locating funding opportunities, career awards and obtaining federal funding.

In addition to providing opportunities for CEUs, the college continues to expand its formal education advancement opportunities through course offerings and degree advancement programs, several of which are offered entirely online. Expansion of the CAHP's portfolio of online training allows the college to achieve its goal of educating individuals across the entire state, particularly in rural, medically underserved areas. The bachelor of science in medical laboratory science degree advancement option, bachelor of science in medical imaging and therapeutic sciences degree advancement option, master of perfusion science and master of physician assistant studies are all offered entirely online, thus widening access to non-traditional and non-local learners.

INTERPROFESSIONAL EDUCATION



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 allow first- and second-year students the opportunity to work together to address clinical challenges in small group settings. 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 sixth year of publication in 2020, with UNMC's Associate Dean for Interprofessional Education serving as founding co-editor-in-chief.

The opening of the Dr. Edwin G. & Dorothy Balbach Davis Global Center in 2020 will foster new interprofessional learning opportunities for students both in Omaha and at other campuses statewide using collaborative iWall technology. A successful proof-of-concept event earlier this year provided several innovative ideas for distance activities that are now in development.

In 2019, UNMC hosted the first Heartland Interprofessional Education Conference (HIPE) in collaboration with Creighton University. In August 2020, HIPE will again provide 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 interprofessional education activities are available at unmc.edu/ipe.

INTERPROFESSIONAL ACADEMY OF EDUCATORS

The Interprofessional Academy of Educators (IAE) is a growing group of 150 faculty, staff and learner members that fosters development and dissemination of educational best practices and innovations. The interprofessional design of the academy promotes educational collaborations between UNMC colleges and campuses as well as our community partners and the service-oriented mission of the academy provides benefits to the broad community of educators and learners.

MEMBERSHIP REACHES ALL-TIME HIGH OF 150

At the academy's annual induction ceremony in September 2019, an additional 32 members were inducted, bringing the total membership to 150 members. Additionally, the academy developed two new membership classes. The Affiliate membership represents the Academy's collaborative partners outside of UNMC (e.g., University of Nebraska at Omaha (UNO), Nebraska Medicine) and the emeritus membership encourages retired faculty to continue to have a valuable presence in education at UNMC.

NEW HEALTH HUMANITIES SPECIAL INTEREST GROUP

The health humanities collaboration between UNMC and UNO has continued to grow and has now developed into a special interest group within the IAE. The Health Humanities Special interest group is a forum for faculty and staff interested in humanities-related activities at UNMC and UNO. A primary focus of the group is collaborating to positively impact the health and wellness of students, faculty, staff and the populations that we care for as health care providers. The group offers the opportunity to network, collaborate and support health humanities and the development of the future Ted Kooser Health Humanities Center.

Members of the Health Humanities IAE interest group are also part of the team organizing a five-day duo residency, a collaborative event at UNMC and UNO which will include appearances by Lisa Wong, MD, and concert violinist, Lynn Chang, as well as events for students, faculty and the public.

FOSTERING EXTERNAL RELATIONSHIPS

IAE Director, Brian Boerner, MD, and IAE Associate Director, Kim Michael, attended the annual Academies Collaborative meeting in Phoenix, Ariz., and presented on two topics: "Getting Educator Buy-in on Peer Review of Teaching" and "UNMC IAE and Nebraska Medicine OHPE: A Collaborative Network," and facilitated one table topic: "How to Help Encourage Academy Members in the P & T Process."

The IAE continues its collaboration and joint educational journal clubs with TEACH (Teaching Excellence for Collaborative HealthCare), an academy of interprofessional educators encompassing Carilion Clinic, the Virginia Tech School of Medicine and Jefferson College of Health Sciences.

GROWTH OF EDUCATION RESEARCH IN IAE

The IAE continues to promote and foster educational research and scholarly activity. Michelle Howell Smith, PhD, joined the IAE in 2020 as an educational research methodologist who specializes in mixed methods research. She is the program chair for the mixed methods special interest group of the American



Katherine Bravo, PhD, helps attendees "Discover Design Thinking" during the "rapid rounds" session of the 2019 Premier Education Event.



Beth Beam, PhD, and Dele Davies, MD, look on at the Spotlight on Scholarship event as Blair Kauzlarich of Children's Hospital & Medical Center displays a 3-D printed "chest" she developed with Lincoln Wong, MD, from UNMC's Department of Radiology.

Education Research Association and has taught mixed methods research since 2012. Dr. Howell Smith teamed up with Elizabeth Beam, PhD, an educational researcher in the IAE, to consult on research design, data collection and analysis, publication, funding opportunities and more.

SPOTLIGHT ON SCHOLARSHIP

For the second annual Spotlight on Scholarship event, educational research was highlighted via a new format with presentations designed to be energetic and fast-paced. Several exciting educational innovations were presented. Links to those presentations can be found on the [IAE website](https://www.unmc.edu/academy).

LEARN MORE

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

INTERACTIVE E-LEARNING

Using a combination of evidence-based best practices and sound instructional design, E-Learning equips faculty, staff and students with the knowledge and resources they need to embrace new modalities in teaching and learning.



Cohort 9 faculty and student participants

Cohort 9

CONTINUING THE SUCCESS OF PREVIOUS COHORTS

The ninth cohort of E-Learning participants is a continuation of the successful model employed by Cohorts 7 and 8, where faculty and students work in a collaborative partnership. Faculty led the projects with the commitment to incorporate the e-modules into their courses; in turn, students offered engagement options and content development skills.

- ✓ 8 teams comprised of 27 student developers and 13 faculty advisors.
- ✓ Faculty and student representation from Omaha, Lincoln and Kearney.
- ✓ Projects to be completed in April 2020.
- ✓ Faculty working with the Interprofessional Academy of Educators and Biostatistics to create an educational scholarship plan for their modules.

uBEATS

CHANGING STEM EDUCATION ACROSS NEBRASKA SCHOOLS

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

The uBEATS interactive modules are paired with lesson plans on cancer, genetics, microbiology, pathology and pharmacology, giving students in grades 6 – 12 access to a supplemental science curriculum that isn't available in traditional courses.

- ✓ Available at no cost to Nebraska teachers or students.
- ✓ 76 UNO students and community educators have developed uBEATS modules.
- ✓ 65 modules will be ready for implementation in fall 2020.

Embedding e-innovation throughout UNMC



Over 480 total individuals participated

A total of 487 faculty, student and staff participants from 138 teams have participated in Cohorts 1 – 9.



235 e-modules created

Many of the 138 teams developed multiple modules as part of their projects.



7 of 10 faculty participants use the E-Gallery

The E-Gallery, a repository of UNMC's e-modules, has received 78,135 page views since it launched in 2017.



48 poster or podium presentations given

Faculty participants have highlighted their E-Learning projects at local, regional and national events.



Educational scholarship emphasized

63% of faculty participants have initiated or intend to initiate educational research on their modules; 26% of participants have publications or manuscripts already in progress.



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

uBEATS has the potential to reach up to 90,000 middle school and high school students across the entire state.

unmc.edu/elearning

DISTANCE LEARNING

The UNMC colleges of allied health professions, nursing and public health provide a combined total of 20 online health sciences degree or certificate programs. In addition, Munroe-Meyer Institute partners with UNO to offer a certificate in Applied Behavior Analysis. These programs allow distance students the opportunity to complete advanced degrees from their home location while remaining employed in their professions. These programs provide professional advancement and growth for students and expand 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 (NU) 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, NU's student information system, NeSIS, has provided seamless inter-campus registration allowing students to easily take courses from another NU campus to complement or enhance their learning experience.

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 allow more direct attention to inquiries about online programs and to increase admission and enrollment from this population of students.

UNMC'S College of Nursing online programs are ranked 42nd by the 2019 U.S. News and World Report. Ten UNMC faculty have made presentations about their distance teaching experiences at local, state and national meetings.

Four UNMC faculty were awarded Kelly Grants from the NU Provost's 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 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:

- 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



GRADUATE STUDIES

The mission of Graduate Studies is to be the best place in the nation for training graduate students through exceptional health science educational and research programs, faculty mentoring and professional skills development.

New Training Programs

Graduate Studies launched two new programs that present exciting opportunities to meet both the needs of students, as well as the regional and national workforce. Enrollment started in the 2019-20 academic year.

★ MS PROGRAM IN APPLIED BEHAVIOR ANALYSIS

The new MS program prepares students to be behavioral health practitioners with advanced knowledge and skills related to the provision of behavioral therapy for children and adolescents. It is jointly administered by the UNO Psychology Department and the Munroe-Meyer Institute Psychology Department.

★ PHD PROGRAM IN BIOINFORMATICS & SYSTEMS BIOLOGY

The new PhD program covers a wide array of topics to address questions in biomedical research from novel algorithm development to the application of bioinformatics tools for knowledge discovery. It is the seventh sub-plan within the Interdisciplinary Graduate Program in Biomedical Sciences and is jointly administered by UNMC and UNO.

Assessment Initiative Advancements

Since 2017, the UNMC Graduate Studies Assessment Initiative has reached several important milestones, such as establishing learning outcomes, developing an assessment rubric, implementing a syllabus template and approving a timeline for completion of the comprehensive exam.

★ NEXT STEPS

Currently, Graduate Studies is finalizing curriculum maps and training faculty on curriculum maps in AEFIS.

Ongoing Student Development

UNMC, UNO, UNL and UNK partnered to offer Career & Professional Development events for graduate students across all NU campuses. Over 30 seminars were held to give students guidance in soft skills development.

★ 199 STUDENTS ATTENDED EVENTS ON THE UNMC CAMPUS

141 students attended more than one session.

Graduate Studies also offers a Dissertation Boot Camp to train PhD candidates to become focused, productive dissertation writers.

★ 3 OF 4 PARTICIPANTS HAVE SUCCESSFULLY DEFENDED THEIR DISSERTATIONS

78 students have completed the boot camp since it launched in 2016, with two of those students completing it twice.



531 students
enrolled in fall 2019

This is the largest number of students in the last four years and an **increase of 7.5%** over 2018.



107 graduates
earned degrees

In 2018-19, 30 students earned MS degrees and 77 earned PhD degrees.



25 different countries
represented

Students come from all over the world, with 3 of 10 students being international.



Record-breaking
accomplishments

Graduate students continue to excel inside and outside the classroom and laboratory.

- » **\$1,125,169 in external fellowship funding** — an increase of 31% over last year.
- » **\$1,071,483 in UNMC fellowships** (including supplements)
- » **1,030 hours of service-learning activities recorded** by students
- » **343 conference presentations** by students
- » **461 publications, book chapters and reports** by students
- » **95 merit awards** given to students

unmc.edu/elearning

RURAL HEALTH DELIVERY AND EDUCATION

The UNMC Office of Rural Health Initiatives serves as the umbrella under which most of UNMC's rural outreach education activities are developed. The Office of Rural Health Initiatives provides vision, leadership, strategic and operational direction and support for a variety of rural health programs, services and initiatives that work to enhance access to quality health care as close to home as possible for Nebraskans.

Through a network of expert stakeholders and partners from a variety of disciplines on the UNMC campus or across Nebraska, the Office of Rural Health Initiatives strives to enhance coordinated and interdisciplinary approaches to shape a healthy rural future for Nebraska and beyond.

Ensuring access to health care in rural communities has been a long-standing challenge for state and federal policymakers, including within Nebraska. Access to health care is quite different in rural areas of Nebraska than it is in urban areas. Rural-urban differences in access continue to be an important and difficult policy issue facing communities throughout the state.

To inform initiatives and policies to address these challenges, timely and accurate data on the health care workforce in the state are needed. The rapidly changing health care system has resulted in substantial changes in state and federal health policies, economic growth, demographics, population health



and many other factors that have likely impacted the evolution and distribution of the health care workforce across Nebraska. Therefore, a report, commissioned by the Nebraska AHEC Program in collaboration with UNMC's Rural Health Initiatives, utilizes recent data to provide an updated analysis of Nebraska's health professionals and to identify counties within Nebraska that are experiencing shortages of these professionals. The

TOTAL HEALTHCARE PROVIDERS - NEBRASKA UNMC GRADUATES - DECEMBER 31, 2019

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)	4,048	2,202	54%	2,283	1,215	53%	638	402	63%	1,127	585	52%
Osteopathic Physician & Surgeon (DO)	262	52	20%	124	34	27%	48	7	15%	90	11	12%
Physician / Dentist (dual licensed)	21	18	86%	10	9	90%	7	5	71%	4	4	100%
Dentist	1,056	693	66%	444	196	44%	214	177	83%	398	320	80%
Pharmacist	2,062	1,147	56%	1,010	496	49%	292	178	61%	760	473	62%
Physician Assistant	1,039	640	62%	426	290	68%	207	94	45%	406	256	63%
Advanced Practice Registered Nurse												
Nurse Practitioner	1,487	749	50%	736	339	46%	280	170	61%	471	240	51%
Clinical Nurse Specialist	48	32	67%	27	18	67%	11	7	64%	10	7	70%
Physical Therapist	1,492	701	47%	643	278	43%	265	112	42%	584	311	53%
Total	11,515	6,234	54%	5,703	2,875	50%	1,962	1,152	59%	3,850	2,207	57%
UNMC does not have program												
Certified Registered Nurse Anesthetist	389			174			61			154		
Certified Nurse Midwife	32			22			6			4		
Occupational Therapist	912			407			154			351		

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

report, “The Status of Healthcare Workforce in the State of Nebraska,” (https://www.unmc.edu/rural-health/_documents/Workforce_2020.pdf) in online version] was published in March 2020 and highlighted both improvements and concerns regarding the distribution of the workforce throughout the state. The report used data updated in 2019 to examine changes in the health care workforce to assess the relative impact of existing programs and to inform health workforce planning efforts, policy interventions and the development of new models of health care delivery in the face of significant transformational change in health care delivery and demographic and population distribution changes in Nebraska.

Key findings of the study included:

- Between 2017 and 2019, the number of active physicians per 100,000 population increased from 253 to 257.7.
- In 2017, 13 of Nebraska’s 93 counties had no primary care physicians. By 2019, that number had increased to 14 counties with no primary care physician.
- In the two years between 2017 and 2019, the number of counties with active OB/GYN physicians dropped by 10, from 49 to 39.
- Nurse practitioners (NP) in Nebraska increased 16.3% in the period from 2017 to 2019, from 1,148 to 1,335.
- Between 2017 and 2019, the number of dentists per 100,000 population decreased slightly, from 56.5 to 56.2. During the same timeframe, the number of dental hygienists increased from 71.6 to 73.8 per 100,000 population.
- The number of practicing pharmacists in Nebraska declined from 2,066 in 2017 to 2,048 in 2019. During that same time, the number of pharmacy technicians continued to increase, growing from 3,428 to 3,511.
- The number and rates of all types of emergency medical technicians (EMTs) declined significantly, from 6,961 to 6,633, a 4.7% decrease in just two years.

Based on those 2019 findings, several specific recommendations to help monitor and address workforce challenges in Nebraska were made. These seven recommendations are:

1. Enhance existing pipeline programs and educational initiatives that incentivize individuals from rural and underserved urban areas to become health care professionals and practice in those communities, particularly for health professions exhibiting significant shortages.
2. Enhance the availability of scholarships and programs repaying student loans for health profession students and practitioners at all levels, particularly those interested in serving rural and underserved urban areas. This would assist in recruiting and retaining the needed health care workforce.
3. Increase the number of medical residency training positions in Nebraska to include significant training in rural and underserved urban areas.



4. Expand the capacity of the telecommunication infrastructure to support the adoption and utilization of telehealth for expanding access to health care.
5. Develop innovative health care delivery solutions and related policy interventions to mitigate gaps in health care access due to health profession shortages as well as support rural training programs such as Simulation in Motion – Nebraska (SIM-NE).
6. Perform targeted, ongoing data collection to monitor the health care workforce. Forecast future needs and requirements.
7. Establish and streamline existing public-private partnerships aimed at health professions education, workforce development and health care delivery.

For certain professions such as OB/GYN physicians and EMTs, access to care has deteriorated significantly in only two years, particularly in Nebraska’s rural counties. For other health professions, the situation is less critical and continues trends over the prior decade. It is unclear whether this growth will keep pace with aging demographic change in rural communities, particularly as our health care workforce also continues to age. Therefore, based on these findings, annual reporting of the status of Nebraska’s workforce is suggested, supplemented by forecasting of the state’s health needs and anticipated changes to the number of health care professionals.

Health care professions are high demand, high skill and high wage occupations. These professions are critical to the overarching health care system as they facilitate access to quality health care and have a significant impact on Nebraska’s health, economy and the sustainability and vibrancy of the state’s economy, particularly in rural and urban underserved areas.

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 that 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.
 - Sixteen 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.
 - Five hundred four (504) 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.
 - Sixteen High School Alliance alumni are students in the UNMC College of Medicine.
 - Eleven former High School Alliance students have either completed or are in the process of completing their Bachelor of Science in Nursing degrees at UNMC.
 - Three former High School Alliance students have either completed or are in the process of completing their degrees in the UNMC College of Pharmacy.
 - Twelve 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 in or are currently participating in the Rural Health Opportunities Program, which upon successful completion will guarantee them a spot in the UNMC College of Allied Health.
- One High School Alliance alum is participating in the Kearney Health Opportunities Program at UNK, 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. There are currently 65 modules available for use with more planned.
 - Over 300 UNMC faculty, staff and students have been involved with the program.



MCGOOGAN LIBRARY OF MEDICINE

Achievements

EDUCATION AND RESEARCH SUPPORT

- Raised awareness of open access in scholarly communications through Open Access Week activities including UNMC author quotes, support for a student publication and social media campaigns.
- Expanded embedded hours at the colleges of nursing, allied health professions and pharmacy, the Office of Medical Education and at Children's Hospital & Medical Center.
- Provided impact assessment support via publication searches for the IDeA-CTR and UNMC Core Facilities groups.
- Contributed disaster health information resources during the Nebraska and Iowa floods.
- Delivered librarian-developed learning activities that scaffold and reinforce the information literacy skills training throughout the College of Medicine Phase 1 curriculum.
- Engaged with researchers in 66 in-depth literature review projects.
- Provided support for UNMC's new participation in the Coalition for Next Generation Life Science project.
- Created 40 3D printed models.

CONSUMER HEALTH INFORMATION AND OUTREACH ACTIVITIES

- The library participated in several health fairs and outreach events across the state:
- Black Family Health and Wellness Fair to share quality information resources for health and wellness.
- University of Nebraska Lincoln Osher Lifelong Learning Institute to present "Beyond Google: Searching the Internet for Health Information" to help older adults find and evaluate health information.
- Omaha Women's Health and Wellness Conference Health Fair to share quality websites for women's health.
- A webinar for the Nebraska Library Commission, "Many Languages, Many Cultures: Responding to Diverse Health Information Needs" to help librarians learn about multilingual and multicultural health information resources.
- University of Nebraska Omaha Health and Wellness Fair to share information and handouts for students on healthy eating, exercise and sleep hygiene.
- Two presentations for the CHI Health Faith Community Health Network to share quality resources that health ministries in Nebraska and Iowa can use for outreach to their congregations.
- St. John Vianney assisted living community to help residents learn how to find and evaluate quality information on healthy aging.

COLLECTIONS

- The library purchased ebooks requested through Interlibrary Loan and expanded the criteria for ebooks to be eligible for purchase. Once the library purchases an ebook, it is



available to the entire campus, not just the original requestor. Purchased e-books are available to the entire campus, never expire and do not need to be returned like print books.

- The library implemented a support ticket system to improve management and resolution of issues with electronic resources. Staff members are able to respond more quickly to concerns and track trends and ongoing problems.

SPECIAL COLLECTIONS AND ARCHIVES

- Nebraska Archives Online (<http://archives.nebraska.edu>) was launched as a singular access point to finding aids and guides for unique archival and manuscript collections housed at all four University of Nebraska campuses.
- Drew Egli, graduate student at the University of Illinois Chicago Department of Disability and Human Development, spent a week conducting research in the Wolf P. Wolfensberger collection. The Wolfensberger family and the International SRV Association provided funding for this experience.
- During Alumni Weekend, Special Collections staff recorded six short-story oral histories from alumni about their student experience.
- To increase accessibility of the collections, the library digitized:
 - » Four midwifery books from the Rare Book Collection
 - » The archival collection of Dr. Betty Clements, a WASP during World War II and a medical student at UNMC
 - » 200 audiovisual recordings of Dr. Wolf Wolfensberger's lectures and presentations
 - » 855 print theses and dissertations

EVENTS AND EXHIBITS

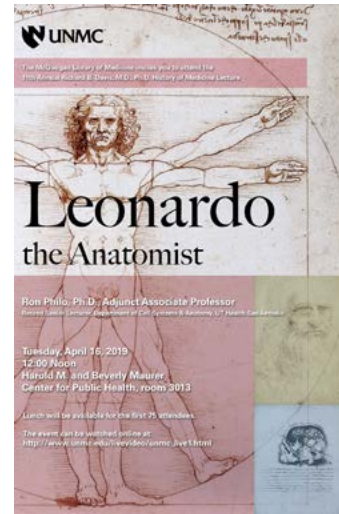
- The library hosted the following exhibitions on the history of the health sciences:
 - » A program for the family of Dr. Betty Clements, who lent Dr. Clements' archival collection to the library for exhibition and digitization. Photographs, letters and documents show her life as a WASP during WWII and a medical student at UNMC.



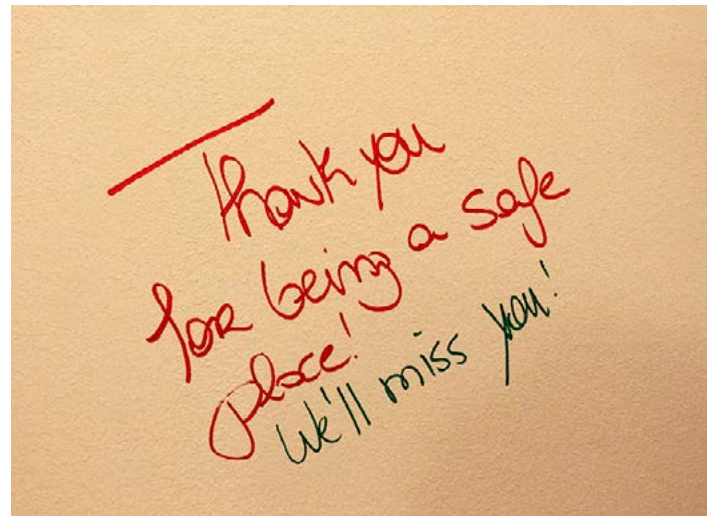
Lydia Kang

will read from her work in the McGoogan Library of Medicine's South Rare Book Room, on the eighth floor of Wittson Hall.

Sponsored by the McGoogan Library of Medicine



- » "All Together Now: The 50th Anniversary of the University of Nebraska System Merger, 1968 – 2018," an online exhibition created through collaboration between the four University of Nebraska campus libraries.
- » "From DNA to Beer: Harnessing Nature in Medicine and Industry," a traveling exhibition from the National Library of Medicine.
- The library engaged the UNMC community and the public in author readings and events:
 - » Steve Caplan, PhD, a Biochemistry and Molecular Biology faculty member at UNMC, read selections from four of his novels chronicling the lives of scientists and academicians. His novels include Matter over Mind, Welcome Home Sir, A Degree of Betrayal and Saving One.
 - » Lydia Kang, MD, an Internal Medicine faculty member at UNMC and physician at Nebraska Medicine, read from three of her books. She writes young adult fiction, adult fiction and non-fiction. Her works include Impossible Girl, A Beautiful Girl and Quackery.
 - » Ron Philo, PhD, presented "Leonardo the Anatomist" for the 11th annual Richard B. Davis, MD, PhD, History of Medicine Lecture.
 - » Four pet therapy sessions were held throughout the year as a part of the library's wellness activities.
 - » Partnering with UNMC Women's Mentoring Program and UNMC Faculty Development, the library sponsored a panel titled "UNMC's Women in Science: Our Voices, Our Stories" in celebration of International Day of Women and Girls in Science.
 - » The library presented and sponsored events for UNMC Research Month and Open Access Week. The events included sessions on data visualization, systematic reviews and maximizing the impact of scholarly research. The library also continued its support for UNeMed's 3D printing Invent-a-Thon.



- The library kicked off the start of two major construction projects:
 - » In preparation to temporarily close its doors for renovation activity, the library gave the UNMC community a chance to say farewell to the library before its transformative renovation. A large crowd gathered to celebrate the beginning of a new and exciting era at McGoogan Library. A wall was turned into a canvas for those who wished to document their memories and well wishes.
 - » The shovels came out and ground was turned in a groundbreaking ceremony for the Wigton Heritage Center. A sizeable crowd and local media to celebrate the kick-off of this 10,000-square-foot project, named in honor of its lead donor, UNMC faculty member and historian Robert Wigton, MD. Dr. Wigton was joined by additional philanthropic supporters, representatives of the Leland J. and Dorothy H. Olson Charitable Foundation. The Wigton Heritage Center will feature meeting and reception space and historical exhibits utilizing the library's archives, artifacts and rare book collections.

SUPPORT FOR CAMPUS INITIATIVES

- Library faculty participate in diversity and inclusion groups on campus including Inclusivity Committee, NU Diversity Officer's Collaborative and LGBTQ+ Employee Alliance.
- Library faculty participate in key campus groups including Faculty Senate Executive Committee, SEPA Advisory Board, IACUC, Career Development and Engagement Committee, Wellbeing Coordinating Council, Co-Chair of Education Council, iLEAD Planning Committee and Incident Command Team.

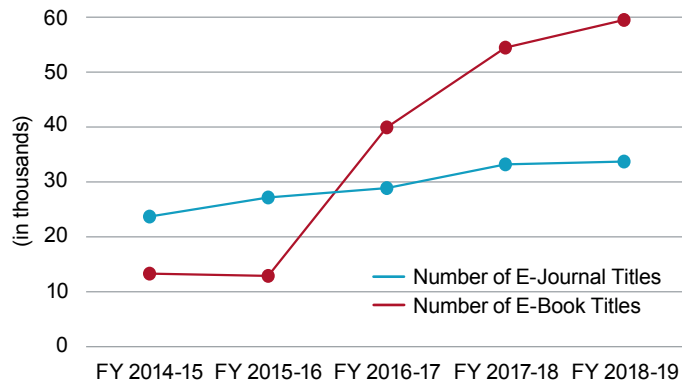
SPECIAL RECOGNITION

- Library Assistant III Dana Boden, in the Interlibrary Loan Unit, received the Nebraska Library Association's Technical Services Roundtable's Sandra Herzinger Distinguished Service Award.
- Mary Helms was recognized with the MidContinental Chapter of the Medical Library Association (MCMLA) Outstanding Achievement Award.

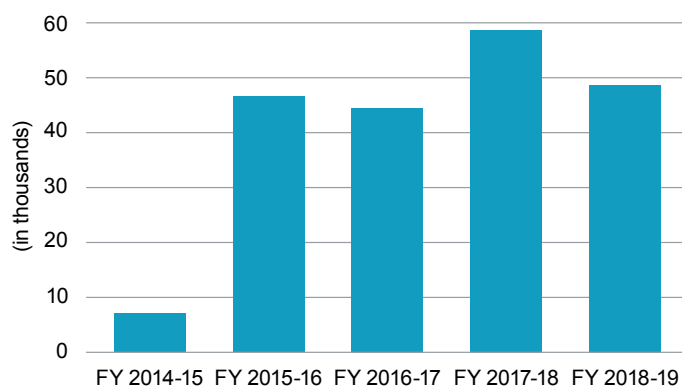
Future Plans

- The library continues to collaborate with Facilities, Information Technology and HDR on the forthcoming Wittson Hall renovation and planning for the design and function of the new library space.
- The library is planning for the development of exhibits in the new Wigton Heritage Center.

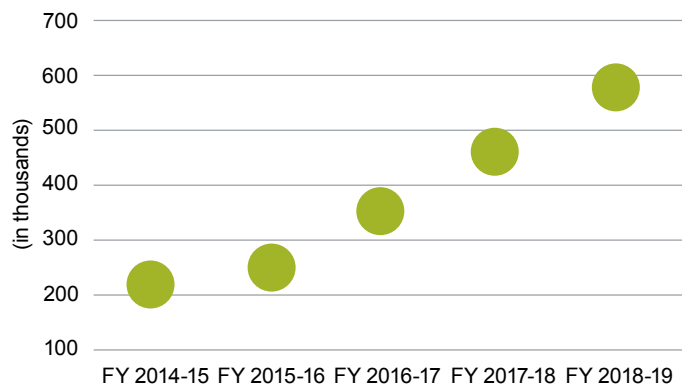
Library E-Collections



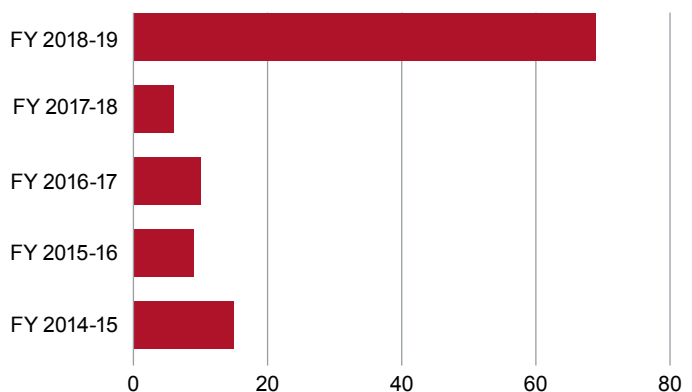
Institutional Repository Downloads



Number of Off-Site Logins



Systematic Reviews



FACULTY DEVELOPMENT

UNMC's Office of Faculty Development exists to support the advancement of our diverse faculty members and provide resources to assure their academic success.

It is our mission to enhance faculty skills by focusing on four pillars of professional development: leadership, research, scholarship and teaching.

Thrive Collection

During fall 2019, UNMC Faculty Development released THRIVE, a collection intended for fast, focused development. THRIVE supports the mission of Faculty Development and is intended to help faculty thrive in their roles as educators, scholars, researchers and clinicians. Each section contains a variety of topics designed to be easily digested, guide personal reflections and encourage active development. Thrive features:

- 5 section categories: Teaching, Learning, Communicating, Career Performance and Leading
- Over 50 thought-provoking topics
- 49 campus expert contributors

Key Topics for 2019 calendar year

- Creating and producing a successful podcast
- Curating a social media presence on various platforms including Facebook, Instagram and Twitter
- Identifying your niche and becoming known for it, with featured guest speaker Dr. Arghavan Salles
- Incorporating the design thinking process into decision making, systems innovations, caregiving, teaching or any change at UNMC
- Identifying and overcoming unconscious bias and imposter syndrome
- Implementing active learning strategies into the online or traditional classroom
- Understanding generational differences and their impact on learning
- Using peer reviews and student feedback to improve teaching
- Techniques for data visualization

iLEAD

- In the fall of 2019, Faculty Development welcomed its 12th iLead cohort.
- 31 individuals are currently on track to graduate in the spring
- Following graduation, 264 total participants will have completed the program

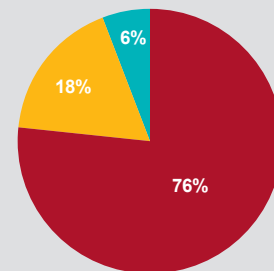
Provided by UNMC Faculty Development

THRIVE Collection digital data as of February 2020

>220

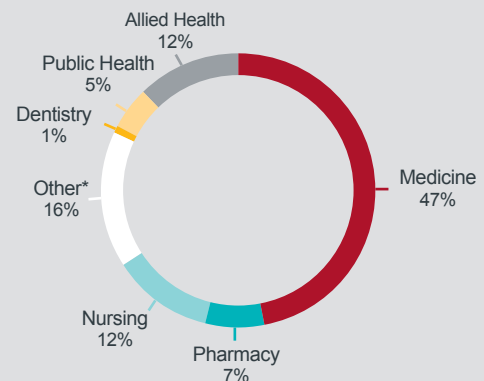
individual downloads

Downloads by Institutional Affiliation



- University of Nebraska System
- Other national/international institution
- Children's Hospital

Downloads by UNMC Professional Area



Online Learning in 2019 calendar year



12,086 page views on the ConnectED open-access educational portal
Most popular post "Reality Shock for Nurses" had 1,939 page views



3,790 page views on the iLearn internal educational portal
Faculty and staff across the state can access development resources for 24/7 learning

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

- 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+ Employee Alliance under the co-leadership of Emily Glenn and Angela Vasa
- 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
- Continued growth of the UNMC Retiree Association, offering a platform for meaningful communication and engagement for retired UNMC alumni, faculty and staff, also supported by UNMC Alumni Relations
- 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



iEXCELSM: A transformational model for health professions education and research

Global leadership in improving human performance and effectiveness in health care.

Interprofessional Experiential Center for Enduring Learning (iEXCEL) is a program that has been designed for students, faculty and staff to adopt simulation in order to advance interprofessional and experiential learning. The goal is to improve patient care outcomes through the development of a competency-based approach to training. iEXCEL's reach spans the entire state of Nebraska health professions training sites through a network of interconnected, interactive digital walls (iWalls), as well as mobile simulation training units, Simulation in Motion-Nebraska (SIM-NE).

Previously developed by specialized teams operating in prototype hubs, in January 2020, iEXCEL was able to consolidate operationally under one roof. The new headquarters for iEXCEL is the newly constructed state-of-the-art simulation facility, the Dr. Edwin G. and Dorothy Balbach Davis Global Center (Davis Global Center) on the UNMC campus.

In preparation for ensuring the adoption of simulation as a training methodology, faculty and student engagement is of the highest priority. Many faculty innovators have stepped forward as early adopters of visualization technology, and the iEXCEL staff has partnered with them related to the creation of new learning modules. These modules "bring learning to life" in subjects such as pathology, pharmacology, nutrition, anatomy, dentistry and infectious disease control. The ability to advance simulation has expanded with the addition of experienced simulation, content creation and support staff, including simulation specialists, content development experts, and the creation of a business and community engagement team. Several workgroups

comprised of faculty and staff were formed to create the academic and operational infrastructure iEXCEL. They are currently addressing: Improving human performance and effectiveness; project prioritization; data capture and analysis; and business development. The iEXCEL Student Ambassador Group is now active and assisting with student and community engagement activities.

VISUALIZATION & SIMULATION

The iEXCEL Visualization Hub has been able to expand due to a generous gift (\$3 million over three years), thereby enriching the skill sets of the early visualization team pioneers. This team now operates in an innovative open learning space in the Davis Global Center that fosters team interaction using advanced visualization technology to create content in 2D, 3D, Virtual and Holographic 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. Due to significant national and global interest in iEXCEL, the team has hosted more than 7,330 visitors since the inception of the program in 2016.

There continues to be significant and increasing demand by faculty and students for the creation of accurate and engaging medical content that enhances the curriculum. The visualization team, comprised of nine talented developers, continues to work 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:

- **Home Instead Module:** iEXCEL partnered with Home Instead Senior Care to develop a comprehensive educational module on dementia. The module was geared towards

educating home health workers on the effects of the disease on the brain using iEXCEL's 3D brain model. The module demonstrated the effects of the disease commonly found in home care situations and provided appropriate responses.

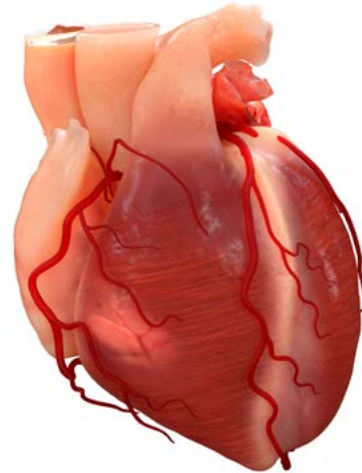
- **Pelvic Floor Application:** These modules involve an interactive dissector for the iBench and CADWall based on anonymized de-identified patient data. This module includes normal pelvic anatomy as well as prolapsed anatomy using animation and demonstrates the intricacies of the pelvic floor and the ramifications of a weak pelvic floor in a 3D and interactive manner. This application will be used in the nurse practitioner curriculum as well as patient education.
- **Cardiovascular Simulation:** Working with Yiannis Chatzizisis, MD, PhD, along with his Cardiovascular Biology and Biomechanics Laboratory, the Visualization team created VR/AR applications that demonstrates the complex human coronary artery geometry and emphasizes the dynamic placement and deployment of stents in coronary arteries using different stent designs and stenting techniques. This application was designed to meet the clinical need for enhanced physician training and planning of coronary interventions.

Among the many curriculum activities and community events, highlights include a training that was held with Springfield Platteview Community Schools support staff. Pediatric asthma, pediatric head injury, anaphylaxis and adult ventricular fibrillation resulting in cardiac arrest were scenarios taught during this event. Approximately six weeks after SIM-NE held training at the school, the staff had to respond to a cardiac arrest for one of their own. They credited their SIM-NE training to their knowing what to do in a real-world, life-or-death situation that ultimately saved their coworker and friend's life.

Through the creation of interactive content on the iWall and CAD Wall, iEXCEL simulation and visualization staff have supported a federal infectious disease training program organized through the Global Center for Health Security, which now occupies 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

SIM-NE is operating under the umbrella of iEXCEL. This partnership extends statewide outreach by providing technologically advanced simulation training in mobile units to a



Heart rendering by Visualization Team

variety of health care providers. Since its inception, SIM-NE has trained more than 7,000 health care professionals in more than 400 training events in 87 of Nebraska's 93 counties. The program is designed to evolve with the needs of the 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 the American Heart Association for hands-on training opportunities. Organizations would attend a didactic session for Mission: Lifeline Stroke education. SIM-NE then coordinated with those organizations to schedule a time to complete hands-on training with the learners. The goal was to bring together critical access hospitals, emergency medical service providers and local community members to recognize signs and symptoms of stroke and then to provide the best level of care for the patient. SIM-NE's ability to bring hands-on scenario training to each site was a great fit for these learners and the Mission: Lifeline Stroke Education Goals.

The statewide network of iWalls has continued to expand with UNMC College of Nursing and College of Allied Health Professions and Dentistry adding to iWall in Scottsbluff, Kearney two iWalls in Lincoln, and more recently in Norfolk. These iWalls connect students and sites via collaboration software enabling distance learning, thus strengthening UNMC campus collaboration and simultaneous teaching activities 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. A statewide connection event was held by the interprofessional education program on Nov.15, 2019, when faculty and students from Omaha, Lincoln (nursing and dentistry), Norfolk, Kearney and Scottsbluff shared ways in which they use the iWall to enhance medical education. Faculty members displayed their creativity in adapting the iWall to health education



SIM-NE collaborative training event

through use of video, simulation, virtual tours, games, file sharing and quizzes.

WORKFORCE DEVELOPMENT

The EON Reality Virtual Reality Innovation Academy (VRIA), housed on the UNMC campus, launched in June 2018, is now housed in The Davis Global Center. The first cohort of students has graduated and is contributing to the Nebraska workforce after completing 16 weeks of concentrated training and a project development phase. They have secured positions at various local industries, including iEXCEL, Boystown Research Hospital, Nebraska Educational Television and Orion Health Care. The second cohort of academy students have just begun their classes and are working to secure an industry certificate. The current cohort is comprised of students from diverse backgrounds, including sculpture, software design and robotics.

COMMUNITY & BUSINESS ENGAGEMENT

iEXCEL hosted over 900 simulation events and worked with nearly 16,000 learners per year (includes repeat learners attending a new event). This team has also worked to foster important relationships with many community organizations such as Do Space and the AIM Institute. The staff supported the many requests for tours of The Davis Global Center, including an international visit during November 2019 when a delegation of the Japanese government and civil officials visited iEXCEL. Staff presented iEXCEL’s innovative programming locally, nationally and globally through involvement with the Florida Simulation Summit 2019, the I/ITSEC Modeling, Simulation and Training Conference 2019 and the International Meeting on Simulation in Healthcare 2020.

MOVING FORWARD

A series of Davis Global Center dedication events are being planned for April 2020. This series of events will celebrate the Davis Global Center’s opening. Opportunities for students, faculty and staff to engage in interprofessional experiential learning are well underway with 16 surgical simulation events already on the



Devin Nickol, MD, presenting during the statewide network of iWalls connection event



Virtual Reality Innovation Academy (VRIA) 2020 class

calendar. Technology installation was able to begin as soon as the facility was pronounced “dust free” – with the stunning addition of the SONY Wall, the Holographic Theater, the MultiTaction Helix and the iEXCEL Laser CAVE-5. Testing of these world-class technologies is underway with training to follow shortly.

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 represents unparalleled opportunities for research, collaboration and innovation among multiple disciplines beyond health care. Serving as an icon for improving patient outcomes through offering an unprecedented array of clinical simulation opportunities, the Davis Global Center is collaborating with Nebraska Medicine to support training exercises that improve human performance and effectiveness in health care.

RESEARCH TAB

RESEARCH TAB

RESEARCH AWARD SUMMARY

TOTAL RESEARCH AWARDS FY 2010-11 Through FY 2018-19 Per Regents Report

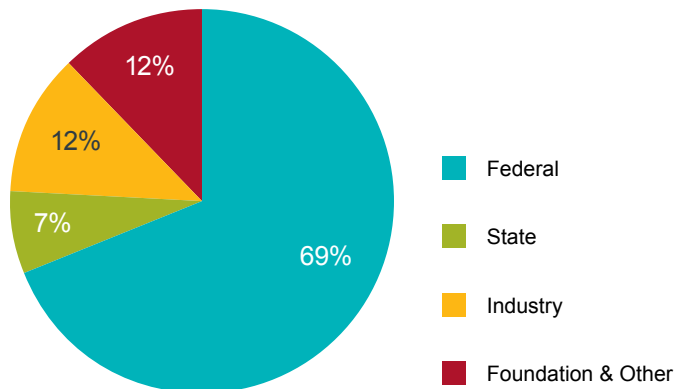
FISCAL YEAR NET AWARDS	AMOUNT	INCREASE/ (DECREASE)	# PRINCIPAL INVESTIGATORS	# RESEARCH GRANTS
FY 2010-11	\$79,703,053	(31%)	244	409
FY 2011-12	\$88,902,488	12%	248	443
FY 2012-13	\$94,109,544	6%	239	425
FY 2013-14 ^(a)	\$89,895,973	(4%)	261	471
FY 2014-15	\$93,313,397	4%	265	466
FY 2015-16	\$115,157,592	23%	268	486
FY 2016-17	\$117,091,404	2%	284	495
FY 2017-18	\$135,608,898	16%	297	524
FY 2018-19	\$138,068,067	2%	328	547

(a) Federal Sequestration imposed

Research Funding by Sponsor Category

	FY 2017-18	FY 2018-19	Increase/ (Decrease)
Federal	\$89,019,134	\$95,542,181	7.3%
State	\$10,128,529	\$9,641,520	(4.8%)
Industry	\$15,987,267	\$16,770,051	4.9%
Foundations & Other	<u>\$20,473,968</u>	<u>\$16,114,315</u>	<u>(21.3%)</u>
Total	\$135,608,898	\$138,068,067	1.8%

Percent of Total Funding by Sponsor Category FY 2018-19



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 2018-19 Rank	NR	54th	47th	19th	47th	84th
FY 2017-18 Rank	42nd	52nd	37th	19th	48th	78th
Total Colleges (b)	67	154	73	145	67	2,910
FY 2018-19 NIH Funding	\$0	\$76,399,718	\$921,850	\$6,839,335	\$735,823	\$84,896,726
FY 2017-18 NIH Funding	\$456,750	\$74,594,873	\$1,446,022	\$6,429,379	\$596,153	\$83,523,177
Increase/(Decrease)	(\$456,750)	\$1,804,845	(\$527,172)	\$409,956	\$139,670	\$1,373,549
% Change	(100%)	2.42%	(36.25%)	6.38%	23.43%	1.64%

- a) College of Medicine includes Allied Health, Epley Institute and Munroe-Meyer Institute
b) Total Colleges is based on the number of reported accredited programs by college (Dentistry, CODA; Medicine, LCME; Pharmacy, ACPE; Public Health, CEPH). Nursing is based on the number of schools with NIH funding in the reported federal fiscal year
c) UNMC total compares UNMC NIH funding against institutions that receive NIH funding: Domestic Higher Education including Academic Health Science Centers, Other Academic Hospitals, and both for- and not-for-profit corporations

COLLEGE OF MEDICINE DEPARTMENTS ^(a) RANKED BY NIH FUNDING FEDERAL FISCAL YEAR ENDING SEPTEMBER 30			
Department	FY 2017-18 Rank	FY 2018-19 Rank	FY 2018-19 NIH Funding
Anesthesiology	39	31	\$1,655,116
Biochemistry	17	22	\$9,778,053
Emergency Medicine	19	21	\$757,500
Genetics	43	38	\$151,831
Internal Medicine/Medicine (b)	51	55	\$14,860,499
Neurology (c)	25	28	\$8,295,984
Obstetrics & Gynecology	48	36	\$1,091,759
Ophthalmology	54	42	\$1,580,300
Pathology	31	29	\$7,526,151
Pediatrics (d)	33	46	\$3,458,151
Pharmacology	7	9	\$16,392,523
Physiology	49	41	\$3,808,713
Radiation-Diagnostic/Oncology	NR	26	\$5,046,138
Surgery	31	31	\$3,719,401

- a) Rank among the 154 LCME Accredited Programs
b) Internal Medicine/Medicine includes Epley Cancer Institute awards
c) Neurology includes Neuroscience and Neurosurgery
d) Pediatrics includes Munroe-Meyer Institute awards
Departments without NIH funding are unranked (Family Medicine, Orthopaedic Surgery, Otolaryngology, Psychiatry)

ANNUAL RESEARCH AWARDS

Clinical Research Award Comparison to Extramural Research Funding by Funding Category

TOTAL EXTRAMURAL RESEARCH FUNDING						
	FY 2016-17		FY 2017-18		FY 2018-19	
Research Totals	Projects	Funding	Projects	Funding	Projects	Funding
Federal	174	\$78,124,964	191	\$89,019,134	195	\$95,542,181
State	47	\$7,679,905	50	\$10,128,529	57	\$9,641,520
Industry	113	\$15,509,428	84	\$15,987,267	109	\$16,770,051
Other	161	\$15,777,107	199	\$20,473,968	186	\$16,114,315
Total	495	\$117,091,404	524	\$135,608,898	547	\$138,068,067

TOTAL CLINICAL RESEARCH AWARDS						
	FY 2016-17		FY 2017-18		FY 2018-19	
Clinical Research Totals ^(a)	Projects	Funding	Projects	Funding	Projects	Funding
Federal	46	\$34,902,000	46	\$36,403,962	52	\$48,431,732
State	6	\$593,647	11	\$1,234,648	12	\$711,139
Industry	82	\$12,880,410	58	\$11,802,263	78	\$13,768,978
Other	69	\$7,915,003	85	\$11,249,939	76	\$6,753,073
Total	203	\$56,291,060	200	\$60,690,812	218	\$69,664,922

UNMC Fiscal Year July 1 - June 30

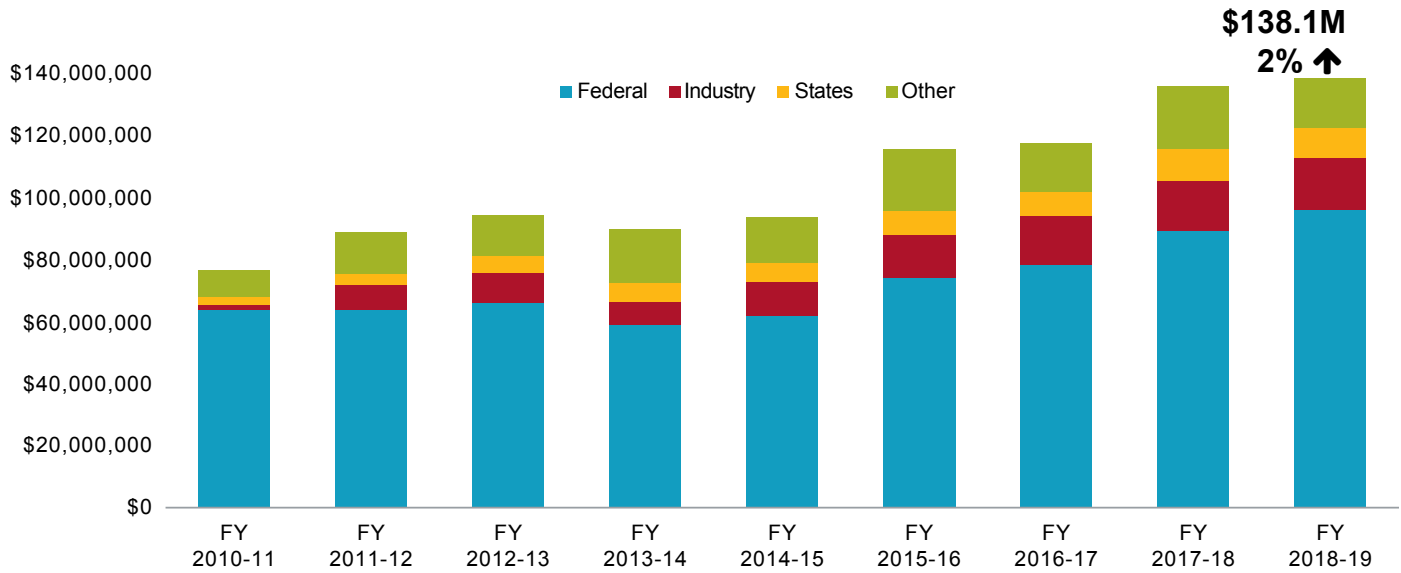
a) Clinical Research awards are defined as those awards with an associated IRB protocol

TOTAL EXTRAMURAL FUNDING BY COLLEGE UNMC FISCAL YEAR JULY 1 – JUNE 30

Colleges	FY 2017-18	FY 2018-19	Increase/(Decrease)
College of Medicine	\$86,812,831	\$98,409,974	13.4%
College of Allied Health Professions	\$309,605	\$304,855	(1.5%)
College of Dentistry	\$1,699,617	\$109,984	(93.5%)
College of Nursing	\$1,190,524	\$1,553,635	30.5%
College of Pharmacy	\$12,845,333	\$9,438,259	(26.5%)
College of Public Health	\$10,291,042	\$10,021,026	(2.6%)
Eppley Cancer Center	\$16,899,211	\$14,278,472	(15.5%)
Munroe-Meyer Institute	\$5,560,735	\$3,951,862	(28.9%)
	\$135,608,898	\$138,068,067	1.8%

RESEARCH AWARDS BY CATEGORY

Annual Totals



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. Many new faculty joined our ranks this year as unit leaders and early career faculty.
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. Many other types of funding are available:
 - *Large grant programs.* Center grants are critical to building new sustainable research programs and the support of shared resources. These include the Cancer Support Grant, the NIGMS Centers of Biomedical Research Excellence (CoBREs), the INBRE grant and the IDeA-CTR grant. In 2020, our newest Phase I CoBRE was awarded, “Cognitive Neuroscience of Development and Aging (CoNDA) Center.” Other large grant mechanisms include Program Project (PPGs), Cooperative (U) and Specialized Programs of Research Excellence grants.
 - *Department of Defense (DoD), through the National Strategic Research Institute (NSRI) and other mechanisms.* NSRI signed a new contract to expand capacity for DoD funding. NSRI priorities continue to focus on combatting weapons of mass destruction, including consequence management. UNMC’s NSRI funding has focused on the rapid diagnosis, mitigation or treatment of highly infectious diseases, combat casualty care and en-route care for those exposed to highly infectious diseases or other exposures. We are also growing our capabilities to serve as a drug development pipeline aimed at mitigation of radiation exposure and infectious diseases.
 - *The Board of Regents-approved Global Center for Health Security works closely with NSRI and other federal agencies to conduct research and provide all hazards emergency training preparedness.* UNMC’s Global Center for Health Security co-led the HHS-funded National Ebola Training and Education Center (NETEC) ASPR funding for the Training, Simulation and Quarantine Center (TSQC) and the International Biopreparedness Assessment and Training program as well as Homeland Security funding and other federal agencies.
4. **Mentoring.** Mentoring is important to “growing our own.” Mentoring programs, the Mentored Scholar Program for Clinical-Translational Research and large grant training workshops all have helped early career faculty achieve independent funding.
5. **Streamline research processes.** Sponsored Programs Administration reevaluated its processes to speed contracting and the IRB is evaluating ways to improve time to approval, including commercial IRBs for commercial trials.



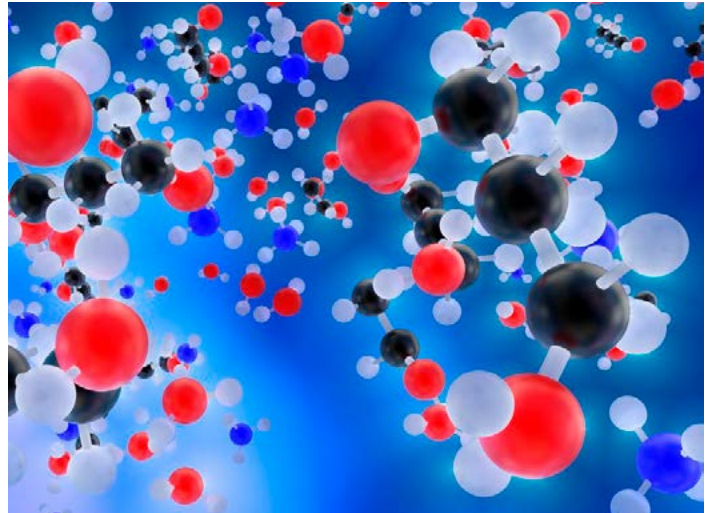
BUILDING AND SUSTAINING RESEARCH RESOURCES

Service centers and core facilities are critical elements of our research infrastructure. Many cutting edge technologies are not easily 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-art facilities. As critical as the equipment, the expertise to teach others how to use high-end technologies and how best to design and perform assays to obtain the results investigators require is needed. For this reason, directors who have the training and experience needed to support and enhance hypothesis-driven research lead these cores and service centers.

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, Advanced Microscopy cores and Advanced Magnetic Resonance Imaging (MRI) for small animals. Smaller institutions often struggle to have an adequate user base and the Nebraska Research Initiative (NRI) funds have been essential to starting and operating our most critical core facilities, which serve almost every one of our federally funded investigators.

Clinical research resources that support clinical/translational research. The Clinical Research Center provides a space to conduct clinical trials and serves as a resource center for research coordinators across our campus. The Nebraska Biobank, an NRI-funded repository of over 180,000 biologic samples linked to anonymized data (age, gender, medications) is available to investigators universitywide to rapidly access clinical samples for testing of new diagnostics or therapies. A new MRI with specialized software allows investigators to participate in the national BRAIN initiative and other clinical trials.

Service Cores. Service cores provide expertise to collect, move or analyze data. The need for expertise continues to grow faster than many other cores. The Center for Collaboration on Research Design and Analysis (CCORDA) is one of the largest as UNMC's portal for research design and biostatistical analysis. The Bioinformatics & Systems Biology Core has also expanded to support a broader range of data (proteins, genes, lipids, drug metabolites) from humans, animals and infectious diseases. The need for clinical information from the Electronic Health Record Access Core for health outcomes and quality improvement projects as well as the feasibility of conducting clinical trials is also growing. The Research IT Office (RITO) supports the integration of new instruments into cores and other labs, helps move data within UNMC and to collaborators, as well as safely and securely storing data. They help investigators develop and maintain databases, including biobanking software and REDCap, an open source database for the conduct of clinical research. An Editorial Services core works with investigators to improve their grants and manuscripts before submission.



New cores and resources:

- **Nanomedicine GMP facility.** This facility was developed to produce therapeutics that can move from animal models into clinical trials.
- **Biomedical Informatics Navigator.** A navigator has been hired to help investigators find the right biomedical informatics resources they need for their research.
- **Computational Chemistry Core.** This core provides a platform for computational drug discovery. This resource, under director Nicholas Palermo, PhD, utilizes machine learning to increase efficiency and automate the workflow for the complex algorithms required for high throughput screening of potential compounds.
- **Rodent Behavior Core.** As the demand for validated rodent behavior tests grows, we are consolidating them as services to facilitate the conduct of reproducible, functional assessments of behavior. Mystera Samuelson, PhD, is the founding director of this core.

INTERCAMPUS AND COMMUNITY COLLABORATIONS



Many large grant programs and research questions depend on collaborations between University of Nebraska campuses, as well as with members of the community. Some of the large grants that focus on both intercampus and community collaborations are described below.

The Fred & Pamela Buffett Cancer Center focuses on addressing regional cancer prevalence and gaps in screening by working with communities. Michael Hollingsworth, PhD, who leads the Specialized Program of Research Excellence in pancreatic cancer, also focuses on ways to engage community members in research that combats one of the most deadly cancers. The FPBCC solicits members from across the region.

NIGMS-funded INBRE grant. One of our longest-held large grant programs, the INBRE grant, is focused on developing the next generation of scientists and enhancing the research capacity of the entire state's undergraduate institutions (Nebraska Wesleyan, Wayne State, Chadron State, Doane College, Creighton University, College of Saint Mary, UNK, UNL and UNO). UNMC coordinates resources and programs to introduce students to research techniques and biomedical and health professions careers.

NIGMS-funded Great Plains IDeA-CTR. UNMC leads a consortium of regional institutions (UND, USD, NDSU, UNL, UNK, UNO and Boys Town National Research Hospital) to develop clinical-translational research programs, resources and researchers. They sponsor an annual research summit, along with other programming throughout the year focused on professional development, pilot grants for researchers and research resources. One of its strategies is to help researchers better engage and work with the community around research.

NIGMS-funded Centers of Biomedical Research Excellence. These grant programs have a research focus that regularly solicits and builds on expertise of faculty at all regional institutions as mentors, faculty to be developed and building new resources. UNMC's newest funded COBRE led by Tony Wilson, PhD, focuses on neuroimaging. Other centers focus on nanomedicine development (Tatiana Bronich, PhD), rapid screening for targets

of new drug discovery (Robert Lewis, PhD) and neurosensory development (Shelley Smith, PhD). UNMC researchers also collaborate with UNL, UNO and Boys Town COBRES.

Health Disparities. Conquering health disparities requires large and diverse teams, with critical input from community members. An annual health disparities grant competition incentivizes new teams to focus on and work with communities on the health disparities of our state and region.

Bioengineering and Regenerative Medicine. This program brings together UNL engineers and UNMC biomedical researchers leading to new products and research collaborations. The Regenerative Medicine Group also encourages participation from all University of Nebraska campuses in this emerging area of research.

NIOSH-funded Central States Center for Agricultural Safety and Health, led by Risto Rautiainen, PhD, College of Public Health, conducts research to both understand and reduce the health risks associated with agricultural businesses, workers and their families in their communities, as well as disseminating education on effective strategies.

Center for Patient, Family and Community Engagement in Chronic Care (CENTRIC) was developed in the College of Nursing but includes faculty across all colleges as it promotes community-engaged research in both rural and urban communities, particularly as patients transition from health facilities to home. These include strategies to implement best practices in community settings, accident and fall prevention, along with disease prevention of cancer and diabetes.

GLOBAL CENTER FOR HEALTH SECURITY

The Global Center for Health Security (GCHS) provides a unique platform for health system preparedness, awareness, recognition and response for public health and health care emergencies. With a comprehensive capability in education and training, research and health system operations, the GCHS strives to facilitate twenty-first century care for all environments. It is a premier institution for the management of highly hazardous communicable diseases (HHCDs) and a go-to resource for the U.S. Department of Health and Human Services (HHS). It has played a particularly important role in response to both the ongoing Ebola epidemic in African countries and the national response to the COVID-19 pandemic. The Global Center for Health Security core programs include:

Nebraska Biocontainment Unit (NBU): Nebraska Medicine (NM) maintains a 10-bed unit that opened in 2005 and cared for three of the ten patients with Ebola Virus Disease (EVD) managed in U.S. biocontainment units during the fall 2014 outbreak. The NBU now serves as the HHS Region VII Regional Ebola and Other Special Pathogens Treatment Center (RESPTC).

National Training, Simulation and Quarantine Center (TSQC): UNMC/NM is the home of the HHS-funded center which includes: the 20-bed National Quarantine Unit; the National Biocontainment Training Center, a fully equipped mock-up of a patient biocontainment unit; an Emergency Operations Center (EOC) for incident management and skills training that will serve UNMC/NM EOC for exercises and for real-world events; and access to the Dr. Edwin G. & Dorothy Balbach Davis Global Center facility and iEXCELSM.

Region VII Disaster Health Response Ecosystem: In 2018, the HHS awarded UNMC/NM one of two demonstration grants to develop a regional preparedness all hazards health system that utilizes health care coalitions and teams from a diverse stakeholder group to identify strategies for enhanced surge capability and preparedness in large-scale disasters, both in rural and urban communities.

National Ebola Training and Education Center (NETEC): UNMC/NM is a founding member and co-lead of NETEC, which provides education and training, technical assistance and readiness site visits for health care facilities within the United States.

National Disaster Medical System (NDMS) Training: Launched in 2019, the GCHS administers one of the primary infectious disease training programs for the NDMS National Disaster Medical Assistance Teams (DMAT) and U.S. Public Health Service team members.

U.S. Air Force Center for the Sustainment of Trauma and Readiness Skills (C-STARS) — Omaha: UNMC/NM hosts the first C-STARS program dedicated to developing protocols, best practices and training for USAF medical personnel in the care and transport of individuals with active or suspected high consequence infectious disease (HCID).

Nebraska Drug Development Pipeline (NDDP): Taking advantage of the vast drug discovery and development expertise across the University of Nebraska system and the NSRI, the NDDP provides a collaborative platform that coordinates these



activities into a unified effort focused on therapeutics that are of particular interest to the Department of Defense.

Special Pathogens Research Network (SPRN): UNMC/NM is a lead institution and central IRB for the Special Pathogens Research Network (SPRN), a consortium of the ten RESPTC funded by HHS and CDC through NETEC and multiple governmental and non-governmental agencies aimed at establishing a clinical research infrastructure capable of conducting rapid just-in-time clinical research on highly infectious diseases.

International Partnerships: The GCHS collaborates with the Joint West Africa Research Group, including the U.S. military, Nigerian military and academic partners to create and maintain the Nigeria Biopreparedness Initiative and provides training in Nigeria and Uganda on infection prevention and control to include screening and identification for HCID. The GCHS is also a member of the Global Infectious Disease Pathogen Network that connects high-level isolation units around the world to advance their ability and capacity to respond to infectious disease outbreaks and to deliver international technical assistance for training programs, clinical trials networks, clinical response forces and to rapidly exchange information during outbreaks.

CHILD HEALTH RESEARCH INSTITUTE

Improving the health of children everywhere

The Child Health Research Institute (CHRI) is a partnership between UNMC and Children's Hospital & Medical Center with a mission to improve the health of children through innovative research, collaborative discovery, community engagement and advocacy. The University of Nebraska Board of Regents established CHRI in June 2017 and its launch formalizes the institutions' efforts to promote discovery and innovation to impact the children of Nebraska and beyond. Ann Anderson Berry, MD, PhD, was appointed Interim Executive Director in September 2019.

CHRI provides organizational infrastructure to support a collaborative network of researchers in a wide array of child health areas across disciplines, campuses and institutions. The institute leverages researchers by providing resources and extending pilot funding opportunities. The Pediatric Research Office (PRO), CHRI Specimen Lab and CHRI laboratory equipment are some of the professional resources that members can access to enhance their research projects. Grant writing, biostatistics expertise, marketing and administrative support are also available through CHRI.

Our Vision

Improving the health of children everywhere.

Our Mission

Improve the health of children through innovative research, collaborative discovery, community engagement and advocacy.

Strategic Goals

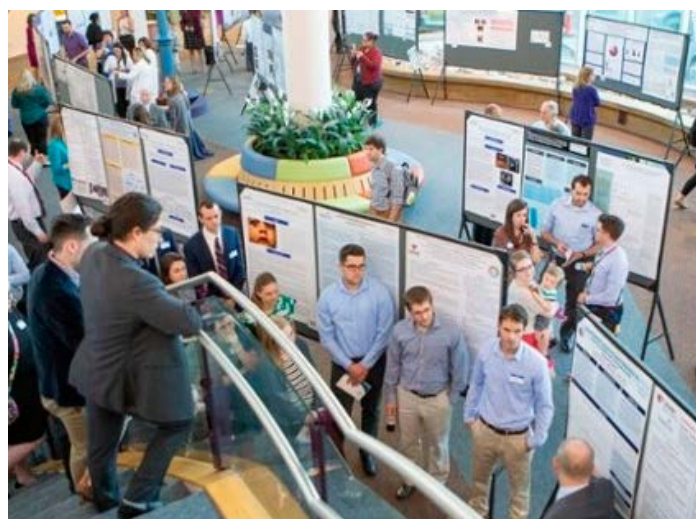
- Promote an environment that seeks to recruit, retain and advance present leaders while supporting the development of future leaders in child health research
- Foster, sustain and integrate high impact pediatric research across Children's Hospital & Medical Center, University of Nebraska Medical Center and the communities that we serve
- Maximize recruitment, collaboration and resources to increase the impact of child health research and discovery

Areas of Emphasis

CHRI is building six areas of emphasis to provide strategic focus for the institute. These areas were identified as strengths given the extraordinary research efforts in these areas already occurring among faculty of the University of Nebraska and its clinical partners, Children's Hospital & Medical Center and Nebraska Medicine, and the potential to build collaborative teams and help launch new projects and early investigators' careers.

The CHRI areas of emphasis are:

- **Health Services, Policy & Population Health**
Health services, social and behavioral sciences, community and population health, improving disparities in health care



CHRI hosts Pediatric Research Forum

for children, policy and advocacy, epidemiology, science education

- **Heart Diseases**
- **Lifespan Diseases**
Chronic diseases: diabetes, cystic fibrosis, childhood obesity, kidney diseases, mental health and preventive medicine
- **Global Health**
- **Childhood Cancer**
- **Early Life Origin of Diseases**
Genetics, genomics, maternal-fetal, neonatology, neuro-behavioral, environmental medicine

Currently, champions for each of these areas have been holding brainstorming sessions with thought leaders and established investigators to define strategies and tactics, to contribute to the creation of the institute's overall strategic plan and to identify potential transformational research projects that will distinguish the institute and garner extramural and philanthropic funding.



PCRG investigative team receive award from Sammy's Superheroes



PCRG supported the proclamation of September as Childhood Cancer Awareness Month

Pediatric Cancer Research Group

The Pediatric Cancer Research Group (PCRG) is a group of multidisciplinary scientists combining efforts to improve outcomes of children diagnosed with cancer. Don Coulter, MD, was appointed director of the PCRG on January 1, 2020.

The group receives \$1.8 million annually in state funding to support its research efforts, which has resulted in 41 projects.

In addition, the PCRG has built strong philanthropic partnerships, which help leverage the progress made in some of its most promising research endeavors. Sammy's Superheroes presented \$110,000 to a PCRG investigative team to continue its work on the Nebraska Watershed Project, which seeks to identify epidemiological explanations for pediatric cancer in Nebraska. Team Jack approved three grants for PCRG/CHRI members:

- Sid Mahapatra, MD, PhD (\$330,000): Chemosensitization on non-SHH/WNT medulloblastoma is regulated by miR-1253

- Meaghann Weaver, MD (\$49,000): Rehabilitating & Healing Youth Through Music Therapy (RHYTHM)
- Chris Shaffer, PharmD (\$21,000): Pilot Study Using Pharmacogenomic Screening to Optimize Pain Medications in Pediatric Neuro-Oncology Patients

The PCRG was integral in advocating for September to be proclaimed as Childhood Cancer Awareness Month for the State of Nebraska by Governor Ricketts. The PCRG also hosts an annual symposium to showcase its work and engage both scientists and community members in discussions regarding new discoveries, future research questions, and policy and advocacy.

CHRI Membership

There are four tiers of membership for the CHRI. The eligibility for each membership is described below. Specific benefits and requirements vary by membership type, but include access to CHRI resources, pilot project funding through the CHRI grants and scholar program, customized communications, and career development and research events. Further details about membership, including the application, and a comprehensive list of members can be found on the CHRI website at www.unmc.edu/chri.

FULL MEMBERSHIP

1. University of Nebraska (UNMC, UNO, UNL, UNK) faculty members*
2. Children's Specialty Physicians members
3. Physicians with a pediatric-focused primary practice at Children's Hospital & Medical Center or Nebraska Medicine who also have an academic affiliation to the University

ASSOCIATE MEMBER

Interprofessional health care workers and research personnel from the University of Nebraska, Children's Hospital & Medical Center and Nebraska Medicine who are involved in child health research

AFFILIATE MEMBER

Researchers, with terminal degrees (MD and/or PhD), who work at another institution in child health research with a collaboration or affiliation with a CHRI member, University of Nebraska, Children's Hospital & Medical Center or Nebraska Medicine

TRAINEE MEMBERSHIP

Trainees who are studying or performing research in a child health area and are

1. Graduate students at the University Nebraska (UNMC, UNO, UNL, UNK) or
2. Residents, fellows or medical students at UNMC

* Does not include adjunct or courtesy

Education and Outreach

CHRI began publishing a monthly Research Bulletin for members and supporters in 2019. The bulletin, which reaches an audience of more than 400, features a monthly update from the executive director, investigators' research projects and profiles, publications in the field of child health by members, and upcoming grant opportunities and research events.

CHRI's grant writer has engaged with pediatric divisions and has begun assisting investigators with internal and external grant applications. A CHRI Research Resources Library tailored to the needs of pediatric investigators will be published on the CHRI website.

CHRI hosts a biweekly Pediatric Research Seminar Series to encourage investigators to learn about each other's projects and progress. The institute also organizationally supports the semi-annual Pediatric Writing Workshop. A recent workshop was themed *Essential Skills for the Clinical Research Principal Investigator* and was attended by nearly 60 faculty and staff from the University of Nebraska and Children's.

Upcoming events include the CHRI Pediatric Research Forum in spring 2020 and the Pediatric Cancer Research Group Symposium in the fall 2020.

CHRI Grants

CHRI members (full, associate and trainee) are eligible to apply for internal CHRI grants. Grant applications are divided into two categories: Research Grants for up to \$50,000 and Mini-Grants for up to \$15,000. Grant awards are for a period of one year.

These grants are awarded to robust ideas that demonstrate promising possibilities for future extramural funding. Grant applications are due quarterly basis and specific eligibility and submission information is available on the [CHRI website](#).

Since July 2018, CHRI has funded 20 projects and distributed \$436,000 in awards.

Pediatric Research Office

The Pediatric Research Office (PRO) provides infrastructure and expertise to support pediatric research projects, giving pediatric patients the opportunity to participate and receive the latest in treatment options while adhering to the highest ethical standards. PRO services include planning consultation, regulatory and IRB support, study coordination and recruitment, subject visits and assessments, database development, and budget and contract support.

To improve its services, the PRO Intake Committee and CHRI Review Committee were created in 2019 to assess projects for feasibility and impact. The newly created electronic intake form streamlines and organizes requests. The PRO also created an educational series and developed an investigator resource webpage on the CHRI website to better inform current and potential investigators about the processes and resources related to study startups, IRB requirements, grant writing, budget creation, data and statistical support and more.

In calendar year 2019 (through November), the PRO accomplished:

284 Actively Supported Studies

79 Faculty Supported

» **11** Departments Supported

» **36** Divisions Supported

512 New Patient Enrollments

» **467** Children's

» **45** UNMC

38 Grants Submitted

\$16 Million Grant Dollars Applied For

\$1,967,925 Grant Dollars Funded

Moving Forward

CHRI is working on a strategic plan that will use its existing resources to build a strong foundation for impactful child health research. In conjunction with the areas of emphasis champions and members, transformational research projects are being identified that operationalize local, regional and national relationships. Concurrently, communication plans to connect with philanthropic groups who can impact the funding of these projects is underway.

The institute is actively recruiting physician scientists that will complement clinical and research programs at Children's and UNMC. CHRI is also developing a pipeline for trainees from high school through fellowship so that our work will continue for years to come.

Child Health Research Institute



NATIONAL STRATEGIC RESEARCH INSTITUTE UPDATE

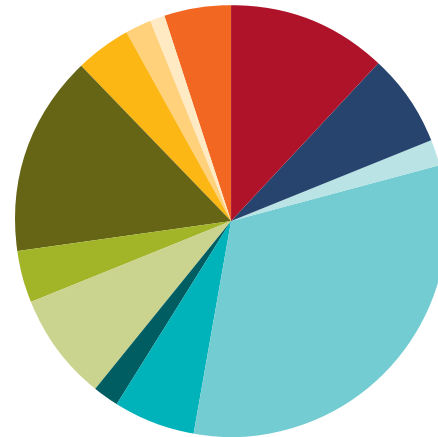
National Strategic Research Institute (NSRI), one of only 14 University Affiliated Research Centers (UARCs) in the United States, is a nonprofit 501(c)(3) sponsored by the U.S. Strategic Command (USSTRATCOM). NSRI primarily receives funding for projects from USSTRATCOM and other DoD agencies through task orders via an Indefinite-Delivery Indefinite-Quantity (IDIQ) contract vehicle. This IDIQ contract shortens the timeline from identification of need to contract award and creates trusted, collaborative relationships with DoD and other government agencies. NSRI also receives funding to conduct research and development through direct contracts, other transaction agreements (OTAs), cooperative agreements and grants.

Research being conducted through NSRI by researchers across the University of Nebraska include technologies for detecting and countering biological, chemical, and radiological threats, medical countermeasures to infectious diseases and response to weapons of mass destruction (WMD), threat-based training and exercise support, cyber operations, training and solutions and nuclear weapons enterprise support. These and other areas—including combating emerging and persistent threats to the U.S. and its allies—mean NSRI's work is timely and relevant.

RESEARCH FOCUS AREAS

- Deterrence and Dissuasion
- Nuclear, Chemical and Biological Weapon Proliferation
- High Consequence Infectious Diseases
- En-route Care
- Cybersecurity
- CBRN Threat and Vulnerability Assessments
- Detection of Nuclear and Radiological Materials
- Detection of Chemical and Biological Agents
- Interdiction of CBRN Threats
- Nuclear Explosion Monitoring
- Biosurveillance
- Bioinformatics and Epidemiology
- Drug Discovery and Development
- Medical Innovation against WMD Threats
- Emergency Response to Nuclear, Radiological, Chemical and Biological Events
- Remediation of Biological, Chemical and Radiological Contamination
- Nuclear Forensics and Attribution
- Space, Cyber and Telecommunications Law

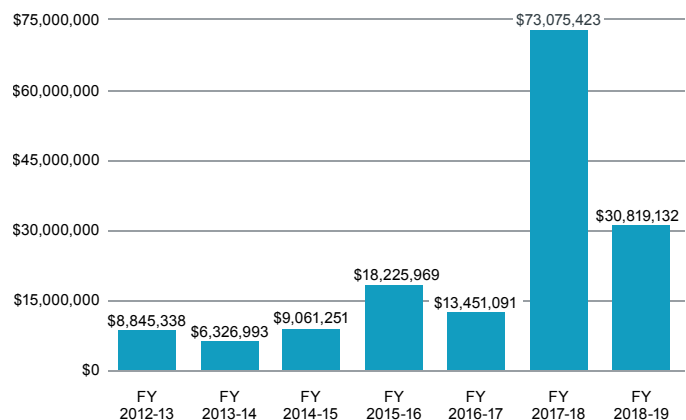
Award by Customer
FY 2012-13 through FY 2018-19



U.S. Strategic Command (USSTRATCOM)	\$19,220,565	U.S. Air Force Surgeon General (USAF SG)	\$5,969,757
U.S. Cyber Command (USCC)	\$10,667,276	Defense Health Agency (DHA)	\$23,993,380
U.S. Department of Homeland Security (DHS)	\$3,138,836	U.S. Department of State (DOS)	\$6,028,885
Defense Threat Reduction Agency (DTRA)	\$51,328,531	U.S. Air Force Medical Support Agency (AFMSA)	\$3,811,302
U.S. Army Medical Research Institute for Infectious Diseases (USAMRIID)	\$9,512,136	Department of Defense (Other)	\$1,390,172
U.S. Army Military Surface Deployment and Distribution Command (SDDC)	\$3,899,696	Other	\$8,430,127*
Joint Program Executive Office for Chemical Biological Defense	\$12,444,534		

*Other:
 Landstuhl Regional Medical Center (LRMC), \$1,255,640
 Office of the Secretary of Defense (OSD) Rapid Reaction Technology Office (RTTO), \$399,753
 U.S. Army Corps of Engineers (USACE), \$250,000
 U.S. Army Research Laboratory (ARL), \$58,500
 Office of Naval Research (ONR), \$1,570,792
 U.S. Air Force Global Strike Command (AFGSC), \$1,305,297
 National Maritime Intelligence-Integration Office (NMIO), \$489,804
 North Atlantic Treaty Organization (NATO), \$81,162
 Defense Intelligence Agency, \$672,696
 National Guard Civil Support Teams (CST), \$915,000
 Miscellaneous, \$1,431,483

NSRI Award Value by Year



HEALTH CARE AND COMMUNITY TAB

HEALTH CARE AND COMMUNITY TAB

NEBRASKA MEDICINE HEALTH SYSTEM UPDATE

Journey to Zero Harm continues; quality and safety remain top priority

During 2019, Nebraska Medicine continued its quest toward high reliability, building upon the Zero Harm tools training that all colleagues received in 2018 and is provided to new colleagues as they join the organization.

Since March 2018, a Daily Shout Out has been held every day to bring better visibility to safety issues that may impact 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. 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.

Additional quality and safety initiatives include:

- Use of predictive analytics to identify patients at risk for readmission, allowing primary care medical home staff to increase outreach to these individuals to prevent readmission
- Rounding together program piloted and launched in inpatient areas; encourages entire care team to meet at patients' bedsides to discuss care and increase communication
- Continued efforts to reduce hospital-acquired conditions including central line-associated bloodstream infections and catheter-associated urinary tract infections
- Reduction in sepsis mortality index, after introduction of predictive modeling to identify patients at increased risk and implementation of nurse-initiated protocols

Grand opening of outpatient pharmacy in Durham Outpatient Center

The outpatient pharmacy, located on level two of the Durham Outpatient Center, held its grand opening in January 2019. The newly built 7,500 square foot space is three times the size of the previous facility that was last renovated in 1996. Renovations started in March 2018.



The remodel not only updated the aesthetics and provided the necessary space and capacity for the rapidly growing department, but also includes best-in-class technology and automation upgrades that increase safety and improve workflows.

In 2019, the pharmacy also introduced new text messaging services and a mobile app for patients, which make requesting and refilling medications easier than ever.

Dermatology services expand to Village Pointe and Chalco Health Centers

As of early 2019, patients now have additional options for dermatology care across the Nebraska Medicine Health Network. New clinics opened at the Multispecialty Clinic at Village Pointe Health Center and Chalco Health Center. The Nebraska Medicine Dermatology Clinic first started seeing patients during summer 2018 in the Lauritzen Outpatient Center.

The team of board-certified dermatologists specializes in the diagnosis and management of all diseases involving the skin, hair and nails. The Dermatology program also offers cosmetic dermatology and laser procedures for cosmetic rejuvenation by using a combination of topicals, injectables (neuromodulators and fillers), lasers and peels. Cosmetic techniques may be used for revision of surgical, traumatic and burn scars.

A new residency program in the UNMC Department of Dermatology has been approved by the Accreditation Council for Graduate Medical Education (ACGME) and will welcome its first class of three residents in July. The program received initial accreditation for a total of nine residents when it reaches its full complement in three years. This program is the first residency training dermatologists in Nebraska for almost 40 years.

Clarkson Family Medicine moves to new facility in Omaha's Old Market

In March 2019, Clarkson Family Medicine welcomed the first patients to its new Old Market location at 13th and Leavenworth streets. The building was constructed in 1895 and was first the home of Bakers Supply, a wholesale business that supplied baking materials in bulk. The historic space was last used also as a health clinic.

Clarkson Family Medicine is a full-service family medicine health center. Its faculty and resident physicians provide care to people of all ages. The new location has 16 exam rooms, a conference room, a large procedure area, new X-ray equipment and a dedicated ultrasound room. In addition, Clarkson Family Medicine

is a certified patient-centered medical home, meaning a team of physicians, nurses, social workers, dietitians, pharmacists and behavioral health providers work together to help patients stay healthy.

\$32 Million Cardiac Catheterization and Electrophysiology labs open

Throughout 2019, the operating room space located on level one of University Tower was transformed into the new home of the Heart and Vascular program's cardiac catheterization and electrophysiology (EP) labs. It includes a new check-in desk and waiting area, seven procedural suites, nearly 20 prep and recovery rooms and a new radial lounge concept for patients who are having uncomplicated procedures.

Heart and Vascular manages more than 45,000 patient encounters at the Durham Outpatient Center each year. The procedural area adds capacity, elevates the clinical team's procedural skill sets and increase efficiency and safety for patients and staff.

Creation of Aesthetics and Reconstruction clinical program to serve cancer, trauma and elective patients

2019 introduced a new clinical program: Aesthetics and Reconstruction. The program will focus on a special group of services provided to patients from a multidisciplinary approach. Those disciplines include Plastic and Reconstructive Surgery, Facial Plastic and Reconstructive Surgery (ENT), Dermatology and Dermatologic Surgery, Oculoplastic Surgery, Oral and Maxillofacial Surgery and others. The goal of the program is to bring these disciplines together to focus on coordinated patient-care services, education and research. Functioning as a clinical program will also allow the team to enhance its work with cancer and trauma patients while offering innovative elective services to patients in our community.

Awards and Recognition

Nebraska Medicine holds a variety of awards and recognitions including:

- Becker's Hospital Review's 100 Great Hospitals in America
- U.S. News & World Report Best Hospital in the State with national ranking in cancer
- U.S. News also rated Nebraska Medical Center as high performing in two other specialties including gastroenterology and GI surgery, neurology and neurosurgery



Old Market Health Center



- Nebraska Medical Center holds 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) recognizes 14 Nebraska Medicine primary care clinics as Level III patient-centered medical homes, the highest quality level of achievement
- HIMSS 7

HEALTH CARE AND ACADEMIC HEALTH CENTERS

Health Care Workforce

State budgeting and funding issues continue to overshadow legislative initiatives such as the health workforce in Nebraska. The 2017 Legislative session reduced state funding to the University and reduced Medicaid reimbursements to hospitals. In 2018, the Governor proposed an additional 4% cut to the University, which the Legislature reduced to a 1% cut. Items the Legislature will study during the interim include the prevalence of cancer in Nebraska; economic development tools including Nebraska's workforce; impact of tobacco use on state spending and the Health Care Cash Fund. In 2018, a grassroots petition drive gathered signatures to place Medicaid Expansion on the ballot and the vote was to expand Medicaid coverage for lower income Nebraskans, which has not yet taken place.

Next Generation Simulation Education and Training

The education and training of health professionals is changing rapidly. UNMC is at the leading edge of creating a new model of world-class simulation and immersive virtual reality education. The HHS award to UNMC of a \$19.8 million contract and designation as the site of the HHS Training, Simulation and Quarantine center demonstrates that the Dr. Edwin Davis & Dorothy Balbach Davis Global Center for Advanced Interprofessional Learning (Davis Global Center) is positioning UNMC as the global leader in the delivery of highly integrated learning for the health sciences through immersive virtual reality and other methods. This will improve health care provider performance, lower costs and most importantly, improve patient outcomes. The Davis Global Center is already increasing collaboration with federal agencies in both national training and research.

In 2015, the Nebraska Legislature and governor approved \$25 million toward the construction of the Interprofessional Experiential Center for Enduring Learning (iEXCELSM). Private donors have contributed the majority of the funding toward the facility. In 2016, the City of Omaha partnered with UNMC and contributed nearly \$10 million in public infrastructure improvements toward the new facility, the Davis Global Center, which will serve as the headquarters for iEXCEL. The center, scheduled to open late this year, will be a multi-level, highly advanced interprofessional clinical simulation facility on the UNMC campus. This facility will be connected by two skywalks — one to the Sorrell Center for Health Science Education and the other to the Lauritzen Outpatient Center. This advanced interprofessional simulation facility will house the widest range of simulation technologies available. It also will be the hub for a statewide network of interconnected simulation centers for the professional development of health care providers. These conjoined centers will provide state-of-the-art education, incorporating “hands-on” training opportunities as well as unique research opportunities. The Davis Global Center is designed to bring together all health professions to learn together in an experiential environment. With dedicated faculty to provide intellectual and logistical support, learners would demonstrate attainment of clinical competencies within the virtual environment before treating patients.

Provided by UNMC Office of Government Relations



Graduate Medical Education

Graduate Medical Education (GME) remains a potential target for funding cuts. GME is an important program to residents at University of Nebraska Medical Center/Nebraska Medicine (UNMC/NM). UNMC/NM receive about \$27 million in GME payments. Congress continues to discuss whether to change GME. 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. Given the importance of GME to reduce the physician workforce shortages across the nation, it is vital that any changes to the system are sustainable and facilitate increasing the number of practicing physicians.

340B Drug Discount Program

The 340B Drug Discount program, which is vitally important to providing affordable medications to Nebraska Medicine's lower-income patients, is under assault. Centers for Medicare & Medicaid Services (CMS) has implemented a cut in Medicare Part B reimbursements to 340B hospitals and increased the regulatory burden on 340B hospitals. The cut in reimbursements is having a negative impact on patients and is on track to reduce reimbursements to Nebraska Medicine by at least \$9 million annually. Nebraska Medicine is already seeing its costs increase to comply with the newly added regulations. Pharmaceutical manufacturers have long pushed for significant restrictions on the 340B program. A lawsuit to block the 340B reimbursement cut was filed and legislation was introduced in Congress to block CMS, but neither have advanced and the reimbursement cut took effect in 2018. It is vitally important that Congress act to support the 340B Drug Discount program.

Accountable Care Act

While there was extensive debate and the individual mandate that had required citizens to have health insurance was repealed, Congress and the Trump Administration have not repealed the Accountable Care Act. The discussion of repeal and replacements of the ACA will continue. Even though the State of Nebraska's expanded Medicaid has not yet taken effect, the potential repeal of the ACA casts great concern on the future level of Medicaid funding. Some of the proposals have included providing states more flexibility for Medicaid through a block grant, which may result in less funding for Medicaid.

HEALTH CARE VOLUME AND PATIENT SATISFACTION

NEBRASKA MEDICINE - CLINIC VISITS	FY 2018-19 ACTUAL	FY 2019-20 PROJECTED
Primary Care	247,030	265,056
Specialty Care	474,340	504,629

NEBRASKA MEDICINE - HOSPITAL ACTIVITY	FY 2018-19 ACTUAL	FY 2019-20 PROJECTED
Source - Census Days File (Excludes Newborns)		
Discharges	33,663	35,302
Patient Days	189,723	193,699
Average Length of Stay	5.64	5.49

NEBRASKA MEDICINE - PATIENT SATISFACTION SCORES	FY 2017-18		FY 2018-19	
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	81.9%	44th	83.0%	50th
Nebraska Medicine overall inpatient recommending the hospital (HCAHPS)	79.8%	76th	81.0%	81st
Nebraska Medicine Bellevue inpatient recommending the hospital (HCAHPS)	76.7%	63rd	79.0%	75th



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 ENGAGE, an online community to facilitate communication, planning and tracking of interprofessional community engagement efforts. New in 2019, 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 partners with all engaged

units on our five campuses and provides centralized support for engagement efforts through its Community Collaborations Council and partnerships with community groups.

The Office of Community Engagement instituted two awards to recognize student groups for high-quality partnerships and service to our community.

The Office of Community Engagement partners each summer with the Urban League to support its Girls Summer STEAM Academy. The academy is a six-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 pharmaceutical compounding.

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 strategies for intervention. 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 an effort to increase donors in the national registry for patients awaiting a donor match.
- **Fostering the Future** 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 second African Cultural Festival in Omaha. Well over 2,000 people attended throughout the day, as different facets of African culture was showcased through an amazing line up 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 2019, the UNMC drive netted \$125,389 (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 Strategic Communications 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. More than 25 UNMC experts speak to approximately 1,500 people each year.

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 2019, the month-long festival continued its tradition of popular signature events, including the student and public science expos and the keynote presentation. It featured more than 120 events in 25 cities across the state and attracted more than 41,100 participants.

ALUMNI ASSOCIATION

FY 2018-19 Impact Report



Mission:

Engage alumni and support UNMC.

Vision:

Informed, inspired and invested alumni and friends.

Core Values:

- Teamwork
- Communication
- Pride
- Service

- **250** attendees at the first-ever UNMCAA & UNOAA event
- **425+** alumni participated in a class reunion
- **39** alumni participated in the brand-new Connections Project blog and generated **90+** blog posts. Launched Jan. 1, 2019: **1,915** views as of June 30, 2019
- **5,082** followers on UNMCAA facilitated social and professional networking sites
- **44,000** alumni make up the membership of the UNMCAA; residents and fellows are now welcomed as members, adding **4,000** more members
- **15** alumni recognized for their distinguished accomplishments through awards program

New Era of Engagement

The UNMC Alumni Association (UNMCAA) works with several strategic partners to provide opportunities for students, to 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 seven colleges
- The University of Nebraska Foundation and the support from alumni through seven college-specific Innovation Funds, which serve as the university's annual fund
- The volunteers of the UNMC Alumni Association's Councils

IMPACT AREA: Alumni

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.

- **64** events for alumni, friends and students
- **1,087+** alumni attended an event

IMPACT AREA: Students

The UNMCAA provides critical support to UNMC students because of the generosity of donations to each College's Innovation Fund. The UNMCAA is the conduit for the formation of meaningful student-to-alumni relationships.

- 882 students participated in alumni-sponsored professionalism or matriculation ceremonies
- 1,636 student engagement contacts through UNMCAA hosted or sponsored events
- 193 students participated in a professional development event, including mock interviews, CV development, alumni & student networking and more
- 4 years in a row, UNMC Alumni Councils have more than doubled the support for student scholarships over FY 2014-15 (the last year prior to the New Era of Engagement)
- 6 colleges have student representation on alumni councils
- Students are now connected to the UNMCAA through the UNMC mobile app and are receiving real-world advice from alumni through the Connections Project

The individuals who contribute to the UNMC Innovation Funds are making a substantial impact for students, alumni and the University. A sincere thank you to those who give back to UNMC in the form of their time, their talent, and their treasure. Our work is not possible without this generous support.

Catherine Mello, Alumni Director

IMPACT AREA: UNMC

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

- **100** volunteers on **7** alumni councils who meet regularly with the deans of their respective college to plan engagement strategies in alignment with campus priorities
- **~400** retirees engaged through the UNMC Retiree Association
- **~350** parents, spouses and family members of medical students who are engaged through the College of Medicine Parents & Family Association
- **32** alumni participated during the 2019 Legislative Session, through NU Alumni Advocacy Summits and I Love NU Day
- **35** advancement professionals came to UNMC for the Midwest Medical Alumni Retreat to share best practices and to network
- **20+** email newsletters produced for alumni with strategically aligned 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.



UNMC College of Medicine Class of 2023



UNMC CAHP Physical Therapy Class of 1994 Reunion

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 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

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

- Out of Nebraska's 1.93 million residents (2019 data), 11.2% are speakers of a non-English language. A report released by the US Census Bureau in 2015 lists 107 languages in Nebraska, other than English, spoken at home.
- Nebraska had 5,628 enrolled international students (F1 and J1 student visas) in FY 2018-19, which contributed \$177.6 million to local economies and created or supported 1,738 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 \$8.2 million, supporting 40 jobs. (Source: nafsa.org/policnafsa.org/economicvalue)
- 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 hosted 1,018 international participants in 2019. More than 16% of our faculty have international origins.

UNMC and Nebraska Medicine targeted the following goals for the Office of Global Engagement (OGE) 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 health care 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 a public-private partnership in health care.
 - 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 international students coming to UNMC.
 - Collaboration between UNMC, Buffett Cancer Center, leading U.S. cancer centers and parties in the Middle East and 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

2019 Activity Highlights of the Office of Global Engagement

In 2017, the University of Nebraska Medical Center joined the 15th cohort of the American Council on Education (ACE) Internationalization Laboratory program. This two-year initiative was supported by ACE through the Center for Internationalization and Global Engagement (CIGE). The Internationalization Laboratory is an invitational learning community that assists participating institutions to develop capacity, capability and strategy for comprehensive internationalization. Four subcommittees were formed and began the campus Internationalization Review in January 2018, collecting data about the current state of internationalization at UNMC and future needs. In spring 2019, UNMC's internationalization lab produced the report summarizing the extent of internationalization and global engagement at UNMC, as well as recommendations for improvement.

- The Office of Global Engagement (OGE) prepared and filed government petitions on behalf of UNMC to sponsor 1,018 international employees, students and visitors, representing 77 countries, to work, study or visit UNMC. Before and after, OGE staff advised faculty, staff and sponsored employees and students on all visa- and immigration-related issues. The majority of the international participants come to UNMC from China (399) and India (302).
- OGE 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 visits ranging from a few hours up to one year. Visitors must meet immunization requirements and complete compliance training modules, in addition to being screened for export control requirements. UNMC registered 231 international visitors in 2019, an increase of 33.5% over the 2018 total of 173. In 2019, visitors represented 25 different countries. Visitors from China comprised 67% of the International Visitor Program population; Japan comprised 9% and the Netherlands, 6%.
- The Medical Observer Program continued with 37 participants representing nine countries. Of these 37, twenty-three (62%) were from India and four (11%) from Nepal. To date, 691 foreign medical graduates and medical students have participated in this program.
- For the seventh 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 20 guest presentations and field trips to Target and the Durham Museum. Group activities offered throughout the fall semester included a trip to the outlet mall near Gretna and smaller group activities organized around outdoor concerts and a football game.



- 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 2018-19. These ranged in length from one to four weeks and took place in 14 different countries. The most popular countries for these student experiences were Jamaica (25), Colombia (18) and China (13).
- The OGE Summer Research Exchange Program hosted 18 students from four Chinese universities for short-term research experiences. Twelve Chinese medical and ten nursing students came to UNMC for short-term student exchanges.
- UNMC launched its well-known Medical Spanish/Global Health course in Xalapa, Mexico during June. Five UNMC first-year medical students completed the course. UNMC's partner in Mexico for this course is Universidad Anáhuac Xalapa.

- The Student Alliance for Global Health (SAGH) sponsored four medical service trips during the 2019 spring break to Jamaica, Colombia and a Native American reservation. The 45 participating students represented COM, CON, COP, CAHP, COPH, COD and Graduate Studies. Also offered were short-term Medical Spanish courses and monthly global health speakers and programs, all held on the UNMC campus.
- The FY 2018-19 SAGH philanthropy project focused on raising awareness and fundraising for the Fistula Foundation.
- In February 2019, the OGE coordinated the Seventh Annual Chinese Cultural Fair. More than 300 people attended the event and more than 50 people volunteered at this successful event. The fair was co-sponsored by UNMC HR-Employee Relations, Organizational Development & Diversity and the UNMC Chinese Scholars and Students Association.
- Eight UNMC students and two UNO students in June 2019 attended the 15th Annual International Student Research Forum (ISRF), hosted by the University of Southern Denmark in Odense, Denmark. Students representing five universities and five countries participated in the ISRF.
- The OGE continues to support the International Student Association (ISA), which became official in January 2016. ISA organized the annual April Holi event, as well as the annual International Week festivities, that took place in December.
- Dr. Arwa Nasir, pediatrics, represented UNMC as a Fulbright Scholar in Amman, Jordan for the 2019-2020 cycle.
- In September, the OGE sponsored six Ben Nelson Fellows, in collaboration with Open World, Washington, DC and the Council Bluffs Sister City Association. The six Russian medical doctors, who were selected as the Fellows, met with multidisciplinary research teams to explore future collaborations.
- 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. 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*.
- A number of trainings were co-hosted by the Office of Global Engagement in FY 2018-19. In July 2018, twelve physical therapy bachelor students from Beijing and Sichuan completed the three-week inaugural Summer Physical Therapy Education Program at UNMC. In June 2019, UNMC hosted the Annual Family Medicine Leadership Course which was attended by 10 trainees from China. UNMC also provided education training to 25 faculty members from China.
- In October 2018, five family medicine experts from UNMC presented at the Annual Family Medicine Symposium in



Shanghai on the primary care education system. Hundreds of trainees attended. UNMC also provided training sessions at three different community health centers and hospitals in Shanghai.

2020 – Current and Anticipated Activity of the Office of Global Engagement

Note: The unanticipated COVID-19 pandemic has caused significant changes in the program and activities planned for 2020 and beyond. Some of these have already been canceled or are on hold, as noted below.

- Based on the recommendations of the ACE Internationalization Laboratory process, which concluded in May 2019, a collaborative effort of campus stakeholders will work to further define UNMC's strategy for internationalization and partnerships, as well as define metrics for these efforts. Education abroad is a growing interest for the campus and support is needed to advise faculty and students interested in education abroad, to prepare faculty and students for participation in education abroad programs and to disseminate standardized information about education abroad.
- Beginning and intermediate Spanish courses will be offered on campus for students, sponsored by SAGH.
- SAGH monthly luncheon programs featuring global health topics are scheduled during the academic year.
- SAGH's philanthropy project for FY 2019-20 is Aqua-Africa, a non-profit headquartered in Omaha. A portion of the coffee sales during FY 2019-20 are earmarked for Aqua-Africa.
- The annual SAGH medical service trips, which normally take place during spring break were canceled due to the outbreak of the coronavirus. Forty-seven UNMC students were scheduled to participate in these trips, which would have taken place in Jamaica, Colombia and at the Winnebago Reservation.
- ISA will host the annual International Week in late 2020, as well as support International Student Orientation and Ambassador Activities, including Ambassador Recruitment.

ISA has received grant funds from the Student Senate for FY 2020-21 to use for two presentations for the “Breaking Barriers” programming that ISA organizes. The annual Holi event, organized by ISA, was canceled as part of UNMC’s curtailment of large gatherings, due to the spread of the coronavirus. A rescheduled date is pending.

- In February 2020, three fourth-year medical students completed clinical rotations at hospitals in Gitwe and Kilgali, Rwanda. Plans are in place to send another cohort of medical students to Rwanda in February 2021. Also during the month of February, a UNMC librarian led training on using Research4Life (R4L) and Hinari resources for 72 health sciences students, faculty and librarians at University of Gitwe in Gitwe, Nyanza Province, Rwanda. Students and faculty were from University of Gitwe; librarians were from University of Gitwe, three other institutions in Rwanda and one institution in Uganda. Future plans for R4L and Hinari training in Rwanda include coordinating workshops at other sites with co-facilitators who attended the University of Gitwe sessions.
- The annual visit of six Ben Nelson Fellows is scheduled for September 2020.
- Free tax preparation assistance for international participants took place during spring 2020
- UNMC’s four-week Medical Spanish/Global Health program, sponsored by IHME, was offered in Xalapa, Mexico during February 2020, with four senior medical students participating (three from UNMC, one from Emory University). UNMC’s partner in Mexico is Universidad Anáhuac Xalapa (UAX). The two four-week summer programs, scheduled for June and July, were canceled due to the outbreak of the coronavirus.
- UNMC/UNO is significantly expanding its collaboration with UAX to include additional Medical Spanish training programs, service learning programs and student exchanges, in addition to provision of a short-term leadership course at UNO for 20 Anáhuac students and staff. Plans are in place for UNO’s College of Business Administration programs to send 20 students to Anáhuac on a Fellows Program, facilitating discussions between UAX, The Port of Veracruz and the UNO College of Information Science and Technology. The program will address emerging cyber security concerns.
- The OGE is working closely with Adnan Hammad, PhD, President & CEO, Global Health Research, Management & Solutions, to identify strategic partnerships and programs in the Middle East and North African Region. This team has been (1) working closely with American University in Beirut on an academic, research and programmatic collaboration that will afford opportunities throughout the region; (2) following up on an offer from the Minister of Health in Oman to jointly convene a major conference in Oman, supported by the Ministry; and (3) exploring a partnership with a prequalified university in Tunisia.
- The OGE is facilitating ongoing discussions between the College of IS&T at UNO in areas of cyber security and bioinformatics with Sultan Qaboos University and the Ministry of Security, both in Oman.
- The OGE is exploring potential collaboration with Can Tho University, Medical Sciences, in Vietnam.
- Access – the largest and most thorough community development organization in the United States serving the Arab American population – is collaborating with the OGE to explore service learning and “reverse” study abroad, as well as capstone projects involving the Arab American community.

INTERNATIONAL PERSONNEL ON UNMC SPONSORED PROGRAMS

The total international participant population in 2019 was 1,018. Since 1999, the international population has more than quadrupled. During the last decade (2009-2019), the increase was 195.4%.

- Six continents are represented: Asia, Africa, Australia, Europe, North America and South America.
- Seventy-seven different countries are represented.
- Participants from China (339) and from India (302) account for 641 of the 1,018 total participants, or 69% of UNMC's international participant population.
- The largest geographical/ethnic areas represented are the Asia Pacific Rim with 447 and Central Asia with 353. These areas comprise 78.6% of the total 1,018 participants.
- Participants from Asia (863) represent 84.8% of the total.
- Other major geographical/ethnic areas represented:
 - Middle East – 41
 - Africa – 36
 - Latin America – 35
 - Europe – 31
 - Canada – 22

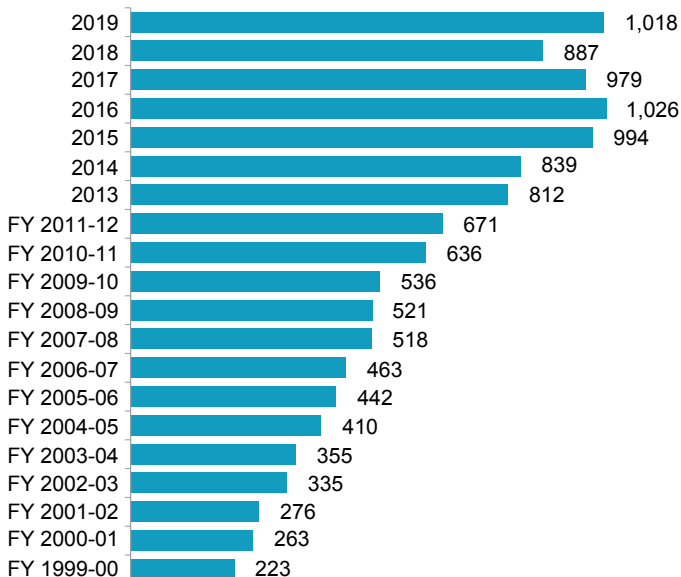
From UNMC's 2019 International Participant Analysis

International Participation at UNMC

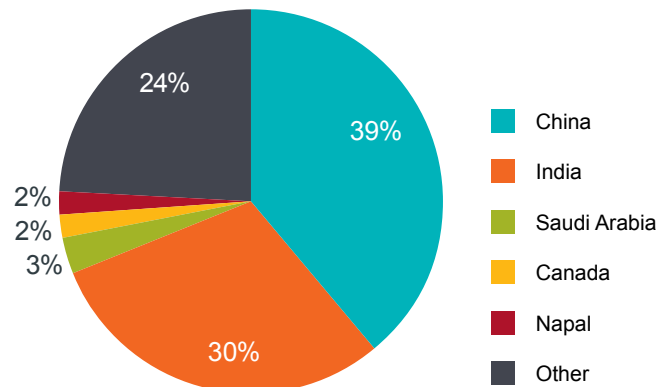
ALGERIA	1	DENMARK	1	ISRAEL	1	NIGERIA	10	ST. LUCIA	1
ANGOLA	1	DOMINICAN REPUBLIC	1	ITALY	5	OMAN	7	SUDAN	2
ARGENTINA	3	ECUADOR	2	JAPAN	22	PAKISTAN	21	SWEDEN	2
ARMENIA	1	EGYPT	9	JORDAN	3	PANAMA	3	TAIWAN	2
AUSTRALIA	4	ETHIOPIA	1	KENYA	1	PERU	1	TANZANIA	3
BANGLADESH	11	FRANCE	2	KUWAIT	1	POLAND	3	THAILAND	3
BOLIVIA	1	GEORGIA	1	LEBANON	4	RUSSIA	13	TURKEY	1
BOSNIA-HERZEGOVINA	1	GERMANY	6	LITHUANIA	1	RWANDA	1	UGANDA	1
BRAZIL	18	GHANA	2	MACAU	1	SAUDI ARABIA	25	UKRAINE	1
BULGARIA	1	GREECE	2	MALAYSIA	1	SERBIA	1	UNITED KINGDOM	6
CAMEROON	2	GUATEMALA	1	MEXICO	4	SIERRA LEONE	1	VENEZUELA	1
CANADA	22	HONG KONG	2	MYANMAR	1	SINGAPORE	2	VIETNAM	5
CHINA	399	INDIA	302	NEPAL	13	SLOVENIA	1	ZAMBIA	1
COLOMBIA	1	INDONESIA	2	NETHERLANDS	13	SOUTH AFRICA	1		
CONGO	1	IRAN	4	NEW ZEALAND	1	SOUTH KOREA	10		
CZECH REPUBLIC	1	IRAQ	2	NIGER	3	SRI LANKA	6		

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

Twenty-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, 10/01/19)	95 6.4%	213 14.5%	2 0.1%	28 1.9%	38 2.6%	3 0.2%	1,089 73.9%	5 0.3%	0 0.0%	1,473 100.0%	289 19.6%	71 4.8%	673 45.7%
Asst Prof & Above (no Admin or NRA, only tenured/HP Appt-LB 389, 10/01/19)		135 16.8%	2 0.2%	17 2.1%	32 4.0%	2 0.2%	612 76.2%	3 0.4%	0 0.0%	803 100.0%	191 23.8%	53 6.6%	326 40.6%
	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, 10/01/19)		547 13.3%	5 0.1%	149 3.6%	143 3.5%	12 0.3%	3,235 78.7%	18 0.4%	0 0.0%	4,109 100.0%	874 21.3%	309 7.5%	2,483 60.4%
	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, 2019 (see Education section)	336 8.3%	213 5.3%	1 0.02%	85 2.1%	160 3.9%	10 0.2%	3,128 77.1%	75 1.8%	47 1.2%	4,055 100.0%	544 13.4%	256 6.3%	2,617 64.5%
Peer Comparisons													
Faculty LB 389 peers, 2018 Full- and part-time	1,541 5.3%	3,796 13.0%	21 0.07%	961 3.3%	1,258 4.3%	91 0.3%	20,376 69.9%	291 1.0%	804 2.8%	29,139 100.0%	6,418 22.0%	2,331 8.0%	11,053 37.9%
Students at peer institutions (IPEDS, Fall, 2018)	22,606 9.6%	19,547 8.3%	164 0.1%	12,918 5.5%	21,915 9.3%	550 0.2%	143,001 60.5%	8,163 3.5%	7,612 3.2%	236,476 100.0%	63,257 26.7%	35,547 15.0%	127,054 53.7%
All NE higher education students (IPEDS, Fall, 2018)	5,347 4.0%	4,119 3.1%	227 0.2%	6,751 5.0%	13,321 9.9%	921 0.7%	93,844 69.5%	4,268 3.2%	6,191 4.6%	134,989 100.0%	29,607 21.9%	21,220 15.7%	75,716 56.1%
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 (571,327), 2019	4.3%	0.1%	11.5%	12.9%	1.2%	68.8%	2.8%	101.6%	50.7%				
Nebraska (1,934,408), 2019	2.7%	0.1%	5.2%	11.4%	1.5%	78.2%	2.3%	101.4%	50.0%				
United States (328,239,523), 2019	5.9%	0.2%	13.4%	18.5%	1.3%	60.1%	2.8%	102.2%	50.8%				

- a) Asian, Native Hawaiian and Pacific Islander, Black, Hispanic, American Indian/Alaska Native and Two or More Races.
- b) Native Hawaiian and Pacific Islander, Black, Hispanic, American Indian/Alaska Native. Two or More Races is no longer counted in Under-represented Minority category.
- 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).
- e) Hispanic or Latino may be of any race; may also be included in applicable race category.

WORK FORCE ANALYSIS SUMMARY

FEMALE (as of 10/01/2019)										
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	115	15 13.0%	72 62.6%	64 55.7%	4 3.5%	1 0.9%	2 1.7%	1 0.9%	0 0.0%	0 0.0%
Business and Finance	346	52 15.0%	138 39.9%	118 34.1%	10 2.9%	6 1.7%	3 0.9%	1 0.3%	0 0.0%	0 0.0%
Chancellor's Office	39	7 17.9%	22 56.4%	18 46.2%	2 5.1%	1 2.6%	0 0.0%	1 2.6%	0 0.0%	0 0.0%
College of Allied Health Professions	104	6 5.8%	89 85.6%	85 81.7%	2 1.9%	0 0.0%	2 1.9%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	232	36 15.5%	153 65.9%	126 54.3%	4 1.7%	10 4.3%	10 4.3%	2 0.9%	0 0.0%	1 0.4%
College of Medicine	2,068	548 26.5%	1,155 55.9%	894 43.2%	46 2.2%	41 2.0%	162 7.8%	1 0.05%	2 0.1%	9 0.4%
College of Nursing	218	9 4.1%	199 91.3%	192 88.1%	3 1.4%	2 0.9%	2 0.9%	0 0.0%	0 0.0%	0 0.0%
College of Pharmacy	101	40 39.6%	37 36.6%	25 24.8%	2 2.0%	0 0.0%	9 8.9%	0 0.0%	0 0.0%	1 1.0%
College of Public Health	131	43 32.8%	87 66.4%	57 43.5%	7 5.3%	8 6.1%	12 9.2%	1 0.8%	0 0.0%	2 1.5%
Eppley Institute	100	31 31.0%	51 51.0%	39 39.0%	1 1.0%	2 2.0%	9 9.0%	0 0.0%	0 0.0%	0 0.0%
Information Technology	76	12 15.8%	16 21.1%	13 17.1%	1 1.3%	0 0.0%	2 2.6%	0 0.0%	0 0.0%	0 0.0%
Munroe-Meyer Institute	422	46 10.9%	360 85.3%	319 75.6%	9 2.1%	16 3.8%	14 3.3%	1 0.2%	0 0.0%	1 0.2%
Research	157	29 18.5%	104 66.2%	83 52.9%	4 2.5%	2 1.3%	15 9.6%	0 0.0%	0 0.0%	0 0.0%
UNMC Total	4,109	874	2,483	2,033	95	89	242	8	2	14
% of Total		21.3%	60.4%	49.5%	2.3%	2.2%	5.9%	0.2%	0.05%	0.3%
Nebraska Medicine*	664	124 18.7%	263 39.6%	210 31.6%	8 1.2%	6 0.9%	35 5.3%	0 0.0%	0 0.0%	4 0.6%
% of Total										
Nebraska Pediatric Practice**	214	40 18.7%	117 54.7%	97 45.3%	3 1.4%	3 1.4%	13 6.1%	0 0.0%	0 0.0%	1 0.5%
% of Total										

*664 employees are counted both as UNMC and Nebraska Medicine employees. Counts are effective on 12/31/2019.

**214 employees are counted both as UNMC and Nebraska Pediatric Practice employees, counts are effective on 12/31/2019.

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 10/01/2019)								
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	43 37.4%	36 31.3%	3 2.6%	0 0.0%	3 2.6%	0 0.0%	0 0.0%	1 0.9%
Business and Finance	208 60.1%	176 50.9%	20 5.8%	10 2.9%	1 0.3%	0 0.0%	0 0.0%	1 0.3%
Chancellor's Office	17 43.6%	14 35.9%	0 0.0%	0 0.0%	1 2.6%	1 2.6%	1 2.6%	0 0.0%
College of Allied Health Professions	15 14.4%	13 12.5%	0 0.0%	0 0.0%	2 1.9%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	79 34.1%	70 30.2%	1 0.4%	3 1.3%	5 2.2%	0 0.0%	0 0.0%	0 0.0%
College of Medicine	913 44.1%	626 30.3%	20 1.0%	26 1.3%	236 11.4%	2 0.1%	2 0.1%	1 0.05%
College of Nursing	19 8.7%	17 7.8%	0 0.0%	1 0.5%	0 0.0%	0 0.0%	0 0.0%	1 0.5%
College of Pharmacy	64 63.4%	36 35.6%	0 0.0%	3 3.0%	25 24.8%	0 0.0%	0 0.0%	0 0.0%
College of Public Health	44 33.6%	31 23.7%	2 1.5%	2 1.5%	9 6.9%	0 0.0%	0 0.0%	0 0.0%
Eppley Institute	49 49.0%	30 30.0%	2 2.0%	0 0.0%	17 17.0%	0 0.0%	0 0.0%	0 0.0%
Information Technology	60 78.9%	51 67.1%	3 3.9%	5 6.6%	1 1.3%	0 0.0%	0 0.0%	0 0.0%
Munroe-Meyer Institute	62 14.7%	57 13.5%	0 0.0%	3 0.7%	1 0.2%	1 0.2%	0 0.0%	0 0.0%
Research	53 33.8%	45 28.7%	3 1.9%	1 0.6%	4 2.5%	0 0.0%	0 0.0%	0 0.0%
UNMC Total	1,626	1,202	54	54	305	4	3	4
% of Total	39.6%	29.3%	1.3%	1.3%	7.4%	0.1%	0.1%	0.1%
Nebraska Medicine*	401	330	7	13	49	0	0	2
% of Total	60.4%	49.7%	1.1%	2.0%	7.4%	0.0%	0.0%	0.3%
Nebraska Pediatric Practice**	97	77	4	3	12	0	0	1
% of Total	45.3%	36.0%	1.9%	1.4%	5.6%	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 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.

CULTUREFEST

CultureFest is the annual celebration 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. The annual event has continuously celebrated UNMC and the Omaha community's rich diversity and is open at no charge to all UNMC employees and students. The event includes exhibits, activities and food. CultureFest 2019, "Culture in Art," explored how art is heavily influenced by culture. The event offered numerous opportunities to experience art firsthand, including activities from JDiane Creations, That Pottery Place and The Union for Contemporary Art.

Art from the Joslyn Art Museum and the Jewish Federation of Omaha, "The Humans of Tel Aviv," was on display. There were informational booths that featured UNMC employees and groups. Local restaurants offered food samples. This year, food trucks were also available with samples and \$5 meal deals.

BLACK HISTORY MONTH

UNMC celebrated Black History Month in February 2019 with several events and soul food offerings in the Nebraska and Clarkson Cafes. The second annual Gospel Fest Celebration was held in the Durham Outpatient Center Atrium. This year's program featured recording artists TaRae Peoples and Millicent Crawford, actress TammyRa Jackson and dancer Reverend Dr. DeLena Winston.

A Black History Month Trivia Challenge was published in UNMC Today. Prizes, donated by the UNMC Bookstore, were awarded.

CityMatCH, a national Maternal and Child Health organization dedicated to addressing inequities in communities, how they impact health outcomes and what the organization does to affect change presented how inequities impact the health of a community, what the organization does in Omaha and other key projects.

Local author and activist Charlene Butts Ligon read from and discussed her novel, "Fearless," the story of the life and activism of Evelyn Butts of Norfolk, Va.



WOMEN'S HISTORY MONTH

To mark Women's History Month during March 2019, UNMC sponsored informative and enlightening sessions.

Ronda Johnson, a licensed life coach, spoke on "Boundaries: Let's Get REAL." Johnson instructed the attendees on learning when to say yes, knowing how to say no to take control of your life and setting healthy boundaries with your spouse, children, friends, parents, co-workers, and even yourself. She prepared participants to hear answers to some of life's toughest questions.

Representatives from CityMatCH presented, "Who We Are, What We Have Achieved, and How You Can Help." Their mission is to strengthen public health leaders and organizations to promote equity and improve the health of urban women, families, and communities. CityMatCH is grounded in the philosophy that all children and families deserve to be healthy and achieve their optimal growth and development in the physical, intellectual, social, emotional, and spiritual aspects of their lives. The responsibility for assuring this is shared by each individual and his or her family, the community, and government at the federal, state and local levels. Children and families in urban areas have unique needs and deserve special attention. These needs must



be effectively addressed for all children, and ultimately our society, to achieve full potential. Local public health agencies are a critical component of the collaborative effort that is needed to improve the health of children and families in urban areas.

HISPANIC HERITAGE MONTH

Storyteller Linda Garcia-Perez headlined UNMC's Hispanic Heritage Month observances during September 2019. Garcia-Perez spoke on "Storytelling: The Hispanic Oral Tradition." She drew on her experiences as a young girl in Omaha's Mexican-American barrio to create stories conveying a universal message of humor, wonder and tradition.

"Linda Garcia-Perez, a local artist and storyteller who has dedicated her life to her craft," said Athena Ramos, assistant professor, Center for Reducing Health Disparities, UNMC Department of Health Promotion. "Her work-sharing history and traditions is critical to growing cultural understanding, acceptance, and fostering a common humanity in our state and throughout the world."

"The celebration of the Hispanic Heritage Month is one of many ways we can acknowledge the significance and contributions of the Hispanic and Latino American cultures in the United States," said Marcela Carvajal, outreach project specialist in the UNMC College of Public Health. "In the Midwest, Hispanics continue to bring our culture, values and skills, helping to revitalize new destination communities."

The event also included a papel picado (Mexican paper-cutting) demonstration following Garcia-Perez's presentation.

ICAN

The Institute for Career Advancement Needs (ICAN) celebrated its 26th year. "ADAPT: Leadership in the Digital Age" was the theme for this year's conference. Attendees were encouraged to, stay human. And stay relevant, with leadership in the digital age.

Nearly 3,000 women and men from all over the United States, and increasingly the world, meet in Omaha for education, inspiration, and networking. 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.

ADMINISTRATIVE PROFESSIONALS DAY

Last year's Administrative Professionals Day theme was "Hats Off to You." MsEllalInspires motivated the crowd while speaking on "Visualizing the Inner You" and "Power In Your Purpose." All attendees had the opportunity to choose which informational session they preferred to attend.

Kathleen Kallstrom-Schreckengost, PsyD, presented "The Golden Rule in Reverse: How to Take Care of Yourself as Well as You Do Others." This presentation included information about burnout and other issues that impacts those in helping professions. Bravium's Annamarie Mann provided guidance on how to "Step into Your Strength." That year featured a new registration system where Human Resources worked closely with the Office of Community Engagement to fully utilize UNMC | SYNC, which had been upgraded to Engage. In addition to registering for this event, HR has also created a community for all UNMC administrative professionals and any other groups as it continues to innovate, create and host events.

Each session concluded with a demonstration using the People Are Everything System (PAE). PAE is UNMC's employee reward and recognition system.

Community Engagement

HUMAN RESOURCES

Since 2016, 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. The program has grown from just three interns in 2016 to twelve in 2019, the largest group since the program started. Participating departments and units included the Chancellor's Office, Human Resources, Facilities, Otolaryngology, the Photo ID Office, Internal Medicine DEM, Regional Pathology, Business & Finance, Surgery, Anesthesiology, Family Medicine,



Student and faculty members at the Annual Fall Semester Welcome Barbecue. September 2019

General Internal Medicine, Radiation Oncology, the Center for Healthy Living, the SHPEP Program and the Eppley Institute Cancer Research Doctoral Program. Additionally, one Step-Up intern was placed in the Department of Human Resources at the University of Nebraska at Omaha.

INCLUSIVITY EFFORTS

Graduates & Professionals Representing Achievement, Diversity and Service (G.R.A.D.S.) is a student-run campus organization open to students, faculty and staff from all UNMC colleges. Their mission is to provide a supportive network that is representative of diverse backgrounds, promoting achievement, encouraging diversity in the community and providing service to the UNMC campus and Omaha community. This is done by engaging with members during monthly meetings and with invited speakers from UNMC and the Omaha community, as well as social and volunteer events organized over the course of the school year. This past year, discussions were facilitated on topics ranging from the impact of Redlining in Omaha to Imposter Syndrome. Black History Month was honored with a seminar presented by Dominique Morgan on the "Role of Healthcare professionals in a Community in Crisis". G.R.A.D.S. hosted Dr. Joelle Simpson, Medical Director of Emergency Preparedness at Children's National, for a discussion with members on "Building a Personal Board of Directors for Success." Student professional development is promoted with programming such as fireside chats, as well as assigned faculty mentors. Finally, the group engages with the Omaha community through volunteer hours including partnerships with Global Leadership Garden and the Emerging Professionals Program's UNMC Day of Service.



Student members along with Dr. Joelle Simpson (center) following a question and answer chat. November 2019

EMPLOYEE LOYALTY TAB

EMPLOYEE LOYALTY TAB

EMPLOYMENT GROWTH

5-Year Employment Growth

Overall growth has increased greatly over the past five years. This continues to be true with the Faculty (34.36%) and Technical/Paraprofessional (48.22%) categories due largely to the organization's focus on research and education. A continued decrease of staff in the Skilled Crafts category (-12.68%) has occurred as more processes have been streamlined.

UNMC experienced large growth from 2015 through 2019, with an increase of 22.17% in regular employees and an increase of 21.96% in total overall employment.



EMPLOYMENT GROWTH 2014 THROUGH 2019

	January 2015	December 2019	Total Difference	
	Count	Count	Count	% Growth
Regular Full- and Part-Time Employees	3,392	4,144	752	22.17%
Total Employment*	4,705	5,738	1,033	21.96%

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

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

	January 2015		December 2019		Total Difference	
	Count	% Total	Count	% Total	Count	% Growth
Clerical/Secretarial	478	14.09%	504	12.16%	26	5.44%
Executive/Administrative	69	2.03%	77	1.86%	8	11.59%
Faculty	1,359	40.06%	1,826	44.06%	467	34.36%
Professional/Managerial (non-faculty)	1,056	31.13%	1,209	29.17%	153	14.49%
Service Maintenance	162	4.78%	174	4.20%	12	7.41%
Skilled Crafts	71	2.09%	62	1.50%	(9)	(12.68%)
Technical/Paraprofessional	197	5.81%	292	7.05%	95	48.22%
Total	3,392	100.00%	4,144	100.00%	752	22.17%

TOTAL FACULTY, FALL 2019

	Male	Female	Total
Professors	229	96	325
Associate Professors	201	160	361
Assistant Professors	366	431	797
Instructors	91	136	227
TOTAL	887	823	1,710

UNMC FACULTY BY COLLEGE/PROGRAM, FALL 2019

	Full-time	Part-time	Total
Allied Health	64	3	67
Dentistry	59	44	103
Medicine	1,014	144	1,158
Nursing	117	31	148
Pharmacy	51	3	54
Public Health	56	7	63
Eppley	29	2	31
Munroe-Meyer	68	3	71
Library	15	0	15
TOTAL	1,473	237	1,710

EMPLOYEE ENGAGEMENT, RETENTION AND WELLNESS

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

Re-Imagining U in the 3rd Year — Employee Learning and Development Program for UNMC & UNO

University of Nebraska Medical Center | University of Nebraska at Omaha

Re-Imagining U

Re-Imagining U, a strategic employee development program offered to UNO and UNMC employees, is in its third year and the number of participants is steadily increasing. Re-Imagining U is managed by the Human Resources offices at both UNMC and UNO. Program participants have the opportunity to customize their learning and skill development in a way that is right for them. Content is derived from needs indicated in our current strategic vision and employee engagement surveys. Courses are either individual or cohort format. Attendance numbers for 2019 were well over 1,200!

UNMC continues to find innovative ways to remain a culturally competent organization where employees from different cultural heritages, lifestyles and worldviews are treated equitably and with respect. In addition to regularly appearing content, Re-Imagining U also features one-time speakers and topics, called Electives. Offerings are promoting cultural awareness and understanding through workshops, lectures, special programs, deeper discussions, trending leadership topics, equity, diversity and inclusion learning.

Aligning with the strategic initiatives of UNMC, several courses are available to elevate the dialogue around personal and team wellness including mindfulness, mental health, trust and communication. Another new offering includes “A Deep Dive Cohort on Navigating Difficult Conversations.” Employees are eager and happy to learn the research-based brain science behind leading and coaching others through difficult conversations. A partnership with UNMC Emergency Medicine around Design Thinking was created to demonstrate a structured way to think outside the box.

A new registration system was also introduced. This system now tracks all the courses participants register to attend and complete. Program feedback remains overwhelmingly positive as employees share the influential and tangible changes within their teams and highlight their own personal development and accomplishments.

Title IX

The Title IX Office, in collaboration with the student organization, EMPOWER, hosted “It’s on US” Spring Week from April 22 to April 26:

- Monday, April 22: “Start the Day with US” included Donuts & Coffee and an Informational booth with giveaways: Consent Magnets, I Ask for Consent Buttons, Bystander Pocket Cards & I Ask for Digital Consent Palm Card.
- Tuesday, April 23: “What Are My Rights... and Who Will Help Me?” Speaker: Chief Charlotte Evans, Interim Chief of Police/ Director of Campus Security and Public Safety for UNMC, UNO and Nebraska Medical Center. When the unthinkable happens, how do I get the help that is right for me? What will happen if I report? How do I find resources? Do I have options? Not knowing what to expect can leave another layer of trauma.
- Thursday, April 25: Sexual Assault Prevention and Advocacy” Presenting Panel: Eileen Reilly, Legal Services Manager and Jacquie Gordon, Volunteer and Training Coordinator. Women’s Center for Advancement (WCA). WCA programs strategically address the many issues facing victims of domestic violence and sexual assault, while working to reduce the number of future victims through education and prevention.



Human Resources — Compensation, Staffing, Records and HRIT

- Human Resources, in collaboration with ITS, enhanced online performance evaluations in UNeVal. Enhancements included:
 - Automated reminders at each step/status,
 - Increased space for comments from 1,000 characters to 2,000 characters,
 - Ability to copy and paste, changed rating scale (1 to 4),
 - SMART Goals added,
 - Added compliance value and
 - Added UNePlan Strategic Planning.
- In 2019, 2,208 performance evaluations were completed online.
- UNMC collaborated with Nebraska Medicine for a third year with the CAREEROCKIT Program. CAREEROCKIT is an initiative of the Greater Omaha Chamber, in partnership with countless community partners to connect students and young adults with opportunities to move along the learning pipeline, gain applicable knowledge and build excitement for growing career options, right here. On February 11, 2019, for the third year in a row, the University of Nebraska Medical Center and Nebraska Medicine partnered to provide an inspiring day of career experiences to 65 Ralston High School students. The speakers included Aileen Warren,



Assistant Vice Chancellor for Human Resources; Dr. Iqbal Ahmad, Associate Dean Postdoctoral Affairs & Professor of Ophthalmology and Visual Sciences; Brian Monaghan, Manager, Advanced Simulation Operations; Dr. Hani Haider, Professor & Research Scientist, Orthopaedic Surgery; Alison Johnson, Rehab Services Manager, NM and Russell McKune, Sports Medicine Program Coordinator, NM. Learning activities students participated in included Hands-on laboratory experience with the College of Allied Health Professions, iEXCELSM, The amazing brain, Tour and presentation — Pathology/Microbiology Laboratory, Tour and presentation — Robotics Laboratory, Simulation Laboratory, Spine board demonstration by Sports Medicine, Trauma simulation events provided by Nebraska Medicine Nursing team and UNMC Simulation Laboratory team.

- Compensation implemented Fair Labor Standard Act (FLSA) changes effective January 1, 2020. On September 24, 2019, the U.S. Department of Labor (DOL) issued a new Final Rule updating the minimum salary requirements/threshold for the “white collar” (executive, administrative and professional) overtime exemptions. Under the Final Rule, the annual salary level/threshold for the executive, administrative and professional exemptions increased from \$23,660 to \$35,568, or from \$455 per week to \$684 per week.
- Compensation facilitated and completed the university-wide 2018 for 2019 annual market analysis, to include initiation of trending of benchmark jobs.
- Compensation and Records implemented the Online Recurring/Additional Payment Form through ADIS. This online process increased efficiency and effectiveness for both the units and for Human Resources as it eliminates paper forms, reduces work, reduces errors and facilitates the approval process online.
- Compensation and Records implemented a web page named “Nu Values - Recurring-Additional Payment” to aid Administrators in processing Recurring/Additional Payments accurately and on a timely basis. The web page contains helpful information for Administrators and PAF Coordinators

such as “User Guide (ADIS) — Recurring Additional Payment Authorization Form” and “Payroll Schedule for Recurring and Additional Payments.”

- HRIS (Records & IS) implemented the I-9 Management System. The I-9 Management System allows Administrators & PAF Coordinators to perform a variety of functions online such as complete a new Form I-9 using electronic signatures; retrieve electronic Forms I-9, supporting documents and audit trails; access reports and verify an employee’s eligibility to work in the United States through E-Verify®. The online system increased efficiency and effectiveness for both the units and for Human Resources as it eliminates paper forms, reduces work and reduces errors in completing I-9 Forms.
- HRIS (Records) implemented a web page named “NU Values — I-9 Management System”. The web page contains helpful information for Administrators and PAF Coordinators such as “Procedures for New Hire — How to complete Section 1 of I-9 Form” and “Procedures — Create Packet & Complete I-9 Form in I-9 Management system”.
- HRIS (Records) in collaboration with Payroll and HRIS UNCA automated the employment verification process. The automated process is via Firefly and includes basic employment verifications and verifications for banking purposes. This automated process increased efficiencies in records and payroll as it decreased significantly the time in completing employment verifications.
- Staffing attended 13 career fairs in an effort to recruit a diverse workforce, promote UNMC’s open positions, answer questions on the application and selection process and communicate the benefits of working for UNMC.
- Staffing, in collaboration with Nebraska Medicine Employee Health, implemented an efficient and effective process for Pre-Employment Physical Request and Assessment. The improvements included a new “Request for Employee Health Services Form,” appointments and assessments within time frame.

Benefits

- Annual NUFlex Open Enrollment was held October 28 – November 15, 2019. UNMC had the greatest number of employees completing benefits enrollment. Of the 4,615 eligible UNMC employees, 4,254 or 92.2% of them, enrolled in benefits. This surpassed the average completion on all campuses by 1.2%.
- Conducted a retirement seminar featuring eight speakers and a vendor fair with 26 vendors. One hundred ten employees attended the full-day seminar.
- Held a women's workshop series in September/October consisting of four different topics pertaining specifically to women and investing. There were a total of 99 participants total (attending all four sessions, with each session averaging 24 participants).
- The University of Nebraska offered two Health Saving Account (HSA) Sessions presented by our Fidelity representative, on how to set up their employer-sponsored HSA. The sessions were specifically for those enrollees in the Qualified High Deductible Health Plan (QHDHP) and were offered in person and via Zoom.
- Benefits processed 949 403(b) forms and 407 457(b) retirement forms.
- Benefits met with 49 individuals concerning retirement options.

Employee Assistance Program — Arbor Family Counseling

- Updated and renewed the Employee Assistance Program (EAP) contract with Arbor Family Counseling services for FY 2019-20.
- Developed and distributed a new poster that focused on the various ways to increase resiliency and avoid burnout as well as the various appointment options available.
- EAP Utilization Report (January 1 – December 31, 2019) reflected the following statistics:
 - 296 total cases consisted of 222 employees, 34 children of employees and 40 spouses
 - 202 of those cases were females and 94 were males
 - The College of Medicine had the greatest number of client visits reported at 101 (34% of those seen), followed by 14% in Munroe-Meyer/Postdoctoral Program followed by 8% each in the College of Public Health and Research, then by 7% utilization in the College of Nursing.
 - A former client was the most prevalent referral source (17%) followed by "company internet" at 15% followed closely by "spouse" at 14% with "parent," "company forum" and "co-worker" each with 10%



- Presenting Concerns was led by "stress" at 37%, "anxiety" at 22%, followed by "depression" and "marriage counseling" each at 11%.
- Six employees used the WebEx option (up from one the previous year).
- On-site visits consisted of 61 clients having 127 appointments.
- Total number of sessions held was 475.
- Total number of clients served by either sessions, training or debriefing was 556, up from 385 in 2018.
- Clients rated their experience at Arbor Family Counseling as 9.6 (on a scale of 10).
- Presented at Grand Rounds for the OB/GYN Department with approximately 60 employees attending.
- Provided a presentation on self-care, stress and burnout to 70 employees on April 23.
- Spoke at the Department Administrative Round Table (DART) to 60 employees in November.
- Present monthly at New Employee Orientation.

Engagement

STEP UP PROGRAM

"UNMC is a proud participant in Step-Up Omaha. This past summer, a Step-Up Omaha participant brought tremendous energy to the chancellor's office, while gaining valuable professional experience. I would encourage all Omaha-area organizations and businesses to look at participating in this program, which is crucial to building a highly competitive workforce that is reflective of the communities we serve."

— Jeffrey P. Gold, MD
Chancellor

UNMC has partnered with the Step-Up Program since 2016 and the number of interns placed on campus has grown each year—from three in 2016 to twelve in 2019! The number of UNMC departments participating in the program has also grown from three to sixteen and has included the Chancellor's Office, Human Resources, Facilities, Otolaryngology, Photo ID, Internal Medicine DEM, Regional Pathology, Business & Finance, Surgery, Anesthesiology, Family Medicine, General Internal Medicine, Radiation Oncology, the Center for Healthy Living, the SHPEP Program and the Eppley Institute/Cancer Research Doctoral Program. In addition, the University of Nebraska at Omaha placed one Step-Up intern in their Department of Human Resources.

Wellness

The Music as Medicine series offers UNMC and Nebraska Medicine faculty, staff, students, visitors and patients the opportunity to attend eight classical or jazz concerts from October through May at the Durham Outpatient Center West Atrium.



The free concerts begin at noon and are open to the public. FY 2018-19 concerts were by Omaha Chamber Music Society, Susie Thorne and Friends, Burt Street Individuals, Rat Pack Jazz and the Central High School Choir. Concerts for the FY 2019-20 season include musicians from the Omaha Chamber Music Society, Susie Thorne and Friends, Camille Metoyer Moten, Rat Pack Jazz and Sough High School Choir. The audience is encouraged to bring their lunch and let the music be their medicine. The concert series is sponsored by the UNMC Office of the Chancellor with support from the UNMC Department of Human Resources.

Center for Healthy Living

The Center for Healthy Living (CFHL) provides a variety of leisure activities in addition to fitness and wellness services for UNMC students, faculty, staff, volunteers, alumni and their families

MEMBERSHIPS

- Memberships have increased for the third straight year. This past year we have increased from 798 to 869, an increase of 9%.
- Membership contracts have increased from 671 to 740, which is over a 10% increase.

FACILITY

- The CFHL includes two activity courts (for basketball, volleyball, badminton, pickle ball, futsal, kickball and matball, hitting wall and indoor walking/running track); three fitness studios, a table tennis area, men’s and women’s locker rooms and the Heiser Strength and Conditioning Area. A cardio area contains dynamic exercise alternatives such as treadmills, elliptical trainers, step machines, rowing machines, a Versa-Climber, expresso bicycles and stationary and recumbent bicycles. The Heiser Weight Room includes resistive exercise weight machines, as well as free weights.
- We continue to improve the recently renovated facility by adding additional benches in the gymnasium, extra seating on the first and second floor and various small items to improve the overall usage of the facility.

INTRAMURAL LEAGUES

From May 2018 – August 2019

INTRAMURAL PARTICIPATION 2018-19			
	TEAMS	PARTICIPANTS	PARTICIPATIONS
Basketball	19	159	1,687
Bocce	8	37	129
Broomball	11	77	316
Curling	30	157	627
Futsal	14	136	686
Golf	12	90	624
Kickball	4	47	126
Matball	5	64	245
Pickleball	20	53	268
Sand Volleyball	9	67	291
Soccer	18	174	473
Softball	5	88	343
Ultimate Frisbee	3	33	68
Volleyball	31	283	1,572
Year Totals	189	1,465	7,455

- Introduced Ultimate Frisbee and Outdoor Pickleball, two new leagues.
- Purchased nets for two full outdoor Pickleball courts and two new broomball goals.
- Unveiled a new “Ruth & Bill Scott Intramural Champions Cup” at the We Are UNMC BBQ during August 2019.

FITNESS CLASSES

- The CFHL has instructor-led fitness classes offering six distinctive types of classes offered 17 different times during the week. We also have the Fitness on Demand video system with over 400 available streaming classes. There were 674 Fitness on Demand classes streamed in 2019.



Center for Healthy instructor-led fitness classes:

	2015	2016	2017	2018	2019
Total number of classes per year	440	336	613	690	686
Total number of class participants per year	3,224	2,844	4,799	4,832	6,522

SPECIAL EVENTS AND ACTIVITIES

Many special events and activities are promoted on campus. The CFHL provides space for student-run events and tournaments, hosts the Nebraska State Games Badminton Tournament, the Flatland Juggling Regional event, cricket tournament, hosts new student orientation every fall as well as the Colleges of Pharmacy and Physical Therapy Career Day. The Center for Healthy Living also has wellness days by participating in various activities.

- Assisted with the Farmer's Market on campus
- Participated in the Step-Up program from June 11 – August 1, 2019, welcoming an intern for nine weeks

PRESENTATIONS/LECTURES

Offer a wide variety of presentations/lectures/fairs, blood drives, etc.

- August 2018 Assisted with the Owl Ride, a benefit for Meyer Foundation for Disabilities
- August 2018 Corporate Cycling Challenge (UNMC won the challenge in 2018)
- August 2018 Blood Drive (63 donations)
- September 2018 Assisted with COPH Healthy Vending Taste Choice
- November 2018 Taught eight 90-minute health education classes to Millard South students
- November 2018 Participated in New Faculty on-boarding event w/ Dr. Gold
- December 2018 Lectured on posture for COM M1 class

- December 2018 Family Practice Resident's Wellness Day at CFHL
- January 2019 HR Winter Gathering at CFHL; presentation, tours, yoga and games
- January 2019 Lecture for Lifestyle Medicine Interest Group
- January 2019 Blood Drive (55 donations)
- February 2019 Assisted with Dodgeball for Heart Tournament
- February 2019 Presented on Heart Disease for Olson Center
- February 2019 Met with PHYT 942 PT students from China to discuss physical fitness
- March 2019 Lectured PSYC 718 class
- April 2019 Lectured during Earth Month for Sustainability group
- April 2019 Lecture for COPH Center for Reducing Health Disparities Department
- April 2019 Blood Drive (49 donations)
- April 2019 Lecture for PSYC 718 class
- May 2019 Assisted with Heart Walk
- June 2019 Ask UNMC segment about strength training airs on KETV
- June 2019 Presented on Fitness conditioning for Summer Scholars Program
- July 2019 Blood Drive (38 donations)
- July 2019 Assisted with Owl Ride a benefit for Meyer Foundation for Disabilities
- July 2019 Lecture for PSYC 718 class
- August 2019 Corporate Cycling Challenge (UNMC won the challenge in 2019)
- August 2019 Lecture for second-year Physical Therapy class on Assessing a Population
- September 2019 Lecture for PSYC 718 class



- September 2019 Blood Drive (59 donations)
- September 2019 Gym tour and demo for COPH Center for Reducing Health Disparities
- October 2019 Lecture for PSYC 718 class
- November 2019 Lecture for M1 Musculoskeletal Integument Block
- December 2019 Blood Drive (37 donations)
- December 2019 De-Stress Week yoga class at CFHL
- December 2019 Family Medicine Resident's Day at CFHL
- December 2019 Lecture for M1 Musculoskeletal Integument Block
- December 2019 Physical Activity Interview with Fox 42

Child Development Center

- Started remodeling and painting of the children's bathrooms.
- Enrollment maintained at full capacity.

WELLNESS AT UNMC

The UNMC Wellness Education and Research Team is led by Steven Wengel, MD, a long-time UNMC faculty member in the Department of Psychiatry and Assistant Vice Chancellor for Campus Wellness for UNMC and UNO. In 2020, he was joined by Katrina Cordts, PhD, and Alison DeLizza, PhD, both clinical psychologists also in the Department of Psychiatry.

UNMC Wellness Education and Research Team Mission

We will build a thriving, person-centered community by providing resilience-building education, innovative research, and evidence-based resources for faculty, students, and staff to lead vital lives as they transform the community and world.

The team has developed a number of initiatives in 2020, including:

- Creation of a series of stress management webinars intended to assist all UNMC and UNO students during the COVID-19 pandemic.
- Use of the UNMC Wellness website as the “go-to” destination for wellness information.
- Compilation of internal and statewide services for students needing resources to locate childcare, food and housing hardships, legal assistance, among other personal challenges that may impact their ability to engage academically.
- Development of a research program to investigate the most effective strategies to prevent professional burnout in our students, residents and faculty.
- Providing workshops on stress management techniques to UNMC and UNO students, faculty and staff.
- Ongoing Stress Management and Resiliency Training (SMART) groups at UNO and UNMC.
- Support and sponsorship of medical humanities programs, such as the student singing group, Doc’Apella and the Nebraska Medical Orchestra.

The team is supported by two committees that help advance wellness initiatives throughout UNMC and that link with UNO for wellness activities. These are the Wellbeing Coordinating Council and the Campus Wellness Communication Committee.

Wellbeing Coordinating Council

The Wellbeing Coordinating Council, co-chaired by Dr. Wengel and Juliann Sebastian, PhD, RN, Dean of the College of Nursing, continues to emphasize 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 and by collaborating on events such as those relating to medical



humanities. The Fifth Annual Wellbeing Symposium was held on April 9, 2020, as a virtual panel discussion of ways to manage stress and thrive during the unprecedented changes brought about by the COVID-19 pandemic. Steve Wengel, MD, and Sarah Richards, MD, led the panel discussion.

Earlier in the year, the colleges of nursing and allied health professions, in collaboration with the Interprofessional Academy of Educators and UNO’s Medical Humanities program and School of the Arts of Communication, Fine Arts, & Media held a five-session series on the “Art of Observation”. This series was led by Beth Culross, PhD, RN, Director of the College of Nursing Learning Resource Center, and Steve Langan, MFA, Interim Director and Community Liaison, Medical Humanities, UNO and gave participants time to reflect on health professions education and practice while enjoying artwork on the UNMC campus.

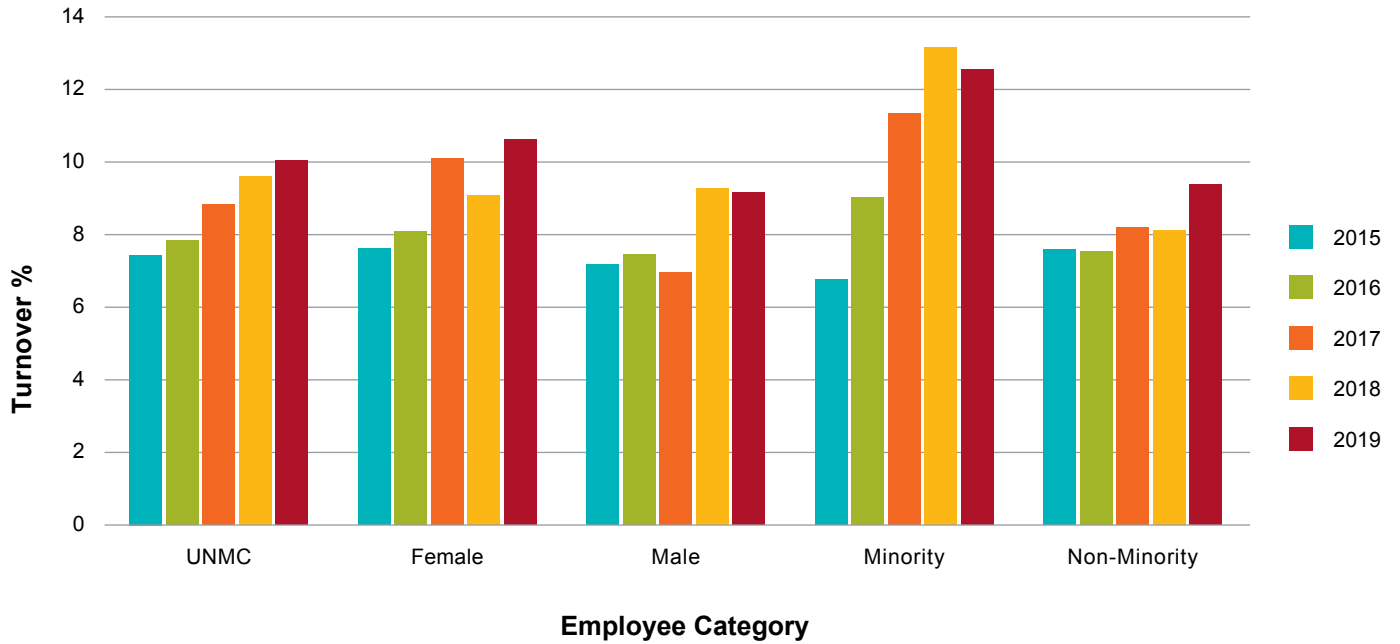
Campus Wellness Communication Committee

David Carver, PhD, and Dr. Wengel co-chair this new committee. It is made up of faculty and staff from all UNMC colleges and institutes. This committee was formed to provide “first responder” training to faculty and staff, to give them tools to assist students and fellow employees in distress, as well as providing a mechanism for two-way communication between the different UNMC units and the Wellness program. The CWCC currently has over 30 members and has been a valuable resource for students, faculty and staff, especially in this time of increased stress due to the pandemic.

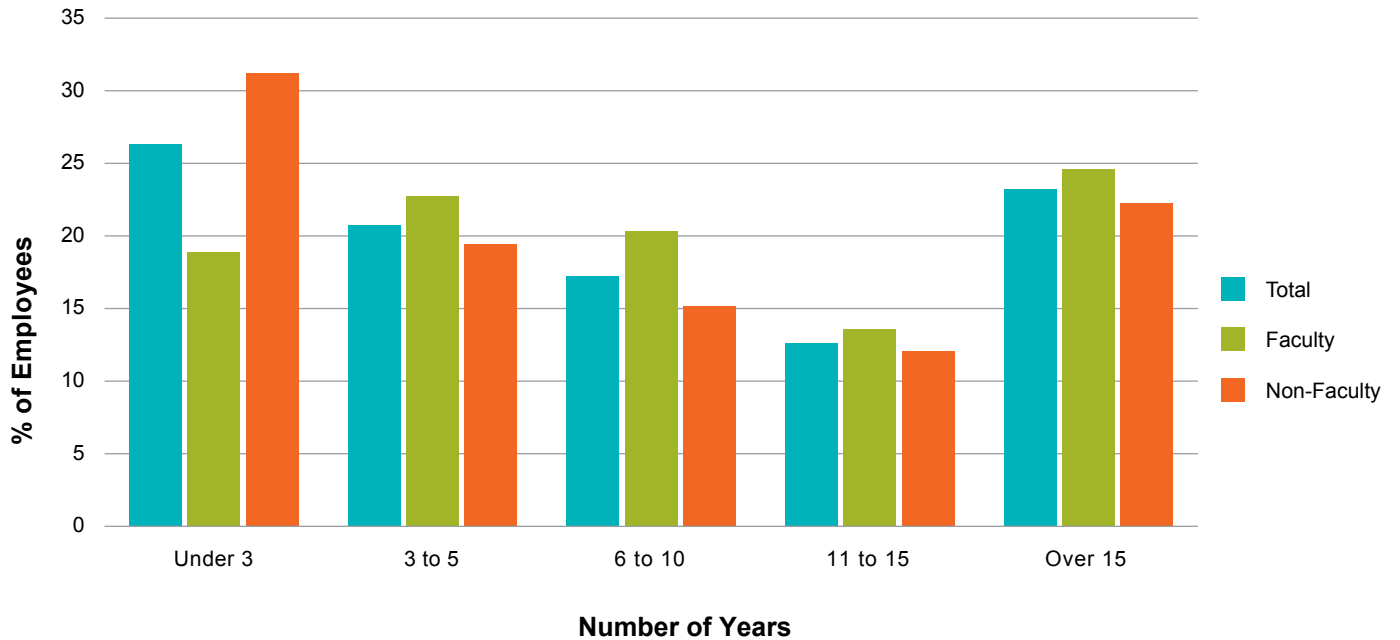
EMPLOYEE TURNOVER AND LENGTH OF SERVICE

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

Turnover Rates by Category



Average Length of Employment



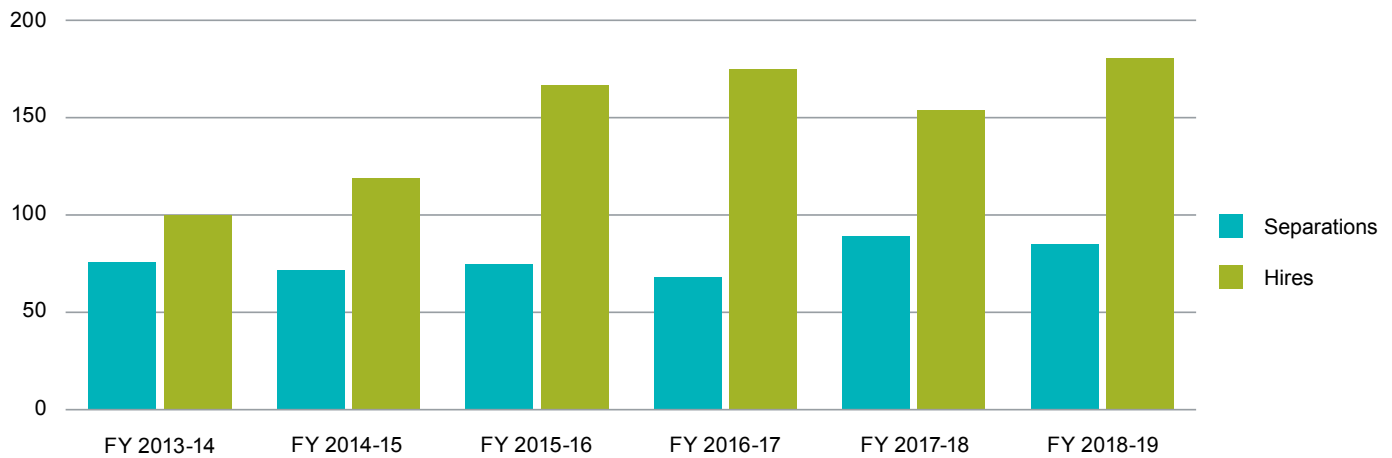
*Turnovers include resignations, retirements, appointment expirations, terminations and deaths.

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

FACULTY TURNOVER

COLLEGE/INSTITUTE	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19
Chancellor/Library of Medicine	0%	14%	0%	7%	7%	7%
College of Allied Health Professions	11%	6%	13%	9%	9%	2%
College of Dentistry	2%	5%	16%	2%	4%	7%
College of Medicine	8%	6%	5%	4%	6%	6%
College of Nursing	8%	9%	6%	8%	11%	5%
College of Pharmacy	12%	3%	3%	4%	7%	4%
College of Public Health	4%	14%	7%	7%	7%	7%
Eppley Institute	6%	5%	6%	14%	11%	16%
Munroe-Meyer Institute	3%	5%	11%	9%	9%	6%
Total UNMC Campus	7.3%	6.7%	6.5%	5.5%	6.9%	6.2%

Faculty Turnover Comparison



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

Faculty Turnover Comparison

	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19
Separations	76	72	75	68	89	85
Hires	100	119	167	175	154	181

Increase in number of female faculty for 5-year period:	
New hires	383
Resignation	172
Net Gain	211

Increase in number of male faculty for 5-year period:	
New hires	413
Resignation	216
Net Gain	197

Increase in number of minority faculty for 5-year period:	
2014	137
2019	191
Net Gain	54

RESPECT SURVEY



Recognition

A pat on the back — acknowledgement for a job well done — from managers and the organization at large

Exciting Work

A job that's interesting, challenging and fun

Security

Confidence that solid work and a well-managed organization lead to job security

Pay

Fair compensation for a day's work

Education and Career Growth

Opportunities to develop skills over the course of a productive career

Conditions

A well-equipped workplace that is physically comfortable and socially inviting

Truth

Frank, honest and transparent communication from managers and senior leaders

The UNMC RESPECT survey was administered from March 25 to April 5, 2019, via an online invitation to 4,422 employees. The biennial survey that measures employee engagement was completed by 3,184 employees, resulting in a 72% participation rate.

The RESPECT survey consisted of 45 questions that evaluated seven dimensions: **Recognition**, **Exciting Work**, **Security**, **Pay**, **Education and Career Growth**, **Conditions** and **Truth**; in addition to assessing senior leaders and direct line managers and employees' engagement with the organization and confidence in the organization's performance.

The 45 item survey measured questions on a scale from strongly disagree to strongly agree. According to the survey:

- The vast majority of employees like their work, believe it makes good use of their skills and abilities and provides them with a sense of accomplishment. They have the resources they need to complete their work and managers recognize them for work well done.
- Employees report feeling part of a team and describe their co-workers as cooperative. They view safety as an organizational priority and are proud to work for UNMC.

- Some employees do not regard their pay as fair and do not have a good understanding of pay practices. Also, employees would like more effort aimed at getting their opinions heard and more open two-way communication, particularly with their immediate supervisors and managers.

UNMC leaders and volunteer Survey Champions encouraged teams and colleagues to participate in the survey and share their input. Colleges/units also engaged in a friendly survey competition to increase employee participation, resulting in the College of Allied Health Professions winning the 2019 First Place trophy for an impressive 99% survey response rate.

Campus leaders continue to meet with teams to discuss critical areas identified in survey results along with ideas and decisions for improvement. Human Resources assists leaders in navigating the survey dashboard, developing strategies to utilize the data and by creating learning opportunities to increase leadership capacity. UNMC is committed to using the RESPECT survey information to build upon strengths and identify ways to address concerns at all levels of the organization. The RESPECT survey will be administered again in 2021 and 2023.

Survey Results At-A-Glance

72.0% of UNMC employees responded to the survey.

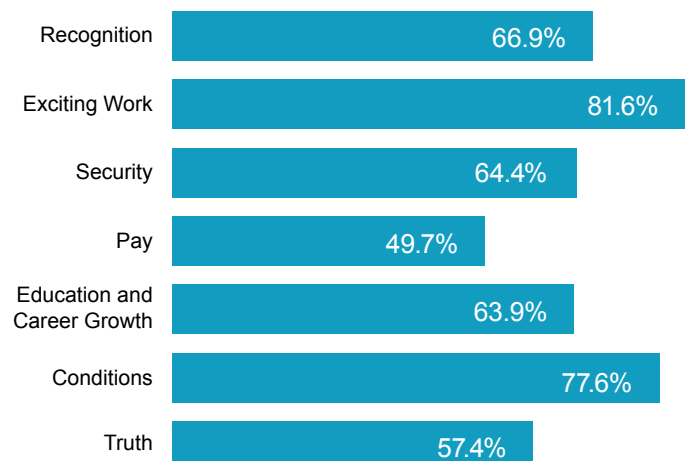
Most favorably rated categories

- » Exciting Work
- » Conditions
- » Subjective Well-Being

Least favorably rated categories

- » Pay
- » Truth
- » Dynamic Collaboration

THE RESPECT FRAMEWORK



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 Office of Counseling and Student Development, 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 and clinician, serves as the designated faculty/staff Ombudsperson. David Carver, PhD, continues in his 24th year as the designated Student/Staff Ombudsperson. Although ombudspersons are named for specific populations, campus community members may see either ombudsperson. Pat Oberlander is the Ombudsteam assistant.

2019 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. Since 2018, Dr. Carver has provided 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 began his second term on the board of directors of the International Ombudsman Association, the leading professional group for organizational ombuds worldwide. He also co-chaired the IOA Standards of Practice Task Force and taught the fundamentals course for new ombuds at the Summer Meeting of Academic Ombuds at DePaul University.

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, and at the discretion of the ombuds. 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 is protected. Broad areas of reporting include behavior issues, benefits, academic concerns, 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; privacy of communication between “visitors” and the ombuds is maintained except in cases of imminent risk to self or others

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



Susan Swindells, MBBS



David Carver, PhD



Patricia Oberlander

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 those in 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 (also known as the "visitor"). 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 Chancellor and Senior Vice Chancellor for Academic Affairs 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.
- Would like informal coaching on how to communicate effectively about a problem you are experiencing.
- 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 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	79	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
FY 2018-19	\$2,510,640	\$2,178,746	16	409	101	151

If you build it...

UNeMed uses several common technology transfer tools in its mission to advance University of Nebraska technologies. Among them are things like securing patents and helping arrange sponsored research agreements. Then there are tools that UNeMed creates in its unwavering devotion to its inventors.

In 2018, UNeMed produced for the first time the MidWest Drug Development Conference. A resounding success, the conference was built around a fairly simple idea: Bring several of the best Midwestern universities together in Omaha for two days and combine resources to attract the attention of global pharma, biotech and venture capitalists. UNeMed gained more than a dozen new contacts and opportunities from that conference, including support from SHARPhub (Sustainable Heartland Accelerator Regional Partnership) grant funding. SHARPhub is funded by a Small Business Technology Transfer grant from the National Institutes of Health and aims to provide entrepreneurial resources to researchers in so-called flyover states like Nebraska, Kansas, Oklahoma and the Dakotas.

SHARPhub will provide the kind of support that UNMC and UNO startups might need to be more competitive for venture or SBIR funding, or it may help provide support for additional development of new technology. Early support like this could make all the difference between obscurity and FDA approval. Combining SHARPhub with another new resource, UNeTech, could prove to be a new superpower for us. UNeTech is the University's Omaha-based biotech startup accelerator, and as it grows it will be yet

another way to start and build companies. And those companies will in turn help develop our technologies beyond the dreaded Valley of Death.

UNeTech will be the cornerstone for biomedical startups in our region. New startups can go there to find all the support they need, whether it's affordable physical space or expertise or mentoring or other resources. UNeTech can be a place where biomedical entrepreneurs can develop products that have a national and global impact on human health.

	5-year Average	FY 2018-19
Gross Revenue	\$1,992,709	\$2,510,640
Sponsored Research	\$1,145,476	\$2,178,746
Licenses Issued	20.8	16
IP-related Agreements	463.8	409
Inventions Evaluated	88.6	101
Patent Applications	115.8	151



Seventeen major Midwest medical research institutions with their best and brightest technologies

IN ONE PLACE!

CINCINNATI CHILDREN'S HOSPITAL
KANSAS STATE UNIVERSITY
MAVO CLINIC
OHIO STATE UNIVERSITY
PURDUE UNIVERSITY
UNIVERSITY OF COLORADO
UNIVERSITY OF IOWA
UNIVERSITY OF KANSAS
UNIVERSITY OF KENTUCKY

UNIVERSITY OF MISSOURI
UNIVERSITY OF MISSOURI-KC
UNIVERSITY OF NEBRASKA
UNIVERSITY OF NOTRE DAME
UNIVERSITY OF OKLAHOMA
UNIVERSITY OF SOUTH DAKOTA
UNIVERSITY OF TOLEDO
WYOMING

REGISTER AT: MWDRUGDEVELOPMENT.COM

MidWest Drug Development Conference

**MEET NEW PARTNERS
UNEARTH HIDDEN GEMS**

Sept. 30-Oct. 1, 2019 » Omaha

\$6.65 BILLION IN RESEARCH
2,815 NEW INVENTIONS
950 LICENSING AGREEMENTS
768 U.S. PATENTS
153 NEW PRODUCTS
177 STARTUPS FORMED
25 BLOCKBUSTERS

Flyover this!

SOURCE: ASSOCIATION OF UNIVERSITY TECHNOLOGY MANAGERS' LATEST AREA DATA. TECHNOLOGIES™ AND GROUP LICENSING AGREEMENTS SOURCE BY MILES OF MILES.

UNeTech

UNeTech has grown enormously in the last 12 months. The biomedical research institute, shared between UNO and UNMC has grown to become so much more: a translational research institute that serves to span innovation in all areas of research on the two campuses; a nexus for entrepreneurs, inventors and investors; and Omaha's startup incubator. UNeTech's dramatic expansion has come from a diverse range of sources.

Economic Development Administration (EDA) i6 Challenge

In 2019, UNeTech received a highly competitive i6 challenge award from the EDA. The award, given to build an ecosystem around medical technology entrepreneurship, has been a boon for the programs and goals of UNeTech. By uniting the prototyping capability of the Metropolitan Community College Center for Advanced Manufacturing, the laboratories of UNO's Biomechanics Department, the Greater Omaha Chamber of Commerce as well as the UNO College of Business – UNeTech has turned Omaha into a city-wide innovation factory: the Omaha Medical Technology Pipeline.

In addition to helping UNO and UNMC faculty commercialize inventions, the EDA grant also helps community inventors use university resources to prototype, test and validate their inventions. The pipeline program has already produced two startup companies, dozens of prototypes and new and compelling connections. MBA students are partnering with entrepreneurs to apply strategic models to hone business concepts. Community college students are prototyping advanced surgical tools. The whole city is coming together to accelerate the future and produce the next big thing.

The Pipeline Program is funded for three total years and will bring a total of \$750,000 to UNMC. UNeTech is actively engaged with the EDA for ongoing funding for a variety of programs.

Kauffman Heartland Challenge

At the very end of 2019, the Ewing Marion Kauffman Foundation selected UNeTech's proposal as part of a slate of grants to Midwestern Universities. The Heartland Challenge helps to build a network of professionals to share best practices in how to commercialize university innovation and spur regional entrepreneurship.

UNeTech will advance a novel program in order to accelerate Small Business Innovation Research/Small Business Technology Transfer Research applications from regional universities. The goal is to use the funds to build grant-supported companies that can advance compelling university ideas further towards commercialization without seeking dilutive capital investment. The grant will fund one additional full-time employee to seek, organize and submit grant proposals for a portfolio of small businesses, founded by local entrepreneurs, but strategically managed by UNeTech.



A Bold Vision for the Future

UNeTech has helped to stretch the generous funding provided by the state of Nebraska through pursuing these grant opportunities, but, these grants are simply a means to an end. With the resources provided by the programs supported under the EDA and Kauffman grants, UNeTech is building the kind of sustaining programs needed to build an ecosystem of technology entrepreneurs.

The next step is to cultivate these charismatic projects and do what businesses do: find customers, investors and sustaining economic growth. These tools are enormously helpful. UNeTech's staff: Dr. Rodney Markin, Mr. Henry Runge and Mr. Stephen Hug are enormously proud of the accomplishment they represent – but they're just a step on the path.

UNeTech is here to produce the companies that will be Nebraska's future and it is the creation, growth and sustenance of those companies that will be UNeTech's true, long-term success.

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, 2019 (a)			
Current Assets	\$407,998	\$809,155	\$1,217,153
Noncurrent Capital and Other Assets	1,614,155	778,624	2,392,779
Total Assets	2,022,153	1,587,779	3,609,932
Liabilities	101,241	623,972	725,213
Net Assets	\$1,920,912	\$963,807	\$2,884,719
OPERATING HIGHLIGHTS, FY 2018-19			
Total Revenues and Transfers (b)	\$702,337	\$1,662,681	\$2,365,018
Total Expenses	600,261	1,623,373	2,223,634
Excess of Revenues over Expenses	102,076	39,308	141,384
Other changes in Net Assets (b)	50,103	40,994	91,097
Increase in Net Assets	152,179	80,302	232,481
Net Assets at Beginning of Year	1,768,733	883,505	2,652,238
Net Assets at End of Year	\$1,920,912	\$963,807	\$2,884,719
	UNMC	NEBRASKA MEDICINE	COMBINED
	(in thousands)	(in thousands)	(in thousands)
Operating Budgets, FY 2019-20 (c)			
State General Fund (d)	\$159,304		\$159,304
Grants, Contracts and Gifts	378,200		378,200
Patient and Professional Services Revenue	35,000	1,579,389	1,614,389
Tuition, Auxiliaries and Other Income	191,417	132,354	323,771
Total Revenue Budget	\$763,921	\$1,711,743	\$2,475,664
Personal Services	394,846	876,532	1,271,378
Operating Expenses & Anticipated Awards	369,075	769,342	1,138,417
Total Operating Expense	\$763,921	\$1,645,874	\$2,409,795
Revenue Over Expense	\$0	\$65,869	\$65,869

- a) per FY 2018-19 audited financials, for UNMC is per blended audit report, including UNeHealth, UNMC SRF and UDA; for Nebraska Medicine is June 30, 2019 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 2019-20 University of Nebraska General Operating Budget; Nebraska Medicine is per Nebraska Medicine Statement of Operations - Budget FY20
- 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 2016-17	FY 2017-18	FY 2018-19	FY 2019-20
Growth in state general fund appropriation	4.7%	(0.8%)	2.4%	2.7%

State support underpins key instructional and operational activities.

Growth in non-state general fund revenues

	1.1%	4.2%	0.8%	3.2%
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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.

Ratio of non-state general fund revenues to total revenues

	78.5%	79.3%	79.1%	79.1%
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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.

ACTUAL FINANCIAL RESULTS

	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19
Ratio of current assets to current liabilities	2.9	4.3	4.6	4.0

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.

Growth in net assets

	14.4%	8.5%	5.2%	8.6%
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This ratio measures total economic return and growth in UNMC's financial capacity to achieve its mission; positive growth is expected.

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."

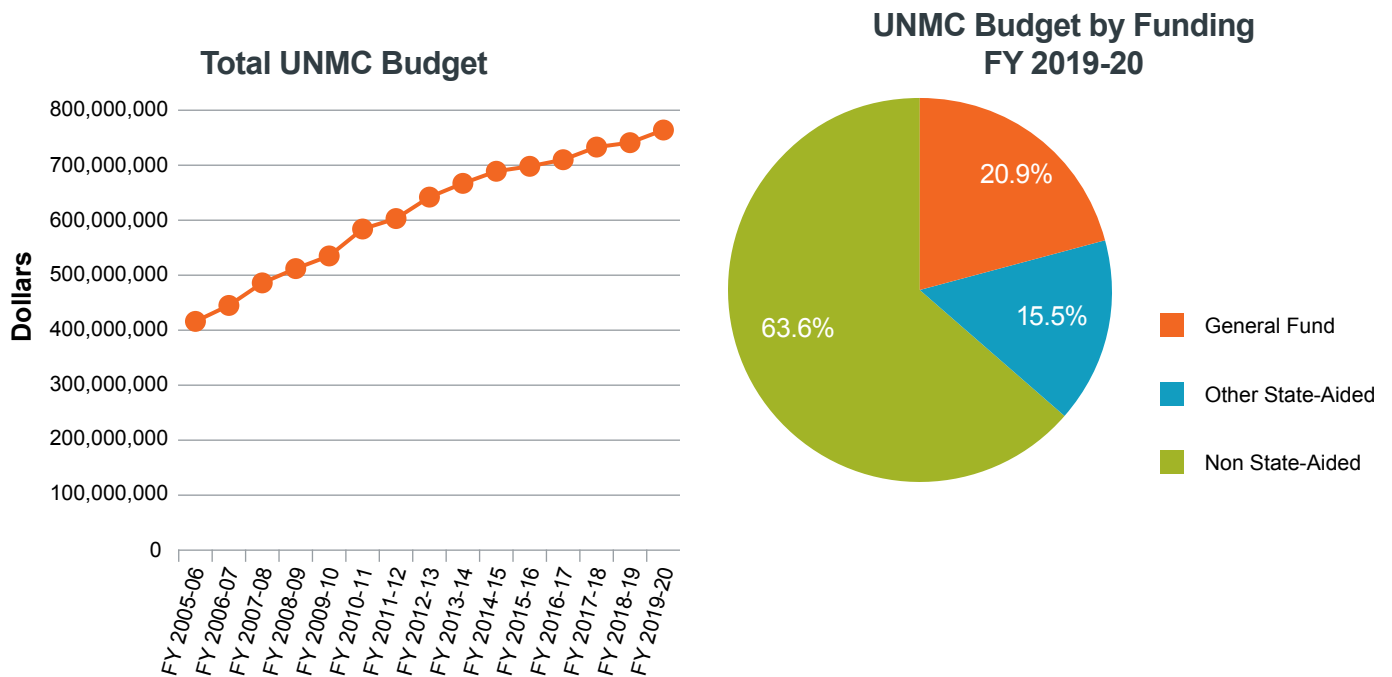


GENERAL FUND, STATE-AIDED AND TOTAL BUDGET FY 2005-06 THROUGH FY 2019-20

YEAR	GENERAL FUND	STATE-AIDED BUDGET	TOTAL BUDGET	GENERAL FUND AS % OF TOTAL BUDGET
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%
FY 2019-20	\$159,304,234	\$277,721,321	\$763,921,321	20.9%

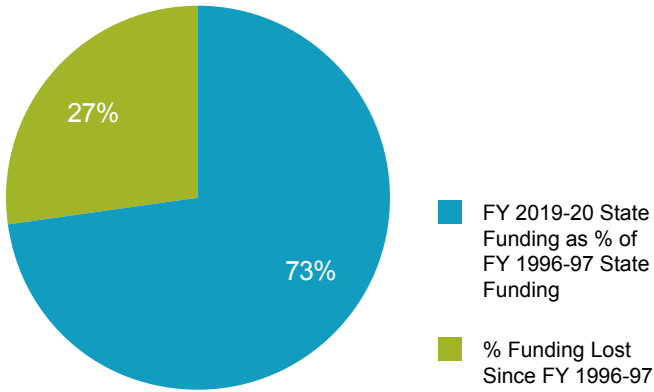
State-aided funds include state general fund, tuition, investment income, indirect cost reimbursement, patient revenue, state cigarette tax and state tobacco settlement funds.

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

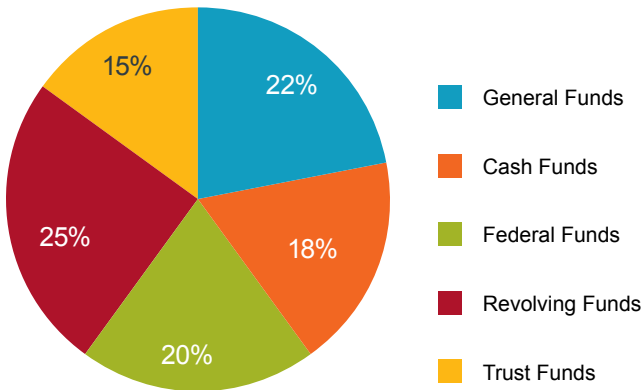


STATE AND UNIVERSITY BUDGETS

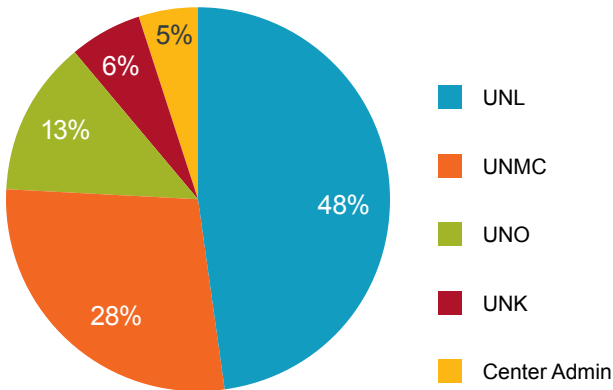
**Share of State Funding Lost from
FY 1996-97 to FY 2019-20**



**University Revenue Budget by Source
FY 2019-20**



**University Expense Budget by Campus
FY 2019-20**



**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%
FY 2019-20	12.8%	73%

**UNIVERSITY REVENUE BUDGET BY SOURCE
JULY 1, 2019**

General Funds	\$588,648,014
Cash Funds	485,478,508
Federal Funds	535,601,594
Revolving Funds	679,900,000
Trust Funds	421,800,000
Total	\$2,711,428,116

**UNIVERSITY EXPENSE BUDGET BY CAMPUS
JULY 1, 2019**

UNL	\$1,295,365,980
UNMC	763,921,321
UNO	366,056,437
UNK	159,686,853
Central Admin	126,397,525
Total	\$2,711,428,116

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 2018-19 (THOUSANDS)	FY 2017-18 (THOUSANDS)	FY 2016-17 (THOUSANDS)	FY 2015-16 (THOUSANDS)
SOURCES OF FUNDS				
Gifts, bequests and life insurance proceeds	\$235,768	\$185,874	\$169,168	\$228,871
Investment income	35,265	33,810	39,465	32,818
Change in value of split-interest agreements	(36)	1,118	397	989
Realized and unrealized gains (losses) on investments, net	45,918	102,978	119,798	(48,466)
Total	\$316,915	\$323,780	\$328,828	\$214,212
USE OF FUNDS				
Academic support	\$49,113	\$93,401	\$54,910	\$55,331
Student assistance	25,883	25,316	22,405	26,327
Faculty assistance	6,913	7,592	6,861	5,731
Research	6,740	6,244	6,243	9,123
Museum, library and fine arts	3,931	2,894	2,951	2,729
Campus and building improvements	106,541	44,535	99,813	106,342
Alumni associations	570	570	724	796
Deferred compensation	0	0	0	1
Subtotal	\$199,691	\$180,552	\$193,907	\$206,380
Management and fundraising	30,254	29,888	26,642	26,823
Other operating expenses	10,379	2,799	4,555	4,043
Total Use of Funds	\$240,324	\$213,239	\$225,104	\$237,246
Increase (decrease) in net assets	76,591	110,541	103,724	(23,034)
Plus: beginning net assets	2,058,973	1,948,432	1,844,708	1,863,006
Change in reporting entity	0	0	0	4,736
Ending net assets	\$2,135,564	\$2,058,973	\$1,948,432	\$1,844,708

UNIVERSITY OF NEBRASKA FOUNDATION UNMC STATEMENT OF ACTIVITIES

	FY 2018-19 (THOUSANDS)	FY 2017-18 (THOUSANDS)	FY 2016-17 (THOUSANDS)	FY 2015-16 (THOUSANDS)
SOURCES OF FUNDS				
Gifts & Pledges	\$73,331	\$66,722	\$49,847	\$56,921
USE OF FUNDS				
Academic support	\$6,056	\$11,077	\$7,907	\$6,982
Student assistance	2,317	2,660	2,404	1,876
Faculty assistance	3,118	2,200	2,848	2,063
Research	4,985	5,262	3,464	5,768
Museum, library & fine arts	122	195	343	247
Campus & building improvements	21,232	18,842	70,123	48,968
Alumni associations	230	230	230	230
Total Disbursements to UNMC	\$38,060	\$40,466	\$87,319	\$66,134

UNIVERSITY OF NEBRASKA FOUNDATION

During FY 2018-19, **57,215 donors** committed **\$290 million** to the University of Nebraska Foundation to benefit the University of Nebraska. This total includes \$244.9 million in gifts, grants and pledges, with an additional \$45.6 million in future commitments through bequests and other planned gift intentions, such as charitable trusts and gift annuities.

A few highlights of the fiscal year include:

- The University of Nebraska ranked in the top 25 among all public universities for endowed assets.
- Nearly 100 new funds were created at the foundation, bringing the total number of active donor funds managed by the foundation to nearly 12,000.
- More than 99% of the foundation's assets were restricted by donors to a specific use by the university.
- The University of Nebraska and its foundation was named for the second year in a row to America's Favorite Charities for 2019. The top-100 ranking was released by the Chronicle of Philanthropy, a national publication that focuses on the U.S. nonprofit sector.

Of these donors, nearly **6,600 benefactors** committed **\$85.2 million** in support of the University of Nebraska Medical Center. Among these gifts was generous support benefiting students, faculty, programs and capital projects.

- Donors who made gift commitments supporting a new home for the **Munroe-Meyer Institute** in FY 2018-19 were honored at a UNMC groundbreaking ceremony Aug. 26, 2019. MMI's new home will be the first of its kind in the nation, uniquely designed to facilitate integrated care for individuals and families with disabilities and complex health care needs that MMI serves across their lifespan. Completion of the renovation is scheduled for fall 2020.
- The National Training, Simulation and Quarantine Center (TSQC) was established in the privately funded **Dr. Edwin G. & Dorothy Balbach Davis Global Center** on UNMC's Omaha campus. Encompassing an entire floor, the state-of-the-art facilities include the 20-bed National Quarantine Center, the nation's only federal quarantine unit and a six-bed simulated biocontainment unit for advanced experiential training – the National Biocontainment Training Center. This high-fidelity simulation center includes a mock lab and autoclave. Within the Davis Global Center building, TSQC is in close proximity to several high-tech advanced interprofessional simulation and learning environments.
- To optimally educate and prepare students to transition to providing patient care in clinics, the **College of Dentistry** developed a state-of-the-art clinical and virtual simulation laboratory and a digital design studio that is equipped with the most innovative simulation technology, hardware, software and IT infrastructure available today. By integrating technology and a learner-centered environment that aligns with the UNMC Interprofessional Experiential Center for

Enduring Learning (iEXCELSM) initiative, the College of Dentistry is at the forefront of dental education. The clinical and virtual simulation laboratory opened in October 2019 thanks to the generous support of an anonymous donor.

- At the **Circle of Distinction** event Sept. 12, 2018, UNMC honored 105 of its preeminent faculty members who hold endowed chairs, professorships and fellowships. UNMC also recognized the future endowed chairs, professorships and fellowships, which were currently being funded and waiting for appointments. Additionally, the event honored the generous benefactors who had established 106 named endowed faculty funds at the University of Nebraska Foundation with an investment of more than \$90 million.
- On June 25, 2019, UNMC and donors ceremonially broke ground on a campus welcome center, the **Wigton Heritage Center**, as well as launched the renovation of Wittson Hall and the McGoogan Library. The 10,000-square-foot Wigton Heritage Center will celebrate and memorialize UNMC's history, while also serving as a campus welcome center. In addition, the fully privately-funded project will replace the existing walkways between Wittson Hall and University Tower and preserve the exterior columns of University Tower. The buildings will be connected through a multi-floor space.
- UNMC's **Simulation in Motion-Nebraska** program (SIM-NE) recognized a milestone on Jan. 15 2019, when it conducted its 250th free training session. SIM-NE was initially funded with a \$5.5 million grant from The Leona M. and Harry B. Helmsley Charitable Trust and continues its important mission through additional private support.
- The Fremont Area Alzheimer's Collaboration (FAAC) has donated a \$60,000 pilot grant to go toward **Alzheimer's disease research** at UNMC. The donation marks the sixth grant the FAAC has donated to UNMC since 2014 and brings the group's total contribution to more than \$215,000. The latest FAAC grant supports UNMC's Alzheimer's research in two areas – developing screening biomarkers and exploring novel treatment approaches.
- Construction of the new "**front door**" to the UNMC campus began during June 2019, thanks to private support given by Bob and Polina Schlott. The northwest corner now has a greenspace, featuring 18, 13-foot columnar sculptures titled Origin – hand-painted slip and glaze on high-fired ceramics, created by Omaha artist Jun Kaneko. A winding sidewalk, with benches on which to rest or to enjoy the view, cut through the corner.

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

INFRASTRUCTURE TAB

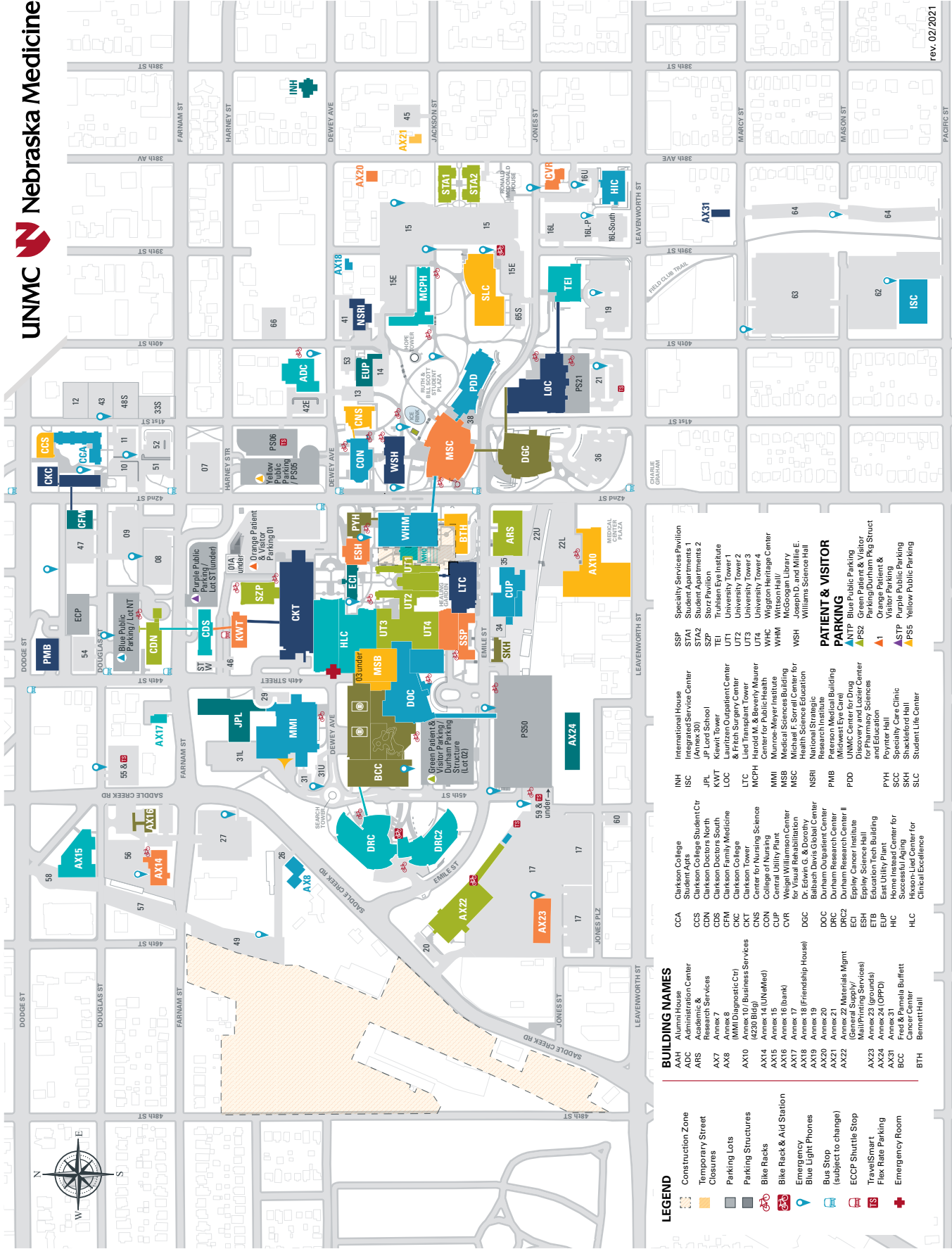
INFRASTRUCTURE TAB

UNMC FACILITIES DEVELOPMENT PLAN

	SIZE (SQ. FT.)	FUNDING (MILLIONS)	STRATEGIC ALIGNMENT	STATUS
PROVIDE FACILITIES TO ACHIEVE CAMPUS VISION AND STRATEGIC GOALS				
EXPAND PATIENT CARE:				
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 2021.
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	\$12.71	Renovation of facility and end of life HVAC systems to house modern uses.	Construction in progress. Completion 2020.
Wittson Science Hall Renovation	206,125	\$18.00	Renovation of library and end of life HVAC systems.	Construction in progress. Completion 2020.
Wigton Heritage Center	10,700	\$8.00	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 in progress. Completion 2021.
DEVELOP FUTURE CAMPUS CONFIGURATION				
Ongoing strategic acquisitions.		TBD	Future community and campus development.	Complete Master Plan. Work on road infrastructure and campus thoroughfare.
IMPROVE CAMPUS QUALITY AND EFFECTIVENESS				
Joint Campus Traffic & Wayfinding Update		TBD	Develop plan to align area traffic circulation and wayfinding.	Complete Master Plan. Work on road infrastructure and campus thoroughfare.



CAMPUS MAP



rev. 02/2021



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
- Flex Rate Parking
- Emergency Room

BUILDING NAMES

- AAH Alumni House
- ARS Academic Services
- AX7 Annex 7
- AX8 Annex 8
- AX10 (MMI) Diagnostic Ctr
- AX10 (MMI) Business Services
- AX14 Annex 14 (UNGMed)
- AX15 Annex 15
- AX16 Annex 16 (bank)
- AX17 Annex 17
- AX18 Annex 18 (Friendship House)
- AX19 Annex 19
- AX20 Annex 20
- AX21 Annex 21
- AX22 Annex 22 (Materials Mgmt)
- AX23 Annex 23 (grounds)
- AX24 Annex 24 (OPPD)
- BCC Cancer Center
- BTH Bennett Hall
- CCA Alumni House
- CCA Student Center
- CCS Clarkson College Student Ctr
- CDN Clarkson Doctors North
- CDS Clarkson Doctors South
- CFM Clarkson Family Medicine
- CKC Clarkson College
- CKT Clarkson Tower
- CKU Clarkson University
- CUP Central Utility Plant
- CVR Weigel Williamson Center for Visual Rehabilitation
- DSC Dr. Edwin G. & Dorothy Durham Research Center II
- DGC Durham Davis Global Center
- DRC Durham Research Center I
- DRIC2 Durham Research Center II
- ECCP (General Supply/ Mail/Printing Services)
- ETB Education Tech Building
- ETP East Utility Plant
- HIC Home Instead Center for Home Care
- HLC Home Instead Center for Home Care
- IMH International House
- ISC International Student Center
- JPL J.P. Lord School
- KWT Kiewit Tower
- LOC Lauritzen Outpatient Center & Fritch Surgery Center
- LTC Led Training Tower
- MCPH Center for Public Health
- MMI Munroe-Mayer Institute
- MSC Michael F. Sorrell Center for Health Sciences Education Research Institute
- NSRI Joseph D. and Millie E. Williams Science Hall
- PMB Paterson Medical Building (Midwest Eye Care)
- PDD Discovery and Lister Center for Drug Sciences and Education
- PYH Specialty Care Clinic
- SKH Shackelford Hall
- SLC Student Life Center
- SPS Speciality Services Pavilion
- STA2 Student Apartments 2
- STP Storjz Pavilion
- TEI Truhlsen Eye Institute
- UT1 University Tower 1
- UT2 University Tower 2
- UT3 University Tower 3
- UT4 University Tower 4
- WHM Virginia Heritage Center
- WSH McGoggan Library
- WSH Williams Science Hall

PARKING

- ▲ PS2 Green Public Parking
- ▲ PS3 Green Patient & Visitor Parking/Durham Pkg Struct
- ▲ PS4 Visitor Parking
- ▲ PS5 Yellow Public Parking
- ▲ STP Purple Public Parking
- ▲ PS5 Yellow Public Parking

UNMC SPACE FACTS

	# OF BLDGS.	GROSS SQ. FT.	# RESEARCH LABS	LAB & LAB SUPPORT SQ. FT.	ACRES
UNMC-Omaha	69	4,343,218	532	564,848	129.47
Nebraska Medicine-Omaha	11	1,258,557			29.00
Subtotal	80	5,601,775	532	564,848	158.47
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			21.00
Subtotal	20	888,048			23.56
Grand Total	117	8,956,032	548	572,589	182.03

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	418,467	1	656	

SUSTAINABILITY INITIATIVES

The Office of Sustainability 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 work together toward common goals.

UNMC and Nebraska Medicine have built a strong foundation in sustainability over the past two decades. Sustainability lines up 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.

In order 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. Data is collected regularly and tracked to monitor all goals.

The 2019 Sustainability Master Plan Metric Update is shown here and quarterly updates are available on our website, LiveGreenNebraska.com.

EMISSIONS

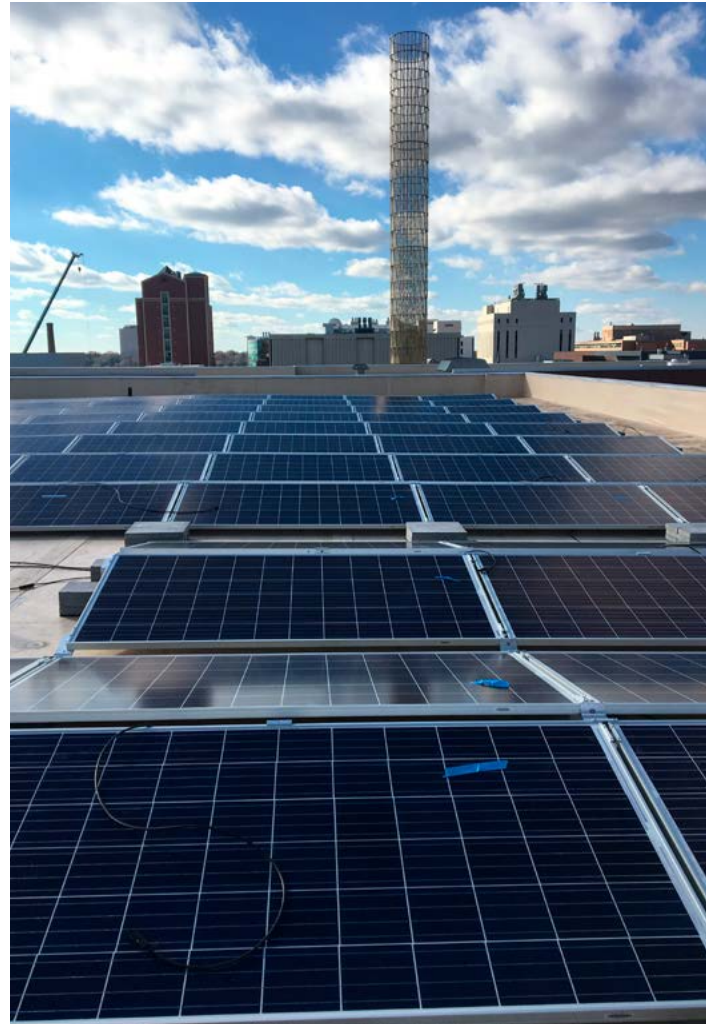
Baseline: Produced 153,964 metric tons of carbon dioxide equivalent (Co2eq) each year.

Goal: Achieve net zero building emissions by 2030.

Progress: Produce 147,960 metric tons of CO2eq.

With the opening of four new buildings with more than 1 million square feet of occupied space, the campus has seen an increase in energy use (and subsequent emissions production) from the previous year. Multiple construction projects are also contributing to this usage. However, energy use per square foot was still reduced and is below the baseline per square foot usage, signaling efficiencies in resource use. Those efforts have helped to keep our peak energy use down more than 25% and prevented an even higher increase as new buildings come online. Since 2010, the Medical Center has saved more than 189,000 MtCO_{2e}, equivalent to emissions from 21,796 homes for an entire year.

The largest rooftop solar array in Nebraska became fully operational last year, capable of generating 500 kilowatts.



Tracking utility use is imperative to finding reductions and last year the Med Center was able to fully integrate with EnergyCap — a very detailed software that can help find trends, anomalies and data sets that will help us to further reduce energy use.

WATER

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

Goal: Reduce annual gallons of water used by 54% by 2030 (net zero water use).

Progress: Used 174,490,143 gallons.

The Medical Center continues to monitor water use by building, taking a proactive approach to 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.

These efforts have resulted in a reduction of 22.7 million gallons of water not used from the previous year. This incredible amount of water not only reduces purchasing costs but also reduces infrastructure and wastewater costs for both the Medical Center and the City of Omaha.



MATERIALS/WASTE

Baseline: 25% of materials diverted from landfill.

Goal: Zero Waste* by 2030.

Progress: 28.5% of materials diverted.

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

Reducing waste on campus is a priority and recycling is one of the most commonly asked about topics. We were pleased to learn about ways specific departments are reusing or recycling materials that were not previously being tracked. Examples include recycling shipping pallets and 50-gallon drums in the Central Utility Plant.

In an effort to learn more about what specific items are going to the landfill, a thorough waste audit was conducted last year. We have recyclable materials in that stream, likely from patient care areas, and there is a significant amount of waste that is compostable — mostly paper towels and some food waste. In order to divert those materials, we are working on ways to assist visitors/patients in recycling and are currently preparing to begin a pilot composting program.

We also helped to make the #IAMUNMC BBQ a zero waste event. With more than 1,000 meals served, less than 30 pounds of waste was sent to the landfill with 340 pounds recycled/composted.

TRANSPORTATION

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

Original Goal: 20% of employee/student commutes use active transportation mode(s) by 2023 (achieved in 2017).

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

Progress: 24% of campus employee/student commutes use active transportation.

TravelSmart, a program aimed to increase participation in more sustainable modes of transportation, was launched in June 2015. TravelSmart continues to be a fundamental program to increase

transit ridership, carpooling, biking and walking. Omaha by Design awarded TravelSmart with its Access and Mobility Laurels Award in 2019.

To assist with active transportation, four Heartland B-Cycle stations were constructed across the Medical Center campus as part of the Metro area's bikeshare program, facilitating an increased use of active transit by Medical Center employees and the public.

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 57.

The Medical Center seeks to foster a culture of sustainability. To gauge the health and development of this culture, the Medical Center conducted a Sustainability Engagement Survey. The survey combines metrics on knowledge and perceived behavior to determine a single score between 0-100. The Medical Center last conducted a survey in 2019, in which an improvement over the baseline was recorded. The next survey is planned for 2021.

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 celebrated Earth Month (our month-long celebration of International Earth Day) in a variety of ways, helping individuals be more sustainable both at work and at home. Activities included a tree planting on campus, three different lunch-and-learn sessions on sustainability-related topics, a campus version of the RePurpose It contest, promotion of Heartland B-cycles,



a Keep Omaha Beautiful Park Clean Up, an on-line personal behavior challenge and our ever-popular personal recycling/paper shredding event. That recycling event diverted 18,777 total pounds of materials while creating an impressive community benefit:

- 24 trees saved
- 255 gallons of oil not used
- 572,686 hours of electricity saved
- 7,752 gallons of water not consumed
- 250 pounds of food/toiletries and \$1,450 to the UNO Maverick Food Pantry
- 161 eyeglasses donated to the Truhlsen Eye Institute clinic; ~2000 pop tabs to Ronald McDonald House
- 6 boxes of books for the Little Free Library

CAMPUS PLANNING

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

Progress: 57,565 square feet of built space per developed acre.

The density metric is the amount of building and parking garage square feet per campus acre. The green space on campus is removed from the campus acres as incorporating green space is essential to good health. There are three ways for the Medical Center to make progress on this metric:

- Reduce the number of total acres
- Increase the amount of green space
- Increase the amount of square footage on the same amount of acres

One of the initiatives on campus, an ongoing Tree Campus USA



certification, helps to ensure that the Medical Center campus continually incorporates green space. Tree Campus USA, a certification from the Arbor Day Foundation, requires campuses to have a Tree Advisory Committee, a Campus Tree Care Plan, dedicated funds for tree care, observe Arbor Day and have a yearly service-learning project. The Medical Center has annually received the Tree Campus Certification since 2013.

INFORMATION TECHNOLOGY SERVICES

The strategic focus of the UNMC and Nebraska Medicine Information Technology Department will be to provide anywhere, anytime access to information technology services over the course of FY 2020-21.

FY 2019-20 Review

Last fiscal year the UNMC and Nebraska Medicine Information Technology department focused on supporting the organizational response to Covid-19 by quickly pivoting to support work from home, Zoom teleconferencing and distant learning. There was a proactive decision made to move away from large group classroom teaching to remote education, simulations and one-on-one mentoring. This was supported by the Information Technology department and seen by the 315% increase in the number of scheduled Zoom sessions, a 910 active student user increase in Canvas and a 138% increase in universal captures within the Echo360 active learning platform. This happened while classroom captures decreased by 95%. Additionally, there were over 112 unique attendees for faculty professional development sessions delivered by the Information Technology Department in collaboration with Faculty Development. The department also added and expanded technologies in 81 different locations that improved distance-learning capabilities within the traditional classroom environments.

Other responses to Covid-19 caused Information Technology to rapidly build a Single IRB (sIRB) application that went live months ahead of schedule to support research needs around Covid-19. The sIRB application is supporting the Remdesivir study in collaboration with 13 other institutions.

Additionally, there was collaboration with UNO to support the 1-Check COVID-19 Self-Screener mobile and web applications. This was done initially for the general population but was enhanced to be used at UNMC and UNO to allow campus-specific guidance and updates. Furthermore, there was collaboration with Nebraska Medicine to use 1-Check COVID-19 by integrating it with an internally developed Symptom Tracker application which was built using a new technology stack to support Nebraska Medicine clinicians in tracking isolation and quarantine situations. The 1-Check COVID-19 app was also included in the newly launched Nebraska Medicine's Digital Front Door application, which was moved up by months, to support the significant demand of remote patient care necessitated by infectious disease protocols.

The level of adoption of Zoom, Canvas, Echo360 and new mobile and web technologies speak to the ability for anywhere, anytime access to information technology services that enables a digital campus.

FY 2020-21 Preview

Looking ahead to next fiscal year, there will be a set of key strategies launched to continue to support UNMC's educational and research missions. To assist with the educational mission, there will be a focus on the operationalization of the digital campus planning initiative recommendations. This will include an



assessment of UNMC's educational information technologies, developing and implementing a comprehensive training and support System for current academic technologies services, an assessment of classroom and active learning technology adequacy to meet UNMC curricular needs and the development of educational analytics and data repository.

An application modernization strategy will drive a new era of development, growth and productivity for our business, education and research systems. A culture of practice will include agile planning, continuous integration, continuous delivery and monitoring of systems. This will enable Information Technology to deliver excellence in customer service while providing secure and reliable solutions according to best practices in alignment with educational programs, research, and patient care.

Furthermore, we will be working to enable improvements to the research community by optimizing data storage for research initiatives as well as through the implementation of an electronic lab notebook platform, an electronic signature & consent platform and electronic business processes to the enrollment and management of clinical trials utilizing the CTMS technology.

Key Performance Measures

The key performance measure the Information Technology department uses to measure its performance is end user satisfaction. End users (n= 1,928) responded with an average satisfaction rate of 3.6 on a 4-point scale (1 very dissatisfied, 2 dissatisfied, 3 satisfied, 4 very satisfied) for the services the department provides. This indicates that 97% are satisfied with the services provided, a 4% increase from last year.

COMPLIANCE TAB

COMPLIANCE TAB

COMPLIANCE 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 2020-21, UNMC will continue its focus on strategic opportunities for enhanced compliance communications and functions at UNMC, while maximizing compliance synergy across the enterprise and with other University of Nebraska campuses.

FY 2019-20 ACCOMPLISHMENTS

- Co-led UNMC/Nebraska Medicine Enterprise Compliance Committee to continue to strengthen communication efforts between UNMC and Nebraska Medicine on mutual compliance issues/events.
- UNMC Compliance Committee continues to be a reliable resource and forum for discussion of campus compliance issues and measurements. Indicator (monitoring and tracking) reporting schedules were met and information was shared to meet committee communication needs. Regulatory updates are provided to committee members to enhance communication across the UNMC campus compliance structure. The group regularly discusses hot topics and has an opportunity to begin important campus compliance discussions.
- 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.
- UNMC, UNO, UNK and UNL campus compliance officers have prioritized staying in regular communication about shared compliance issues, concerns and opportunities.
- 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 faculty leaders and 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 2020-21 GOALS

- Strengthen the UNMC/ Nebraska Medicine Enterprise Compliance Initiative, with a focus on streamlining common processes, policies, procedures and working to encourage an Enterprise Culture of Compliance.
- Assess Compliance staffing needs and make recommendations to leadership appropriate to meet needs of campus growth.
- 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.
- UNMC Compliance will be a strong 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.

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 2019-20 ACCOMPLISHMENTS

- Negotiated a new F&A rate with the federal government.
- Submitted the Fringe Benefits Proposal to Cost Allocation Services, a division within the Department of Health and Human Services.
- Helped develop compliant business practices for the new MRI core lab in Neurological Sciences.
- Implemented UNMC Policy No. 6109, On-Campus and Off-Campus Indirect Cost Rates on Federally Sponsored Projects.

FY 2020-21 GOALS

- Submit a Federal Facilities and Administrative (F&A) Proposal with the federal government with a base year of FY 2019-20 for the University of Nebraska at Omaha. The rate proposal is done once every 3-4 years and filed with the Cost Allocation Services, a division within the U.S. Department of Health and Human Services.
- Submit the Fringe Benefits Proposal to Cost Allocation Services, a division within the U.S. Department of Health and Human Services.
- Review the UNMC Research Compliance Policies with Sponsored Programs Administration, Sponsored Programs Accounting and Financial Compliance offices.
- Review twelve core labs at UNMC for compliance with federal and the UNMC service center policies.
- Start a committee between the campus finance/budget offices to determine how to share centralized costs and buildings shared amongst the campuses for proper allocation to campus F&A proposals.

STATE AND FEDERAL TAB

STATE AND FEDERAL TAB

ECONOMIC OUTLOOK



Global

Following its weakest performance since the global financial crisis, the world economy is poised for a modest rebound this year to 2.5% of global growth, from 2.4% last year — if everything goes just right. Advanced economies are expected to slow overall to 1.4% from 1.6%, mainly reflecting lingering weakness in manufacturing. Emerging, developing economy growth is expected to accelerate to 4.1% in 2020, from 3.5% in 2019, as some emerging economies recover from periods of stress. Other emerging economies, including Sub-Saharan Africa where 56% of the world's poor live, remain below average with advances at too slow a pace to eradicate poverty. Trade disputes, the resurgence of financial stress in large emerging markets, a sharper-than-expected growth slowdown in major economies, an escalation in geopolitical tension or extreme weather events around the world could all have adverse effects on global economic activity.

A sharp rise in debt and a slowdown in productivity pose challenges for policymakers. The largest, fastest, and most broad-based wave of debt accumulation among emerging and developing economies in the last 50 years has occurred in recent years, climbing from 115% in 2010 to 170% in 2018. Debt also surged among low-income countries after a sharp drop between 2000 and 2010. Current low interest rates can mitigate some risk, but high debt carries significant risks potentially leaving countries vulnerable. Yet another aspect of the disappointing pace of global growth is the broad-based slowdown in productivity growth over the last ten years. Growth in productivity – output per worker – is essential to raising living standards and achieving development goals. Average output per worker in emerging and developing economies is less than one-fifth that of a worker in an advanced economy, and in low-income economies that figure drops to 2%. Among emerging and developing economies, which have a history of productivity growth surges and setbacks, the slowdown from 6.6% in 2007 to 3.2% in 2015 has been the steepest, longest, and broadest on record. The slowdown is due to weaker investment and efficiency gains, dwindling gains from the reallocation of resources to more productive sectors, and slowing improvements in the key drivers of productivity, such as education and institutional quality.

While the global economic outlook for 2020 envisions a fragile upward path that could be upended, there is a high degree of uncertainty around the forecast given unpredictability around trade and other policies. If policy-makers manage to mitigate tensions and clarify unsettled issues in several areas – they could prove the forecast wrong by sending growth higher than anticipated.

<https://www.worldbank.org/en/news/feature/2020/01/08/january-2020-global-economic-prospects-slow-growth-policy-challenges>

January 2020 Global Economic Prospects: Slow growth, policy challenges

The World Bank – Global Economic Prospects January 2020

United States

In Congressional Budget Office (CBO)'s projections, the federal budget deficit will be \$1.0 trillion in 2020 and will average \$1.3 trillion between 2021 and 2030. Projected deficits will rise from 4.6% of gross domestic product (GDP) in 2020 to 5.4% in 2030. Other than six years during and immediately after World War II, the deficit over the past century has not exceeded 4.0% for more than five consecutive years. During the past 50 years, deficits have averaged 1.5% of GDP when the economy was relatively strong (as it is now). Because of the large deficits, federal debt held by the public is projected to grow, from 81% of GDP in 2020 to 98% in 2030 (its highest percentage since 1946). By 2050, debt could be 180% of GDP—far higher than it has ever been.

Consumer spending and business fixed investment will largely drive growth this year, the CBO projects. Growth in spending is expected to remain solid in 2020, buoyed by recent gains in household wealth and by momentum in the growth of wages and salaries. Growth of business fixed investment rebounds this year, CBO projects, because many of the factors that weighed on investment during 2019—including lower oil prices, rising business uncertainty about future trade policies, and a decline in aircraft purchases—are expected to reverse or to have a smaller impact on growth. In subsequent years, economic growth is projected to slow as the growth of consumer spending and private investment moderates because of rising interest rates, slowing growth in labor compensation and diminishing fiscal stimulus.

In 2020, inflation-adjusted GDP is projected to grow by 2.2%, largely because of continued strength in consumer spending and a rebound in business fixed investment. Output is projected to be higher than the economy's maximum sustainable output this year to a greater degree than it has been in recent years, leading to higher inflation and interest rates after a period in which both were low, on average. Continued strength in the demand for labor keeps the unemployment rate low and drives employment and wages higher. After 2020, economic growth is projected to slow. From 2021 to 2030, output is projected to grow at an average annual rate of 1.7%, roughly the same rate as potential growth. That average growth rate of output is less than its long-term historical average, primarily because the labor force is expected to grow more slowly than it has in the past. Over that same period, the interest rate on 10-year Treasury notes is projected to rise gradually, reaching 3.1% in 2030.

<https://www.cbo.gov/publication/56020>

Congressional Budget Office "The Budget and Economic Outlook: 2020 to 2030" January 28, 2020

Midwest

The March Mid-America Business Confidence fell to its lowest level since September 2016. More than one-third of manufacturers switched to a domestic vendor and two-thirds of supply managers reported that the coronavirus produced shipping problems to and from vendors. After advancing for three straight months, the Business Conditions Index, which ranges between 0 and 100, plummeted below growth neutral 50, to 46.7, from February's 52.8. The March employment index slumped to 34.7, the lowest level in 10 years, from February's already weak 46.4. For the last week of the month, the U.S. Department of Labor reported initial unemployment insurance claims of 272,540 (up from 16,628) for the nine-state Mid-America region, a 16-fold increase. The rest of the nation showed an 11-fold increase in claims during the same period. Over half of the managers surveyed indicated that the virus had caused an increase in employee absenteeism during March.

The March Business Confidence Index plunged to a record low 14.5 from February's 51.4 and January's 58.8. "The emergence of the coronavirus swamped the positive confidence impact of the recent passage of the U.S. Canada, Mexico trade agreement (USMCA) and Phase I of the trade agreement with China," said Goss. The regional inventory index, reflecting raw materials and supply levels, increased slightly to 50.0 up from 48.7. Regional trade numbers were extremely negative with new export orders in March tumbling to 34.7 from February's 58.0. International buying by supply managers also dropped as the import index fell to 32.7 from 40.4 in February.

<https://www.creighton.edu/fileadmin/user/EconomicOutlook/PurchasingNewsMidAmApril2020.pdf>

2020 Ernie Goss, Jack A. MacAllister Chair in Regional Economics at Creighton University's Heider College of Business Economic Outlook April 2020

Nebraska

Nebraska's Leading Economic Indicator (LEI-N), which predicts growth six months into the future, remained positive through 2019 and the first part of 2020. In February, it dipped slightly (0.19%, later revised to 0.09%) due to an increase in initial claims for unemployment insurance on a seasonally-adjusted basis. This suggested moderate economic growth through mid-2020. The LEI-N for March 2020 dropped by almost 8%, as the effects of the Covid-19 pandemic impacted the state's economy. There was a spike in initial claims for unemployment insurance, a decline in building permits for single-family homes and in manufacturing hours worked, as well as a sharp drop in airline passenger enplanements for the month.

The Business Confidence Index – Nebraska (BCI-N) summarizes responses to the monthly Survey of Nebraska Business regarding sales and employment, with respondents providing their assessment of both recent employment and sales growth as well as expectations for the next six months. The BCI-N did fall between February and March (111.1 to 105.2), but remained over the neutral value of 100. Respondents noted that the three most important issues facing Nebraska businesses in March were customer demand, Covid-19 and the availability and quality of labor.

The Consumer Confidence Index – Nebraska (CCI-N) summarizes responses to the monthly Survey of Nebraska Households regarding household financial situations and the environment for making a major financial purchase (automobile, appliance or electronics) with respondents providing their assessment of both current conditions as well as expectations for the next six months. The CCI-N dropped sharply between February and March (107.9 to 97.9), falling below the neutral value of 100. The survey indicates that consumer confidence has turned negative in Nebraska. Respondents noted that the three most important issues facing Nebraska households in March were paying off debt, the cost of health and health insurance and Covid-19.

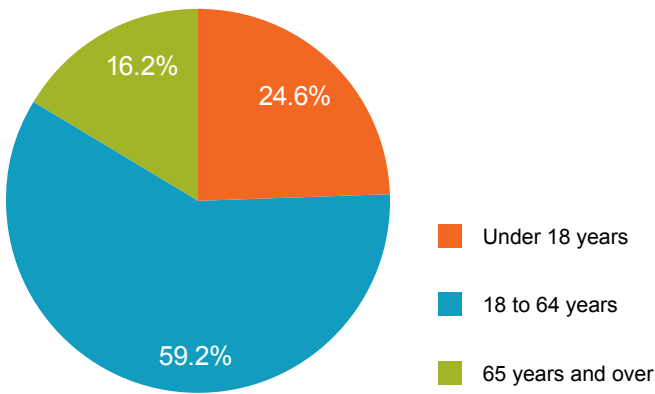
<https://business.unl.edu/research/bureau-of-business-research/leading-economic-indicator-reports/>

Eric Thompson, UNL Bureau of Business Research March 31, April 10 and April 29, 2020

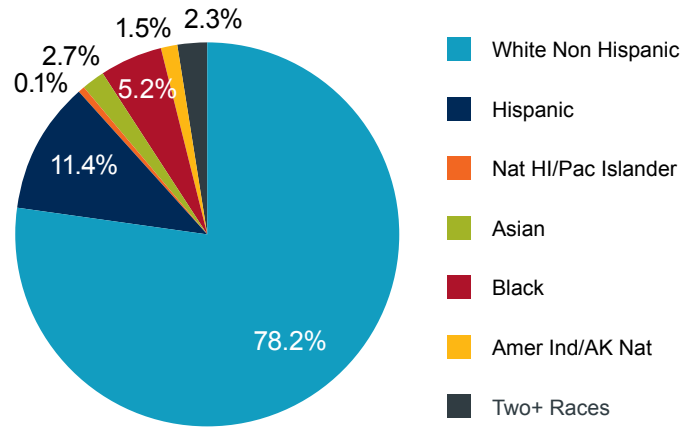
POPULATION CHARACTERISTICS OF NEBRASKA

		POPULATION ESTIMATES									
TOTAL INCREASE 2010-2019	GEOGRAPHIC AREA	2019 Estimate	2018 Estimate	2017 Estimate	2016 Estimate	2015 Estimate	2014 Estimate	2013 Estimate	2012 Estimate	2011 Estimate	April 1, 2010
		Nebraska	1,934,408	1,929,268	1,920,076	1,907,116	1,896,190	1,881,503	1,868,969	1,855,525	1,842,234
5.9%	% Increase from previous yr	0.3%	0.5%	0.7%	0.6%	0.8%	0.7%	0.7%	0.7%	0.9%	1.7%
	United States	328,239,523	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
6.3%	% Increase from previous yr	0.3%	0.4%	0.8%	0.5%	0.8%	0.7%	0.8%	0.7%	0.9%	0.6%

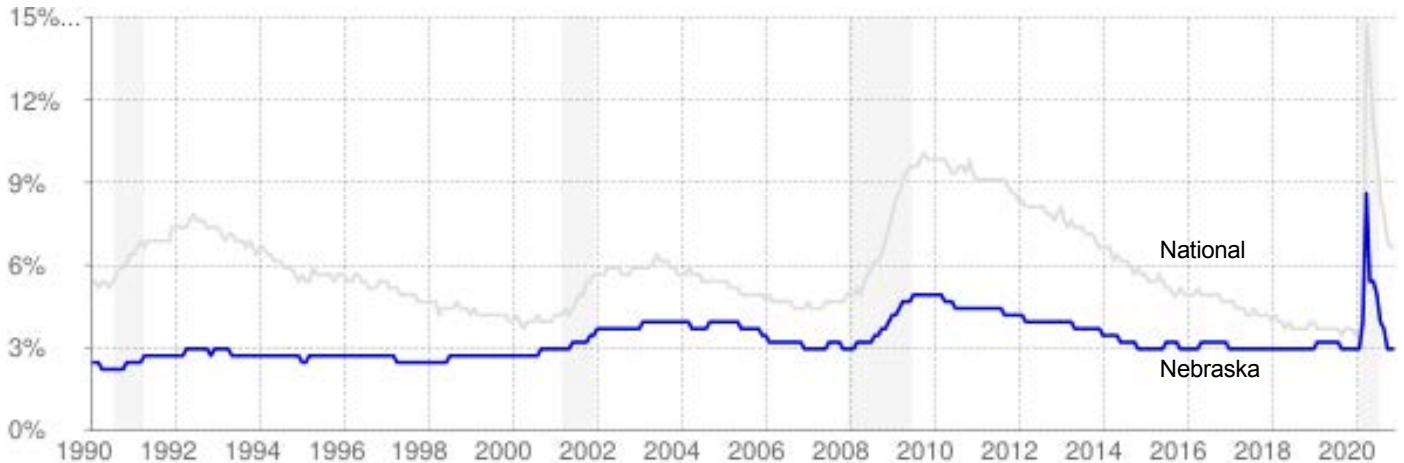
Age Estimates of Nebraskans, 2019



Nebraska Residents by Race/Ethnicity, 2019



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 Nebraska Legislature's second session convened on January 9, 2020. Short sessions – 60 working days – are historically spent on deficit appropriations, carryover legislation from the previous session and introducing new legislation. On March 16, in light of growing concerns regarding the COVID-19 virus, Speaker Jim Scheer announced that the Legislature would indefinitely adjourn until the situation in Nebraska stabilized.

UNMC PRIORITY BILLS

UNMC priority bills introduced in the 2020 session include:

- LB 760, introduced by Senator Kolterman, to require health insurance carriers to provide coverage for asynchronous review by a dermatologist by way of telehealth.
- LB 761*, introduced by Senator Dorn, to change motor vehicle registration fees and provide funding for the SIM-NE program at UNMC.
- LB 778, introduced by Senator Stinner, for appropriations for the Rural Health Systems and Professional Incentive Act to provide \$2 million for student loan repayment of eligible health professionals.
- LB 840, introduced by Senator Quick, to prohibit the use of electronic smoking devices as prescribed under the Nebraska Clean Indoor Air Act.
- LB 901, introduced by Senator Cavanaugh, to appropriate funds for the Nebraska Perinatal Quality Improvement Collaborative.
- LB 992, introduced by Senator Friesen, to adopt the Broadband Internet Service Infrastructure Act and provide for certain broadband and Internet-related services. LB 992 aligns with the UNMC Rural Health 2030 initiative to expand access to health care across Nebraska.
- LB 1008*, introduced by Senator Stinner, includes \$2 million for Nebraska Career Scholarships.
- LB 1084*, introduced by Senator Kolterman, for the Nebraska Transformational Projects Act.
- LB 1124, introduced by Senator Howard, to adopt the Opioid Prevention and Treatment Act.
- LB 1160*, introduced by Senator Matt Hansen, to Adopt the Nebraska Workforce and Education Reporting System Act.

* indicates a University of Nebraska system-wide priority bill

THE NExT PROJECT

LB 1084, introduced by Sen. Mark Kolterman of Seward, supports the Nebraska Transformational Projects Act, commonly referred to as NExT. LB 1084 would incentivize the creation of a new medical facility and allow for a significant increase in medical surge capacity for UNMC, and its primary clinical partner, Nebraska Medicine. The project's two major components are a state-of-the-art medical facility and a federal all-hazard disaster

response military and civilian partnership to provide training in the management of highly infectious and other emerging threats, as well as critical care, for federal, civilian and military personnel. This training, treatment, and research collaboration with civilian, military and federal agencies has a total cost estimate of \$2.6 billion. The NExT project would be an economic driver for the state and expand the UNMC/Nebraska Medicine campus and its educational, research and health care missions.

Through LB 1084, UNMC leaders are seeking \$300 million in state support to create a unique public-private partnership. LB 1084 was introduced as a freestanding bill, but may potentially be used as an amendment to LB 720, the ImagiNE Nebraska Act for business incentives. The NExT project has broad support among legislators and the Nebraska business community, 32 senators (65%) co-sponsored LB 1084 and it is backed by both the Omaha and the Nebraska Chambers of Commerce.

EMERGENCY COVID-19 FUNDING

On March 23, after emergency adjournment, the Nebraska Legislature temporarily reconvened to address the funding needs that emerged from the spread of COVID-19 in Nebraska. Senators quickly passed an emergency appropriation package of \$83.6 million on a 45-0 vote, which was immediately signed into law by Governor Pete Ricketts.

Of the total funding package, about \$3.5 million were directed to UNMC to augment increased testing for individuals potentially infected with COVID-19. Funds for UNMC's testing capacity included dollars for lab equipment, software programming, personnel, and innovative UV light technology used to clean and reuse personal protective equipment for health care workers on the front lines of the fight against the virus. An additional state effort funded by this appropriation was the Knowledge Center, a statewide platform for communication, bed tracking, and resource sharing between public health, health care, EMS and emergency management stakeholders.

STATE BUDGET

The Nebraska Economic Forecasting Advisory Board met on February 28, 2020, and voted to increase revenue projections. Revenue projections for FY 2019-20, the current fiscal year, were raised by \$115 million, bringing the projection to \$5.205 billion, in comparison to \$5.090 billion projected at the October 24, 2019 meeting. On March 23, 2020, Governor Ricketts announced that the Nebraska Department of Revenue would follow the lead of the Internal Revenue Service and postpone the filing deadlines and payment due dates for taxes and tax returns due on April 15 until July 15. This significantly affected both individual and corporate income tax receipts for April 2020.

UNIVERSITY FEDERAL ISSUES



CORONAVIRUS (COVID-19) PANDEMIC RESETS NATIONAL PRIORITIES

On February 7, 2020, the U.S. Departments of Health and Human Services and State delivered 57 U.S. citizens exposed to COVID-19 in China to Omaha for a mandatory 14-day federal quarantine. On February 18, 13 U.S. citizens highly exposed to COVID-19 evacuated from a cruise ship in Japan were sent to Omaha for treatment. As U.S. citizens began individually returning from international trips, COVID-19 began to spread in the U.S. National priorities changed and on March 5, the U.S. Congress passed the first of three emergency supplemental appropriations bills to respond to the growing COVID-19 outbreak spreading across the nation. By March 13th, President Trump declared a national emergency and schools and workplaces began closing and large public gatherings were canceled. By March 27th, Congress had passed two additional supplemental appropriations totaling more than \$2.4 trillion (slightly more than 50 percent of the current \$4.4 trillion federal budget) as a pandemic was declared, the national economy slowed and unemployment rapidly increased as states imposed movement restrictions to slow the spread of the virus and alleviate the overwhelming rush on hospitals by those infected. From the beginning, UNMC was a leader in conducting the first clinical trial of a treatment for COVID-19, providing quarantine services for the federal government and advising hospitals and federal facilities across the nation in methods to stretch their resources and safety care for these highly contagious COVID-19 patients. UNMC is and will be a leading institution in assisting the nation through the

pandemic and to improve readiness and preparation for the future. UNMC will continue pursuing our existing academic and research priorities. The NExT project, a multi-federal department public-private medical surge partnership designed to better prepare the nation, is a high priority and UNMC/Nebraska Medicine is seeking supplemental funding to obtain federal approval for the partnership.

SUPPORT NATIONAL INSTITUTES OF HEALTH FUNDING

The 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 \$44 billion for FY 2020-21 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

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 FY2021 as FY 2020-21, to be more consistent with the way fiscal year notation is listed throughout the Planning Information and Quality Indicators.

competitively receives about \$21 million annually in IDeA funding from two components: 1) Centers of Biomedical Research Excellence (COBRE) 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 2020-21 be funded at \$400 million.

INCREASING MEDICAL SURGE CAPACITY WITH THE NEXT TRANSFORMATION PROJECT

It is evident from the current COVID-19 pandemic that the national health care system lacks the medical surge capacity to respond to a highly-infectious pandemic. The collaboration would be cost-effective for the federal government and operationally efficient ensuring high-level skills training for military and federal personnel with built-in readiness to accept military, federal and civilian patients during a catastrophic event. The collaboration would respond to the DoD's need for a unique alliance of civilian and military federal agencies and civilian partnerships as stated in the FY 2019-20 NDAA conference report Section 740 to enhance the medical surge capacity of the National Disaster Medical Systems (NDMS). A UNMC-Federal Joint Civilian Military Surge Capacity Collaboration is an opportunity to combine federal and nonfederal resources to improve the readiness of the American health system to respond to a catastrophic disaster or attack. UNMC/Nebraska Medicine has plans to build a 550-bed state-of-the-art medical facility estimated at \$1.3 billion. Federal agencies are authorized to create an all-hazards medical facility of comparable size and expense that offers multi-department medical surge capacity, training and research space through a public-private partnership which would bring the total estimated cost to \$2.6 billion. UNMC/Nebraska Medicine's reputation in treating highly infectious diseases, national readiness and training of federal and civilian employees poises UNMC/NM to be an ideal site for a collaborative civilian-federal facility. This collaboration would develop a readiness training and care facility to increase high volume infectious bed capacity and ensure that federal military and civilian employees maintain their skills. In times of crisis, the facility could be activated to treat military and civilian federal employees in need of high-level infectious containment treatment. UNMC/Nebraska Medicine is positioning itself as a leading institution for the public-private multi-department medical surge partnership. This collaboration will enhance the health treatment and training services that UNMC/Nebraska Medicine offers to stimulate a new health and science synergy likely to attract other DoD and HHS partners to Nebraska and generate additional research opportunities. UNMC/Nebraska Medicine is actively seeking to initiate a public-private multi federal department partnership for medical surge.

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 in FY 2018-19 were \$8.1 million. Title VIII Nursing Workforce Development Programs help support the supply and distribution of nurses in rural and underserved communities. Title VIII funds to Nebraska in FY 2018-19 were \$3.05 million. UNMC urges Congress to fund Title VII (Health Professions) at \$512 million in FY 2020-21 and Title VIII (Nursing Workforce) at \$278 million in FY 2020-21.

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

In 2016, the U.S. Department of Health and Human Services (HHS) designated the UNMC Global Center for Health Security as the HHS National Training, Simulation and Quarantine Center (TSQC). UNMC was awarded \$19.8 million to develop the center and curriculum. The award includes 20 one-year extensions to provide the training and quarantine services. This builds on top of the 2015 designation by HHS naming UNMC a National Ebola Training and Education Center (NETEC), along with Emory University and New York Bellevue Hospital. The new facility opened in fall 2019 and was activated in January 2020 to care for U.S. citizens that were evacuated from China and Japan who were exposed to or contracted COVID-19. The TSQC aligns with UNMC's goal to expand the capabilities of the Advanced Simulation-iEXCELSM facility and 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 is pursuing additional federal investments to expand UNMC's capacity as a national resource for infectious disease training, preparation and clinical care. UNMC seeks sustaining appropriation for the NETEC. UNMC is also seeking to expand collaboration between federal agencies (U.S. 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 2018-19 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 2020-21.

APPENDIX TAB

APPENDIX TAB

SOURCES OF INFORMATION

EDUCATION AND HEALTHCARE RANKINGS

US News and World Report, America's Best Graduate Schools 2021, 2020 rankings

US News and World Report, Best Hospitals 2019-20

RURAL HEALTH AND EDUCATION

The Status of Healthcare Workforce in the State of Nebraska, https://www.unmc.edu/rural-health/_documents/Workforce_2020.pdf

UNMC AND COMPARATIVE DIVERSITY DATA

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

US Census website, QuickFacts, <https://www.census.gov/quickfacts/fact/table/douglascountynebraska,NE,US/PST045219>

UNIVERSITY AND STATE GENERAL FUND BUDGETS

FY 2019-2020 General Operating Budget, University of Nebraska

https://nebraska.edu/-/media/projects/unca/offices-policies/business-and-finance-office/docs/budget-salary-information/gob_2020.pdf?la=en

<https://nebraska.edu/offices-policies/business-finance/budget-and-planning/operating-budget>

UN FOUNDATION FINANCIAL HIGHLIGHTS

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

ECONOMIC OUTLOOK

The World Bank – Global Economic Prospects January 2020

<https://www.worldbank.org/en/news/feature/2020/01/08/january-2020-global-economic-prospects-slow-growth-policy-challenges>

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2020 Eric Thompson UNL Bureau of Business Research, April 10 and April 20, 2020

<https://business.unl.edu/research/bureau-of-business-research/leading-economic-indicator-reports/>

NEBRASKA POPULATION CHARACTERISTICS

Nebraska Department of Labor, <https://www.deptofnumbers.com/unemployment/nebraska/> October 22, 2020

US Census Bureau Quick Facts, Population Estimates/Sex, July 1, 2019

<https://www.census.gov/quickfacts/fact/table/douglascountynebraska,NE,US/PST045219>



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