



UNIVERSITY OF NEBRASKA MEDICAL CENTER

Planning Information and Quality Indicators

2021



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prepared by
UNMC Office of Budget and Fiscal Analysis



Chancellor's Message



The annual 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 garnered national headlines and our total Sponsored Programs Awards set a record. As the COVID-19 pandemic continued, the expertise of our Global Center for Health Security team and infectious diseases experts was called upon time and again. Our faculty, staff and students adhered to COVID-19 campus safety best practices and safely celebrated the opening of the Munroe-Meyer Institute and Wigton Heritage Center.

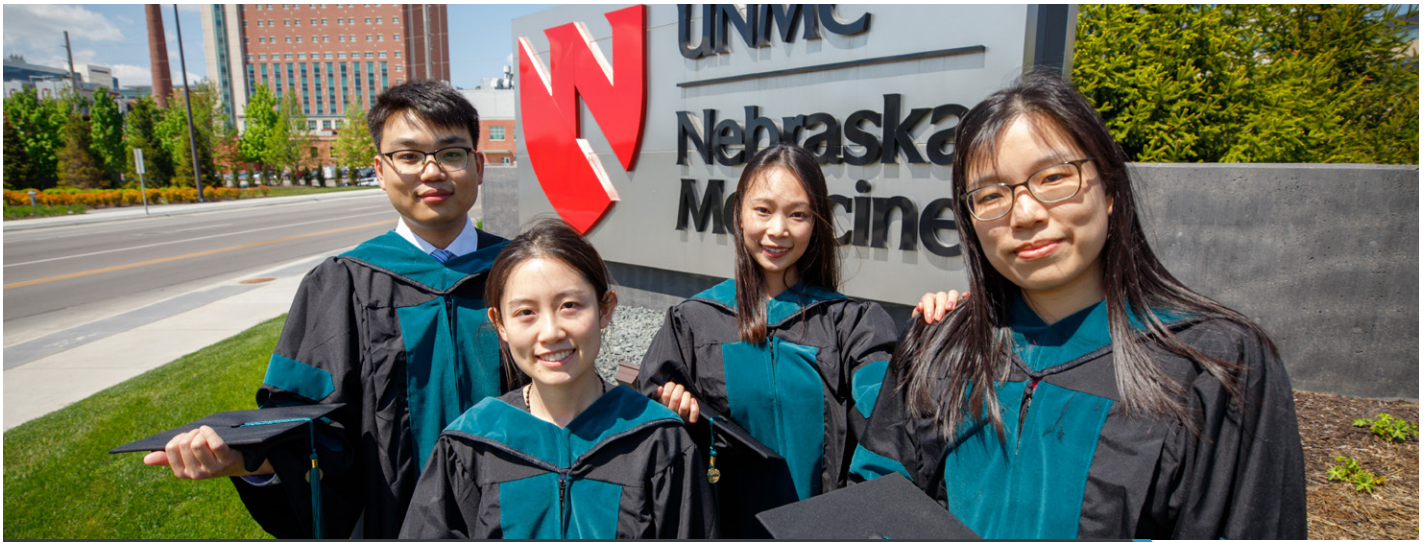
Across Nebraska, our campuses in Lincoln, Kearney, Norfolk and Scottsbluff continue to thrive, providing health care educational opportunities across Nebraska. And our outreach work with the National Strategic Research Institute and with local, state and national partners has been gratifying and continues to grow.

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 fulfill the health care needs of our state and beyond.

Gathered from across all of our campuses, 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 very special thank you to 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 23rd annual edition of UNMC Planning Information and Quality Indicators is organized into 13 sections. The first section summarizes four major initiatives: the Project NEXt Initiative, President Carter's Five-Year Strategy and Key Priorities, the Saddle Creek Development Project and the Breakthrough Thinking Virtual Series. 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, health care 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 and audit strategies, Nebraska's economic and political situation, as well as federal education and health issues. Those seeking more extensive historical information should consult the various UNMC offices and other sources referenced in this report.

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

The Assistant Vice Chancellor for Budget and Planning appreciates the cooperation and assistance of the Chancellor and his staff, the Senior Vice Chancellor for Academic Affairs and his staff, the Vice Chancellor 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, Public Health and the McGoogan Library of Medicine 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, Rural Health Initiatives, Health Professions Tracking Service, the High School Alliance, Faculty Development, Faculty Mentoring, iXCELSM, Sponsored Programs Administration, Alumni Association, the Office of Global Engagement, Human Resources, the Wellbeing Coordinating Council, the Wellness Education and Research Team, the Office of Inclusion, the Office of Equity, the Center for Healthy Living, Faculty Senate, Academic Services, the Ombuds Program, UNeMed, UNeTech, General Accounting, Facilities Management and Planning, UNMC LiveGreen, the Compliance Office, Financial Compliance and Cost Analysis, Internal Audit, Government Relations, UN Central Administration, the University of Nebraska Foundation, 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



The University of Nebraska Five-Year Strategy: Trust, Predictability, and Positive Outcomes for Nebraskans

In February 2020, the newly named president of the University of Nebraska system, Ted Carter, gathered a diverse 28-member team of students, faculty, staff and administrators to help chart the path forward for Nebraska’s public university. The team’s goal: At a time of great change in higher education, lay out a vision for what the future should look like for the University of Nebraska.

Broad themes quickly emerged, including student access and success, excellence in teaching and research, diversity and inclusion, partnerships, and fiscal effectiveness. Then COVID-19 hit, forcing a pause in the team’s work. The ensuing months showed that the initial priorities identified by the team were not only still relevant, but more important than ever in defining the future of higher education.

From that early work has emerged a five-year strategy for growth and success across the four-campus University of Nebraska system. In addition to the strategic planning team, Carter engaged alumni and donors, elected leaders, leaders in business and agriculture, the Board of Regents, NU senior leadership, and others in conversations about the University’s future.

The resulting strategy is built around several key principles:

- The value of higher education is clear and growing. Nebraska’s success is tied to that of its University.
- Students come first. The University of Nebraska should be the best place in the country to be a student, providing high-quality, affordable, accessible education that prioritizes students’



mental and physical health and prepares them for post-graduation success.

- Our people are our greatest asset. We will invest accordingly.
- We have a responsibility to make the best use of every dollar Nebraskans entrust to us.
- Themes of equity and inclusion touch everything we do. We will be a University for everyone — successful only when all voices are heard.
- Finally, Nebraskans should know what to expect from their University. We must work every day to maintain the trust and confidence of the people of our state.



ACCESS, AFFORDABILITY AND ATTAINMENT

The University of Nebraska was founded on the principle that higher education should be accessible to all, not just a privileged few. That principle is as important today as it was more than 150 years ago, with a college degree increasingly recognized as a vital pathway to individual and economic prosperity.

Nebraskans have a basic expectation of their University: That they can send their children to our campuses for an outstanding education, at an affordable cost, where they can graduate on time and prepared for success in life and work. And while they're here, we will provide them with the most enriching collegiate experience possible, to include internships and study abroad, participation in athletics and the arts, and community service and research. That "whole-person" experience is what our students expect and deserve.



Cost must not be a barrier for any qualified Nebraska student to attend the University. It is intentional that this broad theme comes first in our strategic plan. As we chart the path forward, the affordability, accessibility, and quality of a University of Nebraska education will continue to be our North Star.

- Launch Nebraska Promise, a tuition-free education for Nebraska families with an annual income less than \$60,000.
- Evaluate all University-imposed costs to students and limit increases to the greatest extent possible.
- Adopt a 4-year undergraduate graduation guarantee.
- Shift the University's undergraduate tuition model from a "per credit" to "block" basis.

- Evaluate innovative academic calendar models to accelerate time to graduation.
- Strengthen pathways to higher education.

WORKFORCE DEVELOPMENT

Nebraska's workforce needs are urgent and growing. The state will have more than 34,000 annual openings in high-skill, high-demand, high-wage (H3) jobs in the years ahead, and the needs exist across the entire state. Demand for more engineers, IT professionals, nurses, teachers, physician assistants, and other professions is acute. And of course, the University will lead in supporting the backbone of Nebraska's workforce and economy, agriculture, by educating the next generation of farmers, ranchers, scientists, and others who will help feed an increasingly hungry world.

The future of higher education will be about pathways — to college, to relevant internships and academic experiences, to timely graduation, and finally, to great jobs here in Nebraska. That includes educating more of our own Nebraska students, as well as attracting new Nebraskans to our state to live, work, and raise their families.

With more skilled graduates, we'll grow our economy, workforce, and strong communities across the state.

- Pursue partnerships with the Governor, Nebraska Legislature, business leaders, and others to fund scholarships in key workforce areas.
- Develop scholarship programs to attract nonresident students pursuing programs in key workforce areas.
- Build and test models to guarantee internships, jobs, and debt forgiveness for graduates.

CULTURE, DIVERSITY AND INCLUSION

A growing, thriving University of Nebraska depends on the voices, ideas, and success of all members of our community. We must be a University for everyone — a place where diverse backgrounds and ideas are welcomed and celebrated, where robust dialogue is encouraged, and where we are intentional and transparent in exploring how we can be a better place to learn, work, and study.

We will have a bias for action in evaluating and improving our culture. That will include honest assessments of our successes and areas for improvement. Where there are gaps — like that between UNL and UNMC faculty salaries and their peers, which has been a challenge for too long — we will put action plans in place to better support our talented faculty, staff, and students.

We have heard loud and clear from our University community that inclusive excellence must be among our highest priorities. Our students deserve to see themselves reflected in our classrooms, and all members of our community deserve to feel valued, welcomed, and safe.

- Develop an implicit bias training program to reach every employee.
- Refine policies and procedures to more fully support our students and employees.
- Conduct annual climate surveys and develop action plans based on the data.
- Commit to no new state-aided non-faculty FTEs at UNL, UNMC, and UNCA until faculty salaries reach their peer averages at UNL and UNMC.
- Identify and reduce gender and racial equity pay gaps among employees through compensation studies.

PARTNERSHIPS

In pursuing excellence in and outside the classroom, we acknowledge that we can't be all things to all people. What we can do is identify a select number of areas where we can be the world leader. We will be disciplined in our investments and engagements, focusing on areas that matter to Nebraska and where we have deep expertise: Water and food security; infectious disease; rural community vitality; national and cyber security; and early childhood education.

Recognizing that we can't be successful alone, we will invest our time in cultivating partnerships that will advance our work — between campuses, with donors and alumni, elected leaders, our higher education partners, and with all Nebraskans, who collectively are the single largest investor to the University of Nebraska every year.

We will make every decision with an eye toward building the trust and confidence of our most important partners, the people of Nebraska.

- Focus University investments on water and food security; infectious disease; rural community vitality; national and cyber security; and early childhood education.
- Increase the sense of bond and connection among alumni and donors.
- Increase the number of annual donors to 75,000 by 2027.
- Increase annual total private support to \$300 million by 2027.



- Engage our 374,000 alumni in University events and leverage their voices through an advisory and advocacy network.

EFFICIENCY AND EFFECTIVENESS

In entrusting their precious resources to us, Nebraskans expect their University to operate with common sense and prudence. We won't spend money we don't have; we will take care of the resources we do have; and we will continually look for opportunities to become leaner, more effective, and more efficient.

Of particular importance is developing a long-term plan to maintain our capital assets, including the buildings where teaching and research take place, and the information technology infrastructure that supports virtually every aspect of the academic and business enterprises. Furthermore, knowing that sustainability is a high priority for our students and employees, we will create a University-wide plan for improvement — preserving both University and natural resources.

In all of this work, we will hold ourselves to a high standard of transparency, recognizing that we have a responsibility to demonstrate accountability to those who invest their resources in us.

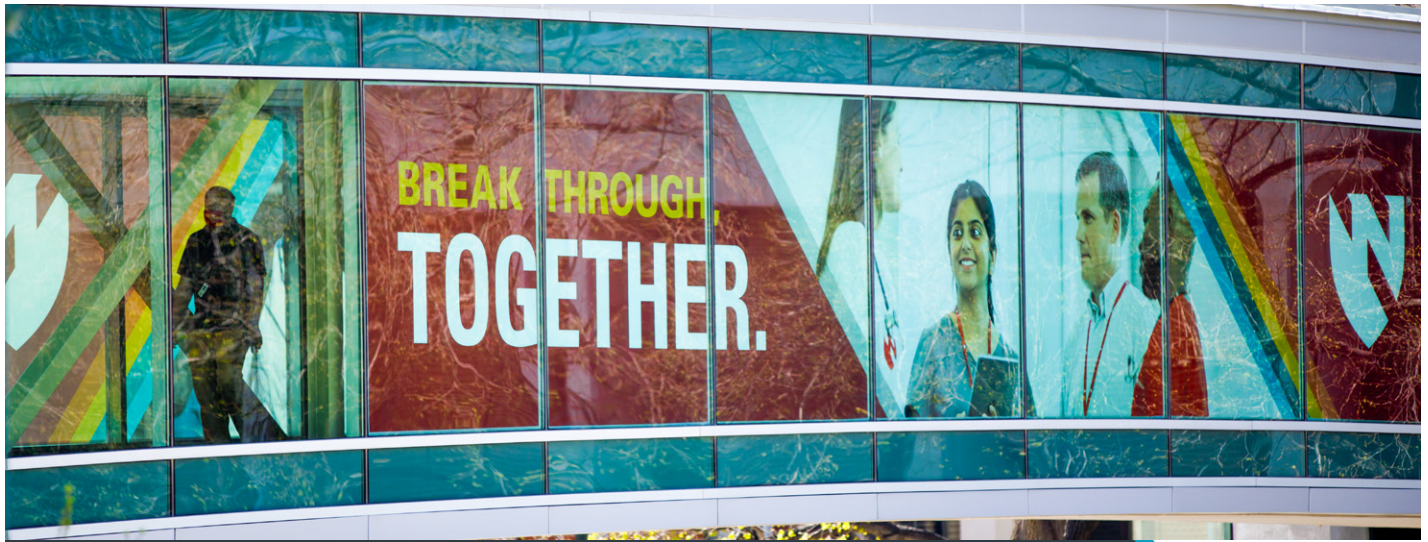
- Develop a 5-year rolling budget.
- Maintain a structurally balanced budget.
- Launch the Red Tape Review initiative.
- Develop a comprehensive University-wide capital master plan, including facilities, infrastructure, and information technology needs.
- Launch 2021 University Facilities Program.
- Evaluate all University assets for potential monetization and maximization.
- Set and achieve University-wide sustainability goals.



UNePlan Strategic Planning

We track and align initiatives to show how they support UNMC's mission and our strategic plan, using UNePLAN, an internal web-based tool. UNMC faculty and leadership can update their progress on unit initiatives during the academic year. Our strategic plan is organized by eight goals.

- **Educational Learner Focus:** Establish UNMC and its educational programs as the most learner-centered university in health professions and in interprofessional education.
- **Research Scope and Prominence:** Increase the research scope, prominence and impact of UNMC as a top-tier academic health sciences center.
- **Clinical Excellence:** Establish UNMC and our clinical partners as an academic health system providing the highest quality care that is recognized for outstanding patient outcomes and a compassionate and patient-centered care experience.
- **Community engagement:** Provide a healthier future for urban and rural Nebraska communities through increased community engagement.
- **Diversity, Equity and Inclusion:** Ensure UNMC is an exemplary culturally sensitive, diverse and inclusive organization in its mission of transforming lives through preeminent 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.



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.

Training model aids COVID testing

Nasopharyngeal swabs have been done millions of times worldwide to detect COVID-19, but they can produce false negative results when not done correctly. Improper swabbing also can injure patients with certain nasal conditions. In early 2021, the UNMC iEXCEL team created an advanced oral/nasopharyngeal model to help improve the skills of those performing the swabs. The Oral Nasal Pharyngeal Anatomy Clinical Education (ONPACE) trainers are a one-of-a-kind, portable trainer that also can test for infections such as strep throat, flu and diagnose some ENT issues. iEXCEL worked in collaboration with the UNMC Department of Otolaryngology-Head and Neck Surgery, Nebraska Medicine, UNeMed and the Massachusetts-based Chamberlain Group, which markets and distributes the ONPACE trainers.

Nationally recognized experts

In November 2021, UNMC's Munroe-Meyer Institute joined a highly select group of 31 medical centers nationwide as part of an innovative network seeking to expand access and advance care and research for patients with rare diseases in the United States. MMI's Department of Genetic Medicine earned designation as a National Organization for Rare Disorders (NORD) Rare Disease Center of Excellence, in partnership with Children's Hospital & Medical Center and Nebraska

Medicine. The designation will lead to more robust and innovative therapeutic research that then will lead to improved care and more effective treatments.

Training rural providers

Only 48 hours after the UNMC Simulation in Motion-Nebraska (SIM-NE) team trained a rural Nebraska fire and rescue crew, the team put its training into action and delivered a healthy baby boy on a rural country road. It was the first delivery in 20-plus years for the Hildreth Fire and Rescue team — who were grateful for the well-timed specialized, high-tech SIM-NE training on emergency obstetrics. The four SIM-NE trucks, launched in 2017 and stationed in Scottsbluff, Kearney, Norfolk and Omaha, provide training at the request of rural emergency medical service agencies and critical access hospital staff. Smiles among the EMT squad remained long after the Nov. 15, 2021, roadside delivery. "Thank God for the training," said one of the EMT volunteers. "My jaw is still on the floor when I think about it." Mom, dad and baby Raiden — all of Franklin, Nebraska — are doing well.

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 2021-22

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.

PROJECT NEX T

UNMC/Nebraska Medicine was selected as a pilot site to develop a federal National Disaster Medical System Pilot Program to improve the country's ability to respond to future catastrophic events such as pandemics, natural disasters or overt attacks. UNMC's transformational public-private partnership, called Project NEX T, will create a federal, all-hazard health security disaster response space that is adaptable and leverages both UNMC and Nebraska Medicine's experience and global leadership in infectious diseases and biopreparedness.

The State has approved \$300 million for Project NEX T, contingent on additional financial support for the project. Omaha's City Council approved an interlocal agreement to provide up to \$45 million in financial support for the project, \$4.5 million annually from occupation taxes collected on tobacco and vaping products over 10 years.

PRESIDENT CARTER'S FIVE-YEAR STRATEGY AND KEY PRIORITIES

In 2020, University of Nebraska President Ted Carter assembled a diverse 28-member team of students, faculty, staff and administrators to help chart the path forward for the university. The team's goal was to lay out a vision for what the future should look like. A five-year plan for growth and success emerged.

The resulting strategy is built around several key principles:

- The value of higher education is clear and growing.
- Students come first.
- Our people are our greatest asset.
- Make the best use of every dollar.
- Themes of equity and inclusion touch everything we do.
- Nebraskans should know what to expect from their university.

SADDLE CREEK DEVELOPMENT PROJECT

UNMC plans to renovate the historic Omaha Steel Works industrial property on the west side of Saddle Creek into an "innovation hub," where researchers can turn ideas into venture capital. Also planned is the

construction of a 350,000-square-foot administrative building near the southwest corner of Farnam Street and Saddle Creek Road.

The Omaha City Council approved an interlocal agreement that will provide financial support for the project over the next ten years. The agreement designates up to \$48 million for public improvements, streets and a public parking garage on the adjoining Saddle Creek campus expansion, which will include a mixed-use development that will include housing, restaurants, hotels and other amenities.

BREAKTHROUGH THINKING VIRTUAL SERIES

The thought-provoking Breakthrough Thinking series was moved online during COVID-19 for all UNMC

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.

Education

UNMC's fall enrollment in 2021 was 4,387, including 636 house officers. Total enrollment includes 2,901 females and 1,486 males. In FY 2021-22, budgeted net tuition amounts to \$58.0 million, 6.9% of the total revenue budget, up from \$55.1 million or 7.1% of revenue budget the previous year. UNMC's enrollment continues to increase and set a record enrollment for the 21st straight year, up 3.5% over last year's record of 4,239. An occupational therapy doctoral program has been added to the College of Allied Health Professions and masters programs in the College of Public Health are seeing expansion. In addition to growth in those areas, enrollment of international students is up 21% over last fall, a full recovery from the drop due to COVID-19 travel restrictions. In 2021, 50 College of Medicine graduates (43%) stayed in Nebraska for their first year of residency, with over half (59%) of the graduating class choosing primary care for their first-year specialty.

faculty, staff and students. The series features an array of speakers and topics designed to challenge and inspire out-of-the-box thinking. Series organizers said past series speakers have had profound effects on UNMC's strategic plans, prompting them to think about areas that may affect them as they are preparing their strategic plans for the coming year.

The following topics were presented during the 2020-21 series:

- Design thinking
- Structural racism and health inequities
- Physician leadership
- Augmented intelligence and surgical training
- Equity

Most indicators remained stable or improved in 2020 and 2021. Enrollment continues to increase. Total research awards increased by 26% to over \$174 million in FY 2019-20. Other positive trends included another successful year with energy cost reductions and completion of several simultaneous large construction projects.

The overall impact of the University of Nebraska System's operations on the State of Nebraska was \$5.8 billion in FY 2020-21 and generates \$164 million in state and local taxes annually.

UNMC offers innovative pathway programs for undergraduate and high school students, including the Kearney Health Opportunities Program, the Rural Health Opportunities Program, the Summer Undergraduate Research 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 can also engage in the rich cultures of Omaha, working in student-run clinics that assist underserved populations in the city.

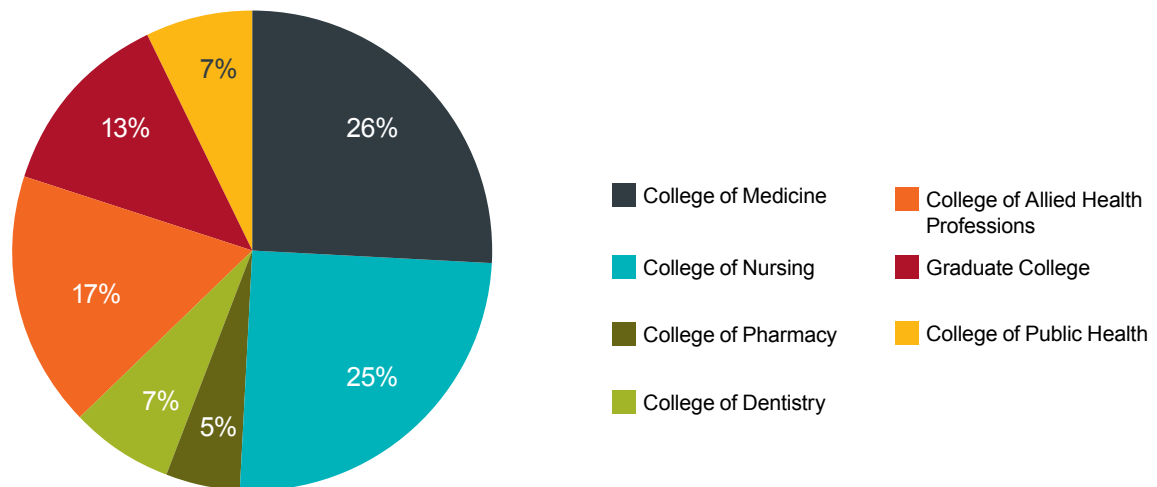
In addition to preparing and training the future behavioral health (BH) workforce, The Behavioral Health Education Center of Nebraska is developing a pipeline of Nebraska students interested in BH. With the pandemic, they have



pivoted to video series, webinars and live online formats for much of their training. Recent offerings to retain and support the current BH workforce include Heal the Healer, Brain Injury and Behavioral Health Needs, Core Topics for Behavioral Health Providers and several others.

As part of its continuing effort to address the state's nursing shortage, UNMC's College of Nursing offers accelerated and traditional bachelor's degree in nursing (BSN) programs in Omaha, Lincoln, Kearney, Scottsbluff and at the Northern Division in Norfolk. Enrollment in the highly ranked Doctor of Nursing Practice program (tied for 40th out of 330) grew by 6% over the past year.

ENROLLMENT, FALL 2021



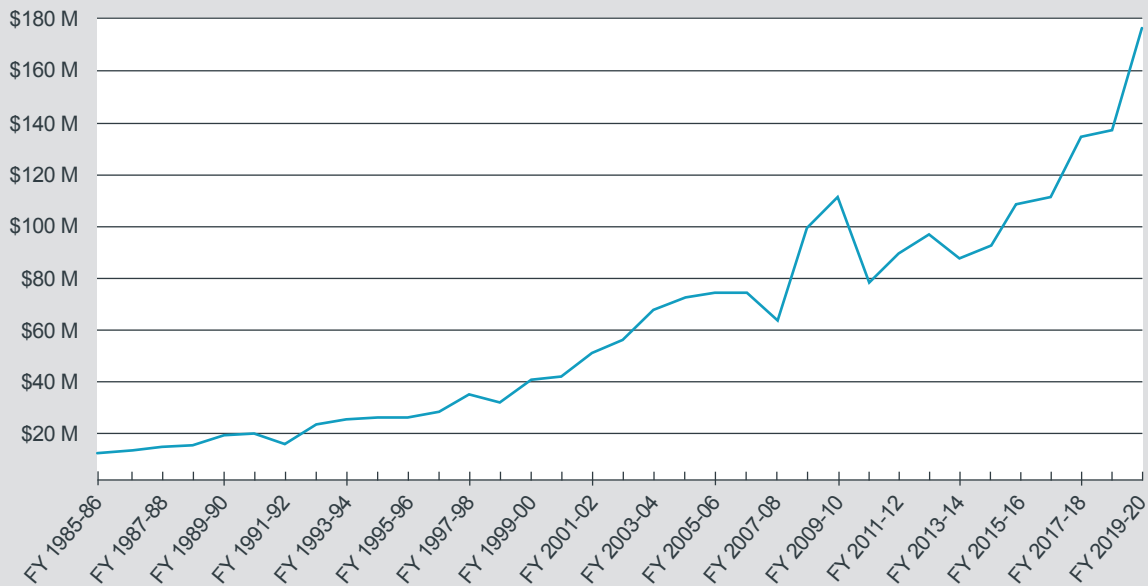
Research

During FY 2019-20, 339 principal investigators received a total of 606 research grants or contracts for a total of \$174,191,275, an increase of over \$36.1 million and 26.2% more than the previous fiscal year. UNMC earned a total of \$90.3 million in NIH funding in the federal fiscal year (FFY) which ended on September 30, 2020. NIH funding increased by 6.4% over the previous FFY, with UNMC's NIH ranking decreasing slightly from 84th to 85th in aggregate rankings out of the 2,815 academic medical centers, educational institutions, hospitals or corporate entities receiving NIH research funding. UNMC's federal research funding overall increased by 26.5%, from \$95.5 million to \$120.9 million during that same period.

COVID-19 impacted UNMC and our research community in many ways. Partnerships were extremely important. We worked with multiple agencies to assist in the repatriation of citizens living abroad. We worked with the Assistant Secretary for Preparedness & Response to move and quarantine or hospitalize cruise ship passengers infected or potentially infected with the

virus. UNMC initiated one of the first therapeutic trials of Remdesivir, which proved to be effective in reducing the hospitalization time for COVID-19 patients. Pandemic-related research policies and procedures were developed for infection prevention, social distancing and remote working. A new biosafety level-3 (BSL-3) research unit was created, and existing space was remodeled into a new vaccine research clinic. There was a great need for new innovations and UNMC rose to the challenge. These included a safe, effective method to sterilize N-95 masks, devices to protect workers during intubation, software to electronically screen students and staff, new diagnostics methods for COVID-19 and the 3-D printing of supplies to collect samples from people at risk for the virus. Altogether, 48 UNMC inventors contributed to 23 COVID-related inventions that were reported to UNeMed in the first six months of the pandemic.

TOTAL RESEARCH AWARDS



During FY 2019-20, 339 principle investigators received a total of 606 research grants or contracts for a total of \$174.2 million. This is an increase of 26.2% from the prior year.

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 most of rural Nebraska's health care providers. The Rural Health Opportunities Program, the Kearney Health Opportunities Program and the Public Health Early Admission Student Track (PHEAST) 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 \$11.0 million in annual economic impact and creates jobs for over 100 Nebraska residents.

Global Engagement

Every continent other than Antarctica is represented in our international population although the majority of our international participants are from the Asia Pacific Rim and Central Asia. In 2020, the Office of Global Engagement (OGE) prepared and filed government petitions on behalf of UNMC to sponsor 729 international employees, students and visitors, representing 68 countries, to work, study or visit UNMC. Due to COVID-19, our international population dropped significantly in 2020 from the 1,018 participants on campus in 2019. OGE staff advise faculty, staff and sponsored employees and students on all visa- and immigration-related issues.

Due to COVID-19, the Student Alliance for Global Health did not organize any medical service trips during the 2020 or 2021 spring breaks. Instead, they concentrated on local service programs with OneWorld and Clair United Methodist Church. As part of a multi-campus initiative, the College of Medicine and OGE joined with the linguistics department at the University of Anáhuac Veracruz in Xalapa, Mexico, to create a new Immersion Spanish elective held in Omaha in February 2021. The course featured 1:1 individualized virtual instruction for six hours per day, five days per week, for three weeks.

UNMC currently has close to 50 pending and active international agreements for education, research and business collaborations in 24 different countries. In



2020, four new agreements were signed with partners in Brazil, Japan, Rwanda and South Korea and one agreement was renewed with our partners in Oman. In addition, the OGE expanded its collaboration with Anahuac University, which had been started in 2015 by the College of Public Health.

Cultural Competence and Diversity

UNMC is committed to fostering an inclusive and diverse campus culture. Developing an organizational structure to support diversity, equity and inclusivity builds a campus that attracts and retains diverse faculty, students and employees. This has been identified as a key principle in President Ted Carter's five-year plan for success and growth. 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.

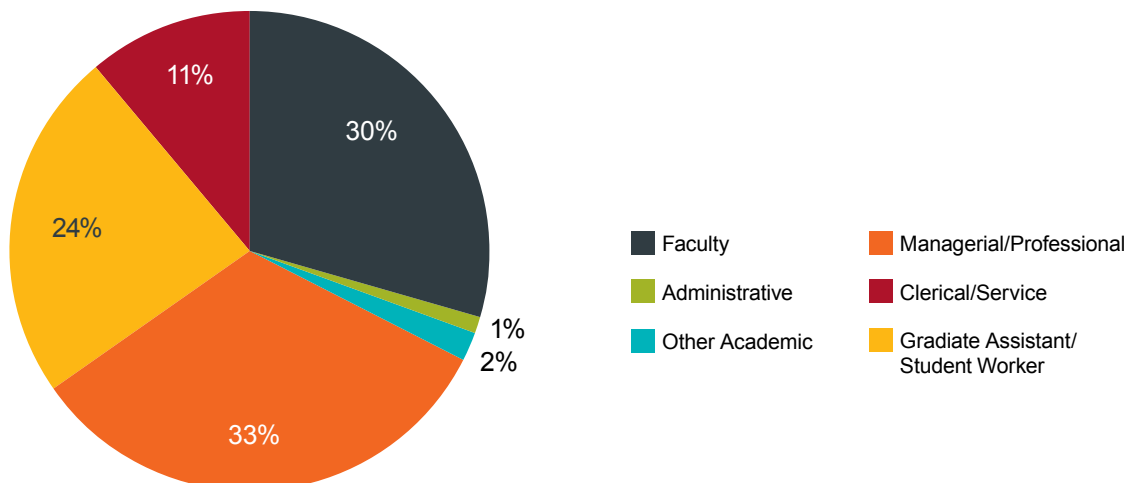
In July 2021, an assistant vice chancellor of inclusion position was created at UNMC to lead the sometimes difficult, but necessary, conversations to create a more inclusive culture. The Office of Inclusion has built solid, collaborative relationships and has brought culturally relevant programming to the campus community. UNMC actively participates in events to observe Black History Month, Martin Luther King's Birthday (MLK Day), Hispanic Heritage Month, Women's History Month, Juneteenth and others. Culture Fest is a popular annual event that celebrates diversity and culture on campus with food, music, dancing, exhibits and activities.

The total employment impact of the University of Nebraska Medical Center in the state of Nebraska is 11,128 jobs (7,025 direct jobs) in 2021. As a result of UNMC's operations, 4,103 indirect and induced jobs are created in Nebraska.

Employees

UNMC employs 6,010 people, with an FTE of 5,135. Personnel costs amounted to 65.3% of expenditures (based on total operating expenditures from all funding sources through June 30, 2021).

EMPLOYMENT, NOVEMBER 2021



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 in FY 2019-20, with gross revenue of almost \$2.6 million and remained over \$2.1 million in FY 2020-21. In addition, the second half of FY 2019-20 was the most productive six-month research period since UNeMed's 1991 creation. UNMC and UNO inventors disclosed 73 new inventions, 28 directly related to the pandemic. The 44 inventors of those pandemic-related inventions were named UNeMed's 2020 Innovators of the Year.

UNeMed closed out FY 2020-21 with record-breaking numbers in startups, patent applications and patents

secured. During the year, UNeMed helped build seven new startups around University innovations, the most since 2010 when six new companies grew out of UNMC inventions. Patent applications numbered 159. U.S. Patents are another key tool for advancing innovations and protecting those inventions. That UNeMed snapped its oldest record in 2021 with 26 new U.S. Patents speaks to the quality, creativity and skills of University innovators. The previous record for most patents in a single year goes back to 1997 when UNeMed landed 24.

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.

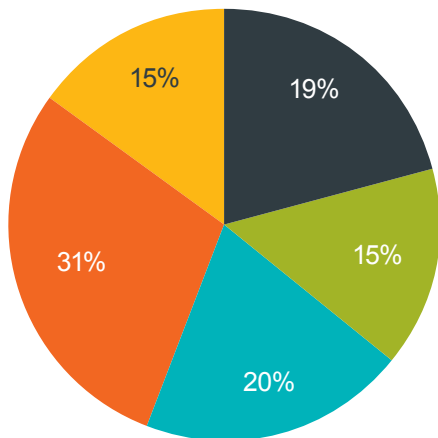
UNMC, Nebraska Medicine and their affiliates generated \$220.2 million in state and local tax revenue during FY 2020-21. Spending within the state generates revenue in the form of sales tax, corporate net income tax and other business taxes paid by the companies receiving revenue from UNMC, Nebraska Medicine and their affiliates.

Financial Strength

UNMC is 80.9% self-supporting. UNMC's FY 2021-22 operating budget is \$841.7 million, of which \$522.0, or 62.0%, is designated for instruction and research.

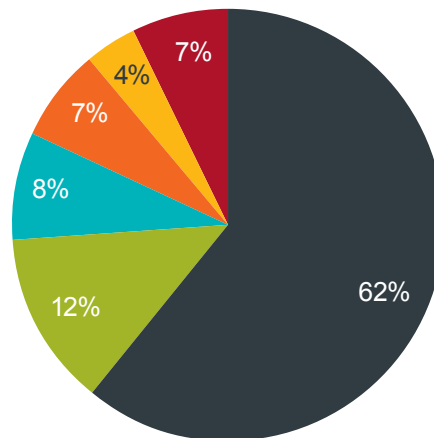
The State provides \$160.6 million, or 19.1% of UNMC's revenues.

REVENUE BUDGET FY 2021-22



State General \$160,638,678	Gifts, Grants, Contracts \$264,000,000
Cash Funds \$122,014,880	Auxiliaries & Revolving \$127,000,000
Federal \$168,000,000	

EXPENSE BUDGET FY 2021-22



Instruction & Research \$521,966,834	Institution Administration \$59,276,591
Public Service \$103,219,486	Physical Plant Operations \$30,252,257
Acad./Student Support \$67,697,253	Aux./Indep. Operations \$59,241,137



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.

UNMC and Nebraska Medicine (and its affiliates) generated \$6.4 billion in economic impact on the State of Nebraska in FY 2020-21.

Infrastructure (Facilities, Information Technology and Library)

FACILITIES

The three-level Wigton Heritage Center serves as a campus welcome and event space. The \$8 million project, completed early summer 2021, celebrates and memorializes UNMC's history. The heritage center serves as a catalyst for understanding, experiencing and appreciating UNMC's culture and history. The McGoogan Health Sciences Library renovation features more natural lighting on all levels, additional study rooms with better soundproofing, enhanced study spaces supporting different studying habits, inclusive restrooms, mothers rooms and new spaces for an inclusion area, a faculty commons and an EZ Studio managed by the E-learning program.

After breaking ground near the University of Nebraska at Omaha's Scott Campus in August 2019, the new home of the Munroe-Meyer Institute for Genetics and Rehabilitation opened in spring 2021. This \$85 million project featured the renovation and redevelopment of an existing building and the relocation of a section of existing street. The facility has four floors, with three levels designed to serve patients and a 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, while also expanding the campus. It provides strategic direction across operations while representing our ongoing commitment to work toward common goals. The campus has seen an increase in energy use from previous years with new building openings. However, energy use per square foot has been reduced, signaling efficiencies in resource use. Our most recent progress is difficult to assess in some areas due to COVID-19, with so many work situation changes.

INFORMATION TECHNOLOGY

Technologies within classroom settings, professional development, Canvas utilization and participation with NUConnect were major focuses this year. Classroom lecture recording decreased (by 47%), while outside of classroom lecture recording dramatically increased (by 251%). Video on demand usage was also up sharply (261%). Great progress has been made in improving both wireless and cellular connectivity on campus. WiFi

coverage is up to 82% of campus (from 32%). Cellular coverage in Bennett Hall, Sorrell Center, Truhlsen Eye Institute, Wittson Hall and Williams Science Hall has been improved for AT&T and Verizon users.

Modernization efforts started with the shift to Agile, a culture-shaping effort. Other transformations include a migration effort and alignment with enterprise systems and project portfolio management, a single IRB to meet NIH mandates, and Cashnet, aligning payment systems and CAS to PeopleSoft to streamline the student identity management from start to finish. Federal pandemic relief funding drove opportunities for technology improvements within our academic learning environments which included projects spanning all five campuses. Enhancements included expansion of web conferencing and lecture capture capabilities, as well as replacement of end-of-life equipment.

LIBRARY

After an extended renovation with staff moving to temporary space, the McGoogan Health Sciences Library reopened in August 2020. The library played a key role in the development and opening of the Wigton Heritage Center. Library exhibits were included in inaugural displays in the welcome center and are expected to be a continuing presence there.

A COVID-19 collection, documenting UNMC and Nebraska Medicine's role in fighting the pandemic, was started in February 2020. Both digital documents and physical materials are being collected and stored, preserved for the benefit of future researchers.

An inclusion space has been incorporated in the remodeled library, in partnership with the Office of Inclusion. 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. Book collections have been reviewed for representation of DEI topics and new materials have been acquired.

Library guides on copyright and fair use have been refreshed and a standalone learning module on the topic has been developed.

Compliance

Compliance requirements never end, and they never remain constant. This section documents FY 2020-21 compliance and internal audit accomplishments and presents FY 2021-22 compliance and internal audit goals.

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

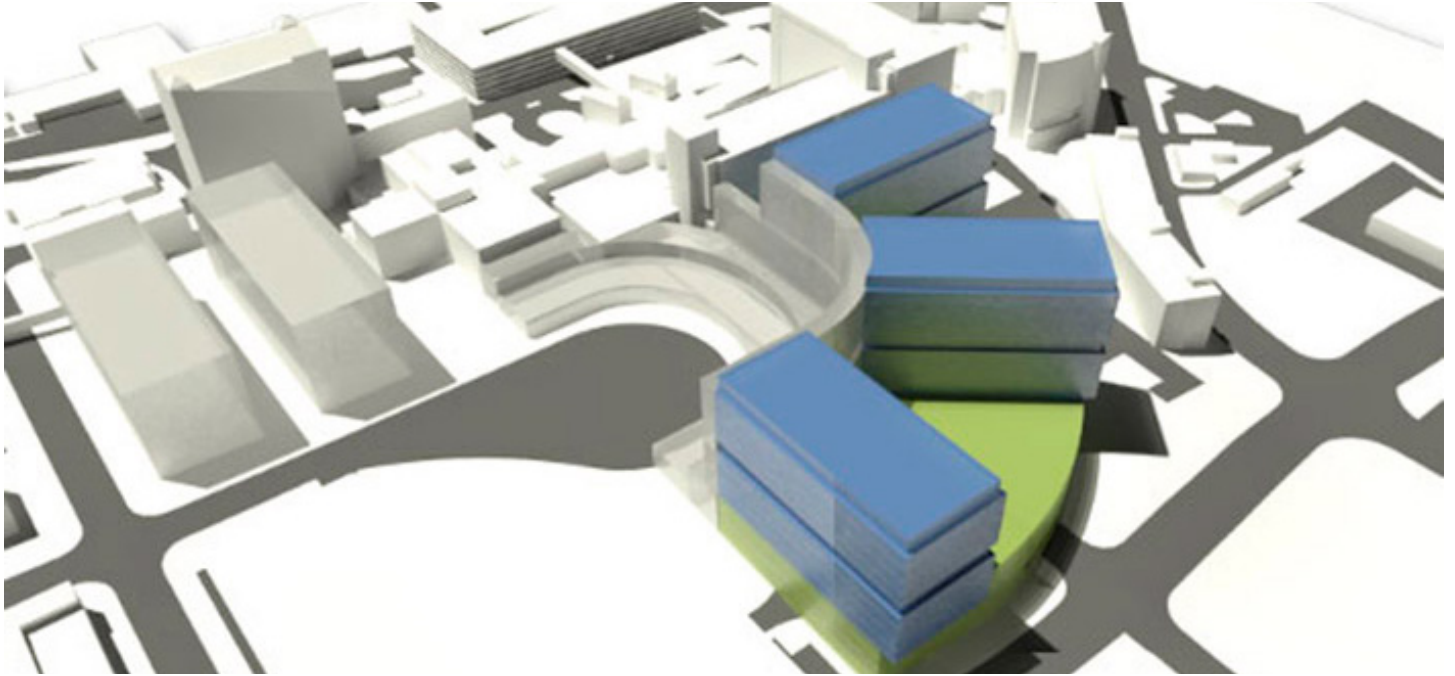
noted that the three most important issues facing Nebraska businesses were customer demand, COVID-19 and the availability and quality of labor. The Consumer Confidence Index – Nebraska dropped sharply between February and March (107.9 to 97.9), falling below the neutral 100. Respondents noted that the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

PROJECT NExT



In May 2021, UNMC/Nebraska Medicine was selected as a key pilot site designated to develop a federal National Disaster Medical System (NDMS) Pilot Program that will improve the nation's ability to respond to future catastrophic events such as pandemics, natural disasters or overt attacks.

Referred to as Project NExT, UNMC's transformational public-private partnership will create a federal, all-hazard health security disaster response space that is adaptable and leverages both UNMC and Nebraska Medicine's experience and global leadership in infectious diseases and biopreparedness. Project NExT is designed to meet America's current and future unmet health care training, education and capacity needs.

Through a multi-year project with the federal departments led by DoD, Project NExT is designed to create a joint civilian-military medical surge facility through public-private partnerships. The partnership will expand federal medical surge capability and improve the National Disaster Medical System training run by HHS.

The State of Nebraska already has approved \$300 million for Project NExT. Last year, Gov. Pete Ricketts signed a bill (LB 107) committing funding contingent on additional financial support for the project.

"Project NExT will provide a world-class home for our academic medical center, health security for our nation, as well as provide a significant economic injection that drives development and prosperity in Nebraska for decades," said UNMC Chancellor Jeffrey P. Gold, MD. "We continue to work hard to secure all of the necessary funding."

In 2021, Omaha's City Council approved an interlocal agreement to provide up to \$45 million in financial support for Project NExT. The interlocal agreement will not increase taxes. The financing plan designates \$4.5 million annually to Project NExT from the occupation taxes collected on tobacco and vaping products over 10 years, beginning in 2023.

PRESIDENT CARTER'S FIVE-YEAR STRATEGY, KEY PRIORITIES



In February 2020, University of Nebraska President Ted Carter gathered a diverse 28-member team of students, faculty, staff and administrators to help chart the path forward for Nebraska's public university. The team's goal: At a time of great change in higher education, lay out a vision for what the future should look like for the University of Nebraska.

From that emerged a five-year plan for growth and success across the four-campus University of Nebraska system. In addition to the strategic planning team, Carter engaged alumni and donors, elected leaders, leaders in business and agriculture, the Board of Regents, NU senior leadership, and others in conversations about the University's future.

The living document outlines a clear path forward with specific targets to help measure progress. Broad themes quickly emerged, including student access and success, excellence in teaching and research, diversity and inclusion, partnerships, and fiscal effectiveness.

The resulting strategy is built around several key principles:

- **The value of higher education is clear and growing.** Nebraska's success is tied to that of its university.
- **Students come first.** The University of Nebraska should be the best place in the country to be a student, providing high-quality, affordable, accessible education that prioritizes students' mental and physical health and prepares them for post-graduation success.

- **Our people are our greatest asset.** We will invest accordingly.
- We have a responsibility to **make the best use of every dollar** Nebraskans entrust to us.
- **Themes of equity and inclusion touch everything we do.** We will be a university for everyone — successful only when all voices are heard.
- **Nebraskans should know what to expect from their university.** We must work every day to maintain the trust and confidence of the people of our state.

View the strategy on the University of Nebraska System website:
<https://nebraska.edu/five-year-strategy>.

SADDLE CREEK DEVELOPMENT PROJECT



Over the next several years, the Midtown community will see the area around Saddle Creek Road and Farnam Street transform into an even more vibrant neighborhood district.

UNMC plans to renovate the historic industrial property on the west side of Saddle Creek into an “innovation hub,” where researchers can turn ideas into venture capital, and also construct an administrative building near the southwest corner of Farnam Street and Saddle Creek Road.

“We will create a space that both advances UNMC’s mission and revitalizes an area in a way that will benefit our neighbors and the City of Omaha,” said UNMC Chancellor Jeffrey P. Gold, MD.

UNMC’s plan includes injecting new life into two existing structures that played historically significant roles in World War II, as well as in Omaha’s industrial growth. Campus leaders say they will preserve as much as possible from the historic Omaha Steel Works facilities as they develop the Innovation Hub to house such entities as UNeMed, UNMC’s tech transfer office; UNeTech, which coordinates business startups from UNMC and University of Nebraska at Omaha research; UNeHealth, UNMC’s contracting and fiscal arm for industry-funded clinical trials; and the Nebraska Business Development Center.

The 350,000 square-foot administrative building - the equivalent of two Lauritzen Outpatient Center buildings - would provide an opportunity to consolidate office space and also provide retail or community space. A pedestrian connection across Saddle Creek is planned to move pedestrians safely across the high-trafficked area and onto the med center campus.

Following a competitive bidding process, UNMC selected:

- Koelbel and Company and GreenSlate Development to lead the renovation and redevelopment of the former Omaha Steel Works property. The Lund Company will lead all property management efforts.
- T&G Investments as the team to lead the design and construction of a new administrative building development for UNMC. The developers have selected Tetrad Property Group to serve as their owner’s representative for the project. Leo A Daly is the design lead and McCarthy Building Companies is the general contractor. They also will work with the BranchPattern to maximize the potential of the building to meet and exceed UNMC’s sustainability goals.

In 2021, Omaha’s City Council approved an interlocal agreement that will provide financial support for the project over the next decade. The interlocal agreement designates up to \$48 million for public improvements, streets and a public parking garage on the adjoining Saddle Creek campus expansion, which will include a mixed-use development that will include housing, restaurants, hotels and other amenities.

BREAKTHROUGH THINKING VIRTUAL SERIES



During the COVID-19 pandemic, UNMC moved its thought-provoking Breakthrough Thinking series online for all UNMC faculty, staff and students.

The series features an array of speakers and topics designed to challenge and inspire out-of-the-box thinking. This year's series included such topics as design thinking, diversity and inclusion, simulation and analytics.

Organizers of the series said past Breakthrough Thinking speakers have had profound effects on UNMC's strategic plans, prompting them to think about areas that may affect them as they are preparing their strategic plans for the coming year.

During the 2020-21 series, attendees learned about:

- **Design thinking**, a methodology for empathy-based problem solving, from Kathryn Segovia, PhD, former Nebraskan and head of learning experience design at the d.school at Stanford University, who spoke on "Using Design Thinking to Inspire and Lead through Uncertainty in Education" and Douglas Dietz, principal design thinker for GE Healthcare in Waukesha, Wisconsin, who presented "Using Design Thinking to Capture Unmet Needs and Desires from the Field to Drive a Program to Success." During her presentation, Dr. Segovia said the open-ended "yes, and" statement — as opposed to "no, but" thinking — helps nurture and build on ideas presented. Using innovative case studies, Dietz said, diversity of thought is critical to the process and requires a team of experts and non-experts, all of whom are focused, empathetic and committed to solving the problem at hand.
- **Structural racism and health inequities** from Ruth Shim, MD, University of California, Davis, who presented

"Dismantling Structural Racism in Medicine: Challenges and Opportunities," and Nwando Olayiwola, MD, The Ohio State University, who presented "Moving From Anger to Action: Making Anti-Racism a Core Value in Academic Medicine." The speakers noted academic medicine is not immune to the effects of structural racism, which drive health inequities, and must take steps to dismantle structural racism and make anti-racism a core value.

- **Physician leadership** from Susan Bailey, MD, president of the American Medical Association, who presented "Physician Leadership in a Time of Urgency and Transition." Dr. Bailey acknowledged that while health care workers and scientists worked to fight the COVID-19 pandemic, they also found themselves in "a public relations war that has questioned the legitimacy of our work and our motives."
- **Augmented intelligence (AI) and surgical training**, from William Kassler, MD, of IBM, presented "AI in health care: Are we ready?" To manage huge amounts of data and ensure AI doesn't unintentionally cause harm via racial bias in algorithms, he recommended designating a lead AI ethics official, having clinicians at the table and testing for bias. Ajit Sachdeva, MD, of the American College of Surgeons, presented "Transformative Surgical Education and Training: Innovations, Collaboration and Continuous Improvement." He outlined the need for continuous practice-based learning and improvement in surgery and noted that similar to personalized medicine for patients, there is the need for personalized education for providers.

- **Equity**, from Kevin Kruger, PhD, of the National Association of Student Personnel Administrators, presented “How the COVID-19 Pandemic is Shaping the Short and Long-term Future of Student Affairs”; and Timothy Renick, PhD, of Georgia State University, presented “Eliminating Equity Gaps Through Data and Analytics.” Dr. Renick said universities have more power to impact equity and achievement gaps than they may realize. Georgia State University, where he serves as executive director for its National Institute for Student Success, erased achievement gaps, he said, without lowering admissions standards by understanding the challenges of college from a student’s perspective, and then making changes at an institutional, rather than programmatic, level. Dr. Kruger provided attendees with a snapshot of the pandemic’s impact on university budgets, application trends, student stressors, admission rates and job outlooks, including the populations most impacted.

QUALITY INDICATORS TAB

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QUALITY INDICATORS

INDICATOR	PAGE(S)	STANDARDS	QUALITY STATUS	CHANGE FROM PRIOR YEAR	SUBJECTIVE PERFORMANCE RATING
		Desired Outcomes			
1. Certification/ licensure exams	15	100% pass rate; UNMC exceed the median performance	94% for MD Step 1, National Avg 97%	Continuing	Very Good
			99% for MD Step 2, National Avg 99%	Continuing	
			100% for Pharmacy, National Avg 88%	Continuing	
			96% for DDS Part 2, National Avg 92%	Declined	
2. Research funding and NIH rankings	43-46	Increase funding annually and improve NIH rankings annually	Net research awards increased by 26.2%	Improved	Very Good
			NIH research awards increased by 6.4%	Improved	
			Indirect cost recovery increased	Improved	
			3 of 6 colleges improved NIH ranking	Improved	
3. Health care delivery and patient satisfaction	56	> 85% outpatient and physician satisfaction			Very Good
		<i>Increasing volume and market share</i>	Patient activity increased 3.8% FY 2020-21	Improved	
		<i>Inpatient patient satisfaction</i>	HCAHPS score 77.7%	Declined	
4. Rural activities	27-31	> 60% rural practitioners from UNMC	57.3% of NE rural physicians, pharmacists, dentists, PAs, nurse practitioners & clinical nurse specialists are UNMC graduates	Stable	Good
		<i>Rural education sites and outreach</i>			
5. Minority recruitment and retention	67-69	≥ peer group diversity rates	Minority (under-represented minority) Percentages		Good
		(several peers are in larger cities with larger minority populations)	F/T Faculty – 19.0% (4.8%)	Stable	
			All Employees – 21.2% (7.8%)	Stable	
		<i>Culturally competent environment</i>	Students – 15.8% (6.7%)	Improved	
6. Economic growth and technology commercialization	91-93	Economic impact: UNMC and Nebraska Medicine	\$6.4 billion in FY 2020-21	Improved	Very Good
		combined direct and indirect employment	Approximately 56,050 (13,073 direct)	Improved	
	87-88	\$2 million of UNeMed income	\$2.1 million FY 2020-21 revenue (16.6% decrease)	Declined	
		<i>Omaha & Nebraska economic growth</i>	Strong research & construction funding	Continuing	
		<i>Scientific and health care benefits</i>	Advances in basic & clinical science	Continuing	
7. Employee loyalty, satisfaction and wellness	75-83	90% retention rates	89.3% employee retention	Stable	Very Good
		Greater than 70% remain employed for 3 years or more	71.1% employed 3 years or more	Continuing	
		<i>Health risk assessment participation</i>	Completion rate of 84.4%	Declined	
8. Financial strength	91-94	≥ 4% non-general fund growth	1.4% growth in non-general fund revenue	Declined	Very Good
		≥ 4% growth in prior year net assets	5.6% growth in FY 2019-20 net assets	Continuing	
		<i>Fund facilities and program goals</i>			
9. Infrastructure	97-104	Meet annual construction and technology objectives	Energy management upgrades	Improved	Very Good
			New Munroe-Meyer facility opened	Improved	
		<i>Implement facilities and ITS master plans</i>	IT infrastructure governance	Improved	
			Campus construction projects	Continuing	
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, 3, 47-51, 97-104		Campus growth and construction	Continuing	
	61-65		Global engagement expanding and strong	Continuing	

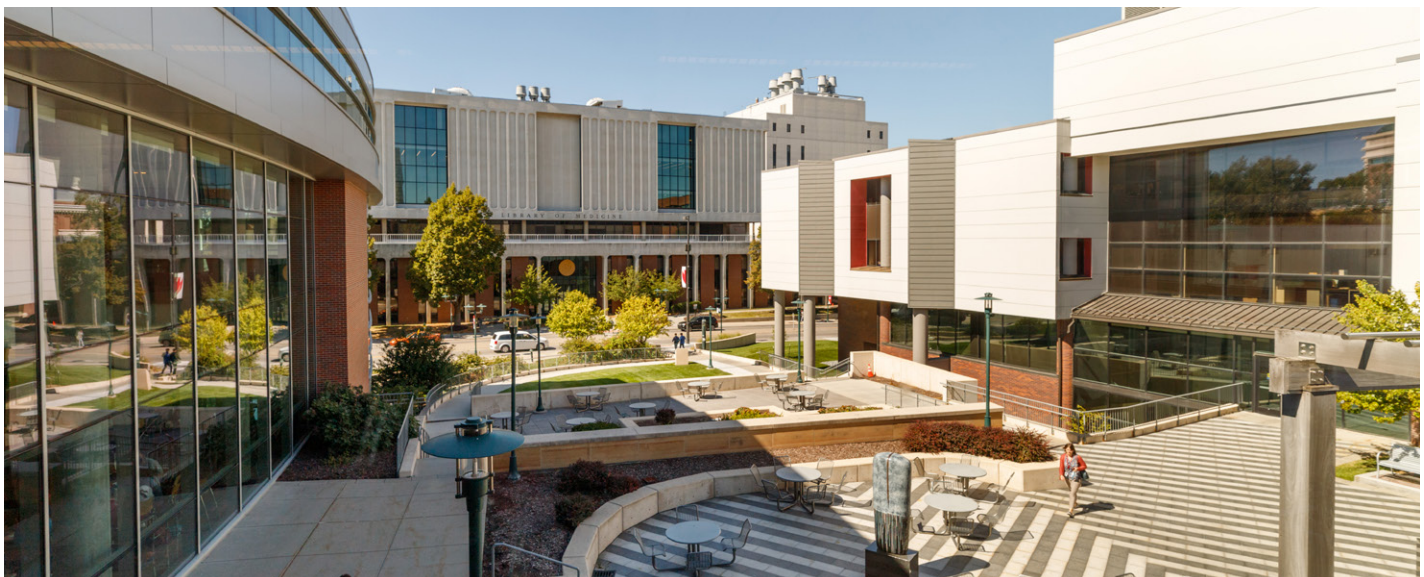
INDICATOR	PAGE(S)	STANDARDS	QUALITY STATUS	CHANGE FROM PRIOR YEAR	SUBJECTIVE PERFORMANCE RATING
11. Compliance effectiveness	107-108	Satisfactory external compliance reviews <i>Compliance processes that advance UNMC's mission and vision</i>	Satisfactory external evaluations Compliance improvements implemented and continuing	Stable Stable	Very Good
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 6th Physician Assistant ranked 15th College of Pharmacy ranked 28th Doctor of Nursing Practice tied for 40th Nebraska Medicine ranked #1 in state Ranked high performing in 5 specialties Ranked high performing in 10 procedures/ conditions	Improved Continuing Continuing Improved Continuing Improved Improved	Very Good

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 2022	Ranking	U.S. News & World Report # of Colleges/ Programs	Ranking Factors
College of Medicine — Research 2021 ranking	54	191	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 2021 ranking	6	191	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 (Doctor of Nursing Practice) 2021 ranking	40 (tied)	330	Rankings based on faculty credentials and training; quality and peer assessment. Also looked at were total research expenditure; faculty with important achievement in research; faculty participation in nursing practice; mean grade-point average; acceptance rate; faculty resources; program size; master's degree output productivity, research activity; average research expenditure per faculty member.
Nursing (Online Graduate Programs) 2021 ranking	83	194	Rankings based on engagement; faculty credentials and training; student services and technology; student excellence; expert opinion.
Physical Therapy 2020 ranking	34	239	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 2021 ranking	54	188	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	"High Performing" Ranking in 5 Specialties	Cancer, Gastroenterology & GI Surgery, Orthopaedics, Pulmonary & Lung Surgery, and Urology
Nebraska Medicine	"High Performing" Ranking in 10 Procedures and Conditions	Abdominal Aortic Valve Repair, Aortic Valve Surgery, Colon Cancer Surgery, Diabetes, Heart Attack, Heart Bypass Surgery, Heart Failure, Kidney Failure, Pneumonia, and Stroke

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	2021
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	2020 (rescheduled)
	Diagnostic Medical Sonography	Diagnostic Medical Sonography	
	Magnetic Resonance Imaging	Radiologic Technology	
	Radiation Therapy	Radiologic Technology	
Allied Health	Radiography	Radiologic Technology	2023
			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	2024
Medicine	Comparative Medicine	Association for Assessment and Accreditation of Laboratory Animal Care	2022
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	2029
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	Neonatology	Accredited
Anesthesia	Accredited	Geriatrics	Accredited	Pediatric Cardiology	Accredited
Cardiothoracic Anesthesia	Accredited	Endocrinology & Metabolism	Accredited	Pediatric Gastroenterology	Accredited
Critical Care Anesthesia	Accredited	Rheumatology	Accredited	Pediatric Infectious Disease	Accredited
Pain Management	Accredited	Sleep Medicine	Accredited	Pediatric Hematology/Oncology	Accredited
Pediatric Anesthesia	Accredited	Transplant Hepatology	Accredited	Pediatric Pulmonology	Accredited
Regional Pain Management	Accredited	Medical Genetics	Accredited	Pediatric Transplant Hepatology	Accredited
Dermatology	Accredited	Medicine/Pediatrics	Accredited	Physical Medicine & Rehabilitation	Accredited
Emergency Medicine	Accredited	Neurology	Accredited	Psychiatry	Accredited
Emergency Medical Services	Accredited	Epilepsy	Accredited	Diagnostic Radiology	Accredited
Family Practice - Omaha	Accredited	Neuromuscular Medicine	Accredited	Interventional Radiology	Accredited
Family Practice - Rural	Accredited	Vascular Neurology	Accredited	Neuroradiology	Accredited
Internal Medicine	Accredited	Neurosurgery	Accredited	Pediatric Radiology	Accredited
Adult Infectious Disease	Accredited	Obstetrics/Gynecology	Accredited	Radiation Oncology	Accredited
Adult Congenital Heart Disease	Accredited	Ophthalmology	Accredited	Surgery	Accredited
Cardiovascular Disease	Accredited	Orthopedics	Accredited	Pediatric Surgery	Accredited
Interventional Cardiology	Accredited	Otolaryngology	Accredited	Thoracic Surgery	Accredited
Clinical Cardiac Electrophysiology	Accredited	Pathology	Accredited	Vascular Surgery	Accredited
Gastroenterology	Accredited	Hematopathology	Accredited	Plastic Surgery	Accredited
Heart Failure	Accredited	Molecular Genetic Pathology	Accredited	Urology	Accredited
Hematology/Oncology	Accredited	Pediatrics (CU/NU Program)	Accredited	Oral Surgery **	Accredited
Hospice & Palliative Care	Accredited	Critical Care Pediatrics	Accredited		
Nephrology	Accredited	Developmental/Behavioral Peds	Accredited		

**American Dental Association

CU/NU Program – Creighton University and UNMC Program

Provided by UNMC Office of Institutional Research

EDUCATION TAB

EDUCATION TAB

ADMISSIONS STATISTICS

YEAR	TOTAL	NEBRASKA RESIDENTS	NON-RESIDENTS	MALE	FEMALE	MINORITY	UNDER-REPRESENTED MINORITY	RURAL NEBRASKA
	(a, b)					(c)	(d)	(e)
2021-22								
Applications Filed	5,789	1,881	3,902	2,149	3,638	1,630	696	467
Accepted	1,767	1,101	426	400	1,125	407	203	288
% Accepted	31%	59%	11%	19%	31%	25%	29%	62%
Entered	1,523	1,098	423	400	1,122	326	162	279
2020-21								
Applications Filed	5,700	2,292	3,378	1,981	3,708	1,162	488	543
Accepted	2,524	1,586	703	537	1,714	591	289	414
% Accepted	44%	69%	21%	27%	46%	51%	59%	76%
Entered	1,924	136	562	455	1,467	306	180	358
2019-20								
Applications Filed	4,751	2,128	2,622	1,682	3,064	509	371	585
Accepted	2,268	1,447	596	512	1,522	421	218	448
% Accepted	48%	68%	23%	30%	50%	83%	59%	77%
Entered	1,881	1,372	509	470	1,408	292	144	404
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

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

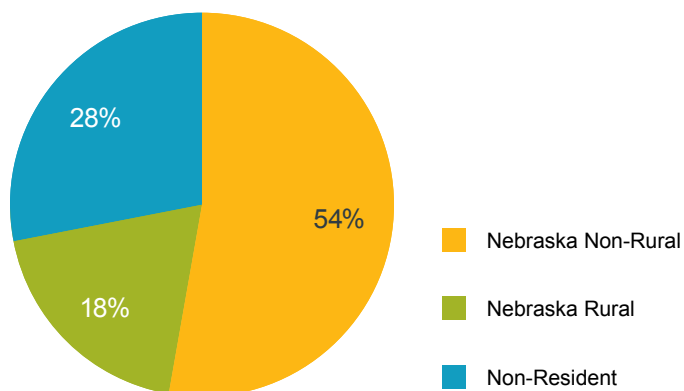
b) Demographic information not always provided by applicants. The numbers for gender, ethnicity and residency do not always add up to total applications.

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

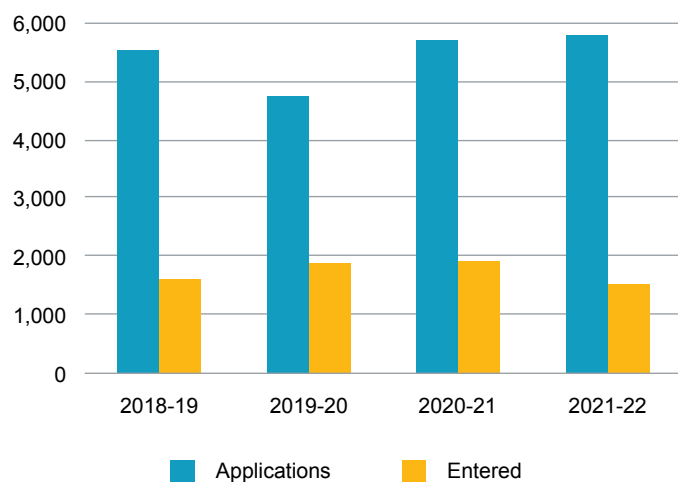
d) Underrepresented Minority includes Black, Hispanic, Native Hawaiian and Other Pacific Islander, American Indian and Alaska Native, and Two or More Races.

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

**Entering Students
2021-22**



**Entering Students
2018-19 through 2021-22**



Provided by UNMC Office of Institutional Research

GPA AND ENTRANCE EXAM SCORES OF MATRICULANTS IN UNMC EDUCATIONAL PROGRAMS 2017 – 2021

National Data are in Parenthesis () unless otherwise noted.

PROGRAM	2017	2018	2019	2020	2021
College of Allied Health Professions					
Cardiovascular Interventional Technology (CVIT) GPA	3.13	3.45	3.76	3.25	3.34
Clinical Perfusion GPA	3.51	3.52	3.63	3.53	3.52
Cytotechnology GPA	3.01	3.25	3.15	3.23	3.21
Diagnostic Medical Sonography GPA	3.54	3.71	3.65	3.55	3.42
Genetic Counseling GPA			3.63	3.73	3.69
Magnetic Resonance Imaging GPA	3.30	3.53	3.42	3.26	3.59
Medical Laboratory Science GPA	3.33	3.19	3.32	3.34	3.38
Medical Nutrition Education GPA	3.86	3.71	3.59	3.66	3.45
Occupational Therapy GPA					3.50
Physical Therapy GPA	3.77	3.77	3.70	3.63	3.63
Physician Assistant GPA	3.76	3.76	3.70	3.79	3.68
Radiation Therapy GPA	3.56	3.66	3.60	3.66	3.39
Radiography GPA	3.52	3.41	3.46	3.47	3.48
College of Dentistry					
Dentistry GPA	3.73	3.70	3.69	3.67	3.67
Dentistry DAT	20 (19.3)	20 (19.5)	20 (19.6)	20 (19.7)	20 (NA)
Dental Hygiene GPA	3.52	3.56	3.42	3.59	3.56
College of Medicine					
Medicine GPA*	3.76 (3.71)	3.78 (3.71)	3.80 (3.75)	3.84 (3.79)	3.85 (3.80)
MCAT - CHEM (chem & phys foundations)	127.6 (127.6)	127 (127.7)	127 (NA)	128 (128.0)	128 (128.0)
MCAT - CARS (critical analysis & reasoning)	126.8 (126.9)	127 (127.1)	127 (NA)	128 (127.0)	128 (127.0)
MCAT - BIO (biological & biochem foundations)	128.0 (127.9)	128 (128.0)	128 (NA)	128 (128.0)	128 (128.0)
MCAT - PSYC (psychologic, soc & bio foundations of behavior)	127.7 (128.0)	128 (128.3)	128 (NA)	128 (129.0)	128 (128.3)
College of Nursing					
Undergraduate Nursing GPA	3.43	3.63	3.64	3.68	3.67
Graduate GPA	3.43	3.56	3.48	3.37	3.30
College of Pharmacy					
Pharmacy GPA	3.53	3.64	3.61	3.59	3.59
Pharmacy PCAT**	67	67	72	72	60
Graduate College***					
GPA	3.50	3.48	3.51	3.59	3.60
College of Public Health					
GPA	3.54	3.52	3.47	3.40	3.38
GRE - Verbal	150	149	150	NA	NA
GRE - Quantitative	149	149	150	NA	NA
GRE - Analytical Writing	3.7	4.0	4.0	NA	NA

*Medicine GPA is shown as cumulative (science) of UNMC matriculants, national not shown.

**Beginning in 2021 the PCAT is optional and no longer required for admission to the College of Pharmacy.

***Beginning in 2020, the GRE is optional and no longer required for admission to the Graduate College.

ENROLLMENT STATISTICS

GENDER, RACE, ETHNICITY, AGE AND COLLEGE

Fall Enrollment

ENROLLMENT STATISTICS													
Fall	Total	Male	Female	Undisclosed	Alien	Black	Asian	Hispanic	American Indian / Alaskan Native	White	Native Hawaiian / Pacific Islander	Two or More Races	Not Reported
(a)					(b)								
2021	4,387	1,486	2,901	0	268	125	287	216	1	3,294	2	121	73
		33.9%	66.1%	0.0%	6.1%	2.8%	6.5%	4.9%	0.02%	75.1%	0.05%	2.8%	1.7%
2020	4,239	1,430	2,807	2	225	114	293	165	4	3,252	1	94	91
		33.7%	66.2%	0.05%	5.3%	2.7%	6.9%	3.9%	0.09%	76.7%	0.02%	2.2%	2.1%
2019	4,055	1,438	2,617	0	336	85	213	160	10	3,128	1	75	47
		35.5%	64.5%	0.0%	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	0	306	73	202	153	9	3,098	1	81	49
		35.4%	64.6%	0.0%	7.7%	1.8%	5.1%	3.9%	0.23%	78.0%	0.03%	2.0%	1.2%

a) Alien = foreign, non-immigrant

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

Enrollment by Age Category

AGE	2019	%	2020	%	2021	%
18-19	5	0.12	6	0.14	5	0.11
20-21	420	10.36	363	8.56	359	8.18
22-24	1,183	29.17	1,120	26.42	1,182	26.94
25-29	1,348	33.24	1,446	34.11	1,485	33.85
30-34	613	15.12	719	16.96	723	16.48
35-39	267	6.58	318	7.50	326	7.43
40-49	168	4.14	200	4.72	235	5.36
50-64	50	1.23	63	1.49	68	1.55
65+/Unk	1	0.02	4	0.09	4	0.09
Total	4,055	100.00	4,239	100.00	4,387	100.00

Enrollment by College

COLLEGE	2019	2020	2021
College of Dentistry	277	292	299
College of Medicine	516	514	521
House Officers	582	616	636
College of Allied Health Professions	621	671	727
College of Nursing	1,091	1,127	1,080
College of Pharmacy	234	236	227
College of Public Health	178	274	319
Graduate Studies	531	494	562
Visiting - Undergrad Non Degree	25	15	16
Total Enrollment	4,055	4,239	4,387

DEGREES AWARDED 2016 – 2021

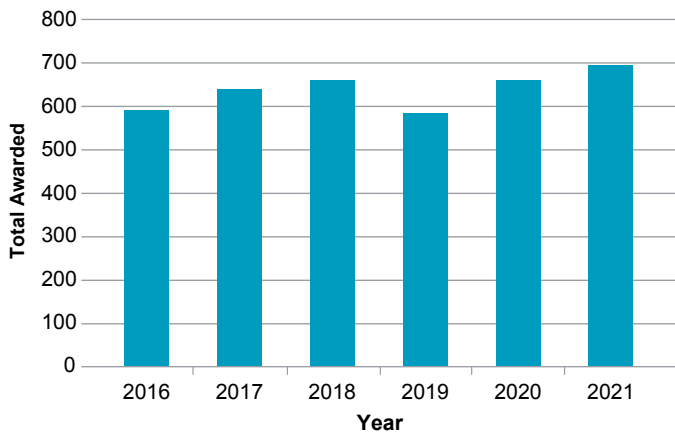
YEAR	BS	POST BS CERTIFICATE	MS	POST MS CERTIFICATE	PROFESSIONAL	PHD	TOTAL
(a)	(b)		(c)				
2021	695 (211)	66	434 (13)	10	325	66	1,596
2020	659 (196)	63	432 (13)	13	345	64	1,576
2019	583 (129)	27	351 (112)	43	329	74	1,407
2018	661 (199)	34	402 (159)	25	290	65	1,477
2017	639 (190)	50	405 (144)	31	291	70	1,486
2016	590 (170)	41	408 (160)	27	282	86	1,434

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

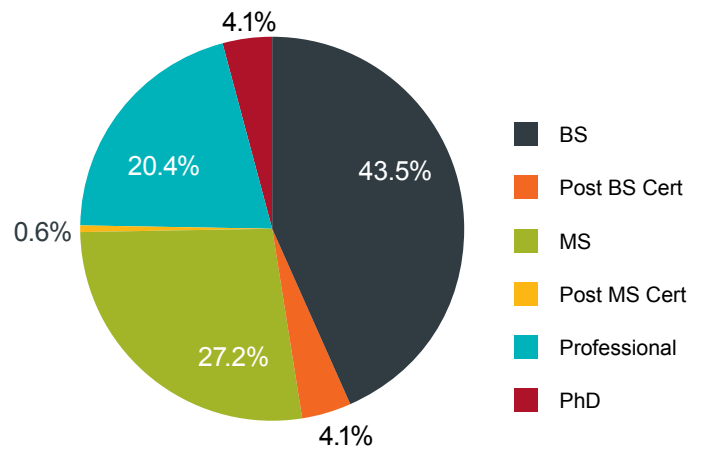
b) BS Degrees include degrees awarded to military PA students, listed in ().

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

BS Degrees Awarded 2016-2021



Degrees Awarded 2021



PERFORMANCE OF STUDENTS ON LICENSURE, CERTIFICATION OR BOARD EXAMS

	2018				2019				2020			
	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	NA	NA	NA	NA	0	4.9	149	155	0	4.3	146	152
Cytotechnology*	9.1	10.0	599	541	0	7.4	658	581	0	NA	626	536
Diagnostic Medical Sonography												
Sonographic Principles & Instrumentation	0	25	NA	NA	0	27.0	NA	NA	0	24.0	NA	NA
Abdominal Sonography	0	16	NA	NA	0	21.0	NA	NA	0	26.0	NA	NA
OB/GYN Sonography	0	21	NA	NA	0	19.0	NA	NA	0	16.0	NA	NA
Adult Echocardiography									0	19.0	NA	NA
Magnetic Resonance Imaging*	0	18.9	86.8	82.4	0	23.3	83.3	80.3	0	26.0	85.2	79.8
Medical Laboratory Science*	4.4	20.4	622	513	2.7	18.3	NA	NA	10.3	21.0	532	491
Medical Nutrition**	4.4	20.0	30.1	26.0	0	33.0	30.5	26.0	0	30.0	NA	NA
Physical Therapy	0	4.7	699	674	0	NA	695	678	0	NA	NA	NA
Physician Assistant	0	2.0	NA	NA	0	7.0	NA	NA	0	5.0	NA	NA
Radiation Therapy*	0	13.5	89.0	82.1	0	13.4	88.6	81.9	12.5	15.8	83.5	81.8
Radiography*	0	10.6	87.0	83.6	16.7	11.0	83.8	83.4	10.5	NA	NA	NA
College of Dentistry***												
DDS Part 1	4.0	13.3	80.0	50	7.5	13.0	87.0	50	****	****	****	****
DDS Part 2	5.8	8.6	60.3	50	0	10.3	95.8	50	3.8	8.2	74.9	50
Dental Hygiene	0	6.2	92.1	50	4.2	NA	55.6	50	0	NA	82.1	50
College of Medicine												
MD Step 1	8	4	229	230	7	3	227	231	6	3	226	233
MD Step 2	1	3	245	243	0	2	248	243	1	1	249	245
College of Nursing												
BSN	4.4	11.7	NA	NA	7.9	11.8	NA	NA	9.7	13.4	NA	NA
College of Pharmacy												
	2.0	12.1	105	99	0	9.4	106	97	0	11.6	107	95

The scores are based upon information received by 12/10/2021.

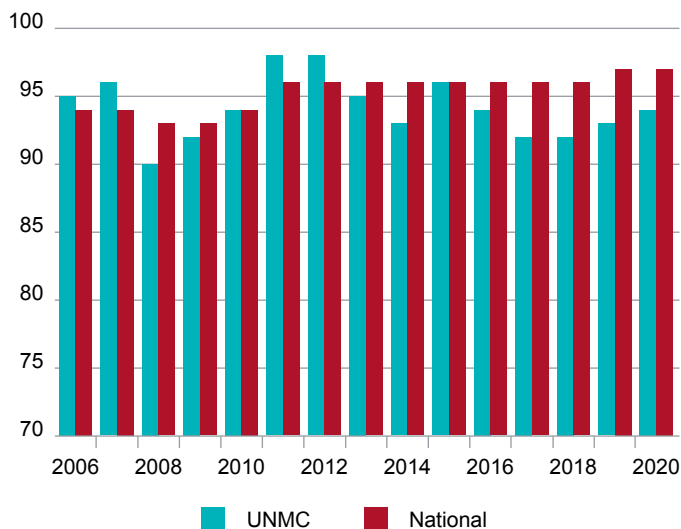
*First time pass rate.

**Pass rate within one year of first attempt (number needed for accreditation).

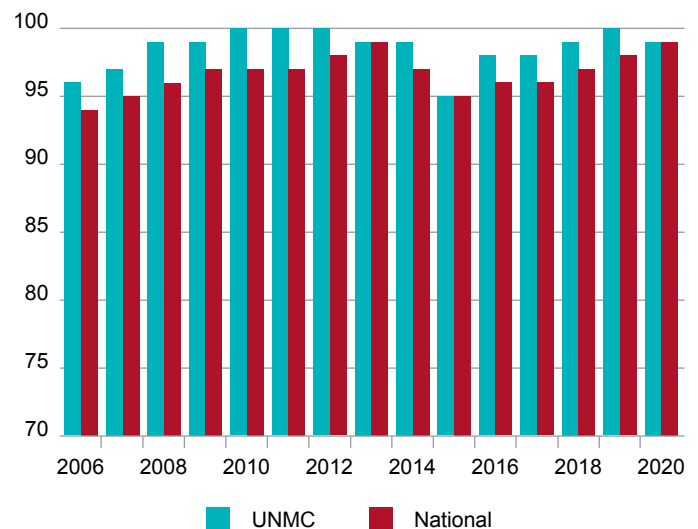
***Dental and Dental Hygiene scores are expressed as percentile rankings. Mean scores are no longer supplied.

****The DDS Part 1 is no longer taken by UNMC College of Dentistry students; it will be replaced with the Integrated Board Dental Examination.

Pass Rates on MD Step 1



Pass Rates on MD Step 2



Provided by UNMC Office of Institutional Research

FIRST YEAR RESIDENCIES — CLASSES OF 2020 AND 2021

LOCATION OF FIRST YEAR RESIDENCY POSITIONS		
	2020	2021
Arizona	5	3
California	3	2
Colorado	2	0
Connecticut	0	1
Delaware	0	1
Florida	0	2
Georgia	0	1
Idaho	0	1
Illinois	2	4
Indiana	3	1
Iowa	5	3
Kansas	2	2
Louisiana	2	3
Massachusetts	0	1
Michigan	3	1
Minnesota	4	1
Missouri	5	7
Montana	1	0
Nebraska	55 (44% staying in Nebraska)	50 (43% staying in Nebraska)
Nevada	0	1
New Hampshire	1	0
New Mexico	2	0
New York	4	1
North Carolina	3	2
Ohio	3	3
Oklahoma	1	1
Oregon	0	1
Pennsylvania	1	3
South Carolina	1	2
South Dakota	2	2
Tennessee	2	0
Texas	5	5
Utah	5	2
Virginia	0	3
Washington	0	5
Wisconsin	4	2
Total	126	117

FIRST YEAR SPECIALTIES		
	2020	2021
ANES	5	14
CHILD NEUR	1	0
ERMD	5	7
*FMED	15	10
*FMED/PRCA	6	4
*IMED	18	16
*IMED PRE	12	12
*IMED/PRCA	4	6
*MED PEDS	4	5
*MED PRIMARY	0	0
NEUR	0	1
NSUR	1	2
*OBGY	8	7
*OBGY PRE	0	1
ORTH	5	1
OTOL	3	1
PATH	2	1
*PEDS	13	8
PSYC	6	8
RADI-DX	0	2
RAD ONC	0	1
SURG	7	3
SURG PLASTIC	0	1
SURG PRE	8	0
TRANS	3	2
UROL	0	4
Total	126	117

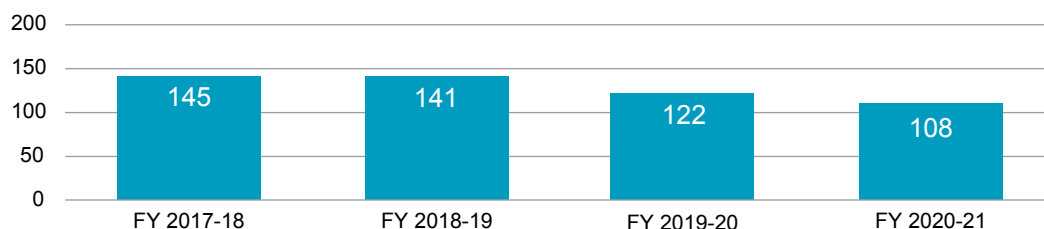
*Primary Care	80	69
% of class	63%	59%

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
	2017-18	2018-19	2019-20	2020-21	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21
Anesthesiology	2	4	4			1	1	2
Biochemistry and Molecular Biology	23	22	15	15	3	9	11	9
Cellular & Integrative Physiology	5	7	4	3	6	2	5	3
COD-Oral Biology/Surgical Specialties	1				1	1		
College of Public Health	2		5	4	1	1	1	2
Emergency Medicine		1	1	1				
Eppley	19	18	14	11	6	6	8	7
Genetics, Cell Biology & Anatomy	5	6	7	8	2	1	1	2
Internal Medicine	5	10	14	9		1	2	5
Munroe-Meyer Institute	10		1	3	14			2
Neurological Sciences	5	3	4	3	1	4	1	3
Nursing	1			1	2	1		1
Obstetrics/Gynecology	3	5	3	3	1		2	1
Ophthalmology	2	3	1	3	2	2	3	1
Pathology/Microbiology	12	14	15	12	6	5	4	7
Pediatrics		5	1	1			2	10
Pharmaceutical Sciences/Pharmacy Practice	23	16	15	15	9	14	8	1
Pharmacology & Experimental Neuroscience	12	10	7	7	5	7	4	5
Physical Therapy					1	1		
Psychiatry	1		1	1		1		1
Radiation Oncology		1	1	1				
Surgery	14	14	9	7	4	2	6	4
UNeMed								
Total Postdocs	145	141	122	108	64	59	59	66
Senior Research Associates								
Research Associates								
Total Postdocs/Research Associates	145	141	122	108				
# of Citizens	35	17	23	21				
# of Immigrants	6	5	4	4				
# of Non-resident Aliens	104	119	95	83				
	145	141	122	108				
Placement					FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21
Academic					15	10	*	*
UNMC Faculty					16	19	*	*
Government							*	*
Industry					5	2	*	*
Accepted Another Postdoctoral Position					10	8	*	*
Other					9	7	*	*
Other UNMC Positions					3	1	*	*
No Information					6	9	*	*
Became a Senior Research Associate or Research Associate at UNMC						3	*	*
					64	59	59	66

Information is not available on the placements of Postdocs who left in FY 2019-20 and FY 2020-21.

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. To see BHECN Legislative Reports visit the website at bit.ly/BHECNLegislativeReports.

Engage & Recruit Students to Behavioral Health

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

The Ambassador Program aims to connect students, especially in rural and urban underserved communities, with resources and mentors to pursue BH careers in Nebraska. More than 5,000 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, five groups in FY 2018-19, and six community groups in FY 2019-20 (bit.ly/BHECNAmbassadorCEAwards2019). In those three years, 748 students were given the opportunity to learn about BH careers.

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; 15 students attended in 2019 (see bit.ly/FARMCamp2019). While the camp wasn’t held in 2020 due to the pandemic, it was held in 2021, and 15 students attended.

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. The Mentorship Dinner was put on hiatus during the pandemic.

Prepare & Train Future Workforce

BHECN has developed multiple partnerships with 18 BH graduate programs throughout the state. The Nebraska Behavioral Health Education Partnership (NeBHEP) program provides interprofessional training to rural and urban graduate trainees in all areas of Nebraska from Omaha to the panhandle.

BHECN collaborates with Clarkson College, Creighton and the UNMC Psychiatry and Psychiatric Nursing programs 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.

The HRSA-BHWET (Behavioral Health Workforce Education and Training) para-professional grant. To date, we have trained 57 community health workers and 181 provisionally licensed addiction counselors for a total of 238 students. (Year three of funding for four years.)

The HRSA-BHWET supplemental grant. To date, we have supported 45 students with paid practicums consisting of 500 hours of training in addiction and integrated BH at Charles Drew Health Center or One World Community Center (Year three of funding for three years.)

The HRSA-BHWET professional grant. To date, we have trained seven psychologists, seven counselors, and thirteen psychiatric nurses. (Year three of funding for four years.)

In July 2017, we implemented the LB242 Correctional Services graduate level trainee program and have had 66 participants in the project to date.

In September 2018, we implemented the SAMHSA-MHAT (Mental Health Awareness and Training) grant and have trained 1,280 individuals in the awareness, recognition, and prevention of suicide among veterans since the award. (Year three of funding for three years.)

In July 2020 BHECN received a \$250,000 grant from United Health Care Foundation to support our student career pathway programs.

BHECN annually funds 2.25 UNMC psychiatry residents and two Creighton University psychiatry residents. Residents are required to complete rural rotations during their second year of training.

Retain & Support Current Workforce

Mental Health in the Wake of a Flood — BHECN Cares (unmc.edu/bhecn/education/online-training/mental-health-in-the-wake-of-a-flood) is a BH, disaster response video series developed for FY 2019-20. The series presents helpful information and resources on dealing with mental health effects in the aftermath of a natural disaster.

Heal the Healer [<https://www.unmc.edu/bhecn/education/education-2020-heal-the-healer.html> ← please insert as link in online version] was a live conference held at the Carol Joy Holling Conference & Retreat Center in Ashland, NE, on March 13, 2020, with more than 100 participants. This was the last in-person conference we had before the COVID-19 pandemic restricted gatherings.

The Serenity Project (unmc.edu/bhecn/education/the-bhecn-serenity-project) is an online series of 26 wellness videos done in partnership with Lotus House of Yoga. This series originally started on Monday, March 30, 2020, and continued with daily video posts for a total of 26 videos.

Brain Injury and Behavioral Health Needs (unmc.edu/bhecn/education/online-training/brain-injury-enduring-webinar-series) is a two-part webinar series initially offered in June 2020, in partnership with the Brain Injury Alliance of Nebraska.

The **2020 Tele-Behavioral Health Consultation Webinar Series** (unmc.edu/bhecn/education/online-training/tele-behavioral-health-enduring-webinars) is a three-part webinar series hosted by BHECN, in partnership with the Munroe-Meyer Institute, during June 2020.

2020 Core Topics for Behavioral Health Providers (unmc.edu/bhecn/education/online-training/core-topics-webinars-archive) is a series of live webinars, recorded and posted on the BHECN website, released in April 2020. BHECN partnered with Chadron State College, UNMC College of Nursing and UNO Department of Counseling to offer expert content on BH topics through this online webinar series.

The 2020 Student Behavioral Health Conference, **Building Bridges For Your Career**, (unmc.edu/bhecn/education/online-training/building-bridges-for-your-career) was held live via an online format. The conference was attended by sixty-two participants, sixteen facilitators and five staff members.

The **2020 Nebraska Behavioral Health Policy Forum** (unmc.edu/bhecn/education/nebraska-behavioral-health-forum-2020) was held virtually on December 9, 2020, and attended by more than 100 people from 25 communities across Nebraska.

Focus on Forensics (unmc.edu/bhecn/education/online-training/focus-on-forensics) is a four-part webinar series developed with the Public Policy Center of the University of Nebraska Lincoln.

The **2020 Rural Behavioral Health Provider Support Conference** (unmc.edu/bhecn/education/online-training/rural-bh-conference-2020-webinars-archived) was filmed live on Friday, May 15, 2020. BHECN developed the third annual conference into online modules. BHECN sponsors this conference in concert with our educational partners in western Nebraska.

BHECN supports, along with Behavioral Health Region V, a free, state-wide BH career website, NEBHjobs.com. NEBHjobs.com was developed to help BH job seekers and employers connect through an online employment platform. The website has had more than 248,000 website views.

Future Directions

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

Finish developing a BH career workforce support app for students to connect with supervisors and mentors across the state of Nebraska. The app is currently in development and testing.

Continue strengthening and expanding the NeBHEP program to include undergraduate, nursing and community colleges. Currently, we work with 18 academic programs in Nebraska.

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

Continue to build on current Correctional Services internship opportunities.

Additional training and collaborations: continue to work with current partners and develop new state-wide partnerships to host online webinars and conferences.

Expand BHECN's presence and reach across the state by establishing additional satellite sites beyond our current satellite sites in Kearney and the Nebraska Panhandle.

CONTINUING EDUCATION

In December 2020, the UNMC Center for Continuing Education and UNMC College of Nursing Continuing Nursing Education (CON CNE) successfully achieved Joint Accreditation for Interprofessional Continuing Education valid through November 2024. The Joint Accreditation is a collaboration of the Accreditation Council for Continuing Medical Education (ACCME), American Nurses Credentialing Commission (ANCC) and the Accreditation Council for Pharmacy Education (ACPE). This accreditation allows UNMC to be simultaneously accredited to provide continuing education for multiple health care disciplines (i.e., physicians, nurses, pharmacists, as well as, optometrists, physician assistants, psychologists and social workers) through a single, unified set of accreditation standards. Joint Accreditation also allows for the awarding of interprofessional continuing education credits to emphasize the training of the health care team. This achievement positions UNMC at the forefront of innovative continuing and professional education for the health care providers of tomorrow and assists to meet our mission:

Continuing education across the University of Nebraska Medical Center is focused on relevant, effective instruction that supports U.S. health care quality improvement.

The mission of the UNMC Continuing Education Programs is to provide specialized and interprofessional educational activities and support innovative research that facilitates individual skills and team-based performance that improves outcomes for patients and communities.

UNMC's continuing education efforts aim to enhance the knowledge, skills, attitudes, competence and performance of health care professionals, ultimately improving patient outcomes and community health.

Supporting the scholarly mission is also a priority. The CON CNE has supported several grant projects over the past five years that have received funding from the Health Resources and Services Administration (HRSA). These awards involve the professional development of rural nurse practitioner preceptors, primary care nurses, and military/veteran's health nurses. In addition, the CON CNE supports the readiness of our emergency care nurses through a partnership with the interprofessional **Healthcare and Emergency Responder Organization Education through Simulation (HEROES project)**, supported by a University of Nebraska Programs of Excellence Grant. The HEROES program provides professional development and improves skills using hands-on simulation. The partnership of academic nursing education and nursing professional development strengthens the overall outcomes of these projects and has set a model for future educational and research endeavors.



In 2020, together these two departments offered educational activities collaboratively with UNMC's Mental Health Technology Transfer Center (MHTCC), the Behavioral Health Education Center of Nebraska's (BHECN) ECHO virtual event series, Nebraska Infection Control Assessment and Promotion Program (ICAP) ECHO series, National Emerging Special Pathogens Training and Education Center (NETEC) COVID series and others for a robust, nationally-offered activity portfolio of live and virtual activities in the therapeutic areas of oncology, internal medicine, infectious disease, neurological sciences, blood disorders and pulmonary arterial hypertension.

The Center for Continuing Education offers many educational activities to support the efforts of the College of Medicine (COM) and Nebraska Medicine clinical programs. The wide variety of clinical topics highlighting our faculty expertise are also provided to Nebraska's rural health care providers as part of our outreach mission. In our last reporting year to the ACCME, the center certified over 421 live activities, 165 live internet webinars, 547 enduring activities and 70 regularly scheduled series. The CCE also partners with external educational partners in areas that

showcase the clinical expertise of the COM faculty and include an interprofessional audience when appropriate. The COM faculty included are activity directors, presenters, moderators and peer reviewers for many of these activities.

The center operates one of Nebraska's largest Emergency Medical Services/Trauma Education training programs related to basic and advanced emergency care. Courses are offered on campus as well as in over 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.

INTERPROFESSIONAL EDUCATION



UNMC's interprofessional education (IPE) program provides interactive, clinically-focused learning opportunities for students in health professions training programs in Omaha, Lincoln, Kearney and Scottsbluff. Both large-scale, statewide events and smaller activities taking place in the clinical learning environment foster the growth of practical, team-based care skills for students.

Again this year, UNMC helped lead the planning and presentation of the Heartland Interprofessional Educational conference. This regional IPE conference, first hosted at UNMC in 2019, features plenary sessions, oral presentations, posters and workshops presented by faculty from UNMC and across the country. Attendees interact with local and national IPE leaders and the conference serves as an outlet for the scholarly interprofessional work of UNMC's faculty.

UNMC has a strong, national reputation for leadership in IPE, with faculty serving on the board of the American Interprofessional Health Collaborative and as the US co-chair for the largest IPE conference in North America, Collaborating Across Borders. UNMC's associate dean for IPE is the founding co-Editor in Chief for Elsevier's Journal of Interprofessional Education & Practice (JIEP), the only US IPE journal produced by a major publisher. Since 2015, JIEP has published over 300 articles, including many from a variety of UNMC faculty. Articles from JIEP have been cited in Academic Medicine, BMJ and other leading health professions education and practice journals.

More information about UNMC's IPE program, including a comprehensive annual report, can be found at unmc.edu/ipe.

INTERPROFESSIONAL ACADEMY OF EDUCATORS

A community created by educators for educators, the Interprofessional Academy of Educators (IAE) provides faculty, staff and students with the support they need to become effective teachers and educational scholars.

New Design Thinking Interest Group formed

In response to the national demand to use human-centered thinking to solve health care-related problems, the IAE decided to form a 10th interest group focused on advancing Design Thinking strategies and solutions across campus.

One of the first projects the Design Thinking Interest Group undertook was the Design Thinking Boot Camp, held in October 2020. The boot camp included 34 faculty, staff and postdocs from UNMC, Nebraska Medicine, UNO and Clarkson College.

The group also formed an external advisory board of Design Thinking experts from Stanford University, GE Healthcare and Thomas Jefferson University.

New educational research journal launched

The IAE realized many small but engaging research pilot projects were not getting the attention of large academic journals because of the small sample size or single study location. Recognizing the value these projects provided, the IAE created the Innovations in Health Sciences Education Journal (IHSEJ), which will launch in late 2021.

This open-access, peer-reviewed journal highlights emerging research and pilot studies in the field of medical and health professions education. The purpose is to provide a forum for pilot studies and developing work, particularly from graduate students and early-career scholars, in order to make it accessible to potential funders and other researchers who might be interested in collaborating on larger-scale studies.

Teaching Launchpad redesigned

The Teaching Launchpad course is designed for all UNMC health sciences faculty and staff who are new to teaching or assuming a new teaching role. Instead of day-long training sessions, attendees will now watch a brief 10-minute video ahead of time and then spend one hour in a deeper dive, in-person discussion on the following topics:

- Writing learning objectives
- Developing a syllabus
- Engaging lectures
- Universal design for learning
- Assessment and evaluation
- Educational scholarship



Digital induction earned high praise as 39 new members joined the IAE

The 2020 induction ceremony was re-imagined because of COVID-19 concerns. Though completely virtual, the new format allowed attendees to hear from each of the 39 new inductees as they were welcomed into the Academy.

Induction was praised by deans and other attendees for successfully connecting new members to the IAE community in a very personable, engaging way, despite the virtual format.

New research workshops held

In fall 2020, the IAE held two online workshops related to educational research. The first, Maximizing Your Impact: Developing a Visual Abstract to Disseminate Your Research, drew individuals from inside and outside the IAE. The second, Educational Research Designs, drew another 58 individuals across colleges. Based on overwhelming interest for additional information, a new research series was launched in 2021.

During one-hour interactive Zoom workshops, IAE experts shared tips and strategies on how to design better surveys, mixed methods research design, and qualitative data gathering and analysis. Three workshops were held with a total of 96 individuals registered.

For more information visit unmc.edu/academy

INTERACTIVE E-LEARNING

The mission of The Office of E-Learning is to inspire, guide and support faculty, staff and student partners in the creation of engaging digital experiences for diverse audiences. It is our vision to elevate health science education through extraordinary digital experiences.



2021 digital showcase reached 460 individuals

Curricular support

COHORTS 9 AND 10 SHAPE DIGITAL HEALTH PROFESSIONS EDUCATION.

Faculty led the projects with the commitment to incorporate the e-modules into their courses; in turn, students offered engagement strategies and content development skills.

- ✓ 24 projects completed between fall 2019 - spring 2021.
- ✓ 113 participants supported over the two years.
- ✓ Faculty and student representation from all seven colleges across Omaha, Lincoln and Kearney campuses.

In lieu of the annual in-person Innovators in Education E-Learning Showcase, E-Learning held a digital showcase in Canvas. The course allowed individuals to asynchronously view the modules and leave messages for project developers.

- ✓ 460 individuals enrolled in the Showcase Canvas course.
- ✓ 308 people voted for their top module.

Partnership support

NON-CURRICULAR PARTNERS FORM ONGOING COLLABORATIONS.

E-Learning expanded non-curricular support with several partners across campus, as well as supported 25 uBEATS developers. Further, E-Learning also increased their collaborations with faculty on several grant-funded projects:

- ✓ Air Pollution Modules
- ✓ CaringGuidance Modules
- ✓ Commencement
- ✓ Nanotechnology Multimedia Materials
- ✓ New Employee Orientation Modules
- ✓ Sex Trafficking & Violence Modules
- ✓ Student Orientation Modules
- ✓ Training, Simulation & Quarantine Center Modules
- ✓ Vaping Prevention Modules

Provided by UNMC Senior Vice Chancellor for Academic Affairs

Impact of E-Learning awards program continues to spread



Over 550 individuals participated

A total of 559 faculty, student and staff participants from 127 teams have participated in Cohorts 1 – 10.



260 e-modules created

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



184,058 page views of the E-Gallery since 2017

Usage increased 61% when faculty switched to remote learning due to COVID-19.



60% of faculty used e-learning experience to adapt during COVID-19

Over half of faculty participants strongly agree or agree that their experience with E-Learning helped them adapt to remote teaching in response to COVID-19.



10,030 students across the U.S. enrolled in uBEATS in first year

The complete library of 65 interactive modules launched in August 2020. However, several were made available ahead of that to support remote teaching in response to COVID-19.

Additional Services

NEW RESOURCES ARE AVAILABLE TO FACULTY, STAFF AND STUDENTS.

The new EZStudio is a simplified video recording setup that allows users to create videos for a variety of projects, and the updated E-Learning Lab offers users advanced support and equipment. Plus, the E-Gallery ensures faculty, staff and students can access e-modules anytime, anywhere.

For more information visit unmc.edu/elearning

DISTANCE LEARNING

The UNMC distance education program allows working adults and students who lack geographical access, such as members of the military, rural and out-of-state students, the opportunity to complete our advanced degree programs online. Distance programs provide professional growth and advancement that may not be readily available to our students in their home communities.

Online Courses and Programs

The colleges of allied health professions, nursing and public health provide a combined total of 24 online health sciences degree or certificate programs. In addition, the Munroe-Meyer Institute partners with the University of Nebraska Omaha to offer a certificate in applied behavior analysis. The NU's student information system, NeSIS, has provided seamless inter-campus registration allowing students to easily enroll and complete individual courses from another NU campus to complement or enhance their learning experience.

Recent additions to the UNMC distance learning portfolio include the master's degree in Health Care Delivery Science housed in Graduate Studies. The UNMC College of Public Health began offering a doctor of public health degree with concentrations in emergency preparedness and epidemiology. A certificate in applied biostatistics and an emergency preparedness concentration was added to the master of public health degree. UNMC online courses and programs have shown steady increases, reflective of the growth seen at other University of Nebraska campuses and national trends.

NU Online Collaborations

UNMC distance learning collaborates 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 to share technology experiences in online education. NU Online continues to aid the colleges and programs in meeting state authorization requirements for distance education, allowing our programs to offer distance programs and courses to students across the United States.

In the spring of 2021, NU online hosted the Innovation in Pedagogy and Technology Symposium for all University of Nebraska System faculty. Many UNMC faculty attended and 12 UNMC faculty and staff were selected to present UNMC innovations in digital learning. In 2021, NU Online combined the Innovation in Pedagogy symposium with the Women Advance IT conference creating the joint virtual symposium NU Amplify. Seven UNMC faculty and staff presented at the conference and many attended.

NU Connect launched in fall 2020 as the first University of Nebraska's system-wide non-credit distance learning delivery platform. NU Connect allows UNMC programs and faculty to offer skill attainment, professional education, training or personal interest courses outside the traditional for-credit university

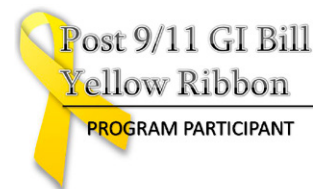


structure. The UNMC NU Connect catalog consists of seven non-credit-bearing courses with over 1,600 users from Nebraska and across the United States.

Military Friendly

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 four new programs that present exciting opportunities to meet the needs of students:

HEALTH PRACTICE & MEDICAL EDUCATION RESEARCH (HPMER)

A PhD training program within the Medical Sciences Interdepartmental Area, the HPMER allows students to participate in research that explores health practice, health policy, population health or health education.

BIOLOGICAL DEFENSE AND HEALTH SECURITY (BDHS)

Part of the MS and PhD Medical Sciences Interdepartmental Area program, BDHS lets students engage in and learn processes and methodologies affiliated with the fundamental elements and scientific principles needed to thrive in the emerging global security areas related to defense against infectious disease.

BIOSTATISTICS

The MS degree in biostatistics will be administered by the UNMC College of Public Health and housed in UNMC Graduate Studies. It will focus on providing students with essential skills in statistical methods and data science techniques for biomedical research and clinical studies.

HEALTHCARE DELIVERY SCIENCE (HDS)

The fully online MS degree program is designed to provide practicing health care professionals with advanced knowledge pertaining to core administrative and leadership competencies. It is housed in UNMC Graduate Studies and administered by the UNMC College of Allied Health Professions.

Assessment Initiative

The UNMC Graduate Studies Assessment Initiative continues to progress and has reached several important milestones including:

- Established learning outcomes and assessment rubric
- Implemented a syllabus template
- Established curriculum and assignment mapping in AEFIS
- Learning outcomes assessed at comprehensive exam using AEFIS

COVID-19 Response

When COVID-19 forced UNMC to suspend almost all research activities and training conducted in our labs and facilities, Graduate Studies faculty, staff and students did not sit idle.



Spring 2021 Convocation was held in person with safety guidelines.

Faculty found ways to continue their work remotely, conduct scholarly research at home and remain connected to students. Staff worked tirelessly to ensure graduate students were supported and recognized for their accomplishments during stressful times. Additionally, students lent their energy and talents to help protect each other and the community.

Further, faculty adapted hundreds of courses or lectures for the 2020 semesters:

- 232 courses or lectures were moved to 100% remote learning
- 122 courses or lectures were moved to a hybrid format



562 students enrolled

Fall 2021 saw the largest number of students in the history of Graduate Studies and an **increase of 13.8%** over 2020.



32 different countries represented

International student enrollment **increased by 24%**, after dropping 16% in the previous year as many students struggled to obtain visas during COVID-19 lockdowns.



115 graduates earned degrees

In FY 2020-21, 44 students earned MS degrees and 71 earned PhD degrees.



7 new Graduate Students of Distinction

A total of **53 students** have been awarded the honor since the program was instituted in 2014.

RURAL HEALTH DELIVERY AND EDUCATION

UNMC Rural Health Initiatives

The Office of Rural Health Initiatives, established in 2019, underscores UNMC's keen understanding of the changing health care landscape in Nebraska's rural communities and was built on the foundation of more than 30 years of leadership in the rural health care education space and more recent efforts related to UNMC's Rural Health 2030 effort. The office serves as the umbrella under which most of UNMC's rural outreach and education activities are developed and coordinated.

The Office of Rural Health Initiatives provides vision, leadership, strategic and operational direction and support for various rural health programs, services and initiatives that enhance access to quality health care as close to home as possible for Nebraskans.

Through a network for expert stakeholders and partners from various disciplines on the UNMC campuses and 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.

Rural Health 2030

UNMC partners with rural Nebraska to accommodate and even embrace the disruptive changes that continue to impact the state's health workforce, patient care, health education, technology and

research. In addition to pipeline programs for educating the health care workforce, training first responders and improving access to basic health care, we have worked with stakeholders and partners across the state to develop an action plan for the future.

This plan sets priorities for rural education and workforce preparation, rural health education and delivery models, the use of emerging technologies, rural health research and maximizing UNMC's organizational structure to guide such action. Read the UNMC Rural Health in 2030 Report (unmc.edu/rural-health/ruralhealth/UNMC-Rural-Health-in-2030-Report-Taskforce-on-Rural-Health,-2017.pdf).

Through new and forward thinking, hard work and strategic collaboration, UNMC and rural Nebraskans can together shape a new vision for a healthy rural future. Read our 2020-2021 Action Plan (unmc.edu/rural-health/ruralhealth/UNMC-Rural-Health-2030-2020-2021-Action-Plan_FINAL_10.5.2020.pdf).

Rural Pathway Programs

The Rural Health Opportunities Program (RHOP), Kearney Health Opportunities Program (KHOP) and Public Health Early Admission Student Track (PHEAST) are collaborative programs between UNMC, the Nebraska State College System and the University of Nebraska Kearney, designed to address the health

TOTAL HEALTHCARE PROVIDERS - NEBRASKA UNMC GRADUATES - DECEMBER 31, 2020

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)	4,101	2,197	54%									
Physician / Dentist (dual licensed)	19	16	84%	2,328	1,210	52%	654	412	63%	1,138	591	52%
Osteopathic Physician & Surgeon (DO)	275	55	20%	133	35	26%	52	*	*	90	*	*
Dentist	1,053	692	66%	441	194	44%	217	180	83%	395	318	81%
Pharmacist	2,039	1,123	55%	1,011	500	49%	297	170	57%	731	453	62%
Physician Assistant	1,090	659	60%	458	305	67%	212	98	46%	420	256	61%
Advanced Practice Registered Nurse												
Nurse Practitioner	1,570	771	49%	801	366	46%	307	183	60%	511	254	50%
Clinical Nurse Specialist	49	32	65%									
Physical Therapist	1,500	705	47%	646	286	44%	264	113	43%	590	306	52%
Total	11,696	6,250	53%	5,818	2,896	50%	2,003	1,156 **	58%	3,875	2,178 **	57%
UNMC does not have program												
Certified Registered Nurse Anesthetist	393			184			60			149		
Certified Nurse Midwife	32			21			*			*		
Occupational Therapist	920			404			155			356		

*counts/percentages omitted **excludes Osteopathic Physician & Surgeon (DO) count
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 internship, residency, fellowship and specialty training
- Excludes current residents, house officers, and temporary licenses



care needs of rural Nebraska. The health professions pathway programs recruit, educate and graduate leaders from Nebraska committed to returning to Nebraska’s rural areas to practice health care.

In collaboration with internal and external stakeholders, including NSCS and UNK, the Office of Rural Health Initiatives is focused on continuing to enhance the existing rural pathway programs to ensure enhanced diversity, student success disciplines of health professions programming offered to develop Nebraska’s health care workforce, particularly in the states rural and underserved areas.

Participating professional programs at UNMC include:

- Dentistry
- Dental Hygiene
- Medical Laboratory Science
- Medicine
- Nursing
- Occupational Therapy (beginning fall 2022)
- Pharmacy
- Physician Assistant
- Physical Therapy
- Public Health
- Radiography

As of March 2021, since the RHOP program’s inception in 1989, the programs have collectively produced more than 700 UNMC graduates, with more than 60% of those remaining in Nebraska to practice.

Status of the Nebraska Healthcare Workforce Report

Ensuring access to health care in rural communities has been a long-standing challenge for state and federal policymakers, including within Nebraska.

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, the 2020 report, commissioned by UNMC’s Rural Health Initiatives in collaboration with the Nebraska AHEC Program, utilizes recent data to provide an updated analysis of Nebraska’s health professionals and identify counties within Nebraska that are experiencing shortages of these professionals.

To ensure current data is available to inform workforce-related initiatives, program planning and policy development, the Office of Rural Health Initiatives is committed to supporting regular and systematic reporting on the distribution of Nebraska’s health care workforce. Read *The Status of the Nebraska Healthcare Workforce: Update 2020* (unmc.edu/rural-health/_documents/Workforce_2020.pdf).

Expansion of UNMC Presence in Central and Western Nebraska

Since the introduction of Legislative Resolution 139 by Senator John Lowe (District 37) in 2019, to, “...examine the feasibility of increasing the presence of the University of Nebraska Medical Center (UNMC) in central and western Nebraska by strengthening existing collaborations and creating new collaborations with the University of Nebraska at Kearney (UNK) for education, research and community outreach for health professionals” and related Legislative Resolution 392 introduced in 2020 by Sen. Lowe, the Office of Rural Health Initiatives served as a liaison and coordinating figure within UNMC. In partnership with UNMC leadership, deans and directors and others, the team has explored the feasibility of expanding existing UNMC programs and increasing the breadth of UNMC health science programs offered through the Health Science Education Complex (HSEC) at UNK to address the state’s rural health care and health workforce needs.

UNMC Preceptor and Community-based Learning Information Management and Coordination Project

With shared understanding across UNMC’s colleges and programs of the challenges faced in securing students’ community-based clinical training needs through the recruitment and retention of clinical training sites and clinical preceptors, the Office of Rural Health Initiatives in collaboration with a dean-appointed taskforce of college and program representatives, is assessing UNMC’s current preceptor network and practices related to preceptor recruitment, retention, recognition, training and student community-based training experiences and creating innovative campus-wide strategic and systematic approaches to address students’ community-based clinical training needs. While the base of this effort targets the statewide community-based clinical training needs of students and ensures a strong network of clinical training sites and preceptors, multiple other connected issues must be addressed through coordinated and comprehensive institutional strategies. Those related issues include addressing short-term housing needs for students during their rotations, particularly in the state’s rural areas, ensuring enhanced community awareness and engagement with students in Nebraska communities, considering policy solutions to address preceptor recruitment and compensation strategies (i.e., tax incentives or educational loan repayment), among others.

The development of comprehensive institutional views of our current network of clinical training sites, our community-based partners and student rotation schedules will allow for enhanced opportunities for intentional interdisciplinary community-based service learning and training, engagement with alumni and demonstrate the depth and breadth of UNMC's presence, engagement and commitment to meeting the health needs across our 500-mile wide campus.

Focus on College of Dentistry Rural Health Delivery and Education

GRADUATES IN RURAL COMMUNITIES

The UNMC College of Dentistry has a successful track record in addressing the oral health needs of all Nebraskans. Not only does the college serve as part of the dental "safety net" for the state, but it also provides most of the oral health workforce for Nebraska.

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

- 66% of all dentists in Nebraska are UNMC graduates
- 81% of dentists practicing in rural Nebraska are UNMC graduates

In an October 2015 article in *The Journal of the American Dental Association*, UNMC was ranked first among all U.S. dental schools in graduates that return to rural communities to practice. More than 45% of recent dental graduates are practicing in rural areas in Nebraska and other states.

STUDENTS FROM RURAL BACKGROUNDS

Each year, 50-60% of the college's total student enrollment comes from rural backgrounds. For several years, the college has participated in the Rural Health Opportunities Program (RHOP) and Kearney Health Opportunities Program (KHOP), helping to address the special needs of rural Nebraska by encouraging rural residents to pursue a career in the oral health care fields.

WEST DIVISION DENTAL HYGIENE PROGRAM

Started in 2003, the purpose of the Western Division Dental Hygiene Program is to recruit, educate and retain dental hygienists in rural Nebraska. More than 80% of recent graduates from the West Division Program have remained in rural communities to start their careers. The program also provides rural Nebraskans increased access to dental care as students provide care at the Community Action Partnership of Western Nebraska.

EXTRAMURAL ROTATIONS IN RURAL COMMUNITIES

For more than thirty years, dental students, dental hygiene students and postgraduate residents have participated in a variety of extramural rotations as a part of their educational experiences. These experiences have included rural private practices, federally qualified health centers and other community health centers in rural Nebraska. Extramural rotations expose students to the oral

health needs of rural Nebraskans and provide opportunities to consider practicing in rural Nebraska.

COMMUNITY OUTREACH IN RURAL COMMUNITIES

Each year, our students volunteer for several college-sponsored community outreach opportunities in rural Nebraska. For example, the Western Children's Dental Day, started in 2001, is an annual event where students and faculty provide dental care to children in rural Nebraska. These opportunities are designed to meet the needs of the underserved in rural Nebraska and expose students to the joys of giving back to our Nebraska communities.

EXPANDING RURAL EFFORTS THROUGH PATIENT CARE, TELEHEALTH AND SCHOLARSHIPS

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

The funding is focused on three key areas:

1. Increased number of patients served in Nebraska
2. Expanded telehealth program
3. Partial tuition rebate payment program for UNMC graduates pursuing rural practices

WORKFORCE TRAINED IN THE LATEST DENTAL HEALTH TECHNOLOGIES

Students are taught the latest dental technologies, ensuring that rural Nebraska's future oral health care providers have the latest training to practice at the highest levels. In 2019, the college created a \$4.3M innovative Digital Dentistry Studio and Clinical and Virtual Simulation Laboratory where students have access to cutting-edge learning technology. Students also receive educational programming offered through UNMC's Interprofessional Experiential Center for Enduring Learning (iEXCELSM).

Faculty and community oral health providers throughout the state can attend the college's continuing education programming to learn about new and upcoming dental technologies.

Focus on College of Pharmacy Rural Health Delivery and Education

The University of Nebraska Medical Center College of Pharmacy educates pharmacists with the scientific knowledge, clinical skills, compassion and integrity to deliver the highest quality patient care and improve human health.

Our dedication to Nebraska is evidenced by the following statistics:

- 89% of current students are from Nebraska, 50% of those are from rural areas.

- 52% of the 2020 graduates were planning to work or attend a post-doctoral residency in Nebraska.
- 90% of entering first-year pharmacy students in 2020 were from Nebraska.
- 18% of the current student body entered through a rural pipeline program (RHOP, KHOP, RPPEI)

RURAL HEALTH OPPORTUNITIES PROGRAM & KEARNEY HEALTH OPPORTUNITIES PROGRAM

The Rural Health Opportunities Program (RHOP) and the Kearney Health Opportunities Program (KHOP) both recruit and educate students from rural Nebraska who are committed to returning to rural Nebraska to practice. The College of Pharmacy has a high level of engagement with these prospective students and nurtures their interest in becoming rural health care professionals.

RURAL PHARMACY PRACTICE EDUCATION INITIATIVE

The Rural Pharmacy Practice Education Initiative (RPPEI) recruits pre-pharmacy undergraduate students attending public and private institutions in rural Nebraska who have a stated commitment to returning to rural Nebraska to practice pharmacy.

RURAL PHARMACY STUDENT ASSOCIATION

The Rural Pharmacy Student Association (RPSA) is for students admitted through the RHOP, KHOP and RPPEI programs, as well as other students interested in rural pharmacy practice. This association promotes the preparation and training of students for the practice of pharmacy in rural Nebraska. Membership in the association serves to identify students with an interest in rural practice and allows them to participate in a number of professional development and social activities.

OUTREACH

The College of Pharmacy actively engages high school students in western Nebraska to educate them about careers in pharmacy. By teaching students about basic compounding techniques through hands-on activities, it is our hope that we can excite the next generation of health care professionals.

Focus on College of Allied Health Professions Continuing Education and Outreach Activities

CONTINUING EDUCATION

Karen Honeycutt, MLS Program Director, held two continuing education sessions with an educational learner focus:

- *Writing Test Questions, What's the Big Deal?* Nebraska Medicine Office of Health Professions Education, August 21, 2019 (15 participants), Session for Nebraska Medicine educators
- *Teaching Skills: What's the Point of Learning Objectives?* UNMC Graduate College, September 19, 2019 (100 participants), (Lunch-N-Learn for graduate students)

The MITS program, in conjunction with the CAHP Alumni Council, held its 7th Annual Continuing Education Event. This event is offered each fall during National Radiologic Technology Week as a way to give back to our alumni and clinical partners. Average attendance at these events is approximately 60 technologists.

The Medical Nutrition Education division, in collaboration with program preceptors at Nebraska Medicine, conducts a monthly seminar series that provides Nebraska Medicine and UNMC employees with 12 continuing education units annually. Each seminar is attended by 30-35 people. This seminar focuses on the practice of evidence-based nutrition and supports the UNMC mission by creating healthier futures for individuals and communities.

OUTREACH

Student-run Clinic participation

Nine Medical Laboratory Science (MLS) students who were completing their clinical rotations in Omaha, Fremont and Lincoln, volunteered at the student-run SHARING, RESPECT and GOODLIFE clinics. These clinics are designed to provide free and low-cost health care to underprivileged populations in the Omaha area.

HelpCare Clinic participation

Two MLS students who were completing their clinical rotations in Kearney volunteered at the HelpCare Clinic there. This clinic provides uninsured residents of Buffalo and Kearney counties in Nebraska with access to medical and behavioral health care.

Area Health Education Center (AHEC) Career Club

A hands-on case study presentation on the MLS profession was given to five area high school students from Adams Central & Wilcox-Hildreth. AHECs offer creative, hands-on and innovative health career curriculums for pre-college level students.

Fostering the Future Blanket Drive

MLS students participated in this annual drive that was held during November 2019 to support the community by making fleece tie blankets that were given to local organizations and children transitioning into foster care.

OWL Ride

MLS students participated in the 2019 OWL ride, a nighttime bike riding event in Omaha that raises funds and awareness for adults with disabilities and benefits the Meyer Foundation for Disabilities.

Ronald McDonald House

For over 25 years, the Medical Imaging & Therapeutic Sciences (MITS) faculty & students have gathered at the Ronald McDonald House to decorate for the holidays. The volunteers put their talents to use in decorating trees and hanging decorations in hopes of brightening the spirits of families who are away from home during this special time of year.

Special Olympics

Each fall, the physician assistant, physical therapy and nursing programs at HSEC in Kearney collaborate with the Special Olympics Association to provide participant screenings for their athletes.



Kellie Gossman, PT faculty, with one of the cars built by the GoBabyGo! Program.



Jillian Lonowski (PT 2), Ben Johnson (PA 1), [Rebecca Niedbalski (MLS), Mariah Miller (PT1), Kaylyn Rogers (MLS-Student Ambassador Faculty Advisor).

GoBabyGo! Nebraska!

Physical Therapy (PT) students and faculty participate in the GoBabyGo! Program twice a year. This program modifies ride-on car toys for children with movement difficulties and provides them to children who may benefit at no cost to the family. This program is a partnership between the Munroe-Meyer Institute's Department of Physical Therapy, the University of Nebraska-Lincoln and University of Nebraska-Omaha engineering departments and the UNMC College of Allied Health Professions's PT students.

Student Ambassadors

The CAHP Student Ambassadors represent the student body of the College of Allied Health Professions by providing and promoting excellence in health care through interprofessional education, community service and teamwork.

- Student Ambassadors took part in the Winter Essentials Drive from December 2-13, 2019. Clothing, bedding and toiletries were collected and donated to the Crossroads Center Rescue Mission in Kearney and the Open Door Mission in Omaha.
- Student Ambassadors and faculty donated and served food at a community dinner at the Kearney Jubilee Center (thrift store and food bank in Kearney) on March 5, 2020.

UNMC High School Alliance

This organization provides high school juniors and seniors with the opportunity to take college-level classes in preparation for a career in health care. The Alliance is a partnership between UNMC and school districts in the greater Omaha area and serves secondary students from varying educational and socioeconomic backgrounds. CAHP provides two courses for the program — "Medical Imaging," taught by MITS faculty and "Infectious Disease — Microbes: The Good, The Bad, The Ugly," taught by MLS faculty.



Physical therapy students attend a face-to-face training in the simulation center at the Sorrell Center, where they practice equipment management and interactions with a simulated patient and therapist.

EASE

The EASE program helps prepare Physical Therapy students to enter the acute care setting. This program allows students to become more familiar and comfortable with managing equipment and communicating with patients before they begin their clinical rotations.

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 70 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.
- Of the students who have completed the program, 75% remain in Nebraska for college.
- Twenty High School Alliance alumni are students in the UNMC College of Medicine.
- Thirteen 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.
- Fourteen 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 are 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.
- One High School Alliance alumna is in the process of completing a master of public health degree in the UNMC College of Public Health.
- 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.
- More than 300 UNMC faculty, staff and students have been involved with the program.

MCGOOGAN HEALTH SCIENCES LIBRARY



Achievements

LIBRARY RENOVATION

The library completed a multi-year renovation of its three floors. For 14 months, library staff relocated to temporary space while the library closed for renovation. Reopening in August 2020, the library features:

- Natural lighting on all levels featuring large windows made possible by the removal of concrete panels
- 24/7 access
- Increase from 16 to 54 individual and group study rooms with better soundproofing and reservation ability through the campus online reservation system
- Enhanced study spaces to support different studying habits
- Improved spaces for
 - » Maker Studio
 - » Writing Center
 - » E-Learning Lab
 - » College of Allied Health Professions Simulation Suites
 - » Classrooms
 - » Conference rooms
 - » Reflection rooms
- New spaces for
 - » Faculty Commons offering centralized faculty services, conference room, hoteling offices, and kitchenette
 - » Inclusion area for Office of Inclusion's Brave Space and Safe Space
 - » EZ Studio managed by the E-Learning Program
- Secure areas with improved environmental conditions for special collections and archives
- Inclusive restrooms and Mothers rooms





WIGTON HERITAGE CENTER

The library played a key role in the development and opening of the Wigton Heritage Center, a campus welcome center that features exhibits showcasing the library's special collections and archives. The Wigton Heritage Center replaces previously existing walkways between University Tower and Wittson Hall. It preserves and features the exterior columns and façade of the original University Hospital. Inaugural exhibits include:

- Interactive exhibits featuring UNMC's timeline, honors and awards, and global initiatives
- Images of campus over the years
- History of University Hospital
- Legacies of healing: Wigton and Swift family contributions
- Early anatomists and rural practitioners
- Education during World War II
- Native healers: Dr. Susan La Flesche Picotte
- Dental office from 1870-1880
- Department of Psychiatry
- College of Nursing
- Rare books from the library's extensive rare book collection
- Exhibits coming in January 2022 include:
 - » History of teaching tools
 - » Nebraska and WWI
 - » Marion E. Alberts Infant Feeding Devices

CAMPUS AND COMMUNITY ENGAGEMENT

In FY 2020-21, the library moved most of its outreach opportunities to an online environment.

- Livestreams of animals from giraffes to sharks instead of live visits from pet therapy animals
- Provided snack breaks during fall and spring De-Stress Weeks
- Created a six-part series of virtual mini-escape rooms for learning about library resources and services



- In collaboration with the Olson Center for Women's Health Resource Center, piloted a virtual book club as part of the Olson Center's "Wellness Through Doing" Series
- The 12th Annual Richard B. Davis, MD, PhD, History of Medicine Lecture was presented by David Hoyt, MD, FACS, on "The History of Resuscitation"
- Speaker Series:
 - » Donny Suh, MD, discussed his autobiography, *Catching a Star: My Story of Hope*
 - » Lydia Kang, MD, highlighted her award-winning book, *Quackery: A Brief History of the Worst Ways to Cure Everything*, co-authored with Nate Pederson
- At the end of FY 2019-20, we ended the multi-year embedded service at the Buffett Cancer's Resource and Wellness Center
- Held workshops for Nebraska public health librarians on finding and evaluating health information services and programs

COLLECTIONS

- University of Nebraska Consortium of Libraries (UNCL)
 - » Implemented an upgraded discovery tool that provides easy access to scholarly materials from many publishers, open access repositories, and the library's print and anatomical model collections
 - » The library now offers a new authentication system to improve security against unauthorized use of the library's licensed resources. The system, OpenAthens, streamlines access to the library's collections since most of the resources can be accessed directly through a publisher's website
- New collections on DigitalCommons@UNMC
 - » The newly created, *Graduate Medical Education Research Journal (GMERJ)* is published on the DigitalCommons@UNMC platform and in print
 - » Summer Undergraduate Research Program's online posters
 - » Child Health Research Institute Pediatric Research Forum
 - » Enhanced Medical Education Tracks projects

DIVERSITY, EQUITY AND INCLUSION

- Research guides of recommended books, educational resources, and articles on diversity, equity, and inclusion (DEI) were created for use by the UNMC community
- Posted diversity values statement on library's website
- Enhanced library training by providing bystander training, intercultural development inventory training, unconscious bias
- Reviewed book collection for representation of DEI topics and acquired new materials
- Implemented ADA accessibility and universal design principles for new library tutorials
- Developed an internal inclusive language terminology guide for library resources and services
- Completed a benchmark survey to evaluate the work we have done and where we are headed with DEI initiatives
- Hired a consultant for Special Collections and Archives to actively collect individual and organizational records
- In partnership with Office of Inclusion, launched an inclusion space in the library

EDUCATION AND RESEARCH

- Research support services – provided author impact and collaboration assessment support for IDeA-CTR, UNMC Core Facilities, and Buffett Cancer Center
- Literature search services
 - » Librarians provided 1,523 literature searches
 - » The library experienced an increase in advanced literature requests focused on COVID-19

- » Librarians collaborated with research teams to develop and publish 52 literature reviews that used systematic search strategies
- Since reopening in 2020, the library has received requests to print models or have helped researchers create their own models for nearly 100 projects
- Systemwide licensing of the Open Education Resources (OERs) platform, PressBooks, now allows UNMC faculty to easily create educational materials for their students
- Created a new guide and training sessions to enhance the instructional skills of librarians and peer review of instruction
- **Increased focus on expertise in scholarly communications.** We refreshed guides on copyright and fair use. The library created a standalone learning module to meet the demand for educational sessions on copyright and fair use
- The library began a formal partnership with Nebraska Medicine to offer a suite of library services. These services include education and research support such as reference services, literature searches, and instruction sessions on information literacy and the use of library resources. The library continues offering services and resources to Children's Hospital and Medical Center

SPECIAL COLLECTIONS AND ARCHIVES

- New oral histories of:
 - » Reba Benschoter, PhD
 - » Tom O'Connor
 - » Jim Anderson, PhD
 - » Magda Peck, ScD
 - » Jim Temme, MPA, RT(R)(QM)
 - » Byron Oberst, MD
 - » Joel Johnson, MD
 - » Bill Karrer, MD
 - » Jeffrey Baldwin, PhD
 - » J. Michael Leibowitz, PhD
 - » Don Leuenberger
 - » Rosalee Yeaworth, PhD
- Digitization efforts
 - » 1,643 dissertations
 - » 49 MD Theses
 - » 212 documents and images from the Nebraska Psychiatric Institute Collection
- **COVID Collecting.** Starting in February 2020, the library actively began documenting the role of UNMC and Nebraska Medicine in combatting COVID-19. This effort included capturing and storing digital documents and physical material. From news releases, tweets, media articles, and a campus-wide project encouraging the UNMC community to document their personal experiences, the library continues to capture this important time in history for the benefit of future researchers

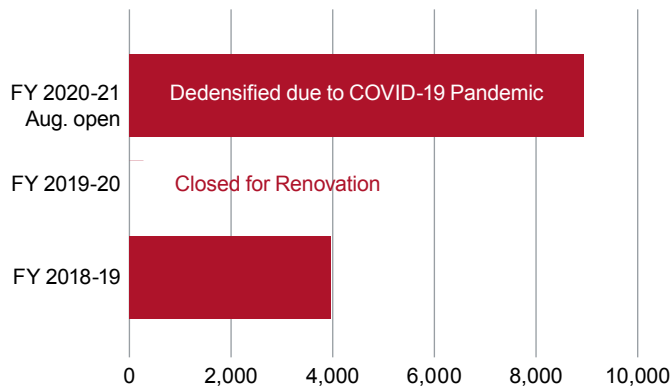
- Erin Torell, Rare Books Librarian, writes a regular feature in UNMC Today on the brief histories of notable events and people at UNMC. Erin also provided a continuing education session on “The Anatomy of the Heart in Rare Books” for the College of Allied Health Professions
- The American College of Surgeons has permanently transferred the endowment that supports its H. Winnett Orr, MD, rare book collection, and other surgical archives to the library

SPECIAL RECOGNITION

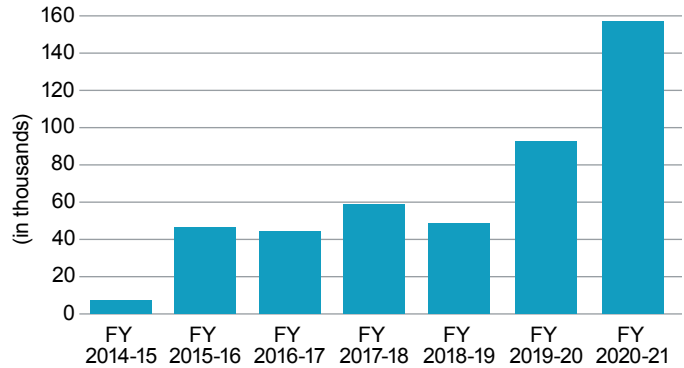
- Emily Glenn, Associate Dean, was a selected fellow in the 2019-2020 NLM/AAHSL Leadership Fellows Program
- Christian Minter, Community Engagement and Health Literacy Librarian, had a co-authored article selected for the Medical Library Association’s 2020 Ida and George Eliot Prize for the article, “Exploring PubMed as a Reliable Resource for Scholarly Communications Services”

- Heather Brown, Scholarly Communications Librarian, received the Bernice M. Hetzner Award for Excellence in Academic Health Science Librarianship by the Midcontinental Chapter of the Medical Library Association
- Teri Hartman, Education and Research Librarian, received the Outstanding Achievement Award from the Midcontinental Chapter of the Medical Library Association
- Erin Torell, Rare Books Librarian, and her co-authors were awarded the Librarians, Archivists, and Museum Professionals in the History of the Health Sciences Best Article Award for their article, “The History of Neurosurgery at the University of Nebraska Medical Center”

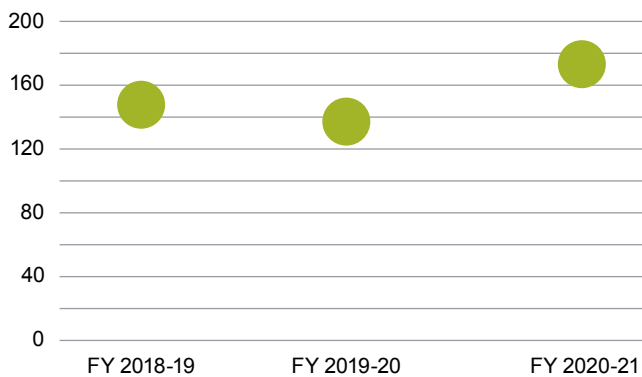
Student Study Room Reservations



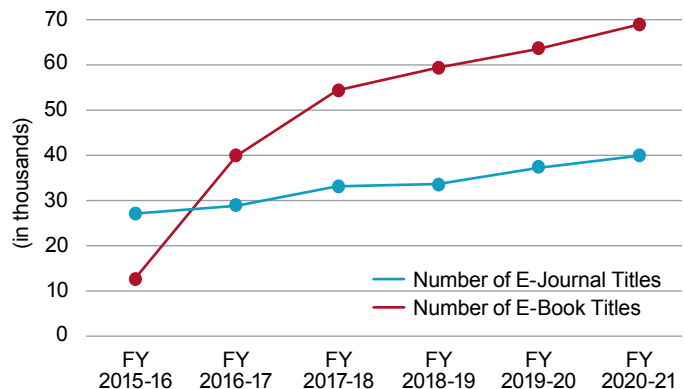
Institutional Repository Downloads



Number of Off-Site Logins



Library E-Collections



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.

NOW | What we did in the emergency

Created partnerships across campus to rapidly deploy professional development opportunities in response to world events related to the pandemic and social unrest

Deployed Faculty Drop-In Help Sessions in partnership with IT Academic Technologies

- Offered multiple drop-in Zoom sessions in the spring of 2020 for just-in-time problem-solving in the transition to remote teaching
- Priority focus: learner engagement using Canvas, Echo360, PowerPoint and Zoom

Hosted "From Lemons to Lemonade" in partnership with Interprofessional Academy of Educators

- Modeled and celebrated successes in remote teaching and learning during a global pandemic
- Highlighted the teaching innovations of **14** UNMC faculty and staff members

Launched "Erasing Cultural Indifference: 3-Part Certificate Series" in partnership with the Offices of Equity and Inclusion

- 3-part immersive workshop examining microaggressions, bias and privilege
- **110** participants

NEW | What we transformed

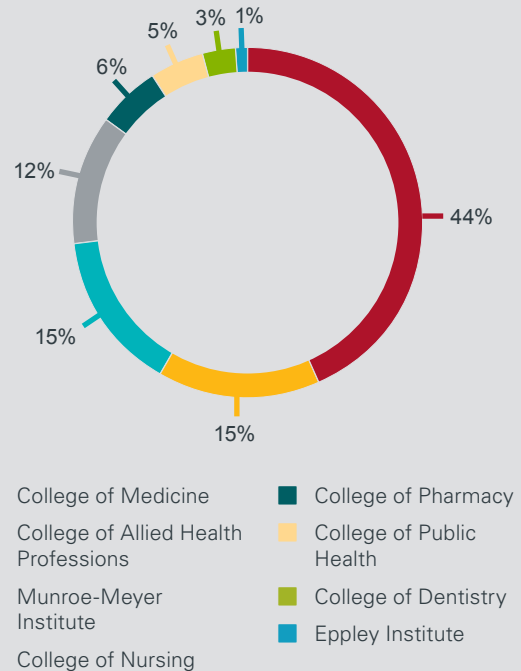
Virtual Faculty Development Sessions

- Professional development remained a necessary and top priority, pivoting to fully virtual
- **34%** increase in demand for professional development as a faculty tool

Expanded Independent Learning Opportunities

- Launched Go-2-Knowledge, an online professional development platform, in January 2021 to expand anytime/anywhere professional development opportunities for employees
- **100+** on-demand webinars available from six different categories:
 - » technology and online learning
 - » student success
 - » teaching and learning
 - » student populations
 - » institutional effectiveness
 - » campus safety and security

2020-2021 Event Attendance by College/Institute



Offered Unconscious Bias Threats in Recruitment and Hiring Training

- Designed and delivered department-driven virtual and live training

NEXT | Topics we're exploring in 2021-22

- Inclusive pedagogy—incorporating a checklist for assessing bias in curriculum
- Creating educational videos for any time/anywhere learning
- Visual thinking strategies for driving creativity and innovation
- Information effectiveness in an age of ultra-speed and saturation
- Best practices in recruiting talent to Nebraska
- The future of work
- Reducing the effects of unconscious bias
- Coaching and leadership
- Anti-racist strategies and teaching techniques at the bedside
- Leveraging social media

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

Planning

The UNMC mentoring website (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

- Assistance with mentor-mentee/protégé matching
- Assistance with issues of faculty civility
- Continued growth of the Women's Mentoring Group
- Continued growth of the LGBTQ+ Employee Alliance
- Continued growth of an under-represented minorities faculty mentoring group (I-AM-HOME) that includes members from other academic and practice sites in Omaha
- 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

iEXCEL: A TRANSFORMATIONAL MODEL FOR HEALTH PROFESSIONS EDUCATION AND RESEARCH

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

The Interprofessional Experiential Center for Enduring Learning (iEXCELSM) is a program designed for students, faculty and staff to adopt visualization and simulation to help 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).

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 simulation and visualization technology and the iEXCEL staff has partnered with them related to the creation of new learning modules.

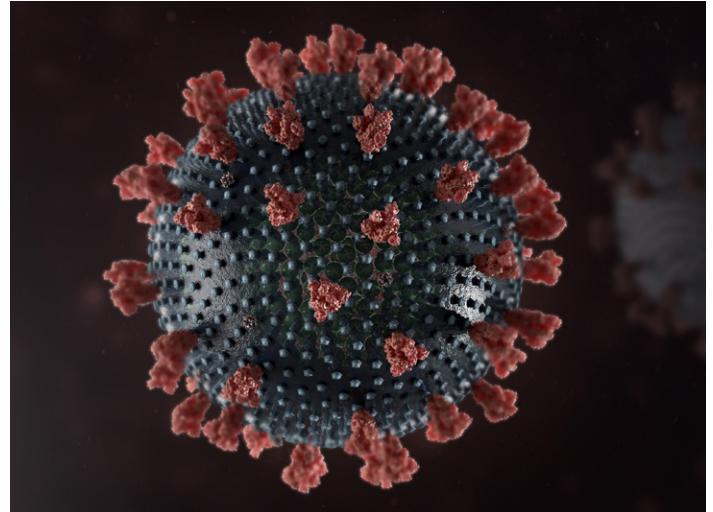
The creation of visualization modules helps "bring learning to life" in subjects such as pathology, pharmacy, pharmacology, nutrition, anatomy, dentistry and infectious disease control. The ability to advance simulation has expanded with the addition of experienced simulation content creation and support staff, including simulation specialists, content development experts, and the creation of a business and community engagement team. Several iEXCEL workgroups, comprised of faculty and staff, were formed to create the academic and operations infrastructure of iEXCEL. The workgroups have focused their roles on project prioritization; data capture and analysis, business development and the development of a competency assessment framework.

ACS Accreditation

UNMC's iEXCEL program and the Department of Surgery have received one of the nation's most prestigious accreditations, having recently earned a five-year accreditation as a Comprehensive Accredited Education Institute (AEI) by the American College of Surgeons (ACS).

The overall goals of the ACS-AEI program are to enhance patient safety, address competencies that all learners must achieve and enhance access to hands-on comprehensive education. AIEs also conduct innovative research to advance simulation-based education.

There are two levels of accreditation, "Comprehensive" and "Focused", each with specific requirements. The level of accreditation status differs based on the education program's focus, learners served, curriculum offered, technological capacity and resources available. In recently earning the top-level status as a Comprehensive ACS-AEI program, iEXCEL has demonstrated its ability to develop original curricula, offer a broad spectrum of training programs and maintain the facilities, technology and expertise to conduct education and research activities against high standards of excellence.



COVID-19 rendering



First Facebook live event

Visualization and Simulation

The iEXCEL Visualization Hub has expanded and now operates in an innovative open learning space in the Davis Global Center that fosters team interaction using advanced technology to create content in 2D, 3D, virtual and holographic technology.

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 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 recent examples of their work include:

- **COVID-19 Delta Variant:** The iEXCEL team worked closely with faculty at the University of Nebraska-Lincoln's Center for Virology to create groundbreaking animations of the COVID-19 Delta variant and its interactions with a human

cell. These animations have made an impact on UNMC learners as well as the public, serving as the centerpiece for a city-wide press conference. This tremendous response highlights the value of being able to visualize complex biological structures to enable comprehension across a broad spectrum of learners.

- **Coagulation Cascade:** Working closely with subject matter experts, the visualization team created a new, fully animated coagulation cascade. This new 3D animation allows learners to experience at a micro-level. Participants can also step into the Laser CAVE-5 at the Davis Global Center to interact with organic structures such as proteins and blood cells to gain a deeper understanding of this complex coagulation process.
- **Video and Live Production:** Adapting to remote and a-synchronous learning modalities, the iEXCEL visualization team established an in-house production unit to respond to increasing demand for virtual engagements. Holographic presentations, live training broadcasts and interactive multimedia virtual resources were created throughout the year bringing learning to life for UNMC collaborators across the world.

The Sorrell Clinical Simulation Lab continues to offer simulated clinical experiences in which health care professionals practice specific skills and are competency-assessed through the incorporation of standardized patients into the curriculum. The team has worked closely with faculty to create telehealth simulations that incorporate standardized patients in the role of the patient as well as the language line for interpreting services requirements built into the scenarios. This program continues to expand and is used by all colleges.

Among the many curriculum activities and community events, highlights include the development of just-in-time training for COVID-19. By utilizing a multi-modal approach to training that leveraged collaboration with clinical subject matter and simulation experts, the iEXCEL team was able to rapidly respond to the growing threat. The visualization team created a fully interactive, volumetric 3D model of the novel virus to assist professionals in research. Through live-virtual events, iEXCEL was able to create and distribute training methods for potentially life-saving practices and procedures for relevant topics from emerging vaccines to mental health. Meanwhile, the simulation team provided hands-on nasopharyngeal swab training for over 455 health care professionals and partnered to create a new simulation model available to institutions nationally.

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 (GCHS). In February 2020, the GCHS team worked closely with the U.S Department of Health and Human Services Assistant Secretary for Preparedness and Response to safely repatriate and quarantine U.S. citizens from Wuhan, China, as well as American travelers stranded on cruise ships. The GCHS team utilized visualization models created by iEXCEL to practice the accurate sequence of donning and doffing personal protective equipment (PPE), a 360-degree



College of Nursing iWall



Student helix

video demonstrating the particulate dissemination during patient care, and interactive 2D models on the iWall allowing 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), in a time of most immediate need.

Statewide Collaborative Network

The statewide collaborative network continues to grow through the use of the interactive iWalls and the SIM-NE program. Use of the iWalls has continued to expand with UNMC College of Nursing and College of Allied Health Professions and Dentistry. There are now iWalls in Omaha, Scottsbluff, Kearney, Lincoln and Norfolk. These iWalls connect students and sites via collaboration software enabling distance learning, thus strengthening UNMC campus collaboration and simultaneous teaching activities across Nebraska.

SIM-NE Activities 2016 – June 30, 2021



2,000+

Virtual Training
Views



88

Counties
Reached



151

Virtual Training
Events



637

In-Person Training
Events



3,617

Health Care
Professionals Trained

SIM-NE operates under the umbrella of iEXCEL and extends statewide outreach by providing technologically advanced simulation training in mobile units to a variety of health care providers. SIM-NE has strengthened collaboration with American Heart Association, from hands-on training opportunities to also creating videos and interactive live events related to the Lifeline Stroke education program. The goal is 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.

Community and Business Engagement

Connecting with the community and area businesses continues to be an important mission for iEXCEL to share the vision and impact of iEXCEL with engagement from local, national and global stakeholders. This iEXCEL 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 of tours of The Davis Global Center from high-level government officials, military officers, and international visitors. Additionally, with the onset of the COVID-19 pandemic, the team shifted to providing virtual engagements including, a session on how students can learn to develop content in 3D space and a virtual "Escape Room" tailored towards middle school students.

Staff presented iEXCEL's innovative programming locally, national and globally through involvement with the Middle East-North Africa Association in August 2020, AIM Institute's InfoTech Conference in November 2020, the Society for Simulation in Healthcare Conference in February 2021 and more.

iEXCEL Data Capture

Integrated into the Davis Global Center is a robust and comprehensive data capture system that tracks, analyzes and distributes data. Through tracking center usage and training outcomes, real-time feedback can be given to students and faculty. This comprehensive data capture model allows for simulation enhancement, improved training outcomes and a maximized return on investment.

Highlights

- Mission-Driven Analytics Direct Data Decisions: Created a mission-based data model to influence decision-making processes
- Machine Learning & Predictive Analytics: Improved program efficiencies and reduced operational spending
- Data Quality Improvement & Governance: Increased quality of data sets through strict governance and analytics
- Implemented Data Visualization: Created illustrations for macro and microdata into consumable and comprehensive reports
- Empowered End Users: Enabled leadership, staff, faculty and learners to improve training and outcomes by offering real-time data on multiple devices

Moving Forward

The opening of the Davis Global Center signified a transformation in how UNMC prepares health care professionals to provide safer patient care. With the transition into the state-of-the-art facility, utilization of health care simulation and faculty engagement has grown immensely. The Davis Global Center offers 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, iEXCEL 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 2011-12 Through FY 2019-20 As Reported to the Board of Regents

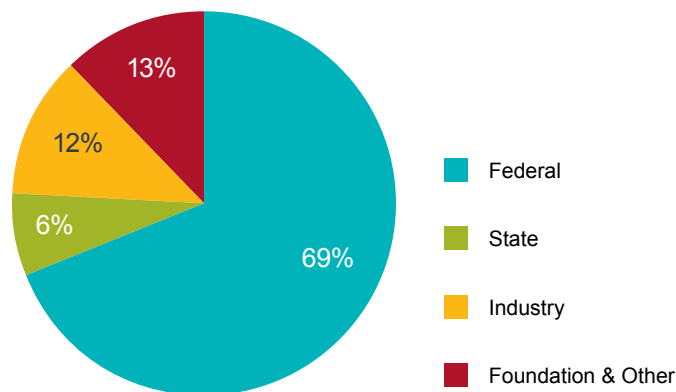
FISCAL YEAR NET AWARDS	AMOUNT	INCREASE/ (DECREASE)	# PRINCIPAL INVESTIGATORS	# RESEARCH GRANTS
FY 2011-12	\$88,902,488	12%	248	443
FY 2012-13	\$94,109,544	6%	239	425
FY 2013-14(a)	\$89,895,973	(4%)	261	471
FY 2014-15	\$93,313,397	4%	265	466
FY 2015-16	\$115,157,592	23%	268	486
FY 2016-17	\$117,091,404	2%	284	495
FY 2017-18	\$135,608,898	16%	297	524
FY 2018-19	\$138,068,067	2%	328	547
FY 2019-20	\$174,191,275	26%	339	606

(a) Federal Sequestration imposed

Research Funding by Sponsor Category

	FY 2018-19	FY 2019-20	Increase/ (Decrease)
Federal	\$95,542,181	\$120,859,481	26.5%
State	\$9,641,520	\$10,013,192	3.9%
Industry	\$16,770,051	\$20,265,794	20.8%
Foundations & Other	<u>\$16,114,315</u>	<u>\$23,052,808</u>	<u>43.1%</u>
Total	\$138,068,067	\$174,191,275	26.2%

Percent of Total Funding by Sponsor Category FY 2019-20



NATIONAL INSTITUTES OF HEALTH FUNDING AND NATIONAL RANKING

National Institutes of Health Research Funding and College Rank Federal Fiscal Year Ending September 30

COLLEGE	ALLIED HEALTH	DENTISTRY	MEDICINE (a)	NURSING	PHARMACY	PUBLIC HEALTH	UNMC TOTAL (c)
FY 2019-20 Rank	38	NR	52nd	45th	14th	45th	85th
FY 2018-19 Rank	NR	NR	54th	47th	19th	47th	84th
Total Colleges (b)	70	68	155	78	146	67	2,815
FY 2019-20 NIH Funding	\$838,740	\$0	\$78,808,626	\$919,637	\$7,949,482	\$731,424	\$90,289,199
FY 2018-19 NIH Funding	\$0	\$0	\$76,399,718	\$921,850	\$6,839,335	\$735,823	\$84,896,726
Increase/(Decrease)	\$838,740	\$0	\$2,408,908	(\$2,213)	\$1,110,147	(\$4,399)	\$5,392,473
% Change in Funding			3.15%	(0.24%)	16.23%	(0.60%)	6.35%

- a) College of Medicine includes Eppley Institute and Munroe-Meyer Institute for Genetics and Rehabilitation
- b) Total Colleges is based on the number of reported accredited programs by college (Dentistry, CODA; Medicine, LCME; Pharmacy, ACPE; Public Health, CEPH). Allied Health Professions and Nursing are 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 2018-19 Rank	FY 2019-20 Rank	FY 2019-20 NIH Funding
Anesthesiology	31	31	\$1,479,548
Biochemistry	22	19	\$10,669,646
Emergency Medicine	21	24	\$757,500
Genetics	38	40	\$832,748
Internal Medicine/Medicine (b)	55	58	\$15,883,757
Neurology (c)	28	23	\$14,777,509
Obstetrics & Gynecology	36	44	\$958,483
Ophthalmology	42	49	\$1,728,420
Pathology	29	32	\$7,192,985
Pediatrics (d)	46	56	\$2,011,165
Pharmacology	9	9	\$14,634,610
Physiology	41	43	\$3,532,037
Psychiatry	NR	69	\$754,826
Surgery	26	34	\$3,595,392

- a) Rank among the 155 LCME Accredited Programs
- b) Internal Medicine/Medicine includes Eppley Cancer Institute awards
- c) Neurology includes Neuroscience and Neurosurgery
- d) Pediatrics includes Munroe-Meyer Institute awards
- Note: Departments without NIH funding are unranked (Family Medicine, Orthopaedic Surgery, Otolaryngology, Radiation Oncology)

ANNUAL RESEARCH AWARDS

Clinical Research Award Comparison to Extramural Research Funding by Funding Category

TOTAL EXTRAMURAL RESEARCH FUNDING

	FY 2017-18		FY 2018-19		FY 2019-20	
Research Totals	Projects	Funding	Projects	Funding	Projects	Funding
Federal	191	\$89,019,134	195	\$95,542,181	227	\$120,859,481
State	50	\$10,128,529	57	\$9,641,520	58	\$10,013,192
Industry	84	\$15,987,267	109	\$16,770,051	137	\$20,265,794
Other	199	\$20,473,968	186	\$16,114,315	213	\$23,052,808
Total	524	\$135,608,898	547	\$138,068,067	635	\$174,191,275

TOTAL CLINICAL RESEARCH AWARDS

	FY 2017-18		FY 2018-19		FY 2019-20	
Clinical Research Totals ^(a)	Projects	Funding	Projects	Funding	Projects	Funding
Federal	46	\$36,403,962	52	\$48,431,732	47	\$45,374,566
State	11	\$1,234,648	12	\$711,139	12	\$634,001
Industry	58	\$11,802,263	78	\$13,768,978	99	\$16,902,303
Other	85	\$11,249,939	76	\$6,753,073	92	\$11,352,203
Total	200	\$60,690,812	218	\$69,664,922	250	\$74,263,073

UNMC Fiscal Year July 1 - June 30

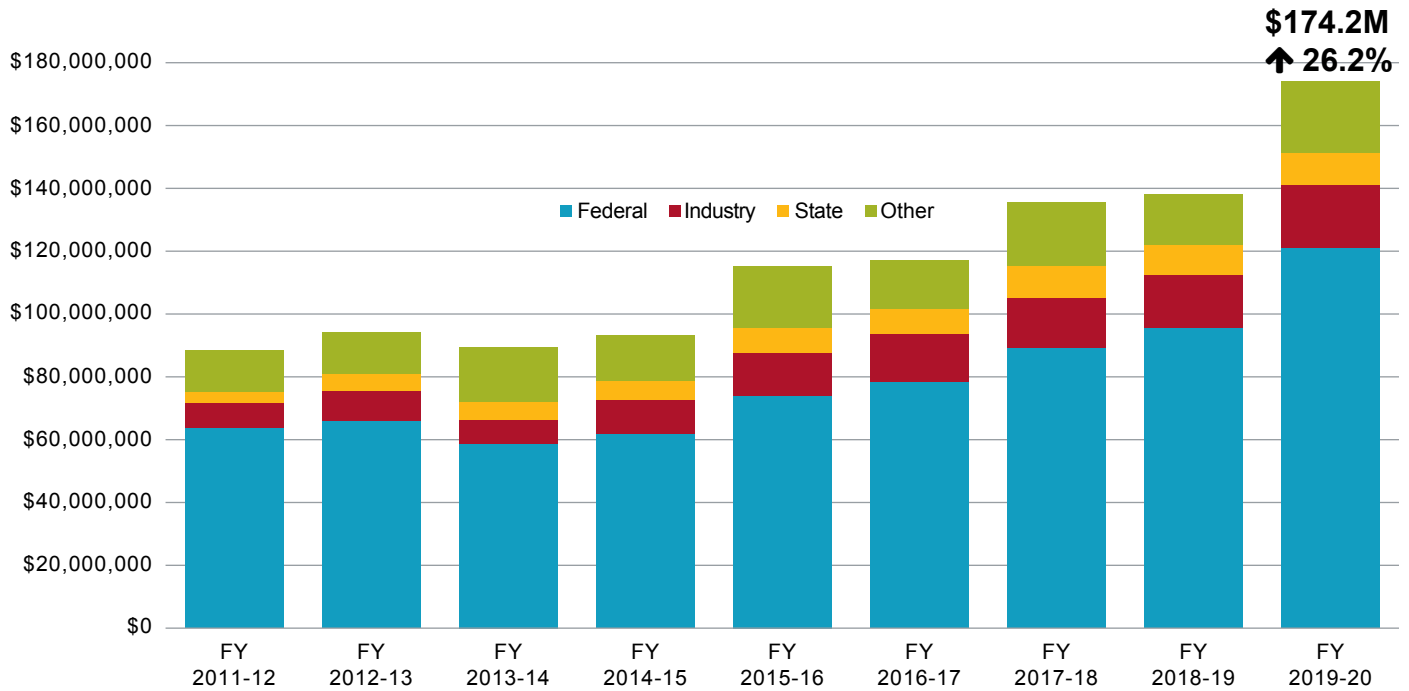
a) Clinical Research awards are defined as those awards with an associated IRB protocol

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

Colleges	FY 2018-19	FY 2019-20	Increase/(Decrease)
College of Medicine	\$98,409,974	\$122,132,588	24.1%
College of Allied Health Professions	\$304,855	\$1,226,487	302.3%
College of Dentistry	\$109,984	\$66,212	(39.8%)
College of Nursing	\$1,553,635	\$2,652,487	70.7%
College of Pharmacy	\$9,438,259	\$15,095,856	59.9%
College of Public Health	\$10,021,026	\$12,871,358	28.4%
Eppley Cancer Center	\$14,278,472	\$16,339,477	14.4%
Munroe-Meyer Institute	\$3,951,862	\$3,766,810	(4.7%)
	\$138,068,067	\$174,151,275	26.2%

RESEARCH AWARDS BY CATEGORY

Extramural Research Award Totals by Category



OVERALL RESEARCH FUNDING 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 our overall funding, expands our research mentor pool and reinforces a culture that values and supports research. Many funded faculty, ranging from early career to unit leaders joined our ranks this year.
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, and much of our federal funding comes from NIH, there are many mechanisms and other types of funding available:
 - *Large grant programs.* Center grants are critical to the building of new sustainable research programs and 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, the newest Phase I CoBRE was awarded, entitled “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 (SPORE).
 - *Department of Defense (DoD) through the National Strategic Research Institute (NSRI) and specific agencies.* NSRI signed a new contract to expand capacity for DoD funding. NSRI priorities continue to be focused on combatting weapons of mass destruction, including consequence management. UNMC’s NSRI funding is focused on the rapid diagnosis, mitigation or treatment of highly infectious diseases, combat casualty care and end route care. 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 (GCHS) works closely with NSRI and other federal agencies to conduct research and provide all-hazards emergency training preparedness.* UNMC’s GCHS continues national leadership through the HHS ASPR-funded National Emerging Special Pathogens Training and Education Center (NETEC), Training, Simulation, and Quarantine Center (TSQC), and the Regional Disaster Health Response Ecosystem. Additionally, the GCHS is funded through CDC’s National Infection Control Strengthening (NICS) for Small and Rural Hospitals program.
 - *Child Health Research Institute (CHRI).* CHRI is a collaboration of UNMC with Children’s Hospital & Medical Center. This Board of Regents approved institute has prioritized research and faculty recruitment in pediatric cancer, cardiovascular disease, infectious diseases and rare/genetic diseases. Ann Anderson Berry, MD, PhD, was named Interim Executive Director and William Rizzo, MD, the Scientific Director.
4. **Clinical trials.** UNMC continues to focus on improved recruitment to clinical trials as well as best practices for recruitment from diverse populations. With Nebraska Medicine, UNMC implemented the Clinical Trials Management System (CTMS), OnCore® across the campus to streamline study monitoring and invoicing. UNeHealth and the Clinical Research Center have led major changes in contracting, budgeting and trial support. The IRB has implemented requirements to serve as a single IRB in support of NIH-funded multicenter trials.
5. **Training grants.** Through incentives and improved understanding of their value to students, more individual and institutional training grant awards (F, K and T grants) are being submitted and awarded.
6. **Commercially sponsored investigator-initiated research.** UNeMed works closely with UNMC faculty to identify opportunities to collaborate with commercial sponsors and negotiate for the funding appropriate to the proposed research.
4. **Mentoring.** Mentoring is important for “growing our own.” Mentoring programs, such as the Mentored Scholar Program for Clinical-Translational Research, as well as grant training workshops, help early-career faculty achieve independent funding.
5. **Streamline research processes.** Sponsored Programs Administration and UNeHealth re-evaluated processes to speed contracting and the IRB is evaluating ways to improve time to approval, including commercial IRBs for commercial trials.



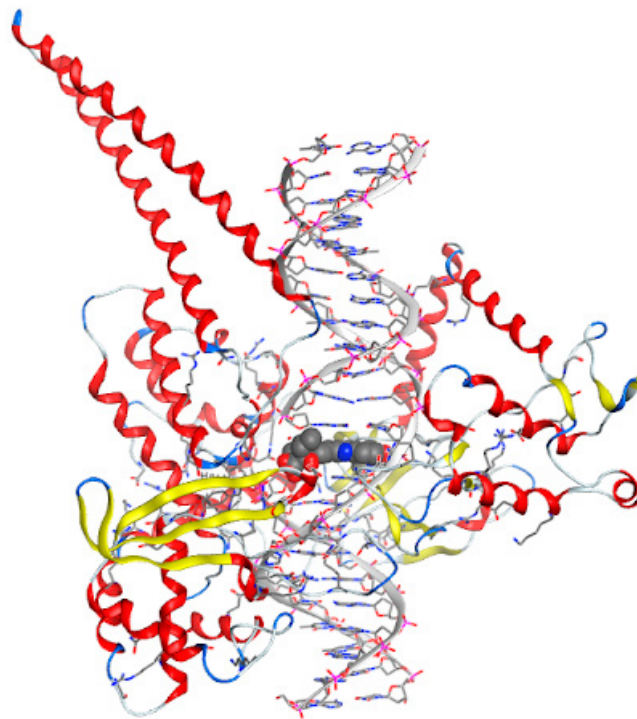
BUILDING AND SUSTAINING RESEARCH RESOURCES

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. 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. While equipment is critical, having the expertise to teach others how to use these high-end technologies and how best to design and perform assays to obtain the results investigators need is essential. For this reason, these core and service centers always have a subject matter expert director with advanced degrees; many directors also have faculty appointments.

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, Genomics Core, Advanced Microscopy Core and Bioimaging (MRI) for small animals. Smaller institutions in smaller towns or states often struggle to have an adequate user base compared to larger cities and the Nebraska Research Initiative (NRI) monies 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. Some of the resources to support clinical/translational research are the Clinical Research Center- a space to conduct clinical trials and a resource center for research coordinators across our campus- and the Nebraska Biobank, an NRI-funded repository of over 194,000 biologic samples linked to anonymized data (age, gender, medications) available to NU-wide investigators 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.

Data Analytics Cores. These cores provide expertise to collect, move, or analyze data. The need for expertise in this area 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 pathogens. 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 stores 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:** We have hired a navigator to help investigators find and use the biomedical informatics resources they need.
- **Computational Chemistry Core.** This core provides a platform for computational drug discovery. This resource- under the direction of, 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.
- **Animal Behavior Core.** As the demand for validated rodent behavior tests grows, we have developed a specific space, specialized software and equipment to facilitate the conduct of reproducible, functional assessments of behavior. Mystera Samuelson, PhD, is the founding director of this core and also works with investigators on large animal behavior assessments.

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.

COVID AND COVID-RELATED RESEARCH

COVID-19 had a large impact on UNMC and its research this year in many ways.

Partnerships were important early. As UNMC houses the National Quarantine Center, the Global Center for Health Security (GCHS) worked with multiple agencies to assist in the repatriation of US citizens living in Wuhan, China, and mitigate the spread of the virus to the US. Similarly, James Lawler, MD, worked with the Assistant Secretary for Preparedness & Response to move and quarantine or hospitalize US citizens from the Diamond Princess cruise ship to UNMC with the help of the National Guard. We also initiated one of the first federally funded therapeutic trials of Remdesivir which proved to be effective in reducing time of hospitalization for those with COVID-19. The GCHS expanded its **National Disaster Medical System (NDMS) Training**, which includes core infectious disease training programs for the NDMS National Disaster Medical Assistance Teams (DMAT) and U.S. Public Health Service team members and developed training manuals for many other groups during the pandemic.

Activation of the Special Pathogens Research Network (SPRN). After the Ebola epidemic, UNMC worked closely with others to develop the National Emerging Pathogens Training and Education Center (NETEC), to support regionally placed centers that could work together to mitigate the next epidemic. UNMC helped establish and lead the SPRN, funded by HHS, consisting of 10 academic centers ready to participate in a multicenter trial, should it be needed for the next pandemic. The global pandemic was the opportunity to see how it could work. Because UNMC's rapid response IRB served as the central IRB for the network, it began to review the protocol for the SPRN as soon as it was available and the SPRN was ready as soon as the SARS-CoV-2 pandemic hit the US to initiate a series of therapeutic trials that resulted in greatly improved outcomes for COVID-19. This network, including UNMC, enrolled approximately 25% of the subjects in these landmark trials, and UNMC was one of the highest enrolling sites within the trial.

Pandemic-related research policies and procedures. UNMC's research and other units had plans in place in case of a pandemic, which served as an initial blueprint for the response. As operationalized, laboratories and clinical research spaces were restructured by moving desks or equipment, some personnel working remotely, and new cleaning protocols were developed to be sure work could be done safely with social distancing and infection prevention requirements. There was a need to continually look for personal protective equipment, which was initially in short supply. Meetings were held using distance technologies and many human subjects research protocols also began to use remote methods. Some research had to be paused for the short term, due to exposure risk-benefit concerns in the case of some human subjects' protocols, as well as staffing challenges, as some staff had to sequester or stay home to help family members with illness. All human subjects' protocols were assessed for the adequacy of their biosafety protocols, and core facility staffing was staggered to reduce the risk of staff members potentially being exposed to an infection at one time. Contact

tracing and reinforcing mask behavior and social distancing allowed staff to stay safe while interacting with one another. Communication and operationalization of these new policies and procedures required the help of many as they continued to evolve. Now one year later, we can report that those policies were successful even though they were new and untried. Few people were exposed on-site at work and research was able to continue throughout the pandemic.

Opportunities. The Global Center for Health Security (GCHS) was poised and recognized by many agencies to be able to respond quickly to their needs for training and consultation that included developing processes within Nebraska Medicine, with Nebraska Governor Pete Ricketts, Nebraska Health and Human Services, and with diverse groups like Big Ten Football, the judiciary and food processing plants. When federal agencies, including the VA, put out new proposals for COVID-related supplements, many of our faculty applied and those investigators with experience in viral research began to pivot to working with SARS-CoV-2 to better understand its biology or mitigating strategies. Because more space was needed to work with the virus, a new biosafety level-3 (BSL-3) research unit was quickly created, and existing space was remodeled into a new vaccine research clinic. Additional proposals were received via the National Strategic Research Institute.

Innovations. There was a great need for new innovations and UNMC faculty rose to the challenge. These included a method to sterilize N-95 masks that was proven to be safe and effective, devices to protect health workers during intubation when viral transmission risk is the highest, software to electronically screen students and staff to keep them home if they are at risk, new diagnostics methods for COVID-19 and the 3-D printing of supplies like nasal swabs to collect samples from people at risk for the virus. Altogether, 48 inventors contributed to 23 COVID-related inventions that were reported to UNeMed in the first six months following the declaration of the COVID-19 pandemic.

Strategies going forward. Clinical trials moved from the hospital to using outpatient spaces for both follow-up visits and therapeutics intended to reduce the need for hospitalization. With no outpatient clinic space well suited for those suspected of being infectious or needing treatment in the outpatient setting, a building was retrofitted with negative air pressure rooms for this purpose. This space also supported the many vaccine trials that UNMC joined. Resources like this will continue to support future ambulatory clinical trials. While many policies are now being "reversed" as the pandemic wanes, some will remain, including the greater use of distance technologies for the conduct of research. The lessons learned and innovations developed throughout the past year will help facilitate future strategies and approaches for a research program that is more robust and agile than ever before!

NATIONAL STRATEGIC RESEARCH INSTITUTE AT THE UNIVERSITY OF NEBRASKA

The National Strategic Research Institute (NSRI) at the University of Nebraska (NU) is one of just 14 University Affiliated Research Centers (UARC) designated by the Department of Defense. It is a nonprofit 501(c)(3) affiliated with NU and sponsored by U.S. Strategic Command (USSTRATCOM). As a UARC, NSRI is a trusted agent of the federal government and DOD. It receives funding primarily through task orders via an Indefinite-Delivery Indefinite-Quantity (IDIQ) contract vehicle.

The most recent IDIQ, with a \$92 million ceiling, was established with USSTRATCOM in September 2020, bringing NSRI's award ceiling total to \$298 million since 2012. Details are available at nsri.nebraska.edu/IDIQ3.

The UARC designation and IDIQ contract vehicle provide an efficient contracting process for the federal government and DOD — more than 40 federal government agencies have contracted through NSRI to work with NU researchers and NSRI scientists. These tools also require NU and NSRI to maintain research and development capabilities for the DOD and other federal agencies focused on strategic deterrence and national security. More details about NSRI's core competencies and research focus areas are available at nsri.nebraska.edu/mission.

UNMC FY 2020-21 Highlights

NSRI proudly launched two priority initiatives to bring NU researchers closer to its mission space, support their endeavors and optimize collaboration and innovation across the campuses.

26 UNMC RESEARCHERS APPOINTED AS NSRI FELLOWS

- Ken Bayles
- Jesse Bell
- David Brett-Major
- M. Jana Broadhurst
- Keely Buesing
- Eric Carnes
- Rao Chundury
- Becky Deegan
- Chittibabu Guda
- Corey Hopkins
- Victoria Kennel
- Chris Kratochvil
- Ronald Krueger
- Marilyn Larson
- James Lawler
- Bethany Lowndes
- Aaron Mohs
- Daniel Monaghan
- Nicholas Palermo
- Gurudutt Pendyala



- Shanna Ratnesar-Shumate
- St. Patrick Reid
- Matthew Rizzo
- Alicia Schiller
- James Talmadge
- Steven Yeh

2 UNMC RESEARCHERS PIS OF AWARDED NSRI IRAD FUNDING

- Elizabeth Beam, "Educational strategy assessment for improving respiratory protection equipment use."
- Siddappa Byrareddy, "Phenotypic and functional characterization of newly evolved SARS-CoV-2 mutant viruses."
- UNMC researchers have consistently leveraged the efficiency of NSRI's contracting process to pursue important deliverables that move their body of work forward while solving challenges for the DOD.

2 UNMC RESEARCHERS AWARDED DOD RESEARCH CONTRACTS

- Joshua Santarpia, "Biological and chemical threat characterization and medical countermeasure development," Defense Threat Reduction Agency. \$10.3 million.
- Alicia Schiller, "Development of military medical personnel assessment tools," Tripler Army Medical Center. \$142,000.

5 UNMC RESEARCHERS CONTINUE DEFENSE-RELATED PROJECTS

- Ken Bayles, Nebraska Drug Development & Discovery Pipeline, Defense Health Agency. \$10.8 million, 2018.
- Keely Buesing, "Fielding proof of concept: En route care for acute respiratory distress system mitigation using oxygenated microbubbles," Air Force Medical Readiness Agency. \$3.8 million, 2018.
- John Lowe, "Surveillance of pathogens causing severe infections and associated antimicrobial resistance," Defense Health Agency. \$5.8 million, 2018.

- Stephen Obaro, “Detecting Enteric Infections in Northern Nigeria,” Walter Reed Army Institute of Research. \$175,000, 2019.
- Mike Wiley, “Targeted acquisition of reference materials augmenting capabilities initiative,” JPEO-CBD. \$10 million, 2018.

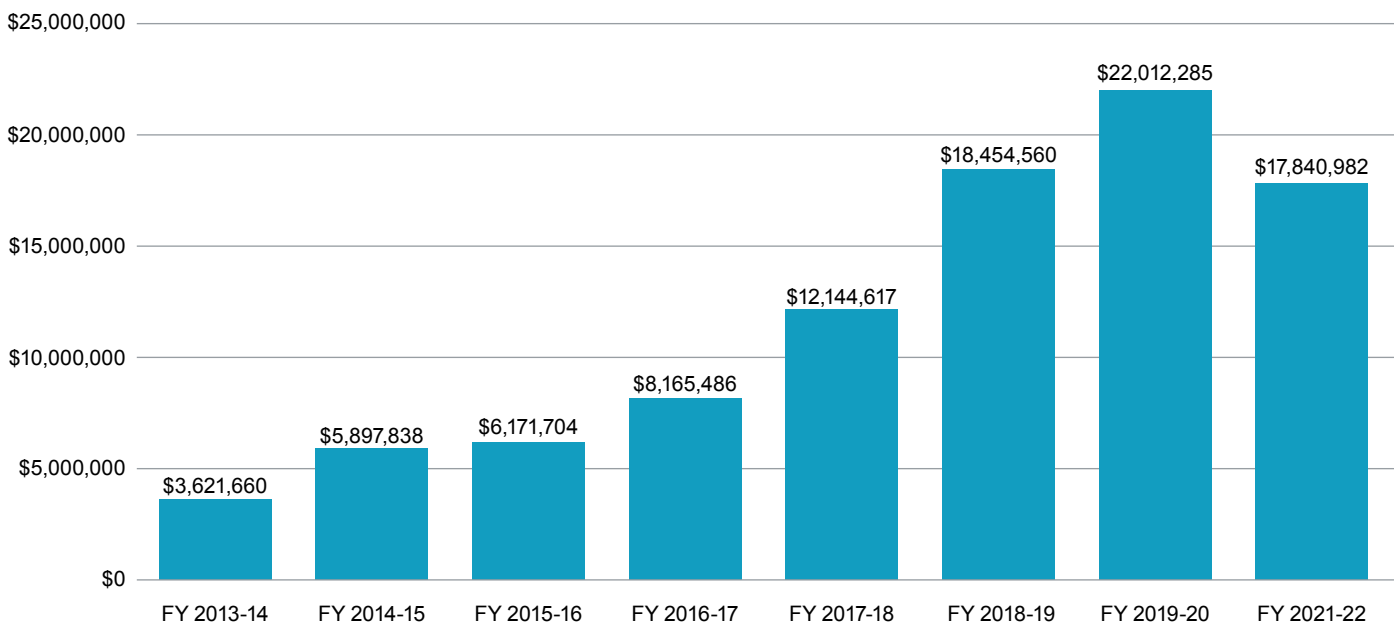
NSRI Annual Revenue

As NU’s UARC, NSRI continues to position the University of Nebraska to deliver toward the mission objectives of DOD customers, all while generating continual growth in revenue until 2020 due to slowdowns caused by the COVID-19 pandemic.

Learn more about NSRI at nsri.nebraska.edu

NSRI All-Time
 As of June 30, 2021
129 contracts & grants
\$191,176,868 total awards

NSRI Annual Revenue



HEALTH CARE AND COMMUNITY TAB

HEALTH CARE AND COMMUNITY TAB

NEBRASKA MEDICINE HEALTH NETWORK UPDATE



Nebraska Medicine continues to strive toward its 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. This was demonstrated through a variety of activities throughout the past fiscal year as well as the health system emerging as a local, regional and national leader in the response to the COVID-19 pandemic.

Responding to the COVID-19 pandemic

The following initiatives were launched as a result of the COVID-19 pandemic:

- Provided inpatient and outpatient clinical care for patients affected by COVID-19
- Conducted educational outreach calls to patients at greater risk of COVID-19
- Telehealth expansion, allowing video visits to be scheduled through the online portal and includes primary, specialty and immediate care appointments
- Universal masking and personal protective equipment policies for staff and patients
- Invention of Ultraviolet N95 decontamination process for personal protective equipment in short supply; this method was endorsed by the Centers for Disease Control and Prevention and used across the country
- Partnership with Douglas County Health Department and One World Health Center to provide drive-through specimen collection in underserved South Omaha early in the pandemic
- Creation of training materials through The Global Center for Health Security
- Provided training and education for health care workers through NETEC
- Conducted and participated in clinical trials, including the use of Remdesivir in treating patients
- Served as a community and national expert through media and social media
- Set up the Testing and Vaccination Clinic in Millard, to serve as a specimen collection and vaccination site for patients and community members
- Facilitated vaccination of Nebraska Medicine and UNMC colleagues, faculty and staff
- Assisted with public vaccination in partnership with the Douglas County Health Department, administering approximately 90,000 vaccine doses to the community
- Created online hub of community and provider resources related to COVID-19, leading to organic search traffic was up 300% year over year (1.3 million visits compared to 5.4 million)



Be Extraordinary Together culture initiative
In partnership with the UNMC College of Medicine, Nebraska Medicine launched the Be Extraordinary Together culture-shaping

initiative in January 2020. Organizational culture includes the common beliefs and behaviors that determine how we show up every day; treat each other, our patients and our community; and how we deliver excellence. Culture is the foundation upon which everything else is built.

Every month, culture conversations happen on a team or department level. Colleagues are introduced to a new behavior, then encouraged to find ways to incorporate it into their daily activities – both at work and at home.

New Nebraska Medicine app serves as digital front door for patients

The new Nebraska Medicine app launched in March 2020. The app is designed to make it easy for patients to access their health care on the go. Patients can view immediate care wait times, get directions to their nearest Nebraska Medicine location, schedule appointments, send messages to their care team, get reminders about upcoming appointments, check in to appointments online, view test results in real-time, pay their medical bills, access a variety of telehealth options and browse doctor profiles and ratings.

Originally scheduled to launch in June 2020, the app was made available to the public earlier due to the COVID-19 pandemic. The goal of 25,000 downloads for the fiscal year was more than doubled with 63,000 downloads.

Bellevue Medical Center celebrates 10 years

Bellevue Medical Center marked its 10th anniversary in May 2020. The community hospital is home to nearly 500 employees and serves more than 31,000 emergency department visits, 4,600 discharges and 2,300 surgery cases each year.

Psychiatric Emergency Services sees first patients

Nebraska Medicine opened the Adult Psychiatric Emergency Services unit in October 2020. The unit features a calm, compassionate environment away from the main emergency department. Its goal is to stabilize patients and swiftly refer them to community partners for appropriate treatment while avoiding unnecessary inpatient admissions. The facility is located on the ground level of Clarkson Tower.

In its first two months of operation, staff at Adult Psychiatric Emergency Services (PES) saw more than 220 patients, offering specialized care for those in crisis for issues related to mental health or substance use disorder.

Construction underway for new Millard Health Center

The newest addition to Nebraska Medicine's network of patient-centered medical homes is scheduled to open in November 2021. The Millard Health Center is under construction on the site of the former Millard Roadhouse building at 13325 Millard Ave.

Primacy care services currently offered at Oakview Health Center will be relocated, with primary care being moved to Millard Health Center.



Village Pointe expansion project breaks ground

Nebraska Medicine continues to broaden the patient care options offered across the Omaha metro area with the announcement of the construction of a new facility on the Village Pointe Health Center campus in West Omaha.

The newest building will be on the east side of the Village Pointe Health Center, adjacent to the building located at 111 N. 175th Street. It will be the fourth building at this site. Construction started in July 2021. The facility will feature new services and the expansion of existing clinical programs including Heart and Vascular and Orthopaedics.

A new diversity and inclusion leader named

Ada Wilson, JD, joined Nebraska Medicine in June 2021, as the first vice president, chief inclusion and diversity officer for the organization.

Wilson will help set the vision for Nebraska Medicine's diversity, equity and inclusion (DEI) efforts. In her new role, she will also work with employee resource groups and will serve as a partner to many areas within the organization including HR, Patient Experience, Provider Experience, Quality and Marketing and Communications.

Awards and Recognition

- Becker's Hospital Review's 100 Great Hospitals in America
- U.S. News & World Report Best Hospital in the State
- U.S. News also rated five specialties listed as high performing: Cancer, Gastroenterology and GI Surgery, Orthopaedics, Pulmonary and Lung Surgery, Urology
- Newsweek's World's Best Hospitals 2020 ranking: #54 on the list of best hospitals in the United States
- Training Magazine's Top 125 Companies for Training Programs award
- Forbes Best-in-State Employer
- 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 VOLUME AND PATIENT SATISFACTION

NEBRASKA MEDICINE — CLINIC VISITS	FY 2019-20 ACTUAL	FY 2020-21 ACTUAL	FY 2021-22 PROJECTED
Primary Care	233,993	242,619	270,545
Specialty Care	441,074	516,110	540,392

NEBRASKA MEDICINE — HOSPITAL ACTIVITY	FY 2019-20 ACTUAL	FY 2020-21 ACTUAL	FY 2021-22 PROJECTED
Source - Census Days File (Excludes Newborns)			
Discharges	32,535	31,532	32,492
Patient Days	182,203	190,064	193,566
Average Length of Stay	5.60	6.03	5.95

NEBRASKA MEDICINE — PATIENT SATISFACTION SCORES	FY 2019-20		FY 2020-21	
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	84.00%	50th	84.37%	49th
Nebraska Medicine overall inpatient recommending the hospital (HCAHPS)	79.53%	63rd	77.67%	66th
Nebraska Medicine Bellevue inpatient recommending the hospital (HCAHPS)	79.67%	65th	76.65%	64th



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. We also 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 fulfills its mission primarily through the building of needed support systems and the dissemination of exemplary engagement practices and processes. It is committed to building and maintaining relationships at UNMC.

The Office of Community Engagement serves as a source of institutional memory through the recording and management of relationships with various community stakeholders across Nebraska. This act of "bridging" relationships supports and protects earned bonded relationships by UNMC faculty staff and students.

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. This cloud-based system reaches across the state, linking all five campuses and activities. ENGAGE 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 highlights the efforts of faculty advisors and student groups via its annual community engagement awards. Winners in 2021 include:

- The UNMC College of Public Health Student Response Team (SRT) received the Community Impact Award (Gold); Support Your NEighbor COVID-19 (SYN COVID-19) was awarded the Community Impact Award (Silver); and UNMC CoRe: COVID Relief was awarded the Community Impact Award (Bronze). All three groups were actively involved in pandemic support and relief efforts.
- EMPOWER was awarded the Community Health Education award for its educational work with the Women's Center for Advancement and Girls, Inc. focusing on teamwork and working with leadership to identify the community needs and tailoring education towards these needs.
- Dr. Sharon Medcalf was awarded the Faculty Advisor Excellence in Engagement Award for her mentorship and for providing exceptional service to her students, colleagues and UNMC.

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 healthcare 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 healthcare 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.

- 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.
- NEW! American Cancer Society on Campus (ACSC at UNMC) is a new group to expand the efforts of the former Decreasing the Donor Deficit. In support of our growing presence in cancer research, treatment, and prevention, this group partners with national initiatives and local entities to promote cancer screenings and education about various aspects of cancer prevention and care.

AFROAMERICA

In September 2021, UNMC and Nebraska Medicine partnered to support the third African Cultural Festival in Omaha. Well over 3,000 people attended throughout the day, as different facets of African culture were showcased through an amazing lineup of performing acts, fashion, arts and crafts, and authentic African cuisine.

SCIENCE CAFÉS

Begun in February 2009, the UNMC Science Cafés involve a face-to-face conversation with a scientist about current science topics. Open to everyone 21 and older, 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. Due to COVID-19, the cafes have been virtual since spring 2020. For more information, visit unmc.edu/aboutus/community-engagement/educational-programs/science-cafe.

ANNUAL UNITED WAY DRIVE

Each year, UNMC employees are encouraged to participate in the annual United Way Drive. In November 2020, the UNMC drive netted \$83,172 (and UNMC recorded a campus participation goal of 22%) 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 2021, the month-long festival continued its tradition of popular events in a scaled-back hybrid mix of in-person and virtual settings.

ALUMNI ASSOCIATION

FY 2019-20 and 2020-21 Impact Report



Mission:

Engage alumni and support UNMC.

Vision:

Informed, inspired and invested alumni and friends.

Core Values:

- Teamwork
- Communication
- Pride
- Service

Strategic Goals 1 & 2

PREPARE STUDENTS & ALUMNI TO BE ENGAGED

Purposefully build the next generation of alumni leaders and volunteers in support of institutional success.

ENGAGE ALUMNI WITH UNMC AND EACH OTHER

Deploy meaningful engagement, customized communication, and valued volunteer opportunities.

Highlights of this work include:

- 46 in-person events and 29 virtual events for alumni, friends, and students.
- 1,114+ alumni attended an event.
- 340+ alumni participated in a class reunion in-person or virtually.
- 3,100+ students participated in alumni-supported professionalism, matriculation, or convocation ceremonies.
- 956 student engagement contacts through UNMCAA hosted or sponsored events, including professional development activities like mock interviews, CV development, networking and more.

- 5,206 followers on UNMCAA facilitated social and professional networking sites.
- 46,000+ alumni make up the membership of the UNMCAA; all graduates, residents and fellows are welcomed as members.
- 39 alumni recognized for their distinguished accomplishments through awards program.
- 68+ email newsletters produced for alumni with strategically aligned news from the colleges and the University.
- 3 printed Connect magazines and 3 digital editions of Class Notes, highlighting the people, activities and accomplishments that make UNMC a vital player in health education, research, and patient care, as well as news from the alumni association and personal and professional updates from alumni.
- Launched in April 2021, alumni and current students now have a dedicated online community to connect for networking, mentoring, interprofessional groups, and discussion boards. 443 alumni and 121 students joined in the first 5 months and 198 messages have been exchanged on the site so far.
- Alumni and students are also connected through the Connections Project blog, where alumni share real-world advice with students from their own personal and professional experiences.

Strategic Goals 3 & 4

IMPACT INSTITUTIONAL PRIORITIES

Advance the mission and success of the University through intentional programmatic alignment.

EMPOWER ALUMNI PARTNERS TO ACHIEVE MEASURABLE OUTCOMES

The association will serve as a valued resource for UNMC, empowering alumni councils to achieve metrics-based outcomes.

Highlights of this work include:

- 100 volunteers on seven alumni councils who meet regularly with the deans of their respective colleges to plan engagement strategies in alignment with campus priorities. Six colleges have student representation on their councils.
- ~ 400 retirees engaged through the UNMC Retiree Association.
- ~ 650 parents, spouses and family members of medical students who are engaged through the College of Medicine Parents & Family Association.
- The UNMCAA and its alumni councils invested in the new Wigton Heritage Center through the first-of-its-kind collective philanthropic gift.
- Creation of wellbeing video series, the UNMC Talent Treasure Trove, with 20 videos shared that were viewed 2,219 times with 563 engagements.
- 8,700+ views and 265.9 hours of watch time on UNMCAA YouTube videos.
- 13,778 views of 36 adobe spark pages highlighting alumni accomplishments, college and program updates, and student stewardship initiatives.
- 175 special content features that received 15,174 bitly clicks.
- Creation of a UNMCAA Instagram in October 2020 as a new opportunity to strategically engage young and emerging alumni. The platform has 222 followers, 128 posts and ~1,000 views of IGTV content.



GLOBAL TAB

GLOBAL TAB

GLOBAL ENGAGEMENT

Mission

The Office of Global Engagement promotes international diversity, fosters global understanding and awareness, and advances internationalization efforts throughout the UNMC community.

Vision

Our vision is comprehensive global engagement for Nebraska and beyond, advancing UNMC's world-class education, cutting-edge research, and renowned public service to meet the complex challenges of today's interconnected world.

What We Do

The Office of Global Engagement (OGE) is committed to providing the UNMC community with high-quality opportunities to enrich and expand its experiences with the people, cultures and contemporary concerns of all regions of the world. The OGE is responsible for:

- Providing support to and advocating for the university's international community including students, faculty, staff and scholars;
- Facilitating and coordinating diverse opportunities for global learning experiences;
- Coordinating bilateral exchange programs for health science rotations and research with UNMC's global partners;
- Developing and managing observership and training programs;
- Managing the U.S. immigration and visa sponsorships of international students, faculty, staff and visitors on behalf of UNMC;
- Collaborating with UNMC departments to ensure compliance with UNMC policies including compliance training, immunizations and export control;
- Developing and maintaining academic collaborations and business partnerships;
- Developing capacity in the health care sector;
- Bolstering economic development in Nebraska and the world; and
- Coordinating various international and cultural engagement opportunities.



New incoming international students and visiting Fulbright Scholars enjoyed a day at the Henry Doorly Zoo

FY 2019-20 and 2020-21 Activity Highlights

INTERNATIONAL STUDENTS

UNMC welcomed 80 new students for a total of 374 international students and medical residents in 2019. These students represented 43 countries and participated in 14 different academic and graduate medical education programs across all colleges. Two-thirds of UNMC's international students and residents came from China and India in 2019 and the Office of Graduate Studies enrolled 60% of the international students.

The OGE welcomed 43 new international students for a total of 77 international students and medical residents in 2020. These new international students represented 16 countries and participated in 17 different academic and graduate medical education programs across all colleges. The COVID-19 pandemic did cause challenges for our fall semester students due to the closure of many global embassies and consulates and international borders that severely limited travel options. Many of our accepted international students had to defer the start of their UNMC programs.

INTERNATIONAL STUDENT ORIENTATION

For the seventh and eighth consecutive years, UNMC arranged the International Student Orientation (ISO) and the Global Ambassador program comprised of UNMC student volunteers.

During fall 2019, 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 shopping trip and smaller group activities organized around outdoor concerts and a Nebraska football game.

In the fall of 2020, the OGE welcomed new international students to campus with a virtual orientation. The ISO was held in combination with the all-campus new student orientation. In December 2020, the OGE held virtual information sessions for both current and incoming international students. Topics presented included public transportation, U.S. phone plans, how

to prepare and dress for winter in Omaha and tips on finding housing near campus.

Spring 2021 brought the largest number of students for the spring orientation due to numerous deferrals from fall 2020 due to the COVID-19 pandemic. We welcomed new students from six countries, including Bangladesh, Cameroon, Grenada, India, Pakistan and the United Kingdom. OGE staff personally distributed welcome bags to the newly arriving international students in Omaha.

INTERNATIONAL STUDENT ASSOCIATION

The OGE supports the International Student Association (ISA), which organizes annual events such as Holi and International Week activities. This campus-wide event features customs, foods and attire from various ethnicities and cultures represented at UNMC.

Due to COVID-19, traditional on-campus events were suspended in 2020. The ISA adapted to the situation and held its 2020 International Week virtually. The ISA organized two photo contests through its Facebook page.

GLOBAL LEARNING OPPORTUNITIES

The OGE supported 164 global learning experiences in 29 countries in 2019. The top three destinations for our students were China (29 students), Jamaica (24 students) and Colombia (19 students).

The OGE supported global learning opportunities for 12 fourth-year medical students in four countries in 2020 before the COVID-19 pandemic. The countries included India (five students), Rwanda and Mexico (three students each) and Ghana (one student).

MEDICAL SPANISH/GLOBAL HEALTH COURSE

UNMC launched a new location for its well-known Medical Spanish/Global Health course in Xalapa, Mexico, in June 2019. Five first-year medical students completed this course. UNMC implemented this course with its partner Universidad Anáhuac, Xalapa. The course was canceled in 2020 due to COVID-19.

As part of a multi-campus initiative, the UNMC College of Medicine and the Office of Global Engagement joined with the linguistics department at the University of Anáhuac Veracruz (UAV) in Xalapa, Mexico, to create a new Immersion Spanish M4 elective held in Omaha in February 2021. The course featured 1:1 individualized virtual instruction (determined by the student's level of Spanish language skills) for six hours per day, five days per week, for three weeks. The UAV linguistics faculty provided instruction under the direction of Rocío Ríos Rojas. In addition to the intensive Spanish language instruction, the participants received six virtual lectures, given in English, including a lecture about the health care system in Mexico. Five fourth-year medical students completed this inaugural virtual course.

MEDICAL SERVICE TRIPS

Due to COVID-19, the Student Alliance for Global Health (SAGH) did not organize any medical service trips during the 2020 or 2021 spring breaks. Instead, SAGH concentrated on local service



UNMC SAGH students participate in the food distribution program at Clair United Methodist Church in Omaha

programs with OneWorld and Clair United Methodist Church, which have food distribution programs.

Programs

BEN NELSON FELLOWS

The OGE and Open World Leadership Center sponsored six Ben Nelson Fellows in September 2019. The Congressional Office for International Leadership, formerly known as Open World Leadership Center, co-hosted a webinar in November 2020 with the fellows, all Russian physicians, to discuss differing tuberculosis and HIV treatments in the U.S. and Russia.

IFACULTY TRAINING

During fall 2019, UNMC provided educational training to 29 faculty members from Shanghai, China. In January 2020, the OGE welcomed eight faculty members from China's Hainan Medical University for their training development program. The faculty spent their first two weeks with UNO's ILUNO English workshop. Five faculty observed courses in the UNMC College of Medicine, one each in the colleges of nursing, pharmacy and public health. The OGE welcomed two faculty from Tongji University in Shanghai, China. The faculty learned about medical education at UNMC and observed classes during the College of Medicine's circulatory block.

FAMILY MEDICINE TRAINING

In October 2019, five UNMC faculty from the Department of Family Medicine presented at the Annual Sino-U.S. Family Medicine Symposium co-coordinated by the OGE. A celebration for the 10-year collaboration was held in Shanghai and hundreds of trainees attended. UNMC also provided training sessions at four different community health centers and hospitals in Shanghai.

More than 1,600 participants participated in the 11th Shanghai Sino-U.S. Family Medicine Symposium held virtually in October 2020. The symposium is a continued effort of UNMC's ongoing collaboration with Tongji University in China. This year, the

symposium focused on providing medical education in a pandemic, with presentations by 11 UNMC faculty.

SUMMER PHYSICAL THERAPY EDUCATION FOR CHINESE STUDENTS PROGRAM

In July 2019, 12 physical therapy students from Beijing, Shanghai and Sichuan completed a three-week Summer Physical Therapy Education for Chinese Students Program (SPECS) at UNMC. This is the third cohort of the SPECS Program jointly hosted by the College of Allied Health Professions and the Office of Global Engagement.

The program was renamed the UNMC Global Health Opportunity Program (GHOP) for Summer Experiential Education (SEED) in Physical Therapy in 2020. The OGE was in the process of arranging the summer program when the COVID-19 pandemic canceled international travel. The SEED program plans to go virtual in 2021.

INTERNATIONAL OBSERVERSHIPS

The OGE welcomed 37 physicians representing nine countries in 2019. The OGE also arranged for international medical students to conduct clinical rotations at UNMC. In 2019, 14 medical and 10 nursing students completed rotations at UNMC.

The OGE partners with international universities and hospitals to provide opportunities for international physicians to experience the U.S. medical system and observe clinical practice at UNMC and its affiliated partners in Omaha. The OGE welcomed 10 international physicians in 2020, before the COVID-19 pandemic.

STUDENT ALLIANCE FOR GLOBAL HEALTH

The philanthropy project for Student Alliance for Global Health (SAGH) in FY 2019-20 supported Aqua-Africa, a non-profit headquartered in Omaha. SAGH also helps arrange short-term Medical Spanish courses, from beginner to intermediate level, on the UNMC campus.

During fall 2020, SAGH, in collaboration with OneWorld Community Health Centers, began participating in no-contact food pickup and delivery for families of COVID-19 patients. SAGH also started a moderated online monthly journal club, open to anyone, to discuss articles relevant to global health.

STUDENT RESEARCHERS

The Research Exchange Program hosted 16 students from four universities for short-term research experiences in 2019.

In January 2020, the OGE welcomed three research students from the China Pharmaceutical University in Nanjing for a four-month research program. They were the fourth cohort of undergraduate students to come to UNMC for this program, which matches them with faculty researchers in Pharmaceutical Sciences. Although the COVID-19 pandemic disrupted their work, the students completed their research and presented their work in a virtual ceremony in May 2020.

FULBRIGHT FACULTY DEVELOPMENT PROGRAM

UNMC welcomed six Fulbright Scholars from Jordan in June 2021. The scholars were assistant professors with backgrounds



UNMC Fulbright Faculty Development Program Fulbright Scholars from Jordan visited UNMC during summer 2021

in medicine, pharmacy, nursing and marine biology from five universities throughout Jordan.

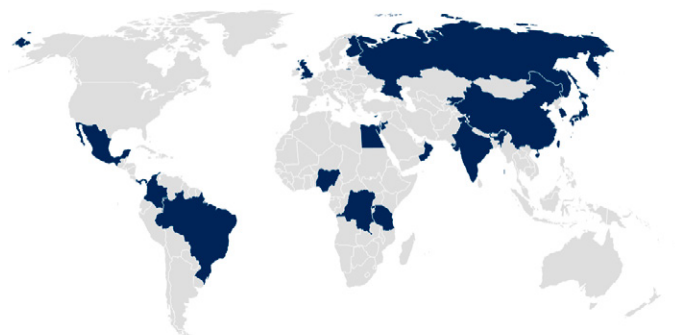
This UNMC Fulbright Faculty Development Program focused on One Health and lasted ten weeks from June 20 through August 31. There are three goals of the program:

1. Expand the scholars' capacity to help advance higher education in their home country.
2. Improve cross-cultural understanding between the U.S. and Jordan.
3. Foster institutional linkages between their home institutions and UNMC.

This specially designed program was made possible through strong collaboration between Fulbright Scholar Program Principal Investigator Wael ElRayes, MBBCh, PhD, the UNMC College of Public Health and the Office of Global Engagement.

Partnerships

The OGE's partnership activities include reviewing and documenting all international agreements, strengthening relationships with existing partners and developing new strategic partnerships.



Active or pending partnership agreements by country, 2020

UNMC currently has almost 50 active or pending international agreements for education, research and business collaborations in 24 countries.

A process for the signing and tracking of international Memorandums of Understanding (MOUs) and Agreements was instituted in April 2019 with the Office of the Senior Vice Chancellor for Academic Affairs. In 2019, 12 agreements were signed with partners in China, Colombia, Jordan, Kyrgyzstan, Oman, Panama, Rwanda and South Korea.

In 2020, four new agreements were signed with partners in Brazil, Japan, Rwanda and South Korea and one agreement was renewed with our partners in Oman. In addition, in 2020, the OGE partnered to develop a significant global health initiative with colleagues in the Middle East and North Africa region and expanded its collaboration with Anáhuac University in Mexico, which was started in 2015 by the College of Public Health.

Support Services

VISA SPONSORSHIP

In 2019, the Office of Global Engagement assisted and sponsored 1,006 international employees, students and visitors representing 75 countries to work, study, or visit UNMC. In 2020, the OGE helped and sponsored 615 international students, employees and visitors representing 65 countries to work, study or visit UNMC.

The OGE staff advised faculty, staff, sponsored employees and students on all visa and immigration-related issues. The OGE also provided advice to UNMC departments and international employees regarding the process and regulations for permanent residence sponsorship. Services were also offered to UNO to prepare government petitions to sponsor international employees to work at UNO.

INTERNATIONAL VISITORS

The OGE's international visitor registration service is highly utilized by colleges and departments across the UNMC campus to bring visitors for programs ranging from a few hours to one year. Visitors must meet all immunization requirements and complete compliance training modules in addition to UNMC Export Control requirements before arrival on campus. In 2019, the OGE registered 259 international visitors representing 28 countries. In early 2020, before the pandemic, the OGE registered 43 international visitors representing 11 countries.

TAX PREPARATION ASSISTANCE

The OGE offered free virtual tax preparation assistance to the UNMC international community in 2019 and 2020, with 222 and 175 individuals participating, respectively. In 2021, 184 students and scholars were provided tax assistance.

Business Development

FY 2019-20

- Completed medical and English training program for 22 visitors from Hainan Medical University, China.

- Implemented UNMC's COVID-19 related health and safety protocols resulting in a 100% zero-infection rate and 100% safety-return to their home country.
- Initiated a business partnership for consultative services in Asia designed to improve the local health care service quality that also generates revenue to Nebraska.
- Initiated exploratory discussions in pursuit of attractive opportunities in China, Japan, Brazil and India.

FY 2020-21

- Continued to maintain client relationships including the continuation of negotiations, albeit limited by COVID-19 constraints.
- Implemented international health care consulting and education services leveraging online technology.
- Continued to develop additional long-term health care programs with China and Brazil.

Other Activities

INTERNATIONALIZATION ADVISORY COMMITTEE

In 2019, UNMC completed a two-year mentorship under the American Council on Education's "Internationalization Laboratory" Program. In response, the OGE has been aligning our resources to better support the academic mission of the UNMC campus in a systematic and collaborative approach to global education across our campus. In late 2020, the OGE institutionalized this commitment by establishing the UNMC Internationalization Advisory Committee with representation from major academic and research groups across the campus. This important committee will:

4. Serve as an interprofessional leadership team that ensures that UNMC works together as a campus to develop and implement an integrated internationalization strategy.
5. Provide guidance to maximize campuswide ownership of the strategic plan and implementation of the ACE Internationalization Laboratory report recommendations.
6. Advise and evaluate the strategy for UNMC's global engagement and international partnership development.

INTERNATIONAL PERSONNEL ON UNMC SPONSORED PROGRAMS

The total international participant population in 2020 was 729. Due to COVID-19, this number dropped dramatically from the 1,018 participants in 2019.

- Six continents are represented: Africa, Asia, Australia, Europe, North America and South America.
- Sixty-eight different countries are represented.
- Participants from India (269) and from China (226) account for 495 of the 729 total participants, or 68% of UNMC's international participant population.
- Participants from Asia (583) represent 80.0% of the total.
- Other major geographical/ethnic areas represented:
 - Africa – 29
 - Europe – 18
 - South America – 21
 - Canada – 17

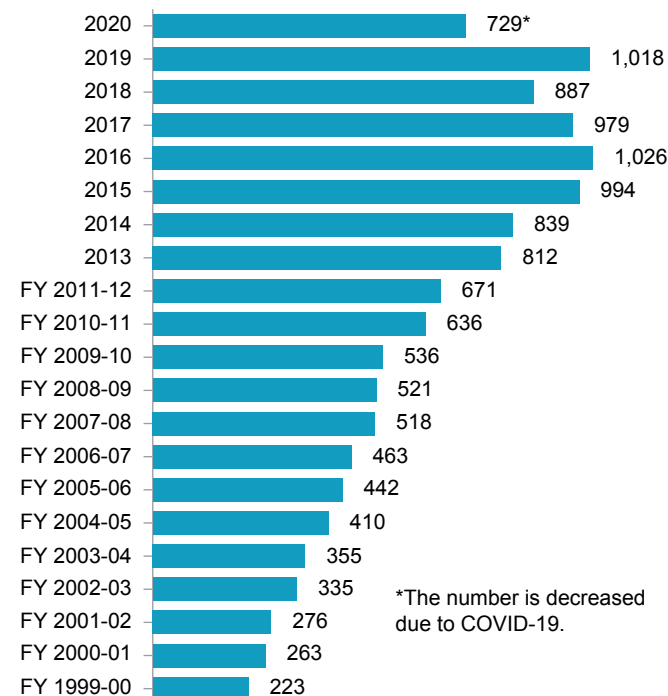
From UNMC's 2020 International Participant Analysis

International Participation at UNMC

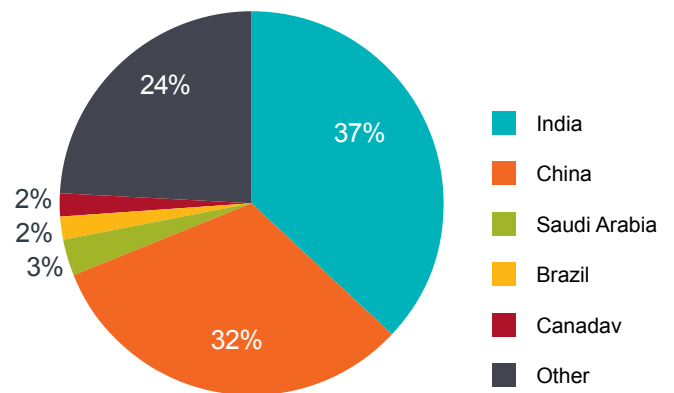
ARGENTINA	2	DENMARK	1	IRAN	4	NIGER	2	SUDAN	2
ARMENIA	1	DOMINICAN REPUBLIC	2	IRAQ	1	NIGERIA	11	SWEDEN	1
AUSTRALIA	1	ECUADOR	1	ISRAEL	1	OMAN	4	TAIWAN	1
BANGLADESH	11	EGYPT	8	ITALY	3	PAKISTAN	15	TANZANIA	2
BARBADOS	1	FRANCE	1	JAPAN	1	PANAMA	1	THAILAND	1
BELARUS	1	GEORGIA	1	JORDAN	5	PERU	1	TURKEY	3
BOLIVIA	1	GERMANY	5	KENYA	1	PHILIPPINES	1	UGANDA	1
BRAZIL	17	GHANA	2	KUWAIT	1	POLAND	3	UKRAINE	1
BULGARIA	1	GREECE	2	LEBANON	3	RUSSIA	4	UNITED KINGDOM	3
CAMEROON	1	GUATEMALA	1	MACAU	1	SAUDI ARABIA	24	VENEZUELA	1
CANADA	17	HAITI	1	MADAGASCAR	1	SERBIA	3	VIETNAM	8
CHINA	226	HONG KONG	2	MEXICO	2	SIERRA LEONE	1	ZAMBIA	1
CONGO (KINSHASA)	1	INDIA	269	NEPAL	16	SOUTH KOREA	8		
CZECH REPUBLIC	2	INDONESIA	2	NEW ZEALAND	1	SRI LANKA	4		

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

Graph of International Population (Students, Faculty, Staff, Visitors – 1999-2020)



Top Five Countries



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, 10/01/20)	123 7.7%	221 13.8%	3 0.2%	30 1.9%	42 2.6%	2 0.1%	1,174 73.3%	7 0.4%	0 0.0%	1,602 100.0%	305 19.0%	77 4.8%	749 46.8%
Asst Prof & Above (no Admin or NRA, only tenured/HP Appt-LB 389, 10/01/20)		141 16.5%	2 0.2%	21 2.5%	30 3.5%	1 0.1%	652 76.5%	5 0.6%	0 0.0%	852 100.0%	200 23.5%	54 6.3%	369 43.3%
	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, 10/01/20)		533 12.8%	6 0.1%	156 3.8%	147 3.5%	13 0.3%	3,267 78.8%	26 0.6%	0 0.0%	4,148 100.0%	881 21.2%	322 7.8%	2,526 60.9%
	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, 2020 (see Education section)	225 5.3%	293 6.9%	1 0.02%	114 2.7%	165 3.9%	4 0.1%	3,252 76.7%	94 2.2%	91 2.1%	4,239 100.0%	671 15.8%	284 6.7%	2,807 66.2%
Peer Comparisons													
Faculty LB 389 peers, 2019 Full and part-time	1,495 5.2%	3,784 13.2%	23 0.08%	931 3.3%	1,303 4.5%	86 0.3%	19,809 69.2%	300 1.0%	907 3.2%	28,638 100.0%	6,427 22.4%	2,343 8.2%	11,032 38.5%
Students at peer institutions (IPEDS, Fall, 2020)	18,961 8.0%	20,883 8.8%	145 0.1%	14,248 6.0%	23,619 9.9%	584 0.2%	141,802 59.5%	8,726 3.7%	9,260 3.9%	238,228 100.0%	68,205 28.6%	38,596 16.2%	131,121 55.0%
All NE Higher Education Students (IPEDS, Fall, 2020)	4,184 3.1%	4,267 3.2%	227 0.2%	6,950 5.1%	14,951 11.1%	899 0.7%	93,233 69.0%	4,050 3.0%	6,265 4.6%	135,026 100.0%	31,344 23.2%	23,027 17.1%	76,848 56.9%
U.S. 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 (584,526), 2020	4.3%	0.1%	11.5%	12.9%	1.2%	68.8%	2.8%	101.6%	50.7%				
Nebraska (1,961,504), 2020	2.7%	0.1%	5.2%	11.4%	1.5%	78.2%	2.3%	101.4%	50.0%				
United States (331,449,281), 2020	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 totals are from U.S. Census Bureau Quick Facts, 2020. Race/Ethnicity/Sex Population Percentages are from 2019 Quick Fact Estimates. 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

UNIT	FEMALE (as of 10/01/2020)									
	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	102	14 13.7%	60 58.8%	53 52.0%	3 2.9%	2 2.0%	1 1.0%	0 0.0%	0 0.0%	1 1.0%
Business and Finance	346	54 15.6%	134 38.7%	114 32.9%	10 2.9%	6 1.7%	2 0.6%	2 0.6%	0 0.0%	0 0.0%
Chancellor's Office	38	9 23.7%	22 57.9%	16 42.1%	2 5.3%	3 7.9%	0 0.0%	1 2.6%	0 0.0%	0 0.0%
Child Health Research Institute	32	2 6.3%	25 78.1%	23 71.9%	1 3.1%	0 0.0%	1 3.1%	0 0.0%	0 0.0%	0 0.0%
College of Allied Health Professions	111	8 7.2%	92 82.9%	87 78.4%	2 1.8%	1 0.9%	2 1.8%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	227	29 12.8%	153 67.4%	131 57.7%	3 1.3%	9 4.0%	9 4.0%	1 0.4%	0 0.0%	0 0.0%
College of Medicine	2,081	539 25.9%	1,165 56.0%	908 43.6%	47 2.3%	35 1.7%	157 7.5%	1 0.05%	2 0.1%	15 0.7%
College of Nursing	228	12 5.3%	208 91.2%	198 86.8%	4 1.8%	2 0.9%	2 0.9%	1 0.4%	1 0.4%	0 0.0%
College of Pharmacy	96	36 37.5%	37 38.5%	27 28.1%	1 1.0%	0 0.0%	9 9.4%	0 0.0%	0 0.0%	0 0.0%
College of Public Health	137	44 32.1%	92 67.2%	62 45.3%	6 4.4%	6 4.4%	15 10.9%	1 0.7%	0 0.0%	2 1.5%
Eppley Institute	103	36 35.0%	52 50.5%	37 35.9%	1 1.0%	3 2.9%	10 9.7%	1 1.0%	0 0.0%	0 0.0%
Information Technology	70	8 11.4%	14 20.0%	12 17.1%	0 0.0%	0 0.0%	2 2.9%	0 0.0%	0 0.0%	0 0.0%
Library	27	3 11.1%	22 81.5%	19 70.4%	1 3.7%	0 0.0%	1 3.7%	1 3.7%	0 0.0%	0 0.0%
Munroe-Meyer Institute	379	50 13.2%	333 87.9%	289 76.3%	16 4.2%	19 5.0%	7 1.8%	1 0.3%	0 0.0%	1 0.3%
Research	171	37 21.6%	117 68.4%	92 53.8%	4 2.3%	4 2.3%	16 9.4%	0 0.0%	0 0.0%	1 0.6%
UNMC Total	4,148	881	2,526	2,068	101	90	234	10	3	20
% of Total		21.2%	60.9%	49.9%	2.4%	2.2%	5.6%	0.2%	0.07%	0.5%
Nebraska Medicine*	693	137 19.8%	268 38.7%	208 30.0%	8 1.2%	8 1.2%	40 5.8%	0 0.0%	0 0.0%	4 0.6%
% of Total										
Nebraska Pediatric Practice**	231	48 20.8%	130 56.3%	104 45.0%	4 1.7%	5 2.2%	15 6.5%	0 0.0%	0 0.0%	2 0.9%
% of Total										

*693 employees are counted both as UNMC and Nebraska Medicine employees. Counts are effective on 12/31/2020.

**231 employees are counted both as UNMC and Nebraska Pediatric Practice employees, counts are effective on 12/31/2020.

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).

UNIT	MALE (as of 10/01/2020)							
	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	42 41.2%	35 34.3%	3 2.9%	0 0.0%	3 2.9%	0 0.0%	0 0.0%	1 1.0%
Business and Finance	212 61.3%	178 51.4%	17 4.9%	14 4.0%	0 0.0%	0 0.0%	0 0.0%	3 0.9%
Chancellor's Office	16 42.1%	13 34.2%	0 0.0%	0 0.0%	1 2.6%	1 2.6%	1 2.6%	0 0.0%
Child Health Research Institute	7 21.9%	7 21.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
College of Allied Health Professions	19 17.1%	16 14.4%	0 0.0%	1 0.9%	2 1.8%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	74 32.6%	67 29.5%	1 0.4%	1 0.4%	5 2.2%	0 0.0%	0 0.0%	0 0.0%
College of Medicine	916 44.0%	634 30.5%	24 1.2%	26 1.2%	228 11.0%	1 0.0%	2 0.1%	1 0.05%
College of Nursing	20 8.8%	18 7.9%	0 0.0%	1 0.4%	0 0.0%	0 0.0%	0 0.0%	1 0.4%
College of Pharmacy	59 61.5%	33 34.4%	0 0.0%	4 4.2%	22 22.9%	0 0.0%	0 0.0%	0 0.0%
College of Public Health	45 32.8%	31 22.6%	2 1.5%	2 1.5%	10 7.3%	0 0.0%	0 0.0%	0 0.0%
Eppley Institute	51 49.5%	30 29.1%	1 1.0%	0 0.0%	20 19.4%	0 0.0%	0 0.0%	0 0.0%
Information Technology	56 80.0%	50 71.4%	2 2.9%	3 4.3%	1 1.4%	0 0.0%	0 0.0%	0 0.0%
Library	5 18.5%	5 18.5%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Munroe-Meyer Institute	62 16.4%	40 10.6%	1 0.3%	2 0.5%	2 0.5%	1 0.3%	0 0.0%	0 0.0%
Research	54 31.6%	42 24.6%	4 2.3%	3 1.8%	5 2.9%	0 0.0%	0 0.0%	0 0.0%
UNMC Total	1,622	1,199	55	57	299	3	3	6
% of Total	39.1%	28.9%	1.3%	1.4%	7.2%	0.1%	0.1%	0.1%
Nebraska Medicine*	425	348	8	16	51	0	0	2
% of Total	61.3%	50.2%	1.2%	2.3%	7.4%	0.0%	0.0%	0.3%
Nebraska Pediatric Practice**	101	79	5	4	12	0	0	1
% of Total	43.7%	34.2%	2.2%	1.7%	5.2%	0.0%	0.0%	0.4%

- **The Inclusion and Equity Council** — Led by the Assistant Vice Chancellor of Inclusion, who transitioned from Director in 2021, this council includes representatives of all colleges and major units and is charged with making recommendations to the chancellor through the Offices of Inclusion and Equity related to initiative planning, evaluation and accountability. Through committee work on the council, there have been strides made through faculty hiring guidebook revisions and antiracism discussions. The development of a staff advisory council occurred in fall 2021.
- **Associate and Assistant Deans, Committees and Program Coordinators** — most of the colleges and units have persons designated with resources to support the goals of Strategic Goal 5. This includes coordination with the VP-Chief Inclusion and Diversity Officer at Nebraska Medicine.
- **Erasing Cultural Indifference, 3-part Series** — The Offices of Equity and Inclusion, in collaboration with Faculty Development, sponsored a 3-part educational workshop with over 100 faculty and staff in attendance. The “Train the Trainer” component provided additional didactic instruction on various topics relating to identity, privilege and bias.
- **Student Success (and SLIDO)** — In collaboration with Inclusive Nebraska, the Student Life Inclusion & Diversity Office (SLIDO) and Pathway Program leadership supported the launch of a “Bridging the Gap” series that provides the “Erasing Cultural Indifference” curriculum to Pathway Program students to ensure students incoming UNMC students receive early exposure to basic concepts of DEI.
- **Go Network** — In collaboration with UNO, Metropolitan Community College and Student Success leadership, the Office of Inclusion has been discovering more ways to serve students that are transferring into — and out of — the University of Nebraska.
- **Inclusive Nebraska** — A student group trained by community partner Inclusive Communities that seeks to engage UNMC Students in opportunities for professional and personal development with seminars, difficult conversations and service opportunities to help promote a more inclusive environment at UNMC and beyond.
- **Step-Up Omaha!** — With our collaborative partner, the Empowerment Network, interns aged 14-21 participated in a mutually beneficial paid summer internship on campus in departments such as the Center for Healthy Living, the McGoogan Library, UNMC/UNO’s Human Resources Departments, the Child Health Research Institute, UNMC Pediatrics Department, Academic Affairs and the Chancellor’s Office.
- **The Inclusion Corner’s Safe Space/Brave Space** – in collaboration with the McGoogan Library these dedicated spaces serve as a standing, physical location where faculty, staff and students may come to create a sense of belonging. The images in these spaces reflect the diversity of the UNMC campus and provide a separate designated location to



come and share a difficult conversation. Both spaces create opportunities for growth as the campus works together to co-create understanding for a more inclusive campus with subsequent development of a mini-collection of literature relevant to a DEI learning enhancement.

- The McGoogan Library of Health Sciences collection of DEI literature has been well-received and can be accessed here: unmc.libguides.com/diversity.
- **Affinity Groups & Employee Resource Groups (ERG)**
 - » **G.R.A.D.S.** – Graduate and professional students committed to providing a supportive network representative of diverse backgrounds, encouraging diversity and providing service to the UNMC campus and Omaha community.
 - » **UNMC White Coats for Black Lives (WC4BL)** – Founded in June 2020 out of the community moment of silence held in response to the murders of George

Floyd, Breonna Taylor and James Scurlock, their goal is to promote racial justice in medicine through education, advocacy and community building.

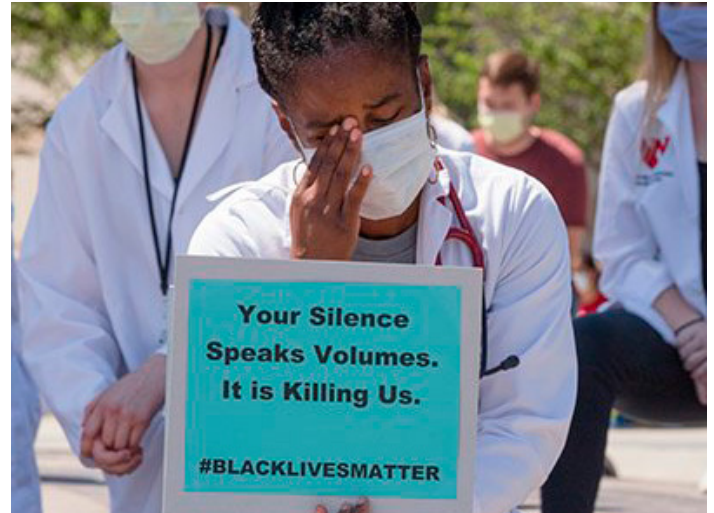
- » **WE STRIVE** - “Women Engaged: Support, Training, and Resources to Improve Vitality and Excellence” is an interdisciplinary association of women and allies with a mission to create a culture that advances the vitality and excellence of women at UNMC and Nebraska Medicine that includes equitable rights, benefits, opportunities and outcomes.
- » **African American/Black Alliance (AABA)** – Strives to promote an accepting and diverse culture across Nebraska Medicine and UNMC by providing mentoring and peer support and promoting the well-being of African American and Black faculty, students, staff, community and patients as well as facilitate educational efforts regarding racial issues.
- » **I-AM-HOME** – The “Interdisciplinary Association of Healthcare Professionals in the Omaha Metropolitan Area” is a networking group that consists of faculty and staff of underrepresented minorities in health care. They serve to advance the agenda around DEI issues faced by individuals in academia and health care at UNMC and in other health care organizations in the Omaha metro area.
- » **UNMC/Nebraska Medicine LGBTQ+ Employee Alliance** – Employee-run group striving to promote an accepting and diverse culture across the enterprise for all LGBTQ+ employees and allies.
- » **EMPOWER** – Student-run interprofessional initiative focused on awareness, education and prevention of domestic and sexual violence in our community and beyond.
- » **UNMC Student Pride Alliance** – A student-run organization focused on creating an inclusive campus for LGBTQIA+ individuals and bringing more comprehensive education to students and future providers.
- » **Student Alliance for People of All Abilities (SAPA)** – A student-run multidisciplinary, interprofessional interest group devoted to outreach and education about working with individuals of all motor, emotional and cognitive abilities.
- » **Multicultural Nursing Student Association (MNSA)** – Undergraduate and graduate nursing students promote diversity and cultural awareness within the College of Nursing and in the community.
- » **Fostering the Future** – A student-run interprofessional service-learning initiative created to help youth aging within the foster care system gain independence through knowledge.



- » **Emerging Professionals Program (EPP)** – Inclusive of all UNMC and Nebraska Medicine colleagues and students, the EPP provides a platform that empowers emerging professionals to connect, engage and grow through our shared organizational values.
- » **International Student Association (ISA)** – Student-run group representing all international students at UNMC that celebrates diversity on our campus.
- » **The Asian-American & Pacific Islander (AAPI) Student Association** – All UNMC students who are a part of or support the AAPI community are welcomed to be a part of this group.
- **Gender & Sexuality Resource Center (GSRC)** - In collaboration with Student Success, we have committed to supporting the UNMC portion of a 3-year domestic violence grant that is offered through UNO, along with the U.S. Department of Justice.

COMMITTEES

- **Diversity Officers Collaborative (DOC)** – A university-wide diversity advisory committee established to maintain an ongoing method of collaboration for system-wide diversity officers. Its 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.
- **Faculty Senate Diversity, Equity and Inclusion Committee** – The establishment of a new faculty senate DEI committee was approved in the revision of the faculty senate bylaws this past academic year. Committee responsibilities include:
 - » Reviewing policies, programs, services and promotion and tenure practices to ensure DEI issues are addressed and recommend policies and practices when necessary



- » Advising the Senate President and Executive Committee of the impact of university policies, programs and services on DEI
- » Providing a forum to which faculty, staff and students may refer questions and recommendations concerning University diversity-related policies and procedures

CULTURAL EVENTS

In our strategic plan, our goal is to maintain a welcoming and safe environment for all learners, faculty, staff and patients. In addition to commonly celebrated cultures, the expansion of acknowledgments and celebrations throughout the year is integral to the creation of an environment where everyone belongs.

- **Black History Month** – Human Resources collaborated with campus partners to provide several events such as the third annual GospelFest, trivia challenge, health panel presentations and a virtual tour of the Great Plains Black History Museum. Soul food is always available during this month and was expanded to include Bellevue Medical Center. The documentary Black Men in White Coats was provided the campus community with a rich, facilitated discussion.
- **Martin Luther King's Birthday (MLK Day)** – The Offices of Inclusion and Equity hosted the MLK Day event virtually with coordinating and marketing support from the previously established MLK Day Committee. The event included Douglas County Commissioner Chris Rodgers as the keynote speaker and boasted 368 participants.
- **Hispanic Heritage Month** – Month-long events are being held campus-wide to celebrate the Hispanic cultures, contributions and influence of Hispanics living in the United States.
- **Chosen Name** – By embracing opportunities to positively impact the lives of our faculty, staff and students, one important step in this process is addressing how the university recognizes the full spectrum of gender identity and



the Chosen Name and Gender Identity Policy (Executive Memorandum No. 40) was signed into effect by President Ted Carter.

- **#IAMUNMC BBQ** – About 850 faculty, staff and students attended the fifth annual #IAMUNMC BBQ on Wednesday, August 25th at the Ruth and Bill Scott Student Plaza. Campus leaders were on hand to share in the fun, which included free food, fun, prizes and music. Student Success and SLIDO hope to provide more events to provide an inclusive climate for students to engage and feel a sense of belonging.
- **Women's History Month** – Through collaborative efforts, HR brought the "Healing Power of Women" event, women and finance presentation and Picture a Scientist was provided for the campus with an impactful discussion.
- **Juneteenth** – The campus celebrated with a presentation from Dr. Cynthia Robinson from UNO and provided support



for local Black-owned businesses through providing food trucks.

- **#GiveHerAReasonToStay** – In conjunction with the national campaign to discuss reasons women are leaving health care and medicine, campus leadership held a panel presentation to discuss ways to support women at UNMC.
- **Other Community Events** – the offices have collaborated to support vaccination clinics, community education related to COVID which both occurred while co-sponsoring the Afromaha Culture Fest.

ENGAGEMENT THROUGH LISTENING & LEARNING

- **Two Summer Campus-wide Listening Sessions** – On the heels of the tragic death of George Floyd in Minneapolis which sparked protests and national calls to end racism, UNMC held two virtual listening sessions in 2020 (June 8th - 550 participants and on June 29th - 150 participants). These were held to unify the campus and talk openly about diversity and inclusion efforts on campus.
- **Conversations for Inclusive Excellence** – This Office of Inclusion launched its signature series with the purpose of creating a safe space to engage in honest and vulnerable dialogue. This series has engaged over 300 individual employees in these sessions that include some education and breakout groups for discussion.
- **21 Day/21 Week Challenge (MLK Day)** – The Director of Inclusion launched the first round of the challenge (21 Days), giving participants prescriptive guidance and resources for self-education in the space of racial equality. The second round (21 Weeks) campaign (as is the 1st) is designed to keep racial equity at the forefront of campus conversations. These are held in collaboration with the College of Medicine Department of Internal Medicine and Internal Medicine Residency DIVERSE Taskforce and are projected for the next 2/3 years. This is to help bring about change in social injustice, especially as it relates to issues of racism, power and privilege.
- **Women: Work and Life Well-Lived Keynote and Workshop** – In collaboration with WE STRIVE, Faculty Development and the Offices of Inclusion and Equity, Gallup

hosted a campus-wide keynote and workshop focused on gender equity in academic medicine. The workshop was an exclusive session for Deans and Directors to view and discuss national data trends regarding gender equity. The attendees engaged in discussions surrounding opportunities and barriers within their units and received resources for addressing these barriers. From this workshop, a community of practice (CoP) focused on gender equity was piloted with 86 faculty and staff. This CoP will be continued throughout the next academic year.

- **Erasing Cultural Indifferences, 3-part Series** – The offices of Equity and Inclusion collaborated with HR Faculty Development to sponsor a “Train the Trainer” 3-part series that provides didactic instruction on topics relating to identity, privilege, bias, etc. This is also a resource for leaders on how to approach difficult reflective conversations within their respective units.
- **DEI Town Halls** – The [now] Assistant Vice-Chancellor of the Office of Inclusion has accepted and given a multitude of invitations to speak at unit “town-halls.” Presence and reflective discussion facilitation have been provided across campus.
- **Additional trainings offered by the Office of Human Resources** – Many trainings for employee engagement and development also included:
 - » Ouch Trainings
 - » Intercultural Development Inventory (IDI)
 - » Unconscious Blindness
 - » Mentoring
 - » One on One Coaching
 - » “Agiliency,” a combination of agility and resiliency
 - » James Wright, a renowned leader in organizational diversity, was brought to UNMC and UNO and presented: Inclusion Refocused: Race Conversations and the Urgency of Now

EMPLOYEE LOYALTY TAB

EMPLOYEE LOYALTY TAB

EMPLOYEE GROWTH & RECRUITMENT STRATEGIES AND SUCCESSES

5-Year Employment Growth

Overall growth has increased greatly over the past 5 years. This continues to be true with the Faculty (27.49%) and Technical/Paraprofessional (28.64%) 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 2016 through 2020, with an increase of 16.72% in regular employees and an increase of 19.58% in total overall employment.



Employment Growth 2016 Through 2020

	January 2016	December 2020	Total Difference	
	Count	Count	Count	% Growth
Regular Full- and Part-Time Employees	3,565	4,161	596	16.72%
Total Employment*	4,857	5,808	951	19.58%

* 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 2016		December 2020		Total Difference	
	Count	% Total	Count	% Total	Count	% Growth
Clerical/Secretarial	500	14.03%	508	12.21%	8	1.60%
Executive/Administrative	70	1.96%	79	1.90%	9	12.86%
Faculty	1,446	41.12%	1,869	44.92%	403	27.49%
Professional/Managerial (non-faculty)	1,083	30.38%	1,179	28.33%	96	8.86%
Service Maintenance	155	4.35%	181	4.35%	26	16.77%
Skilled Crafts	71	1.99%	62	1.49%	(9)	(12.68%)
Technical/Paraprofessional	220	6.71%	283	6.80%	63	28.64%
Total	3,565	100.00%	4,161	100.00%	596	16.72%

Total Faculty

	FALL 2020			FALL 2021		
	Male	Female	Total	Male	Female	Total
Professors	193	92	285	211	103	314
Associate Professors	199	161	360	203	173	376
Assistant Professors	388	452	840	404	481	885
Instructors	95	139	234	92	143	235
TOTAL	875	844	1,719	910	900	1,810

UNMC Faculty by College/Program

	FALL 2020			FALL 2021		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Allied Health	63	5	68	69	5	74
Dentistry	52	40	92	51	37	88
Medicine	1,048	124	1,172	1,121	137	1,258
Nursing	117	33	150	117	32	149
Pharmacy	54	1	55	46	4	50
Public Health	56	6	65	63	4	67
Eppley	34	2	36	40	2	42
Munroe-Meyer	64	4	68	64	3	67
Library	16	0	16	15	0	16
TOTAL	1,504	215	1,719	1,586	224	1,810

EMPLOYEE ENGAGEMENT, RETENTION AND WELLNESS

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

Virtual Re-Imagining U

University of Nebraska Medical Center | University of Nebraska at Omaha

Re-Imagining U

Re-Imagining U (RIU), a strategic employee development program offered to both UNMC and UNO employees, is in its fourth year and the number of participants is steadily increasing. Re-Imagining U is managed by the Human Resources offices at both campuses. 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 in either individual or cohort format. Attendance numbers for 2021 are the highest to date!

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. Offerings promote cultural awareness and understanding through workshops, lectures and special programs. Also included are 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. Other new courses offered included many highly sought-after technology courses such as **Excel**, **Teams** and **OneNote**. Courses in **Emergenetics**, **Nine Financial Considerations for Same Sex Couples** and **Prioritize or Agonize** are some of the new and innovative courses that were offered. An in-depth look at DEIAJ was presented during several presentations including:

- **Bridging Worlds with Words:** Inclusive language is an essential aspect of 21st century professional education. It is designed to engage broader audiences and create spaces where people can be fully self-expressed, heard and affirmed. The goal of inclusive language is to mitigate biases, slang, or expressions that marginalize individuals or groups of people. This session examined inclusive language as a function of cultural awareness and knowing one's audience. Participants discussed how inclusive and non-inclusive language impacts organizational culture and communication. Participants learned how to increase cooperation,

collaboration and community through leveraging inclusive language in their respective areas.

- **Do you see what I see? "Diversity Equity and Inclusion: A Look at Disability"** Dr. Lawrence Chatters shared his unique experience of growing up as an African American male with Albinism and a significant visual disability. Chatters encouraged participants to think critically about the intersectionalities of race and ability through the lens of Critical Race Theory. Chatters also shared his perspective on how we can move toward creating a more accessible world for people of all ability levels through understanding our privilege and leveraging our empathy.
- An in-depth look at race-based trauma was also explored. Race-based trauma affects dominant and non-dominant cultures in a variety of different ways. Trauma increases stress hormones and causes reactions in the body that are similar to the reactions in Post-Traumatic Stress Disorder. Brief strategies in managing this type of trauma were explored.
- Discovering how people experience differences, exploring the impact of unconscious bias and learning how to develop more positive interactions across differences were highlighted during a Valuing People presentation.
- **Safe Space Training** was presented as a two-part training on LGBTQIA2S+ basics.
- **Unpacking the Intercultural Development Continuum (IDC)** challenged participants to explore the IDC and how it can identify key developmental tasks for continued growth in intercultural competence.
- **Cultural Mind-Shift** reminded employees that understanding the interconnectedness of equity, diversity, and inclusion, is paramount. As we move toward making space and amplifying the voices of everyone in the workplace, equity must be a part of the overall strategy.
- There are many considerations when couples begin to discuss finances. There is still a significant knowledge gap around specific issues. An enlightening presentation sharing **Nine Financial Considerations for Same-Sex Couples** was very informative. This presentation about financial issues provided critically important answers.

A new U-wide registration system, Bridge, was introduced. Bridge allows for live, in-person, and e-training across the entire university system. Bridge tracks courses participants registered to attend through completion, sends upcoming reminders, allows for viewing virtual courses across several platforms, and allows better participant management among its many useful features.

RIU feedback remains overwhelmingly positive as employees share the influential and tangible changes within their teams and highlight their own personal development accomplishments.



Title IX

- Title IX Office, based on new regulations that were effective August 14, 2020:
 - » Implemented changes in UNMC's Sexual Misconduct Policy and Sexual Misconduct Procedures for employees and students.
 - » Facilitated training in collaboration with ATIXA for Hearing Board members.
 - » Facilitated training on Sexual Misconduct Policy and Procedures for employees and students for Hearing Board members.
 - » Facilitated Leadership training.
 - » Updated UNMC Title IX webpages.
 - » Updated Title IX Sexual Misconduct training in CANVAS for employees and students.
 - » Updated Title IX Resources Brochures.

Human Resources — Compensation, Staffing, Records, Payroll and HRIT

- Compensation:
 - » Facilitated and completed the UWIDE 2019 for 2020 annual market analysis, to include initiation of trending of benchmark jobs.
 - » Implemented the Voluntary FTE Reduction Program which included the implementation of an efficient process to manage this program.
- Compensation and Payroll implemented the Moving and Relocation policy which included the implementation of online approvals via ADIS.
- Records, in collaboration with President's Office, implemented the Chosen Name and Gender Identity Policy and process in Firefly.
- Records implemented the I-9 Forms Management System to include I-9 Remote, which increased the I-9 Form's accuracy and efficiency of processing.
- HRIS, in collaboration with Public Relations, implemented COVID-19 "Keep Working" web pages which provide resources to managers and employees. Examples of Resources are Types of Alternative Work Arrangements, Employee Leave Information, Tips for Supervisors and Resilience in the Virtual Environment.
- Staffing:
 - » Implemented Telecommuting Agreements via PDF signature which increased efficiency for securing approvals. Staffing also facilitated training sessions for Administrators and employees.
 - » Attended ten (10) virtual career fairs to promote UNMC open positions, answer questions on the application and selection process, and communicate the benefits of working for UNMC.

- » Added UNMC positions to UNMC's Facebook page through CareerLink integration.
- » Enhanced Employee Health services information in NU Values pages to include in-depth guidance for whether a service/examination is required based on the duties, responsibilities and working environment of the position.
- » Implemented PeopleAdmin training virtual training sessions.
- » Implemented virtual pre-employment skills testing.

Benefits

- NuFlex Annual Enrollment was held October 26 – November 13, 2020. UNMC had the greatest number of employees completing benefits enrollment for the second year in a row. Of the 4,738 eligible UNMC employees, 4,419 or 93.3% of them, enrolled in benefits. This surpassed the average completion on all campuses by 2.6%.
- Benefits processed 565 403(b) forms and 450 457(b) retirement forms.
- Benefits met with 54 individuals concerning retirement options.

Employee Assistance Program — Arbor Family Counseling

- EAP Utilization Report (January 1 – December 31, 2020)
 - » 301 total cases consisted of 259 employees, 24 children of employees, and 18 spouses
 - » 223 of those cases were females and 78 were males
 - » The College of Medicine had the greatest number of client visits reported at 96 (32% of those seen), followed by:
 - 15% Munroe-Meyer/Postdoctoral Program,
 - 13% Research,
 - 6% College of Nursing,
 - 5% College of Public Health,
 - and less than 5% for College of Allied Health Professionals, College of Dentistry, College of Pharmacy, Graduate Medical Education, Business & Finance, ITS, Facilities Management & Planning, and Office of Academic Affairs
 - » A former client was the most prevalent referral source (21%), followed by "contact form" at 18%, followed closely by "co-worker" at 16%, then "company internet" at 10%.
 - » Presenting Concerns were led by "stress" at 34% and "anxiety" at 24%, followed by "depression" and "marriage counseling," each at 13%.



- » Due to COVID-19 in the months of March-December 2020, Arbor Counselors implemented Telehealth Service.
 - A total of 55 sessions were held via phone
 - 772 were held via video
- » Seventy clients met on-site for a total of 219 sessions.
- » Total number of sessions held was 1,150.
- » Clients rated their experience at Arbor Family Counseling as 9.6 (on a scale of 10).
- » Provided presentations October-December 2020 on Parenting, Marital Issues, Election Stress, Stress, Remote Schooling, Depression and Self Care
 - Present monthly at New Employee Orientation



Child Development Center

- Remained open throughout the pandemic, with no transmissions in the Child Development Center (CDC).
- Pivoted and put into place COVID-19 protocols to create an environment to keep everyone safe.
- Provided ongoing communication to parents to ensure they had the most up-to-date information related to services provided by the CDC.
- Worked closely with the children on mask-wearing and other safety measures.
- Maintained staff-to-child ratio and operated at maximum capacity based on staffing levels.

Center for Healthy Living

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

MEMBERSHIPS

Memberships had increased for the three years prior to the COVID-19 pandemic to a high of 869. The CFHL canceled all memberships this past year to save members from paying fees they could not use or did not want during the pandemic. The CFHL closed March 17 through July 1, 2020; and had all members restart their membership when they were ready to come back. CFHL memberships have slowly rebuilt to 453 as of September 2021.

FACILITY

The CFHL includes two activity courts (for basketball, volleyball, badminton, pickle ball, futsal, kickball and mat ball, 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 and free weights.

The CFHL continues 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.

CAMPUS RECREATION INTRAMURAL PROGRAMS From May 2018 – June 2021

SPORT	CURRENT PERIOD (DEC. 19 – JUNE 21)		COMPARED TO PREVIOUS PERIOD (MAY 18 – AUG. 20)	
	# OF TEAMS	PARTICIPANTS	CHANGE IN # OF TEAMS	CHANGE IN # OF PARTICIPANTS
Basketball	8	159	- 11	
Bocce	0	37	- 8	- 37
Broomball	12	77	+ 1	
Cornhole	11	26	+ 11	+ 26
Curling	24	157	- 6	
Futsal	10	136	- 4	
Golf	14	90	+ 2	
Kickball	0	47	- 4	- 47
Matball	4	64	- 1	
Pickleball	29	53	+ 9	
Sand Volleyball	0	67	- 9	-67
Soccer	0	174	- 18	- 174
Softball	0	88	- 5	- 88
Ultimate Frisbee	0	33	- 3	- 33
Volleyball	18	283	- 13	
YEAR TOTALS	130	1,465	- 59	

INTRAMURAL SPORTS HIGHLIGHTS

- Introduced Cornhole league in Summer 2021, which offered safe social distancing.
- Purchased a complete set of sixteen (16) curling stones (second-hand) which brought our inventory of stones from 8 to 24 (+200%). The additional stones are made of the same Ailsa Craig common green granite as our existing stones.
- Purchased all-new under-the-ice curling lines, purchased a second under-the-ice curling “house” (the 12-ft. wide “bullseye” used for scoring in curling) and worked with the ice manager to place them. Combined with the 16 new stones, this allowed us to double the number of curling matches possible on the ice rink.
- Loaned yard games (e.g. cornhole, ladder ball, bocce, KanJam, Spikeball, etc.) and other rec equipment (e.g. frisbees, footballs, portable Pickleball net, etc.) out to other campus departments, programs and organizations.

FITNESS CLASSES

Prior to COVID-19, the CFHL offered six distinctive types of instructor-led, fitness classes at 17 different times during the week. The chart below shows that fitness classes were very popular pre-pandemic. The CFHL could not offer in-person instructor-led fitness classes during most of the pandemic but is rebuilding the program now. The CFHL also has the Fitness on Demand video system, with over 400 available streaming classes. There were 674 individual Fitness on Demand classes streamed in FY 2018-19, 484 for FY 2019-20 and 184 so far in FY 2020-21.

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

Since reopening in July of 2020, there have not been any special events held inside the Center for Healthy Living due to pandemic-related restrictions. Before the pandemic, many special events and activities were promoted on campus. The CFHL provided 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 Physical Therapy Career Day. The Center for Healthy Living also offered “wellness days” for departments offering various activities.

The CFHL did participate in the Step-Up program from June through August 2021, welcoming an intern for six weeks. It also hosted four blood drives in 2020 and was the site of COVID-19 testing on campus through the late Fall of 2019 and Winter of 2019-2020.



FY 2019-20 SPECIAL EVENTS AND ACTIVITIES

- 7/2/19: Red Cross Blood Drive in CFHL gym – 38 units.
- 8/18/19: Corporate Cycling Challenge (UNMC won the challenge in 2019).
- 8/20/19: CFHL Table at CAHP Services Fair.
- 8/21/19: New Student Organization Fair at CFHL gym.
- 8/28/19: CFHL provided Zumba Instructor for We Are UNMC BBQ.
- 9/6/19: Red Cross Blood Drive in CFHL gym – 51 units.
- 12/5/19: Red Cross Blood Drive in the CFHL gym – 34 units.
- 12/12/19: CFHL provided a yoga instructor for a class promoted by Strategic Communications for De-Stress week.
- 12/18/19: Family Medicine utilized the CFHL for their Resident’s Wellness Day.
- 2/27/20: Red Cross Blood Drive – 43 units.
- 2/28/20: CFHL assisted with Dodgeball for Heart.
- 3/5/20: CFHL provided a yoga instructor for Olson Center program.
- 4/28/20: Red Cross Blood Drive in CFHL gym (52 donations).
- Beginning in April 2020 assist UNMC Incident Command Operations with the Student Response to COVID-19 projects that replaced the clinical experiences in the Medical Student curriculum canceled because of the virus. (UNMC CoRe: Covid Relief www.unmccore.org, Support Your Neighbor COVID-19 www.supportyourneighborcovid19.org, MUNA Box Project [Medical Students United with Neighbors across America] www.munaboxproject.org, and Period Product Drive [@periodunmc](https://www.instagram.com/periodunmc) on Instagram.
- Beginning in May 2020, the CFHL assisted UNMC Incident Command with mask distribution on campus by packaging and mailing mask requests. The CFHL continues to assist in filling campus paper and cloth mask orders.

PRESENTATIONS/LECTURES

- 7/16/19: PSYC-718 class for the College of Medicine .
- 9/4/19: PSYC-718 class for the College of Medicine .
- 9/24/19: CFHL tour and physical activity presentation for COPH Center for Reducing Health Disparities.
- 10/2/19: PSYC-718 class for the College of Medicine.
- 10/21/19: Meet with Bradley Corr and Allison to assist with MMI fitness facility renovation.
- 10/29/19: Lecture for Lifestyle Medicine Interest group.
- 11/12/19: Lecture for M1 Musculoskeletal Integument Block.
- 12/19/19: Provided a lecture for the M1 Musculoskeletal Integument Block.
- 12/30/19: Provided an interview for Fox 42 on Physical Activity for Karla Thomas, the Media Relations Coordinator for Nebraska Medicine.
- 1/8/20: PSYC -718 class for the College of Medicine.
- 1/9/20: Provide a lecture/demonstration for the postdocs on stretching.
- 1/29/20: Provide a lecture for COP PHPR 654 on physical activity.
- 2/5/20: PSYC-718 class for the College of Medicine.
- 2/10-14/20: Assist PT program with fitness center sessions for international PHYT 942 students.
- 3/4/20: PSYC-718 class for the College of Medicine.
- 4/27/20: Provide a webinar for Strategic Communications for De-Stress week on physical activity.
- 5/13/20: Provide Podcast with Heidi Keeler in CON on physical activity.
- 6/10/20: PSYC-718 class for the College of Medicine.

FY 2020-21

SPECIAL EVENTS AND ACTIVITIES

- Beginning on 8/17/20 worked with College of Allied Health to enable students to use CFHL fitness classroom SLC 1009 for a PT student lab twice per week.
- Assist the campus to provide asymptomatic COVID-19 testing in the CFHL activity court on 11/23/20, 11/24/20, 12/14/20, 12/17/20, 1/12/21, 1/13/21 and 1/14/21.
- 4/28/21: provide a campus-guided one-mile walk for Strategic Communication Department for De-Stress Week.
- 5/27/21: arrange for PT students to use CFHL gym for testing lab.
- 6/30/20: Red Cross Blood Drive in CFHL gym (79 donations).
- 8/16/20: Corporate Cycling Challenge (UNMC won the challenge in 2020).
- 9/4/20: Red Cross Blood Drive in CFHL gym (59 donations).

- 9/22/20: The CFHL began hosting blood drives for Nebraska Community Blood Bank on 9/22/20 with a drive held in a bloodmobile in front of the Research Towers collecting 29 units.
- 12/3/20: Red Cross Blood Drive in CFHL gym (65 donations).
- 12/22/20: CFHL hosted NCBB blood drive held in the CFHL activity court which collected 36 units of blood.
- 3/2/21: CFHL hosted NCBB blood drive held in a bloodmobile in the CFHL parking lot which collected 20 units of blood.
- 3/4/21: CFHL hosted NCBB blood drive held in a bloodmobile parked in front of the Research Towers which collected 22 units of blood.
- 5/4/21: CFHL hosted NCBB blood drive held in a bloodmobile parked in front of the Research Towers which collected 30 units of blood.
- 5/6/21: CFHL hosted NCBB blood drive held in the CFHL activity court which collected 26 units of blood.
- 7/13/21: Assisted with the Owl Ride, a benefit for Meyer Foundation for Disabilities.

PRESENTATIONS/LECTURES

- 8/12/20: PSYC-718 class for the College of Medicine.
- 9/2/20: Provided a virtual presentation for Blue Cross and Blue Shield about stretching.
- 9/9/20: PSYC-718 class for the College of Medicine.
- 10/7/20: PSYC-718 class for the College of Medicine.
- 10/27/20: Provided a lecture for the Lifestyle Medicine Interest Group
- 11/11/20: Provided a lecture for the COM MSK-INT class about physical activity.
- 11/23/20: Provided a virtual presentation for Turner Construction about physical activity.
- 12/17/20: Provided a lecture for COM MSK-INT class about wellbeing and behavior change principles.
- 1/6/21: PSYC-718 class for the College of Medicine.
- 1/27/21: Provided a presentation for the UNO Commit to Fit program.
- 2/10/21: PSYC-718 class for the College of Medicine.
- 3/10/21: PSYC-718 class for the College of Medicine.
- 5/28/21: Provided a presentation/ demonstration on simple strengthening exercises for the postdocs.

WELLNESS AT UNMC

The UNMC Wellness Team is composed of Steven Wengel, MD, Assistant Vice Chancellor for Campus Wellness for UNMC and UNO, Katrina Cordts, PhD, Director of Wellness Research and Education, and Alison DeLizza, PhD, Director of Wellness Programming. Drs. Cordts and DeLizza are both clinical psychologists and Dr. Wengel is a geriatric psychiatrist.

The mission of the Wellness Team is:

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 remained very active in the 2020-21 academic year, in developing wellness outreach programs, education about mental health topics and research into the best practices to support resilience in UNMC students, faculty and staff. The global pandemic continued to affect so much of the way our campus does its work of teaching, patient care, and research, and the Wellness team pivoted accordingly to help support our colleagues. Here are some examples:

- Promotion of the UNMC Wellness website as the “go-to” destination for wellness information and the UNMC smartphone app for mental health screening and referral to appropriate resources such as student counseling and the employee assistance program.
- Creating a new UNMC Wellness theme of “Take Care,” to provide reminders for taking care of ourselves and those around us and promoting seeking professional mental health care when needed.
- Development of an anti-stigma campaign, based on UNMC and Nebraska Medicine colleagues sharing their narratives about mental health struggles and successes, to promote help-seeking behavior.
- Developing partnerships with other wellness champions and programs at UNMC, UNO and Nebraska Medicine.
- Supporting a research program to investigate the most effective strategies to prevent professional burnout in our students, residents and faculty.
- Support and sponsorship of medical humanities programs, including 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.



Alison DeLizza, PhD



Katrina Cordts, PhD

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, through sharing of best practices across the institution and helping provide strategic direction for campus wellness activities. 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.

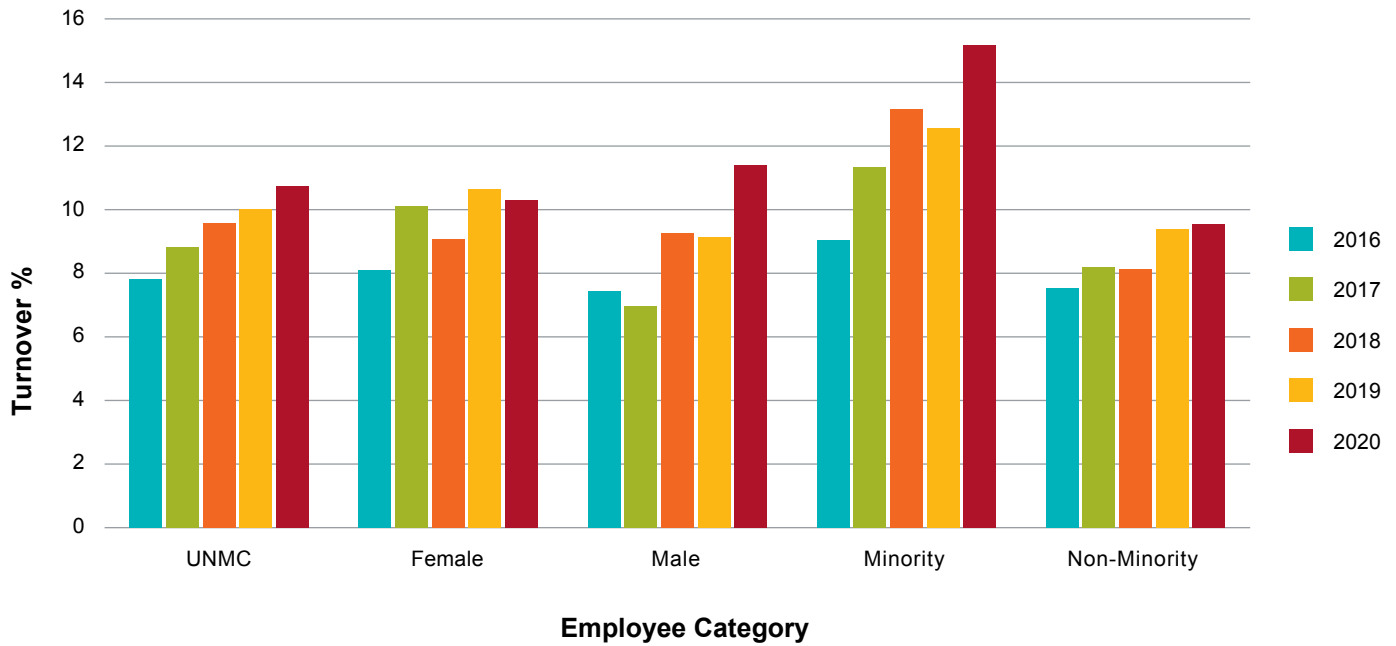
Campus Wellness Communication Committee

David Carver, PhD, and Dr. Wengel co-chair this committee made up of faculty and staff representatives 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 provide 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.

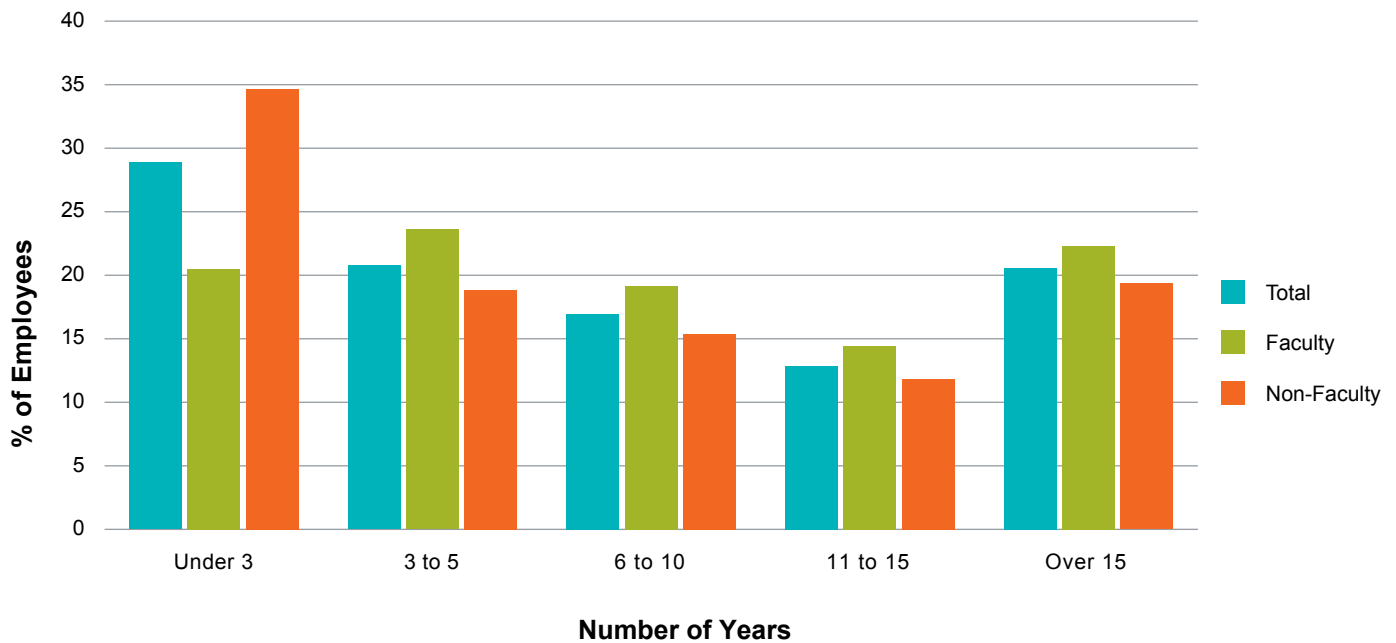
EMPLOYEE TURNOVER AND LENGTH OF SERVICE

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



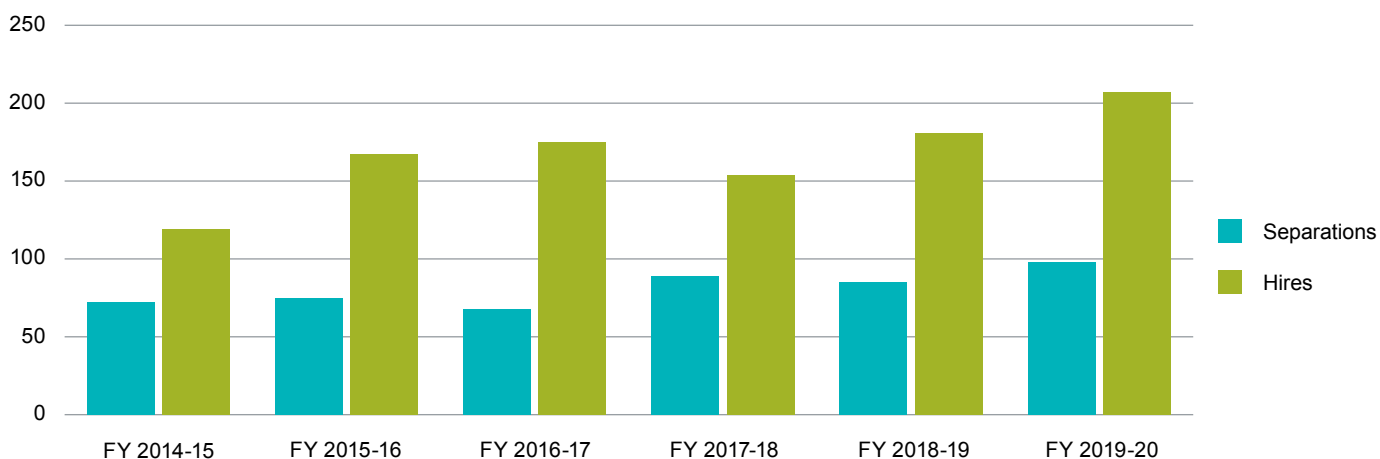
*Turnovers include resignations, retirements, appointment expirations, terminations and deaths.

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

FACULTY TURNOVER

COLLEGE/INSTITUTE	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20
Chancellor/Library of Medicine	14%	0%	7%	7%	7%	6%
College of Allied Health Professions	6%	13%	9%	9%	2%	5%
College of Dentistry	5%	16%	2%	4%	7%	7%
College of Medicine	6%	5%	4%	6%	6%	6%
College of Nursing	9%	6%	8%	11%	5%	10%
College of Pharmacy	3%	3%	4%	7%	4%	4%
College of Public Health	14%	7%	7%	7%	7%	3%
Eppley Institute	5%	6%	14%	11%	16%	3%
Munroe-Meyer Institute	5%	11%	9%	9%	6%	16%
Total UNMC Campus	6.7%	6.5%	5.5%	6.9%	6.2%	6.7%

Faculty Turnover Comparison



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

Faculty Turnover Comparison

	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20
Separations	72	75	68	89	85	98
Hires	119	167	175	154	181	207

Increase in number of female faculty for 5-year period:	
New hires	450
Resignation	180
Net Gain	270

Increase in number of male faculty for 5-year period:	
New hires	434
Resignation	234
Net Gain	200

Increase in number of minority faculty for 5-year period:	
2015	144
2020	200
Net Gain	56

OMBUDS PROGRAM

UNMC Ombuds Program | Confidential line: 402-559-2491 | Email: dcarver@unmc.edu

The word “ombudsman” originated in Sweden and means “representative of the people.” UNMC’s Ombuds Program was established in 1997 as part of the response to faculty, staff and student concerns at that time. Under the leadership of Chancellor William Berndt and with input from the Student Senate, Faculty Senate, Human Resources and the Counseling and Student Development office, ombuds were appointed to help all members of the UNMC community to resolve communication problems and systemic issues. Rather than taking sides in a dispute, the ombudsperson assists consultees (also known as “visitors”) in clarifying problems, gathering accurate information, identifying options, mediating disagreements and seeking non-adversarial solutions. **Susan Swindells, MBBS**, Professor of Internal Medicine and **David Carver, PhD**, Licensed Psychologist, have served together as UNMC ombudspersons for 24 years. Dr. Carver is the Director of UNMC’s Ombud’s Program.

Dr. Carver also serves on the Board of Directors of the International Ombudsman Association, the leading professional group for organizational ombuds worldwide. As a Board Member, he has co-chaired the IOA Standards of Practice Task Force and is the Liaison to the Professional Development Committee.

Standards of Practice for University Ombudspersons

The organizational ombuds role was established on college and university campuses in the late 1960s in response to the campus unrest and student protests at that time. Since then, ombuds Standards of Practice have been adopted by professional associations such as the University and College Ombuds Association (UCOA) and The Ombudsman Association (TOA). UCOA and TOA merged in the mid-1990s to form the International Ombudsman Association (IOA). The UNMC Ombuds Program is guided by the following principles based on the IOA Standards of Practice.

1. **Independence** – the ombuds program is not part of the formal administrative hierarchy. It reports to the highest level in the organization (the Chancellor).
2. **Informality** – the ombuds program is a voluntary, behind-the-scenes, off-the-record service. It is not an “office of notice” or decision-making authority in any formal disciplinary process, complaint, appeal, or grievance.
3. **Impartiality** – the ombuds does not take sides or serve as an advocate/spokesperson for any individual in formal proceedings. The ombuds provides objective feedback to individual “visitors” (consultees).
4. **Confidentiality** – the ombuds keeps no written records or notes. The ombuds protects the confidentiality of the individual visitor except when there is an imminent risk of harm to self or others.

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

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 consultee, some pertinent information may be shared with others by the ombudsperson. This is done at the discretion of the ombudsperson.

If a “visitor” reports a serious problem but is unwilling to be part of any steps taken to address it, an ombudsperson may help the visitor to consider a way to address the issue that does not compromise the visitor’s privacy.

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 includes an assessment of the processes used to create and apply current and proposed UNMC policies. An ombudsperson’s commitment to fair process includes the recognition of power differentials, identification of the use and misuse of power and authority and recognition of the need for access to those in power for all members of the UNMC community.

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 visitor to the appropriate person or office. A related ombuds function is assisting visitors in identifying and evaluating viable options for addressing a concern.

COMMUNICATION COACHING

The ombuds provides objective feedback and coaching on interpersonal communication principles. This may include role-playing anticipated difficult conversations.

INFORMAL MEDIATION/SHUTTLE DIPLOMACY

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 “visitor” (consultee). If the dispute cannot be resolved through informal discussion, the ombudsperson will inform the visitor about formal “due process” grievance or appeal procedures as options. The ombudsperson will not serve as an advocate or spokesperson for a student or employee during a formal appeal, grievance, or disciplinary 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 other senior leaders when describing trends or recommending policy changes. The ombudsperson protects the identity of individual complainants in making such reports or recommendations.

In Summary, 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 other 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 ombuds is not an “officer of notice” for filing formal complaints related to sexual harassment or discrimination but will direct you to the appropriate person and place 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.

FY 2020-21 Ombuds Program Update

CONTINUING ISSUES AND EMERGING TRENDS

Many students, faculty and staff have ongoing communication problems, disputes and misunderstandings that don’t necessarily require formal mental health treatment. The ombuds plays a role in promoting campus wellness by helping individuals to resolve

interpersonal conflicts before they lead to burnout, psychological problems and despair.

Some ombuds issues are very complicated and not quickly resolved, involving considerable time and effort using multiple resources. Faculty/student or supervisor/employee power differentials often contribute to fear of retaliation or negative consequences for the lower status individual. The ombuds may refer cases to one another or seek consultation with other administrative personnel, although the privacy of the Ombuds “visitor” is always protected except in cases where there is an imminent threat of physical harm to self or others.

Continuing and newly emerging issues reported to the ombuds over the past year include:

1. The impact of the COVID-19 pandemic has introduced considerably more work-related stress leading to communication difficulties. This applies to faculty and staff directly involved in patient care, but also to anyone trying to balance working from home with childcare, home-schooling and other responsibilities.
2. COVID-19 restrictions have increased the uncertainty among students, faculty and staff regarding performance expectations.
3. Students, faculty and staff all report major ZOOM fatigue and an increased sense of isolation from school or work colleagues due to the lack of in-person interactions.
4. Inconsistent advising and mentoring continues to be a concern for some students, residents, postdocs and early career faculty.
5. Students and faculty both complain about a lack of civility and disrespectful interactions that have a negative impact on the overall learning environment.
6. During the early months of the COVID pandemic, several students expressed concern that the quality of their clinical training would be diminished.
7. Female students and faculty continue to express concerns about a lack of gender equity and inappropriate behavior by senior level males.
8. International students feel especially vulnerable and cut off from family due to travel bans.
9. Political polarization, coupled with a heightened awareness of ongoing racial, ethnic and religious discrimination at both the individual and systemic levels, has highlighted the need for increased diversity, equity and inclusion efforts.

Given these ongoing problem trends and systemic challenges, the UNMC Ombuds Program continues to provide a uniquely informal, confidential dispute resolution service as a valuable alternative to formal grievances, public complaints and litigation against the organization.

In addition to his ombuds work for UNMC, Dr. Carver continues to play a leadership role for the organizational ombuds profession

at the national level through his service on the **International Ombuds Association Board (IOA) of Directors**. He is presently working with a small team of IOA leaders to complete a long-anticipated update of the **IOA Standards of Practice**. He also serves as the Board Liaison to the IOA Professional Development Committee. And as the Nebraska elected delegate to the **American Psychological Association Council of Representatives (COR)**, he is working with the Council Diversity Work Group to create an organizational ombuds program for the APA COR.

visitor is protected. Broad categories of problem reporting include behavioral issues, benefits, academic concerns, termination, offensive materials, gender issues, performance evaluation issues, harassment and outplacement.

FUTURE GOALS FOR THE UNMC OMBUDS PROGRAM

UNMC is a complex academic organization featuring a unique blend of world class health professions training and research programs. This educational setting benefits from having experienced ombuds who are very familiar with our special campus community that reaches across the entire state of Nebraska. Recently Chancellor Gold and his leadership team demonstrated their support by appointing Dr. Carver as the **Inaugural Director of the UNMC Ombuds Program**. We intend to utilize this opportunity to enhance the visibility, accessibility and utilization of the program going forward. Here are some goals for the coming year.

1. Meet virtually or in person with leaders from the UNMC colleges and institutes to explain the ombuds role and answer questions.
2. Offer additional confidential ombuds consultations to all UNMC programs and campuses.
3. Provide “early warning” feedback to the Chancellor and other campus leaders on emerging problem trends.
4. Participate actively in student orientation and other educational programming to increase the visibility of the ombuds program.
5. Recruit at least one new member to join our UNMC Ombuds Team.
6. Continue to co-lead (with Dr. Wengel) the Campus Communication Committee and the UNMC Wellbeing Committee, incorporating information regarding the ombuds program as a unique campus resource.
7. Offer basic training on advising skills, mentoring and psychological first aid upon request.
8. Collaborate with the UNMC Wellness Team, CAPS, EAP, Human Resources and Student Success to foster a culture of caring and mutual support.

REPORTING

The Ombuds Program 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 Ombuds

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 filing patent applications and licensing technologies.



MISSION

UNeMed fosters innovation, advances research, and engages 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 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
FY 2019-20	\$2,575,607	\$1,931,110	16	474	105	155
FY 2020-21	\$2,147,145	\$1,462,707	19	406	105	159

Innovations shine in dark times

In the last six months of the fiscal year ending in 2020, inventors at the University of Nebraska Medical Center and the University of Nebraska at Omaha produced a string of new inventions at a rate never seen before. Since UNeMed's creation in 1991, there has not been a more productive six-month stretch. UNMC and UNO inventors disclosed 73 new inventions during that time, 28 of which directly related to the COVID-19 pandemic.

It was a remarkable show of creativity, ingenuity and collaborative cooperation. That is why UNeMed named the 44 inventors of those pandemic-related inventions as the 2020 Innovators of the Year. Most innovations focused on helping protect health care providers and UNeMed helped fast-track a few to market. For example, UNMC inventors created an intubation shield that several hospitals and care facilities purchased. Another device, an infectious disease filter adapter for air masks, sold in bulk quantities to the U.S. Air Force.

Other innovations included mobile applications to help track or screen the pandemic; new mouse models and assays to help improve study of the novel coronavirus responsible for the pandemic; solutions to personal protective equipment shortages; and solutions to limit the spread of infectious disease.

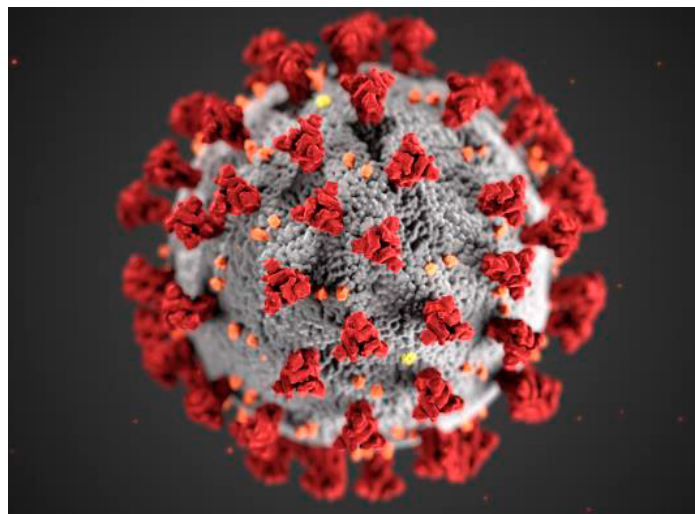
The combined effort of UNMC and UNO innovators remains one of the few bright spots during the pandemic and deserves all the recognition that UNeMed can bestow.

Starting up in 2021

Moving forward from the pandemic lockdown, UNeMed closed out FY 2020-21 with record-breaking numbers in startups, patent applications and patents secured. During the year, UNeMed helped build seven new startups around University innovations, the most since 2010 when six new companies grew out of UNMC inventions. The record was the culmination of a growth trend that saw just one startup in 2018, followed by two in 2019 and then five in 2020.

As just one of many tools that UNeMed employs to help advance University innovations, startups have incredible potential to create jobs and economic growth for not just the immediate area, but the wider region as well. The growing number of state and university support for entrepreneurial pursuits opens the door to additional opportunities to advance more technologies into deeper development.

Another key tool for advancing innovations is protecting those inventions with U.S. Patents. That UNeMed snapped its oldest record in 2021 with 26 new U.S. Patents speaks to the quality, creativity and skills of University innovators. The previous record for most U.S. Patents in a single year goes back to 1997 when UNeMed landed 24. Again, the new record speaks to a growing trend at UNMC: UNeMed had secured 23 in 2020 and 21 in 2018, the only other years with more than 20. More importantly, about 70% of those patented technologies have been licensed, whether to an established multinational company or a brand-new startup.



Either way, the goal remains the same: Advance University inventions to the market where they can help people.

	5-year Average	FY 2019-20	FY 2020-21
Gross Revenue	\$2,201,106	\$2,510,640	\$2,147,145
Sponsored Research	\$1,473,185	\$2,178,746	\$1,462,707
Licenses Issued	20.2	16	19
IP-related Agreements	475.2	474	406
Inventions Evaluated	97	105	105
Patent Applications	129	155	159



UNeTech

UNeTech is Omaha's University Startup Incubator. In 2020 it launched and supported multiple compelling startup companies including:

Impower Health

Licensee of the UNO Biomechanics Department's magical self-pacing treadmill technology, Impower is led by veteran fitness industry executive Doug Miller. Already in early discussions with multiple fitness companies, Impower's self-pacing treadmill technology will revolutionize treadmills making their interfaces more intuitive and their operation less deadly.

Global Laparoscopy Solutions

The brainchild of global surgery expert Dr. Chandra Are, the portable laparoscope replaces half a million dollars of equipment with a tool that costs hundreds of dollars. In addition to opening the largest markets in the world to state-of-the-art surgical care, GLS will bring the laparoscope to the battlefield, the veterinary clinic and rural hospitals.

Precision Syringe

Did you know that the safe operation of small syringes often requires three hands? Inventors at the University of Nebraska Medical Center invented a better way — the precision syringe. Using a patented design developed by elite surgeons, the precision syringe is the first, operational, one-handed syringe. The syringe is poised to make ophthalmology, dermatology, dentistry (and so many others) a bit safer for everyone.

UNeTech continues to stretch its generous support from the state to obtain competitive external funding and expand UNeTech's programs.

UNeTech Deploy!

The Economic Development Administration awarded UNeTech \$892,000 in CARES Act Recovery Assistance to expand on the work of the 2019 Medical Technology Pipeline award. By doubling down on health care in Omaha, the EDA is committed to building a durable healthcare innovation sector in the city.

SBA Catalyst

The Small Business Administration awarded UNeTech the prestigious \$150,000 SBIR Catalyst prize. In recognizing UNeTech's efforts to utilize the Small Business Innovation awards in promoting the startups in the incubator, UNeTech joins some elite institutions as a leader in the program. It will help expand a unique program and a new strategy-driven approach to funding translational research.



Kauffman Central Standards and Heartland Challenge

As part of the inaugural class of the Heartland Challenge, UNeTech had a seat at the table promoting innovation, entrepreneurship and equity in the region. Kauffman will make another \$450,000 investment in UNeTech over the next two years. In addition to renewing UNeTech's Heartland Challenge Grant, Kauffman will also provide support under a Central Standards Award given to Bio Nebraska.

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, 2020 (a)			
Current Assets	\$420,293	\$1,240,192	\$1,660,485
Noncurrent Capital and Other Assets	1,701,266	1,038,681	2,739,947
Total Assets	2,121,559	2,278,873	4,400,432
Liabilities	97,586	1,250,901	1,348,487
Net Assets	\$2,023,973	\$1,027,972	\$3,051,945
OPERATING HIGHLIGHTS, FY 2019-20			
Total Revenues and Transfers (b)	\$733,142	\$1,786,632	\$2,519,774
Total Expenses	640,474	1,730,521	2,370,995
Excess of Revenues over Expenses	92,668	56,111	148,779
Other changes in Net Assets (b)	14,881	8,054	22,935
Increase in Net Assets	107,549	64,165	171,714
Net Assets at Beginning of Year	1,916,424	963,807	2,880,231
Net Assets at End of Year	\$2,023,973	\$1,027,972	\$3,051,945

	UNMC (in thousands)	NEBRASKA MEDICINE (in thousands)	COMBINED (in thousands)
Operating Budgets, FY 2020-21 (c)			
State General Fund (d)	\$160,500		\$160,500
Grants, Contracts and Gifts	383,250		383,250
Patient and Professional Services Revenue	29,800	\$1,670,260	1,700,060
Tuition, Auxiliaries and Other Income	200,158	166,430	366,588
Total Revenue Budget	\$773,708	\$1,836,690	\$2,610,398
Personal Services	420,465	917,815	1,338,280
Operating Expenses & Anticipated Awards	353,243	879,343	1,232,586
Total Operating Expense	773,708	1,797,158	2,570,866
Revenue Over Expense	\$0	\$39,532	\$39,532

- a) per FY 2019-20 audited financials, for UNMC is per blended audit report, including UNeHealth, UNMC SRF and UDA; for Nebraska Medicine is June 30, 2020 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 2020-21 University of Nebraska General Operating Budget; Nebraska Medicine is per Nebraska Medicine Statement of Operations - Budget FY21
- 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

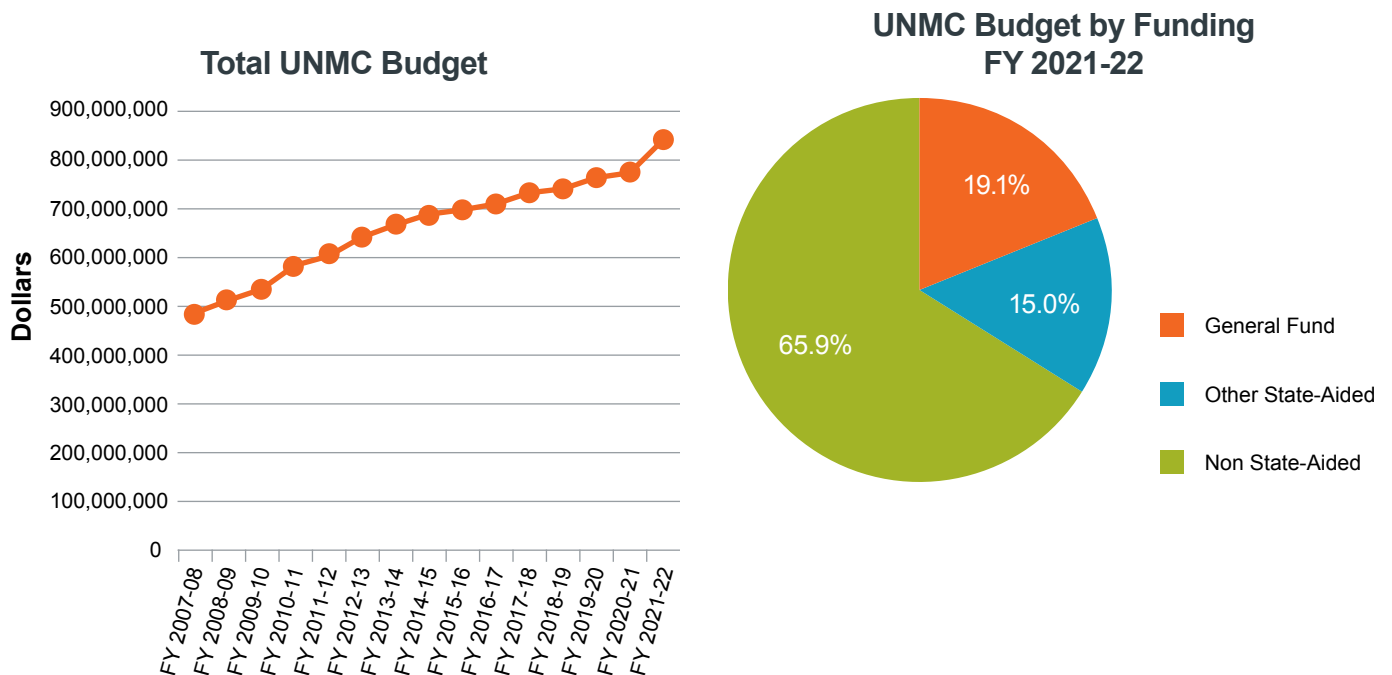
PER APPROVED UNIVERSITY BUDGET	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21
Growth in state general fund appropriation State support underpins key instructional and operational activities.	4.7%	(0.8%)	2.4%	2.7%	0.8%
Growth in non-state general fund revenues Non-state support includes gifts, grants, contracts, professional fees, transfers from Nebraska Medicine and auxiliary operations. These funds support the majority of UNMC's research and service activities. See next note.	1.1%	4.2%	0.8%	3.2%	1.4%
Ratio of non-state general fund revenues to total revenues As with most public research institutions, UNMC is "state-assisted" not "state-funded." While UNMC seeks to increase its state funding, an increasing ratio of non-state funding demonstrates entrepreneurial success. It may also indicate increasing level of risk, depending on the stability of the non-state funding sources.	78.5%	79.3%	79.1%	79.1%	79.3%
ACTUAL FINANCIAL RESULTS					
	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20
Ratio of current assets to current liabilities This ratio measures liquidity or the ability to meet short-term financial obligations. A ratio of 2.0 or above is generally considered to be reasonable.	2.9	4.3	4.6	4.0	4.3
Growth in net assets This ratio measures total economic return and growth in UNMC's financial capacity to achieve its mission; positive growth is expected.	14.4%	8.5%	5.2%	8.6%	5.6%
University credit ratings					
Moody's	Aa1	Aa1	Aa1	Aa1	Aa1
Standard and Poor's	AA	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 2007-08 THROUGH FY 2021-22

YEAR	GENERAL FUND	STATE-AIDED BUDGET	TOTAL BUDGET	GENERAL FUND AS % OF TOTAL BUDGET
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%
FY 2020-21	\$160,500,033	\$282,457,587	\$773,707,587	20.7%
FY 2021-22	\$160,638,678	\$286,653,558	\$841,653,558	19.1%

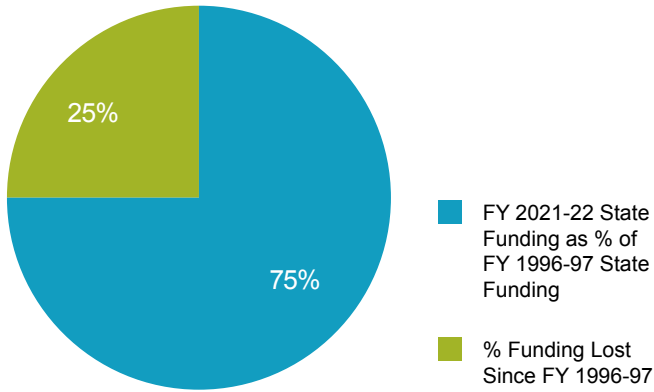
State-aided funds include state general fund, tuition, investment income, indirect cost reimbursement, patient revenue, state cigarette tax and state tobacco settlement funds.

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

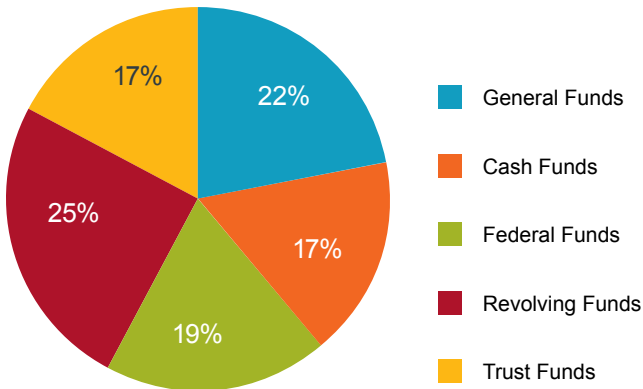
Share of State Funding Lost from FY 1996-97 to FY 2021-22



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%
FY 2020-21	13.0%	74%
FY 2021-22	13.1%	75%

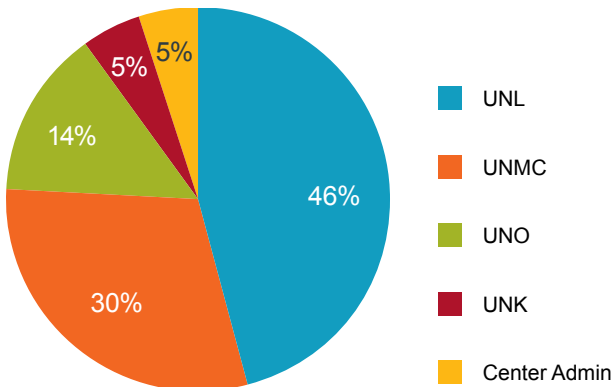
University Revenue Budget by Source FY 2021-22



UNIVERSITY REVENUE BUDGET BY SOURCE JULY 1, 2021

General Funds	\$628,412,933
Cash Funds	484,541,844
Federal Funds	541,000,000
Revolving Funds	702,000,000
Trust Funds	479,000,000
Total	\$2,834,954,777

University Expense Budget by Campus FY 2021-22



UNIVERSITY EXPENSE BUDGET BY CAMPUS JULY 1, 2021

UNL	\$1,299,095,414
UNMC	841,653,558
UNO	390,817,538
UNK	151,374,082
Central Admin	152,014,185
Total	\$2,834,954,777

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 2020-21 (THOUSANDS)	FY 2019-20 (THOUSANDS)	FY 2018-19 (THOUSANDS)	FY 2017-18 (THOUSANDS)
SOURCES OF FUNDS				
Gifts, bequests and life insurance proceeds	\$260,987	\$244,969	\$235,768	\$185,874
Investment income	25,967	36,673	35,265	33,810
Change in value of split-interest agreements	(1,335)	1,784	(36)	1,118
Realized and unrealized gains (losses) on investments, net	572,166	3,922	45,918	102,978
Total	\$857,785	\$287,348	\$316,915	\$323,780
USE OF FUNDS				
Academic support	\$80,904	\$63,811	\$49,113	\$93,401
Student assistance	31,112	30,275	25,883	25,316
Faculty assistance	7,882	6,651	6,913	7,592
Research	8,149	7,012	6,740	6,244
Museum, library and fine arts	2,337	1,529	3,931	2,894
Campus and building improvements	105,658	59,746	106,541	44,535
Alumni associations	570	570	570	570
Subtotal	\$236,612	\$169,594	\$199,691	\$180,552
Management and fundraising	28,606	30,001	30,254	29,888
Other operating expenses	3,038	3,284	10,379	2,799
Total Use of Funds	\$268,256	\$202,879	\$240,324	\$213,239
Increase (decrease) in net assets	589,529	84,469	76,591	110,541
Plus: beginning net assets	2,220,033	2,135,564	2,058,973	1,948,432
Ending net assets	\$2,809,562	\$2,220,033	\$2,135,564	\$2,058,973

UNIVERSITY OF NEBRASKA FOUNDATION UNMC STATEMENT OF ACTIVITIES

	FY 2020-21 (THOUSANDS)	FY 2019-20 (THOUSANDS)	FY 2018-19 (THOUSANDS)	FY 2017-18 (THOUSANDS)
SOURCES OF FUNDS				
Gifts & Pledges	\$28,887	\$65,960	\$73,331	\$66,722
USE OF FUNDS				
Academic support	\$12,232	\$9,003	\$6,056	\$11,077
Student assistance	2,616	2,603	2,317	2,660
Faculty assistance	3,127	2,632	3,118	2,200
Research	5,394	4,537	4,985	5,262
Museum, library & fine arts	356	220	122	195
Campus & building improvements	47,760	26,376	21,232	18,842
Alumni associations	230	230	230	230
Total Disbursements to UNMC	\$71,715	\$45,601	\$38,060	\$40,466

UNIVERSITY OF NEBRASKA FOUNDATION

During FY 2020-21, **46,639 donors** committed **\$343.7 million** in new funds to the University of Nebraska Foundation to benefit the University of Nebraska.

Highlights of the fundraising year included the following:

- The University of Nebraska ranked in the top 25 among all public universities for endowed assets. Endowed assets under foundation management include the foundation endowment of \$1.72 billion, which had a 32.3% return.
- More than 99% of the foundation's assets were restricted by donors to a specific use by the university.
- Every \$1 spent on foundation operations generated \$6.92 in gifts.

Of the total number of donors during the fiscal year, **6,304 benefactors** committed **\$50.5 million** in support of the University of Nebraska Medical Center. These gifts supported students, faculty, programs and capital projects and included the following:

- A \$650,000 gift commitment from the Helene Fuld Health Trust provides tuition support for students in the accelerated Bachelor of Science in Nursing program. The gift establishes the **Helene Fuld Health Trust Scholarship** as a permanently endowed fund at the University of Nebraska Foundation. Income from the fund enables the college to award annual scholarships. The new scholarship fund comes at an important time as UNMC prepares graduates to help shore up the shortage of nurses in Nebraska, especially in rural areas, said College of Nursing Dean Juliann Sebastian, RN, PhD.
- The **Dr. Edwin G. & Dorothy Balbach Davis Global Center**, an interprofessional simulation facility, was made possible by public-private partnerships. It was dedicated in October 2020. At that time, Chancellor Jeffrey Gold, MD, said no other simulation centers around the world compared to the Davis Global Center. "This facility — and the professionals and technology within it — have been and will continue to be life-changing for the health professionals who train here. This center reshapes the way health care education is delivered for generations to come." The facility was purposefully designed to create safe, innovative and experiential training environments as well as a venue for innovative research and business development.
- A \$200,000 grant from the Hyundai Hope on Wheels Foundation supports childhood cancer research at UNMC. The grant was given as part of the Hyundai Hope on Wheels Foundation 2020 nationwide initiative in honor of National Childhood Cancer Awareness Month to award \$6.8 million to 26 researchers. In Nebraska, UNMC's James Ford, DO, associate professor in the Division of Pediatric Hematology and Oncology received the **Hyundai Hope on Wheels Young Investigator Award**. Dr. Ford is using the funding to test a novel therapy for treating osteosarcoma, a type of bone cancer in children and young adults.

- Thanks to funding provided through private gifts and the state of Nebraska, the **Munroe-Meyer Institute has a new home**. Completion of the building project positions MMI as never before to support the intellectual and developmental disability community, said MMI Director Karoly Mirmics, MD, PhD. The new building is more than double the size of MMI's former home, providing critical room for growth of existing programs and the development of innovative new ones, ample parking, entrances and a floor plan designed to accommodate the needs of the individuals MMI serves.
- The \$8 million Wigton Heritage Center was made possible by private support, which included lead gifts by Robert S. Wigton, MD, and the Leland J. and Dorothy H. Olson Charitable Foundation. The building addition was designed to memorialize UNMC's unique history and also serve as a campus welcome center. The center includes gallery and digital exhibit space and allows the Leon S. McGoogan Health Sciences Library staff to showcase previously hidden, prized collections to the public.

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

INFRASTRUCTURE TAB

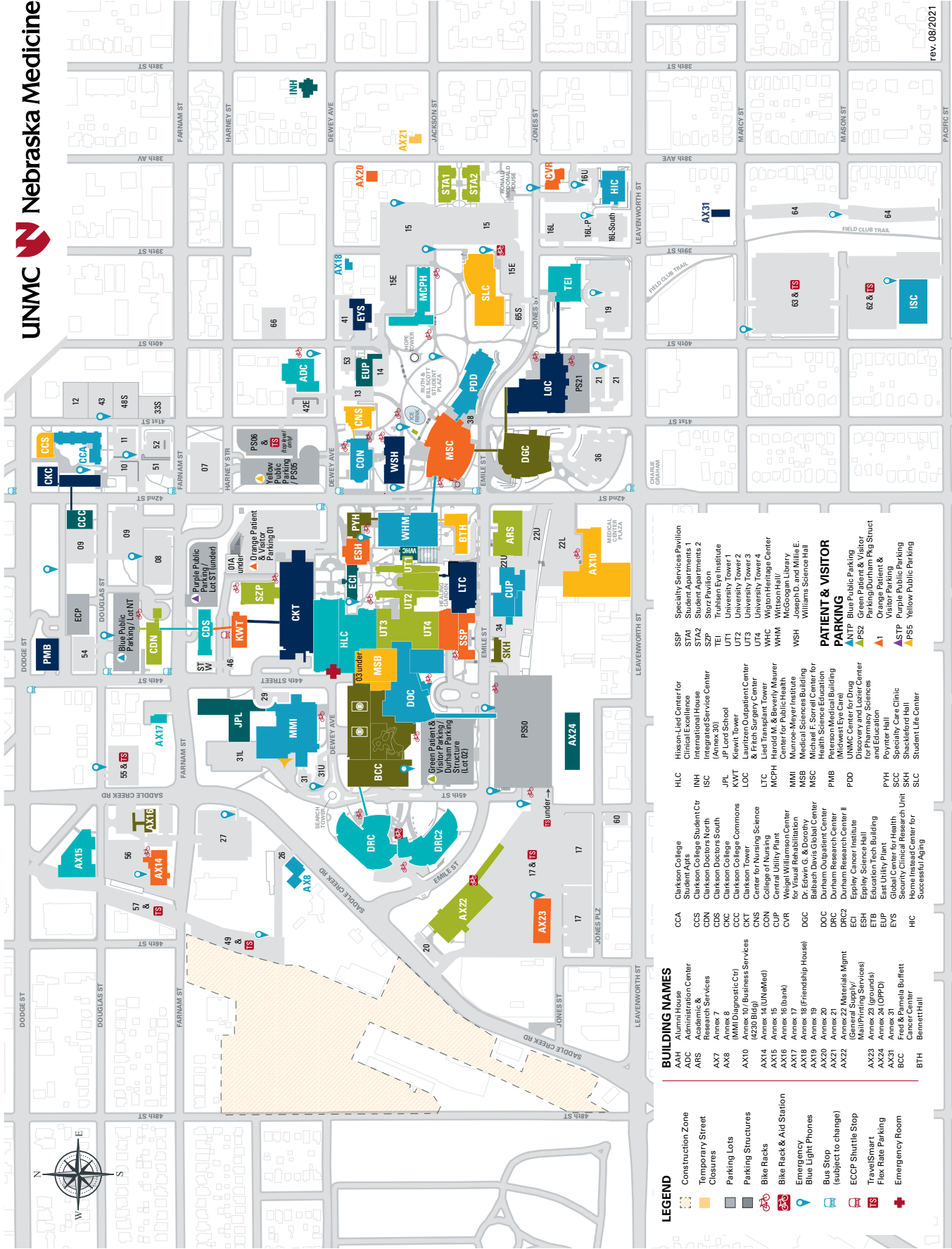
INFRASTRUCTURE TAB

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.	Completed spring 2021.
Renew and Expand Education Space:				
New Administration Tower	TBD	TBD	A new administrative facility for UNMC and Nebraska Medicine, to replace several end of life facilities with a new, more efficient, office standards-compliant facility.	Planning/design in progress.
Wittson Hall – McGoogan Library Renovation	206,125	\$18.00	Renovation of library and end of life HVAC systems.	Construction in progress Completion 2022.
Wigton Heritage Center	10,700	\$8.00	New building addition serves as a student interaction/study space and as a location to host press conferences/symposiums. The Heritage Center is the “new meeting space on campus”	Completed summer 2021.
DEVELOP FUTURE CAMPUS CONFIGURATION				
Ongoing strategic acquisitions.		TBD	Future community and campus development.	Complete Master Plan. Work on road infrastructure to include multi-modal transit connectivity.
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 campus thoroughfare.



CAMPUS MAP



rev. 08/2021

BUILDING NAMES

- AAH Alumni House
- ARS Academic Services
- AX7 Annex 7
- AX8 Annex 8
- AX10 (MMI) Diagnostic Ctr
- AX14 Annex 14 (UNM/Med)
- AX15 Annex 15
- AX16 Annex 16 (bank)
- AX17 Annex 17
- AX18 Annex 18 (Friendship House)
- AX19 Annex 19
- AX20 Annex 20
- AX22 Annex 22 (Materials Mgmt)
- AX23 Annex 23 (grounds)
- AX24 Annex 24 (grounds)
- BCC Cancer Center
- BTH Bennett Hall
- CCA Clarkson College
- CCS Clarkson College Student Ctr
- CDN Clarkson College North
- CDS Clarkson College South
- CKC Clarkson College
- CKT Clarkson Tower
- CON Center for Nursing Sciences
- CVA Center for Visual Arts
- CUP Central Utility Plant
- CVR Weigen Williamson Center for Visual Rehabilitation
- DSC Dr. Edwin G. & Dorothy Durham Davis Global Center
- DRC Durham Research Center II
- DRC2 Durham Research Center II
- DRC3 Durham Research Center II
- DRC4 Durham Research Center II
- ECI Epilepsy Science Hall
- ESH Education Tech Building
- ETB East Utility Plant
- EUP East Utility Plant
- EYS East Utility Plant
- HIC Health Sciences Building

LEGEND

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

PATIENT & VISITOR PARKING

- PS2 Green Patient & Visitor Parking
- PS3 Green Patient & Visitor Parking
- PS4 Green Patient & Visitor Parking
- PS5 Yellow Public Parking
- PS6 Yellow Public Parking
- PS7 Yellow Public Parking
- PS8 Yellow Public Parking
- PS9 Yellow Public Parking
- PS10 Yellow Public Parking
- PS11 Yellow Public Parking
- PS12 Yellow Public Parking
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UNMC SPACE FACTS

	# OF BLDGS.	GROSS SQ. FT.	# RESEARCH LABS	LAB & LAB SUPPORT SQ. FT.	ACRES
UNMC-Omaha	77	4,530,468	537	565,761	131.95
Nebraska Medicine-Omaha	11	1,258,557			29.00
Subtotal	88	5,789,025	537	565,761	160.95
UNMC Parking Structures (+2 Under Buildings)	3	1,017,010			
Nebraska Medicine Parking Structures (+2 Under Buildings)	6	1,128,574			
Subtotal	9	2,145,584			
UNMC-Greater Nebraska					
Omaha	6	305,371			
Lincoln	3	236,826	16	7,741	
Norfolk	1	22,890			
Kearney	1	52,372			
Scottsbluff	1	6,282			
Subtotal	12	623,741	16	7,741	
Nebraska Medicine - Off Campus	19	422,912			2.56
Bellevue Medical Center	2	333,000			21.00
Subtotal	21	755,912			23.56
Grand Total	130	9,314,262	553	573,502	184.51



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 in 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.

Significant progress was made in several key indicator areas in 2020, despite some setbacks as a result of the COVID-19 pandemic. The year started with a feature in Sustainable Business Magazine (<https://livegreennebraska.com/notice/our-feature-in-sustainable-business-magazine/>) highlighting the Med Center for its progress towards its net zero goals, new technologies, and understanding of the intersection between sustainability and healthcare.

The 2020 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 129,899 metric tons of CO₂eq.

With the opening of new buildings, 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. Since 2010, the Medical Center has saved more than 199,893 mtCO₂e equivalent of emissions from 24,085 homes for an entire year.



Several upgrades in 2020 resulted in impressive energy savings. Outdated elevators were replaced at Clarkson Tower for safety reasons. This change resulted in energy savings amounting to \$2,300 annually, as new elevators do not use generators to run. In a variety of buildings across campus, a match from the OPPD rebate program to purchase more LED fixtures and bulbs allowed the Med Center to replace 16,237 fixtures. The changes will save enough electricity annually to power 240 homes for a year and \$231,000 in just electricity costs. Changing these bulbs will also result in cooling savings as old bulbs create excess heat; staff have already seen a noticeable change with less heat emitted from the boom lights in ORs.

New buildings constructed on campus feature state-of-the-art energy technology, including the Davis Global Center. Chilled beams were used in the new Davis Global Center as an energy efficient way to provide temperature and humidity control, with significantly less forced (blown) air than a conventional building. As a result, by not having to power fans to force air into spaces the system used up to 25% less energy to create the same amount of cooling. Other innovative technology in the Davis Global Center design includes use of hot water instead of steam, which is significantly more efficient. By implementing a flue gas economizer, heat lost from boilers is recaptured. The utility plant for the building also uses condensing boilers to make additional hot water. Facilities expect to avoid \$75,000 annually as a result of this technology.

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 220,191,975 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 saved more than 330 million gallons of water since 2010. 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.

UNMC received a grant in 2020 from the Nebraska Environmental Trust to convert two large areas of turf grass to native prairie plantings. The hillside and adjoining space around parking lot 16 Lower, next to Truhlsen Eye Institute and both sides of parking lot 64 will be converted. The plants will be installed in 2021 and help retain rainwater, reduce runoff, and reduce watering of turfgrass on campus.

Materials/Waste

Baseline: 25% of materials diverted from landfill.

Goal: Zero waste* by 2030.

Progress: 42% of materials diverted.

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

Materials on campus were reduced as a result of the COVID-19 pandemic, with so many staff members working from home instead of in the office. Efforts in 2020 focused on highlighting ways that staff at home could divert materials, and staff was

educated on the importance of incorporating sustainable habits when returning to campus, such as “think before you print.”

Reducing purchasing also counts towards the goal. By encouraging paperless billing and tracking printing, in the last three years a minimum of 62 million sheets of paper have been avoided, saving the system \$379,000 in paper costs. The campus “think before you print” campaign touted these savings and encouraged staff to spread the word about the impacts of reducing printing.

Sustainable waste management at buildings under construction has helped increase the diversion rate in 2020. When MMI was cleaned out for construction, a vendor was found that could take office furniture, trash cans, refrigerators, and more. In total, the contractors working on the renovation have diverted 13 million pounds of waste with a diversion rate for the whole project of 86.5%.

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: Unknown due to the COVID-19 pandemic.

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.



In 2020, a record number of staff worked from home as a result of the COVID-19 pandemic. Work from home is one of many ways to offset single occupancy vehicle trips to campus, and it is unknown at this time what commuting patterns will look like in the future as a new normal is established.

In an exciting service improvement to the Med Center, ORBT launched on November 18th of 2021, bringing 10 minute frequency to TravelSmart participants.

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 2022.

The LiveGreen Ambassador program continues to be an effective 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.

The UNMC student run program Healthy Earth Alliance (HEAL) was founded in 2019, and in 2020 collaborated with an



association of patients at OneWorld Community Health Center to support a community garden. The group strives to educate itself on the impacts of climate change on health, among other topics.

This year we began a webinar series as a way to engage colleagues virtually during the pandemic. Guest speakers from within the Medical Center and the community presented about everything from composting to energy efficiency to managing anxiety and more. We also conducted a Think Before You Print campaign encouraging colleagues to reduce their paper usage — since FY 2015-16, the Medical Center has avoided 62.9 million sheets of paper, which equates to approximately 164 metric tons of carbon dioxide equivalent.

Due to the pandemic, we did not hold our annual paper shredding and electronic waste recycling event in April as part of Earth Month, but were able to run the event in August 2020, where we collected our largest volume of materials yet.

Through this event, we diverted 28,943 total pounds of materials while creating an impressive community benefit:

- 74 trees saved
- 393 gallons of oil not used
- 882,742 hours of electricity saved
- 11,949 gallons of water not consumed
- 600 pounds of food/toiletries and \$2,555 to the Maverick Food Pantry
- 161 eyeglasses donated to the Truhlsen Eye Institute Clinic
- 5 pounds pop tabs to Ronald McDonald House (which helps to pay their electric bill)

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.

This year, the Med Center received a "Free Trees for Fall Planting" Grant from the Nebraska Forest Service (NFS) and Nebraska Statewide Arboretum (NSA). Ten trees were planted on campus.

INFORMATION TECHNOLOGY SERVICES



The strategic focus for the UNMC and Nebraska Medicine Information Technology department will be to provide anywhere, anytime access of information technology services over the course of FY 2021-22.

FY 2020-21 Review

Last fiscal year the UNMC and Nebraska Medicine Information Technology department focused on the adoption of digital technologies within the academic community, improving connectivity, enhancements to the academic learning environments, supporting many new first-of-the-kind events via technology, as well as continued progress on our modernization efforts.

A major focus this year was on the adoption of technologies within the classroom settings as seen by focusing on the usage of the Echo360 Active Learning Platform (ALP), professional development, Canvas utilization and participation with NUConnect. This resulted in a decrease of 47% in classroom lecture recording and a 251% increase in outside of the classroom lecture recording. Active users increased by 33% with video on demand usage increasing by 261% as well.

There has been great progress in improving both wireless (WiFi) and cellular connectivity through the following efforts:

- Improved WiFi coverage in the DRC Auditorium, DRC 1 & 2 Levels A & B and the Medical Sciences Building Levels 1-4. This provides coverage within 82% of UNMC areas (up from 32%).
- Improved cellular coverage (Verizon and AT&T) in Bennett Hall, Michael Sorrell Center, Truhlsen Eye Institute, Wittson Hall and Williams Science Hall.
- Replaced end-of-life infrastructure for Mobile Access (brand) remote equipment in Telecom rooms with Solid DAS (brand) remotes.

Pandemic federal relief funding drove opportunities for technology improvements within academic learning environments. The

scope of work included 66 unique projects spanning the five campuses across the state. Enhancements included expansion of web conferencing and lecture capture capabilities, as well as replacement of end-of-life equipment.

There were also several first-of-a-kind events held last fiscal year. These included the totally virtual student orientation with over 600 students attending various events, monthly virtual Chancellor Forums, several high-profile virtual events such as the Martin Luther King webinar, UNMC's Gospel Fest, Match Day, INBRE Scholars Program Meeting, Creative Writing Awards, Administrative Professionals Day with Felix and Fingers Dueling Pianos and the Residency Symposium. These sessions were done at the same time as managing over 4,000 Zoom accounts that held over 1,800 meetings per day, supporting over 4,500 virtual events.

The modernization effort started with the shift to Agile, a culture shaping effort that is reaping significant gains. Other transformations include:

- The migration effort and alignment with enterprise systems and the project portfolio management, a by-product of a modernization effort update source system management.
- Single IRB, to meet NIH mandates and position UNMC at the forefront of Research Administration.
- Cashnet, aligning payment systems and CAS to PeopleSoft to streamline the student identity management from start to finish.

FY 2021-22 Preview

Looking ahead to the current fiscal year, IT continues to advance across many of the efforts introduced last fiscal year. This includes a continued focus on adoption of digital technologies within the academic community which will include:

- Beginning the migration of UNMC compliance courses to a new platform

- Implementation of an application to offer varied accessible and preferred delivery of course materials to support Universal Design for Learning
- Addition of Information Technology questions within the annual student survey
- Collaboration with the McGoogan Health Sciences Library on the Open NE initiative to reduce the costs of student books and resources
- Implementation of institutional URL shortener and QR code service
- Upgrade of student printing platform

There will be efforts on improving WiFi in:

- DRC 1 & DRC 2 levels 1 through 8
- Michael Sorrell Center rooms 1010, 3001 and 3002

There are also plans to improve cellular coverage in:

- The Medical Sciences Building (parking, levels 1, 3, 4 and 5)
- Durham Outpatient Center (Levels B, 3, 4 and 5)
- Wittson Hall
- William Science Hall
- Munroe-Meyer Institute

Additional funding has been allocated to continue improvement efforts chartered in FY 2020-21. Strategic efforts are being made to select technology upgrades consistent with the demand of faculty and students. A trend towards a hi-flex/hybrid teaching model is driving the decision-making progress. Modernization includes highly collaborative technologies that promote both in-person, hybrid or fully online education.

The return to campus will require many virtual webinars, forums and events yet to be determined. There is also planned work with Advanced AV to program Creston controllers in CODEC (Polycom) based rooms to provide the ability to join Zoom meetings directly.

It is planned for Seguidor to be included in the modernization effort to update a robust Graduate Studies platform and allow UNMC to better manage its graduate student population and offer the platform to other campuses. We expect to begin the Preceptor Tracking Project to modernize and streamline the volunteer onboarding process and better manage the student experience in program requirements. The redesign of the UNMC public sites to an accessible platform that better positions UNMC to attract new and upcoming talent is also planned. As the University of Nebraska works toward cultivating a more inclusive culture and embracing opportunities to positively impact the lives of faculty, staff, and students, UNMC will work towards allowing individuals to specify their chosen name, preferred pronouns and gender identity within systems. Modernization efforts continue as UNMC strives to become the premier academic medical center in the management of academic and administrative services through enhancing emergency notification systems.

Key Performance Measures

The key performance measure the Information Technology Department uses to measure its performance is end-user satisfaction. End users (n= 2428) responded with an average satisfaction rate of 3.4 on a 4-point scale (1 very dissatisfied, 2 dissatisfied, 3 satisfied, 4 very satisfied) for the services the department provides. This indicates that 86% are satisfied with the services provided.

COMPLIANCE TAB

COMPLIANCE TAB

COMPLIANCE AND INTERNAL AUDIT STRATEGY

Compliance

UNMC is committed to assuring compliance with applicable federal and state laws and university policies and maintaining appropriate controls to address risks. In FY 2021-22, 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 2020-21 ACCOMPLISHMENTS

- UNMC Compliance Committee met via Zoom regularly to discuss important Campus Compliance issues and measurements. Indicator (monitoring and tracking) reporting schedules were met and information was shared to meet committee communication requirements. Compliance education and other 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, as well as alert committee members to national trends, concerns and resources.
- Co-led UNMC/Nebraska Medicine Enterprise Compliance Committee to continue to strengthen communication efforts between UNMC and Nebraska Medicine on mutual compliance issues/events.
- Updated Conflict of Interest (COI) Committee membership and meeting structure to meet growing campus needs. The Committee also regularly discussed national trends, COI educational topics and available COI resources.
- Achieved a 99.7% campus completion rate for all individuals assigned to make an Annual Disclosure of Conflicts of Interest.
- Achieved a 99.94% Compliance training completion rate for more than 71,000 trainings assigned.
- 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 that the best content is provided to learners.

FY 2021-22 GOALS

- Further strengthening the UNMC/Nebraska Medicine Enterprise Compliance Initiative, with a focus on sharing common resources, streamlining common processes, policies, procedures and working to encourage an Enterprise Culture of Compliance.
- Review 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 Conflict of Interest reporting and share best practices for Compliance training.

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 2020-21 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.
- Submitted 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 Department of Health and Human Services.

FY 2021-22 GOALS

- Submit the Fringe Benefits Proposal to Cost Allocation Services, a division within the 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.
- Prepare UNMC for a Federal Facilities and Administrative (F&A) Proposal with the federal government with a base year of FY 2022-23 for UNMC. The rate proposal is done once every 3 – 4 years and filed with the Cost Allocation Services, a division within the Department of Health and Human Services.
- Negotiate the UNO F&A rate agreement with the federal government submitted in FY2019-20.

Internal Audit and Advisory Services

Internal Audit is a system function reporting directly to the Audit, Risk and Compliance Committee of the Board of Regents. The team has one Director who offices at UNMC.

The mission of Internal Audit and Advisory Services (Internal Audit) is to provide an independent, objective assurance and consulting activity designed to add value and improve the University of Nebraska's (University's) operations. Internal Audit assists the Board of Regents, the Audit Committee and the President by bringing a systematic, disciplined approach to evaluating and improving the effectiveness of risk management, control and governance processes.

FY 2020-21 ACCOMPLISHMENTS

- Received the highest possible rating of “generally conforms” to standards of the Institute of Internal Auditors on our external Quality Assessment Review (completed in August 2020);
- Completed 20 projects and provided those reports to the Audit Committee during the year;
- Performed the annual risk assessment interviews, coordinated the campus risk assessments and continued the standardization of the University-wide risk assessment; and
- Improved the Internal Audit Policy and Procedures manual, along with related forms and processes.

FY 2021-22 GOALS

- Continue to enhance and build the Internal Audit Department function while continuing to educate UNMC on the current internal control framework and recommend strategies for improvement across the campus.
- Assist management in conducting the annual risk assessment, which we will use to develop a risk-based audit plan for FY 2021-22 and FY 2022-23, to assist management in identifying areas for improvement.
- Continue to increase the frequency of university-wide internal audit projects, focusing on value-added outcomes.
- Increase Internal Audit Department staffing by hiring a new senior auditor to support projects in Lincoln.

STATE AND FEDERAL TAB

STATE AND FEDERAL TAB

ECONOMIC OUTLOOK



Global

The world economy is experiencing an exceptionally strong but highly uneven recovery. Global growth is set to reach 5.6% in 2021 — its strongest post-recession pace in 80 years — in part underpinned by steady but highly unequal vaccine access. Growth is concentrated in a few major economies, with most emerging market and developing economies (EMDEs) lagging behind, while about 90% of advanced economies are expected to regain their pre-pandemic per capita income levels by 2022, only about one-third of EMDEs are expected to do so. In low-income countries, the effects of the pandemic are reversing earlier gains in poverty reduction and compounding food insecurity and other long-standing challenges. The global outlook remains highly uncertain, with major risks around the path of the pandemic and the possibility of financial stress amid large debt loads. Controlling the pandemic at the global level will require more equitable vaccine distribution, especially for low-income countries. In addition to the necessary efforts to pursue widespread vaccination, policy makers face a difficult balancing act as they seek to nurture the recovery through efficiently allocated fiscal support while safeguarding price stability and fiscal sustainability. Policy makers can also help entrench a lasting recovery by undertaking growth enhancing reforms and steering their economies onto a green, resilient and inclusive development path. Prominently among the necessary policies are efforts to lower trade costs so that trade can once again become a robust engine of growth.

<https://thedocs.worldbank.org/en/doc/600223300a3685fe68016a484ee867fb-0350012021/original/Global-Economic-Prospect-2021.pdf>, *June 2021 Global Economic Prospects*

United States

In Congressional Budget Office (CBO)'s projections, the federal budget deficit will be \$3.0 trillion in 2021 as the economic disruption caused by the coronavirus pandemic and the legislation enacted in response continue to boost the deficit (which was large by historical standards even before the pandemic). At 13.4 % of gross domestic product (GDP), the deficit in 2021 would be the second largest since 1945, exceeded only by the 14.9% shortfall

recorded last year. In CBO's projections, deficits fall over the next few years as pandemic-related spending wanes and increase in most years thereafter—boosted by rising interest costs and greater spending for entitlement programs—and reach 5.5% of GDP in 2031. Revenues are expected to remain largely stable relative to GDP over the projection period.

Compared with the baseline budget projections that CBO published in February 2021, the agency's estimate of the deficit for this year is now \$0.7 trillion (or 33%) larger, and its current projection of the cumulative deficit for the 2022–2031 period, \$12.1 trillion, is \$0.2 trillion (or 1%) smaller. In 2021, the costs of recently enacted legislation are partly offset by the effects of a stronger economy and technical changes (changes that are neither legislative nor economic). In later years, technical changes that reduce projected deficits more than offset the effects of recently enacted legislation and revisions to the economic forecast.

As the pandemic eases and demand for consumer services surges, real (inflation-adjusted) GDP in CBO's economic projections grows by 7.4% this year and surpasses its potential (maximum sustainable) level by the end of the year. Annual output growth averages 2.8% from 2021 to 2025, exceeding the 2.0% growth rate of real potential GDP. Over the 2026–2031 period, real GDP growth averages 1.6% annually.

Employment grows quickly in the second half of 2021 in CBO's projections and surpasses its pre-pandemic level in mid-2022. Inflation rises in 2021 to its highest rate since 2008 as increases in the supply of goods and services lag behind increases in the demand for them. By 2022, supply adjusts more quickly, and inflation falls but remains above its pre-pandemic rate through 2025. As the economy continues to expand over the forecast period, the interest rate on 10-year Treasury notes rises, reaching 2.7% in 2025 and 3.5% in 2031 — still low by historical standards.

CBO now projects stronger economic growth than it projected in February 2021 because of recently enacted legislation, the diminishing effects of social distancing and increased consumer spending. As a result, the agency's projections of inflation and interest rates are now higher than they were in February.

<https://www.cbo.gov/publication/57373>, *Congressional Budget Office “Additional Information About the Updated Budget and Economic Outlook: 2021 to 2031” July 2021*

Midwest

Since declining to a record low in April 2021, the Creighton University Mid-America Business Conditions Index has remained above growth neutral for 18 of the last 19 months. Creighton’s monthly survey results indicate the region is adding manufacturing activity at a positive pace and that regional growth will remain solid. In terms of supply chain disruptions and bottlenecks, approximately one-half of supply managers expect delays to worsen with only one in four anticipating improvements. Firms reported that transportation bottlenecks in trucking and rail were the prime factors accounting for supply chain disruptions and supply managers named a shortage of workers as the second most important factor producing supply disruptions, bottlenecks and delays.

The regional employment index remained significantly above growth neutral for November but dropped to 61.1 from 66.1 in October. “Despite healthy growth over the past year, compared to its pre-pandemic level, U.S. Bureau of Labor Statistics manufacturing employment data indicate that the region has lost 20,000 jobs or 1.4%,” said Goss. Workforce remains hard to find.

The wholesale inflation gauge for the month declined to an elevated 92.9 from October’s 96.5. “Creighton’s monthly survey is tracking the highest and most consistent inflationary pressures in more than a quarter of a century of conducting the survey,” said Goss. According to the U.S. Bureau of Labor Statistics, commodity prices are up approximately 22.6% over the last 12 months with fuels expanding by 57.5%, farm products advancing by 18.5%, and metal products soaring by 45.5%.

Looking ahead six months, economic optimism, as captured by the November Business Confidence Index climbed to a weak 46.2 from October’s 37.0 which was its lowest level since the onset of COVID-19 in the first quarter of 2020.

https://www.creighton.edu/fileadmin/user/EconomicOutlook/MidAm_NOV2021.pdf, *Ernie Goss, Jack A. MacAllister Chair in Regional Economics at Creighton University’s Heider College of Business Economic Outlook, November 2021*

Nebraska

Nebraska’s Leading Economic Indicator (LEI-N), which predicts growth six months into the future, rose in October by 0.61%, suggesting moderate economic growth in spring 2022. The six components of the indicator are business expectations, building permits for single-family homes, airline passenger counts, initial claims for unemployment insurance, the value of the U.S. dollar and manufacturing hours worked. Building permits were up, unemployment claims fell and business expectations were positive.

A rising dollar is one concern for Nebraska business,” said Thompson. The value of the U.S. dollar rose during October, as part of a recent upward trend. A rising dollar creates challenges



for agricultural producers, manufacturers and other Nebraska businesses which compete in international markets.

Despite the pandemic and risks of inflation, the Nebraska economy is expected to continue to expand over the next three years, according to the new forecast from the University of Nebraska–Lincoln Bureau of Business Research and the Nebraska Business Forecast Council. Employment is expected to rise with job growth rates of 1.4%, 0.9% and 0.8% in 2022, 2023 and 2024, respectively. Local government and the leisure and hospitality sector are expected to bounce back toward pre-pandemic levels in 2022. Job growth will then return to the long-term pattern of rising employment in services, finance, construction and non-durable goods manufacturing, and falling employment in retail and wholesale trade and durable goods manufacturing.

The outlook is also positive for Nebraska agriculture. Farm income is expected to reach a record level of \$8.1 billion during 2021, thanks to high crop prices and generous government payments. Farm income will drop in 2022, as payments fall and prices moderate, but are expected to remain at \$5.8 billion in 2022 and 2023 and \$6.0 billion in 2024. Importantly, this elevated farm income will come overwhelmingly from earned income rather than government payments.

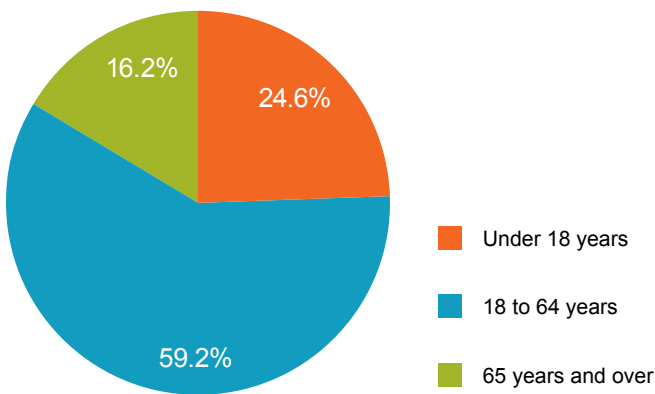
While there are always risks to economic growth, the economy faces an elevated level of risk due to two factors. First, the Federal Reserve Bank may need to increase interest rates rapidly, rather than steadily, to reduce the rate of inflation. Second, the COVID-19 pandemic could worsen considerably. Both factors could significantly reduce domestic consumer spending. Rising interest rates could impact business investment while a worsening pandemic could further disrupt international supply chains.

<https://business.unl.edu/research/bureau-of-business-research/leading-economic-indicator-reports/>, *Eric Thompson, UNL Bureau of Business Research November 24 and December 3, 2021*

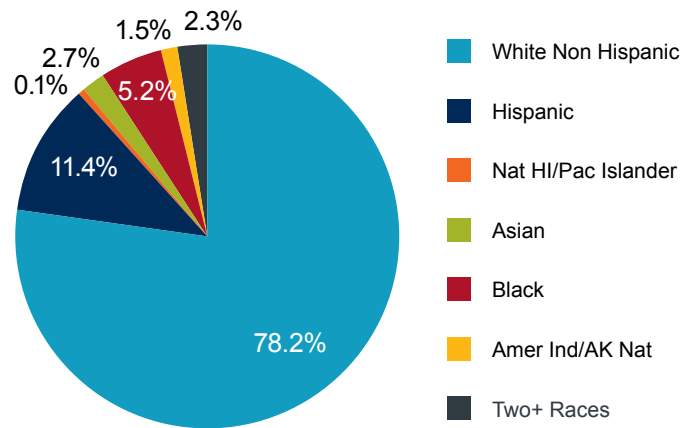
POPULATION CHARACTERISTICS OF NEBRASKA

		POPULATION ESTIMATES									
TOTAL INCREASE 2011-2020	GEOGRAPHIC AREA	April 1, 2020	2019 Estimate	2018 Estimate	2017 Estimate	2016 Estimate	2015 Estimate	2014 Estimate	2013 Estimate	2012 Estimate	2011 Estimate
		Nebraska	1,961,504	1,934,408	1,929,268	1,920,076	1,907,116	1,896,190	1,881,503	1,868,969	1,855,525
6.5%	% Increase from previous yr	1.4%	0.3%	0.5%	0.7%	0.6%	0.8%	0.7%	0.7%	0.7%	0.9%
	United States	313,449,281	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
6.4%	% Increase from previous yr	1.0%	0.3%	0.4%	0.8%	0.5%	0.8%	0.7%	0.8%	0.7%	0.9%

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 107th Nebraska Legislature's first session convened on January 6, 2021 for a short session – 60 working days. On May 27, 2021, the Legislature adjourned sine die.

UNMC Priority Bills

UNMC priority bills introduced in the 2021 session include:

- LB52, introduced by Senator Lathrop, provides for immunity for injury or death resulting from COVID-19 exposure.
- LB53, introduced by Senator Lathrop, provides immunity for health care providers acting in conformance with the crisis standard of care during a COVID-19 state of emergency.
- LB139, introduced by Senator Briese, adopts the COVID-19 Liability Protection Act.
- LB160, introduced by Senator Wayne, changes provisions of the Nebraska Hospital-Medical Liability Act.
- LB241, introduced by Senator Vargas, adopts the Meatpacking Employees COVID-19 Protection Act.
- LB314, introduced by Senator Pahls, changes provisions relating to insurance coverage of telehealth.
- LB376, introduced by Senator M. Cavanaugh, authorizes the application for and implementation of services and support for developmentally disabled children and their families and provides duties for the Advisory Committee on Development Disabilities.
- LB380, introduced by Speaker Hilgers, changes provisions relating to the Cash Reserve Fund.
- LB385, introduced by Senator Arch, changes requirements related to coverage of telehealth insurers and Medicaid.
- LB411, introduced by Senator Lathrop, requires sharing of information with the designated health information exchange.
- LB459, introduced by Senator M. Cavanaugh, changes provisions relating to the cigarette tax and the Tobacco Products Tax Act and distributes tax proceeds as prescribed.
- LB494, introduced by Senator M. Cavanaugh, directs the Department of Health and Human Services to apply for grants to establish and maintain a health care insurance claims and payment information database.
- LB581, introduced by Senator B. Hansen, changes motorcycle, moped, and autocycle helmet provisions.
- LB583, introduced by Senator Murman, requires electronic prescriptions for controlled substances.
- LB588, introduced by Senator Stinner, changes, renames, and eliminates provisions of the University of Nebraska facilities program and state college facilities programs.
- LB628, introduced by Senator Morfeld, changes provisions relating to faculty licenses under the Dentistry Practice Act.
- LB637, introduced by Senator Vargas, changes provisions relating to the control of contagious or infectious disease.

Biennial Budget

The Nebraska Legislature approved the state's two-year budget package, along with a plan to extend a state-University of Nebraska partnership to address building maintenance needs across the campuses. The deferred maintenance proposal (LB384) continues an existing partnership through 2061-62, providing state funding to be matched dollar-for-dollar by the university to address an estimated \$800 million in deferred maintenance needs across the NU system.

More than one-third of the university's buildings are 50 years or older, and many require significant updates to make them suited for 21st-century teaching and learning. University facilities collectively represent 70% of the state's total building assets. The deferred maintenance legislation was introduced by Sen. John Stinner, chairman of the Appropriations Committee. NU System President Ted Carter praised Stinner for his leadership in shepherding the proposal through the legislative process, noting that facilities play a key role in the recruitment and retention of top faculty, staff and students. Beyond that, by capitalizing on today's historically low interest rates, the deferred maintenance legislation yields significant savings for Nebraska taxpayers over its 40-year duration.

The legislature also approved the 2021-23 state budget package, including funding for the University of Nebraska as well as Nebraska Career Scholarships, a new state program providing scholarships for students in high-need areas.

NU sought 2% increases in state funding each of the next two years, a modest request acknowledging fiscal challenges related to COVID-19. The funds will help cover salary increases for faculty and staff; other expenses incurred by the university during the biennium will be funded through an ongoing budget reallocation process.

The legislature's decision to fully fund the university's request clears the way for a two-year, across-the-board tuition increase across the NU system, ensuring that higher education remains affordable for the university's 52,000 students, Carter said.

Redistricting Special Session

The Nebraska Legislature met in September 2021 for a special session focused on Redistricting. This process reviewed all census data and redrew maps for Nebraska State Board of Education, Congress, Judiciary/Supreme Court, Legislature, NU Board of Regents, and Public Service Commission districts.

UNMC FEDERAL ISSUES



COVID PANDEMIC PERSISTENCE SHAPES NATIONAL PRIORITIES

UNMC/Nebraska Medicine was one of the institutions in the nation to treat COVID-19 patients when on February 7, 2020, the U.S. Department of Health and Human Services and the Department of State delivered 57 U.S. citizens exposed to COVID-19 in China to Omaha for a mandatory 14-day federal quarantine. On February 18, 2020, 13 U.S. citizens highly exposed to COVID-19 evacuated from a cruise ship from Japan were sent to Omaha for treatment. For 19 months and counting, UNMC/Nebraska Medicine staff have been working overtime. The pandemic continues to dominate federal issues for a second year. The Federal budget for 2020 was \$4.4 trillion. Then during 2020, in responding to the pandemic crisis, Congress and the Trump Administration approved five COVID supplemental emergency appropriations bills totaling an added \$3.5 trillion. In March 2021, Congress and the Biden Administration approved \$1.9 trillion for the American Rescue Act. From the response and recovery funds, UNMC has received more than \$52 million in research and service contracts toward fighting COVID. From the beginning, UNMC has been 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 safely care for these highly contagious 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. Project

NEtXt, our proposal to meet the federal goal of a multi-federal department public-private medical surge partnership, is designed to better prepare the nation and is a high priority.

SUPPORT NATIONAL INSTITUTES OF HEALTH

With more than 80% of UNMC's research funding coming from the National Institutes of Health (NIH), NIH funding is a high priority. Annual funding for NIH has steadily increased. NIH was funded at \$42.9 billion for FY 2020-21 and UNMC is advocating that for FY 2021-22 NIH be funded at \$46 billion to keep pace with the biomedical price index of inflation to continue the progress Congress is seeking.

SUPPORT INSTITUTIONAL DEVELOPMENT AWARD (IDeA) PROGRAM FUNDING

More than half of all NIH research funds are awards go to six states, while more than 25 states receive less than 10% of the NIH research funds. Congress created the Institutional Development Award (IDeA) Program for less populous states to develop science and health care career pipelines and build research infrastructure. Nebraska competitively receives about \$21 million annually in IDeA funding from two components: 1) Centers of Biomedical Research Excellence (COBRE) and 2) a science and health care career pipeline called the IDeA Networks of Biomedical Research Excellence (INBRE). The

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 FY2022 as FY 2021-22, to be more consistent with the way fiscal year notation is listed throughout the Planning Information and Quality Indicators.

value of the IDeA is exemplified by the 2021 award from the NIH National Institute of General Medical Sciences to the Great Plains Institutional Development Award program for Clinical and Translational Research (IDeA-CTR) at UNMC for a five-year \$20.3 million award. This award will enhance clinical and translational science across the region. The 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. For FY 2021-22, UNMC is urging that the IDeA program be funded at \$415 million.

PROJECT NEX T ADDRESSES FEDERAL GOAL TO IMPROVE DISASTER PREPAREDNESS & RESPONSE & SURGE CAPACITY

UNMC leadership has spent time with Nebraska delegation members and staff, with leaders on the Hill and in the federal agencies to share information and promote UNMC's key role in advancing the country's national agenda. In 2020, Congress called on the Department of Defense (DoD) to accelerate the NDAA.SEC741 Public-Private Partnerships to enhance NDMS and expand Medical Surge capability pilot program which the DoD is doing. UNMC developed the Project NEX T proposal to achieve the goals of the federal multi-department NDMS-DoD medical surge program. In late summer 2020, the Nebraska Legislature and Governor expressed their support for the federal NDMS Enhancement-Medical Surge partnership by approving a \$300 million commitment toward Project NEX T to achieve the federal public-private partnership. By spring 2021 the Defense Department, in consultation with the Departments of Health and Human Services, Veterans Administration, Homeland Security and Transportation Department, named five locations. These locations, Omaha, NE, Washington DC, Sacramento, CA, San Antonio, TX and Denver CO, are to carry out the pilot program. The sites each have different assets, expertise and needs. The DoD confirmed Omaha's role in the pilot when the DoD Assistant Secretary for Readiness sent a letter to Rep. Bacon saying the "NDMS Pilot is a priority for the Department of Defense (DoD). DoD's preliminary NDMS Pilot study is progressing well". The letter went on to say "Omaha was chosen as a site by the interagency working group because of the University of Nebraska Medical Center's (UNMC) unique experience as a Regional Disaster Health Response System Site. We look forward to working with UNMC to implement the NDMS Pilot with definitive care partners in the Omaha region." At the same time, the DoD began accelerating its process to establish the detailed requirements of what the DOD seeks for the program. It is the DOD requirements that will establish the funding level needed for the program. By summer, the Mayor of Omaha proposed a \$93 million commitment to Project NEX T and by July 2021



the DOD awarded a contract to advance from the DOD initial study to a site assessment stage. This included UNMC/Omaha being identified as the coordinator of the five civilian locations. In Fall 2021, the House Armed Services Committee reinforced its support by including language in the FY 2021-22 National Defense Authorization bill urging the DOD to include in its FY 2022-23 budget submission sufficient funding to begin to execute a full-scale operational public-private partnership prototype of an all-hazards medical surge capability. The pandemic repeatedly demonstrates that the national health care system lacks the medical surge capacity to respond to large-scale events. The collaboration would be cost-effective for the federal government and operationally efficient ensuring high-level skills training for military and federal personnel.

HEALTH PROFESSIONS TRAINING & NURSING EDUCATION FUNDING

With the pandemic revealing increasing shortages of health care providers UNMC has advocated strongly for Title VII (Health Professions) and Title VIII (Nursing Education) of the Public Health Services Act. For FY 2021-22 UNMC has urged Congress to fund Title VII at \$980 million and Title VIII at \$530 million. 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.

HHS TRAINING, SIMULATION & QUARANTINE CENTER OPENED JUST IN TIME TO BE ACTIVATED BY FEDERAL GOVERNMENT FOR COVID

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 opened the National Quarantine Unit on schedule and within two months was activated by HHS in January 2020 to care for U.S. citizens that were evacuated from China and Japan who were exposed or contracted COVID-19. The \$19.8 million award included 20 one-year extensions to provide the training and quarantine services. This builds on top of the 2015 HHS designation naming UNMC a National Ebola Training and Education Center (NETEC) along with Emory University and New York Bellevue Hospital. It also complements the Regional Disaster Health Response System program established at UNMC by HHS. 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 (Departments of Health and Human Services, Defense, Homeland Security and State) in the training and treatment of highly infectious diseases.

GRADUATE MEDICAL EDUCATION

UNMC consistently advocates for expanding the number of Medicare-supported Graduate Medical Education (GME) positions. In December 2020, Congress added 1,000 new Medicare-supported graduate medical education (GME) positions. UNMC opposes attempts to unilaterally decrease the indirect payments of GME because it will increase costs at Nebraska. UNMC/NM received \$27 million in FY 2018-19 for GME. Of more than 700 medical residency-training slots in Nebraska, 500 were through UNMC. GME funds medical residents in 19 Nebraska hospitals including Grand Island, McCook, Norfolk, Omaha, York, Scottsbluff, Cozad, Valentine, North Platte and Kearney. 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 will continue to urge Congress to sustain Graduate Medical Education funding for the higher level of Medicare-supported GME positions.

APPENDIX TAB

APPENDIX TAB

SOURCES OF INFORMATION

UNIVERSITY OF NEBRASKA FIVE-YEAR STRATEGY

<https://nebraska.edu/-/media/unca/docs/offices-and-policies/documents/strategic-plans/university-of-nebraska-five-year-strategy.pdf?la=en>, Revised August 12, 2020

EDUCATION AND HEALTHCARE RANKINGS

US News and World Report, America's Best Graduate Schools 2022, 2021 rankings

US News and World Report, Best Hospitals 2020-21

UNMC AND COMPARATIVE DIVERSITY DATA

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

US Census Bureau Quick Facts, Population Data, Census, April 2020, Race/Ethnicity, Age/Sex Estimates July 1, 2019
<https://www.census.gov/quickfacts/fact/table/douglascountynebraska,NE,US/POP010220>

UNIVERSITY AND STATE GENERAL FUND BUDGETS

Administrative Services State Budget Division, Nebraska Budget Request and Reporting System, Agency Budget Request Documents
<https://das-nebs.ne.gov/public/faces/publicIndex.jsp>

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<https://nebraska.edu/-/media/projects/unca/offices-policies/business-and-finance-office/operating-budget/2022/2021-2022-university-of-nebraska-operating-budget.pdf>

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2020-21 State Budget, fiscal year July 1, 2020-June 30, 2021, <http://www.statespending.nebraska.gov/spent2021/>

2021-22 State Budget, fiscal year July 1, 2021-June 30, 2022, <http://www.statespending.nebraska.gov/spent2022>

UN FOUNDATION FINANCIAL HIGHLIGHTS

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Nebraska Department of Labor, <https://www.deptofnumbers.com/unemployment/nebraska/> December 7, 2021

US Census Bureau Quick Facts, Population Data, Census, April 2020, Race/Ethnicity, Age/Sex Estimates July 1, 2019

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