

UNIVERSITY OF NEBRASKA MEDICAL CENTER

Planning Information and Quality Indicators

2022



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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.

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 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 24th annual edition of UNMC Planning Information and Quality Indicators is organized into 13 sections. The first section summarizes four major initiatives: BHECN's ARPA Award, the Saddle Creek Redevelopment Project, the UNK-UNMC Rural Health Education Building and the National Plan for Health Workforce Wellbeing. 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, and Nebraska's economic and political situation. Those seeking more extensive historical information should consult the various UNMC offices and other sources referenced in this report.

Information regarding UNMC's quality and institutional performance is included throughout this booklet. Twelve key quality indicators are listed on pages 5 and 6. These pages present standards, desired outcomes, status, change from prior year and subjective performance ratings for all indicators.

The Associate Vice Chancellor for Business and Finance 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, and Research and their staffs, as well as the Associate Vice Chancellor for Student Success and his staff; 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, Faculty Mentoring, iEXCELSM, Sponsored Programs Administration, Alumni Association, the Office of Global Engagement, Human Resources, 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, UN Office of the President, 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 Margaret Hurlocker, 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



Something Big is Happening in Nebraska: The University of Nebraska's Five-Year Strategy

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.

From that early work has 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.

INTRO

In 2020, University of Nebraska System President Ted Carter gathered a diverse team of stakeholders to help chart the university's path forward.

The team quickly agreed on broad priorities to drive the university's work: student access and success; workforce development; partnerships; culture, diversity, and inclusion; and efficient and effective use of resources. And, the team agreed that as a four-campus system with unique expertise across the state, the University of Nebraska can bring a collective impact that is virtually unmatched.

From that early work emerged an ambitious strategic plan for the NU System. Not two years later, with a number of the initial goals accomplished, Carter and the



team, together with the Board of Regents, chancellors, and others, have taken a fresh look at the document.

The goal: Articulate additional targets for expanding student opportunities and growing the state's workforce and economy for generations to come. The university's fundamental priorities are unchanged. New targets reflect several key principles:

- **Workforce shortages are perhaps the state's #1 challenge.** Nebraska especially needs more healthcare workers, IT professionals, teachers, engineers, and other high-skill workers. The University of Nebraska must lead the way in producing the workforce the state needs.



- **Student access and affordability remains a North Star.** The university must help close existing gaps in attainment and must implement new strategies for creating access for all, including underrepresented students, military learners, rural students, working adults, and individuals who have completed some college but have not earned a degree.
- **Every dollar matters.** The university will create a new model for accountability in the use of the resources Nebraskans entrust to it.
- **Partnerships are the way forward.** No one entity can solve Nebraska's challenges alone, but together, Nebraskans can make a difference.
- Finally, **the university must be a great place to learn and work, welcoming and open to all.** The university's people are its greatest asset, and its policies, practices, and investments should reflect that.



Strategy One: ACCESS, AFFORDABILITY AND ATTAINMENT

The University of Nebraska System 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 attend 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 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.

NEW

- **Expand Nebraska Promise** annual income threshold to \$65,000.
- **Commit to educational attainment goal** and develop strategies for its achievement, with a particular focus on increasing four-year degree attainment.

IN-PROGRESS

- **Evaluate all University-imposed costs** to students and limit increases to the greatest extent possible.
- Strengthen **pathways to higher education.**

COMPLETED

- **Launch Nebraska Promise**, a tuition-free education for Nebraska families with an annual income less than \$60,000.
- Adopt and widely share an **undergraduate and transfer student graduation guarantee.**
- Evaluate **innovative academic calendar models** to accelerate time to graduation.

ABANDONED

- Shift the University's **undergraduate tuition model** from a "per credit" to a "block" basis.

Strategy Two: WORKFORCE DEVELOPMENT

Nebraska's talent 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.

NEW

- Provide each student an **experiential learning opportunity** with a business, organization, or community.
- Strengthen University-wide efforts to deliver **micro-credentials and non-credit courses** for students and graduates in the workforce.

IN-PROGRESS

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

Strategy Three: CULTURE, DIVERSITY AND INCLUSION

A growing, thriving University of Nebraska System 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 internal 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.

NEW

- **Fully implement standards for sexual misconduct training** across the University System.
- **Increase investment in mental and behavioral health support services** for students and employees.

IN-PROGRESS

- **Develop an implicit bias training program.**
- **Refine policies and procedures** to support our students and employees more fully.
- **Conduct biennial climate surveys** and develop actions plans based on the data.
- **Strive for average faculty salaries** within 98% and 102% of peer averages.
- **Eliminate gender and racial equity pay gaps** among employees through compensation studies.

Strategy Four: PARTNERSHIPS

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,



- **Increase annual philanthropic funds received to \$300 million by 2027.**
- **Engage our nearly 400,000 alumni** in University events and leverage their voices through an advisory and advocacy network.

Strategy Five: 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.

focusing on areas that matter to Nebraska and where we have deep expertise: Water and food security; infectious disease; rural community development and 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 in the University of Nebraska System every year.

NEW

- **Promote an entrepreneurial culture and cultivate a dynamic innovation ecosystem** in Nebraska.

IN-PROGRESS

- **Focus University investments** in research, discovery, and creative activities, such as key programs in water and food security; infectious disease; cancer prevention; rural community development and vitality; national and cyber security; novel drug discovery; 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.

IN-PROGRESS

- Develop a **5-year rolling budget**.
- Maintain a **structurally balanced budget**.
- **Improve usability of policies** and eliminate unnecessary bureaucracy.
- **Evaluate all University assets**, including intellectual property, for potential monetization and maximization.
- Establish a **University-wide sustainability plan** and goals.

COMPLETED

- Develop a comprehensive **University-wide capital master plan**, including facilities, infrastructure, and information technology needs.
- **Launch 2021 University Facilities Program**.

UNePlan Strategic Planning

Each fall, we gather as part of an active and dynamic planning process to assess our strengths and weaknesses, as well as external opportunities and threats that could affect our units and their work to support UNMC's mission and goals.

These factors are gathered and considered at an annual strategic planning meeting, where changes are considered to strategies for the coming year. Those recommendations are reviewed in developing a roster of strategies for the coming year.

After approval by senior leadership, the revised Strategic Plan is made available to all UNMC faculty, staff and trainees for review and input.

Final approval of the revised Strategic Plan is completed by March 1, providing the basis for each UNMC unit to develop initiatives in support of the plan's eight strategic 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.

UNMC part of \$450 million COVID research study

UNMC is part of an almost \$450 million, four-year grant from the National Institutes of Health to study up to 20,000 adults and children to better understand the full scope of post-COVID symptoms with the goal of improving treatment and health outcomes. Some of the questions to be asked by NIH's National Heart, Lung and Blood Institute RECOVER (Researching COVID to Enhance Recovery) research study include how many Americans have long-term effects from COVID, what their symptoms are and how the effects occur in the body. UNMC's participation (part of a consortium led by West Virginia University) ensures that Nebraskans will be represented, said David Warren, PhD, assistant professor in the UNMC Department of Neurological Sciences and co-principal investigator of the research study.

Public Health, Nursing, Dentistry grants support workforce

A nearly \$3 million grant from the Health Resources and Services Administration will allow the UNMC College of Public Health to recruit 240 community health workers over the next three years to take part in a newly developed training and certification program led by UNMC. Community health workers are uniquely positioned to help address social determinants of health and bridge the gap between the health care system and underserved communities, says UNMC's Dejun Su, PhD, who led the effort to secure the federal grant to substantially expand the community health worker workforce in Nebraska. The training program represents a great opportunity for Nebraska, he said, to expand and enhance its current community health worker workforce and promote its integration into local health care delivery to address health disparities. UNMC has partnered with health care and community organizations across the state in this project, including Nebraska Medicine, CHI Health, Methodist Health System, Nebraska Health Network, OneWorld Community Health Centers, Nebraska Urban Indian Health Coalition, Winnebago Comprehensive Healthcare System, Partnership for a Healthy Nebraska, Nebraska Enhanced Services Pharmacies and others.

UNMC enrollment rises for 22nd straight year

For the 22nd year in a row, enrollment at UNMC grew this fall, as a record 4,406 students are attending UNMC, up from 4,387 students last fall. UNMC saw its largest enrollment increases in graduate studies, public health, allied health professions and resident physicians (house officers) — medical school graduates who come to UNMC and Nebraska Medicine for their residencies. While overall enrollment at UNMC grew for the 22nd year in a row this fall, the UNMC College of Public Health was one of the areas that saw the greatest increase. The college saw a 5% increase in enrollment, with a total of 393 students this fall — its most ever, drawing from 42 states and 21 countries.



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 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 2022-23

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.

BHECN TO AWARD MILLIONS IN ARPA FUNDS

Behavioral health access is a story of labor shortages, leaving families struggling to find help in times of mental health and substance abuse crises. Eighty-eight of Nebraska's 93 counties are considered to have a shortage of behavioral health professionals. Twenty-nine counties have no behavioral health professionals at all.

In 2022, the Nebraska Legislature allocated \$25.5 million in American Recovery Plan Act funding to BHECN to address the impacts of the COVID-19 pandemic and the shortage of behavioral health professionals in our state. In turn, BHECN is awarding the funding through a competitive process. BHECN has awarded its first round of funding — nearly \$20

million in ARPA funds to 83 Nebraska projects to help develop, recruit and retain Nebraska's behavioral health workforce. Of the 83 projects selected, 40 (48%) were in metropolitan areas of Nebraska and 43 (52%) were in rural areas of Nebraska.

BHECN is in the process of accepting proposals for a second round of funding. All Nebraska behavioral health organizations and providers are eligible to apply for the awards, and applicants can request funding for up to three years. ARPA funding expires on December 31, 2025.

SADDLE CREEK REDEVELOPMENT PROJECT

In June 2022, the University of Nebraska Board of Regents approved a new UNMC Saddle Creek administrative facility to be located at the corner of Saddle Creek Road and Farnam Street and replace UNMC's current administrative building at the corner of 40th Street and Dewey Avenue. The new administrative building will provide a work environment reflective of both hybrid and in-office working models.

The board also has approved UNMC's plan to build an innovation hub on the new Saddle Creek campus. The project will bring together UNMC's UNeMed and UNeTech units to facilitate growth of research and innovation and allow entrepreneurs, investors and innovators to collaborate in the renovated 1906 Omaha Steel Castings industrial tract, located south of Farnam Street between 48th Street and Saddle Creek Road. Remaining space in the Catalyst development will be unfinished and leased to a wide spectrum of startups.

The former home of the Munroe-Meyer Institute, on the UNMC campus, as well as the former J.P. Lord School, was razed. The demolition may provide space, in part, for the future home of Project NExT, a public-private partnership that creates a federal, all-hazard health security disease response space.

UNK-UNMC RURAL HEALTH EDUCATION BUILDING

In August 2022, the University of Nebraska Board of Regents approved phase two of the UNK-UNMC Rural Health Education Building on the University of Nebraska at Kearney campus. Construction of the \$85 million facility is expected to begin in September 2023, with projected completion in July 2025. Thanks to approval from the legislature, the proposed facility received \$50 million in federal ARPA funding for capital construction, plus \$10 million for iEXCEL technology startup costs. Further, the legislature has committed the necessary sustainable operational funds to support faculty and staff. The university has committed to raising \$35 million in private funding for construction.

The project expands on an already successful collaboration between UNK and UNMC, phase one of the \$19 million Health Science Education Complex (HSEC), which opened in 2015 and offers nursing and a variety of allied health profession training programs

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,

Education

UNMC's fall enrollment in 2022 was 4,406, including 683 house officers. Total enrollment includes 2,921 females and 1,485 males. In FY 2022-23, budgeted net tuition amounts to \$57.9 million, 6.6% of the total revenue

on the UNK campus. Phase two will enable UNMC to expand the presence of its allied health and nursing programs, as well as launching new programs that will train physicians, pharmacists and public health professionals.

HEALTH WORKFORCE WELL-BEING PLAN

In October 2022, the National Academy of Medicine published its National Plan for Health Workforce Well-Being — a strategic roadmap to better support care providers and safeguard the nation's health.

"The COVID-19 pandemic further exacerbated pre-pandemic burdens for health care workers, and this plan helps address how we create a world where patients are cared for by a health workforce that is thriving in an environment that fosters their well-being," said Dr. Gold, who served as co-leader on NAM's Working Group on Mobilizing National Stakeholders, which helps mobilize and sustain the engagement resources and accountability of key health care stakeholders.

Built on six years of collaboration among a network of 200-plus organizations and public input, the multidisciplinary national action plan, complete with action steps, will:

- Create and sustain positive work and learning environments and culture
- Invest in measurement, assessment, strategies and research
- Support mental health and reduce stigma
- Address compliance, regulatory and policy barriers for daily work
- Engage effective technology tools
- Institutionalize well-being as a long-term value
- Recruit and retain a diverse and inclusive health workforce

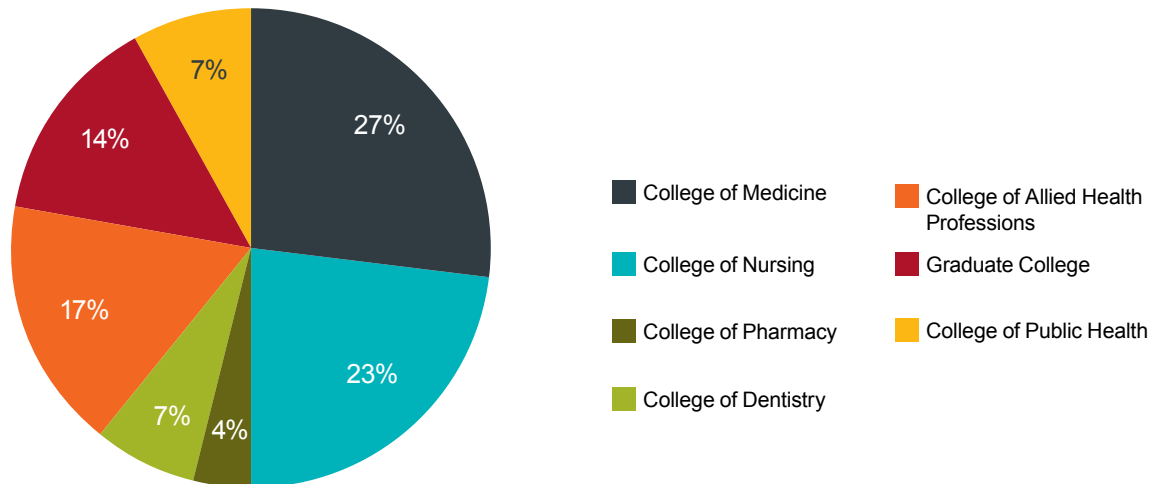
current quality status, changes from prior year and a subjective summary quality rating.

Most indicators remained stable or improved in 2022. Enrollment continues to increase. Total research awards increased by 3.6% to over \$169.7 million in FY 2021-22.

budget, slightly down from \$58.0 million or 6.9% of the revenue budget the previous year. UNMC's enrollment continues to increase and set a record enrollment for the 22nd straight year, up over last year's record of 4,387.



ENROLLMENT, FALL 2022



UNMC saw its largest enrollment increases in graduate studies, public health, allied health professions and resident physicians (house officers) — medical school graduates who come to UNMC and Nebraska Medicine for their residencies. In addition to higher enrollment, the number of UNMC students who self-identify as Black, Hispanic, Native Hawaiian or multiple races increased by 11% this fall. UNMC’s international student population increased by 5%. In 2022, 51 College of Medicine graduates (40%) stayed in Nebraska for their first year of residency, with over half (54%) of the graduating class choosing primary care for their first-year specialty.

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

Research

During FY 2021-22, 334 principal investigators received a total of 621 research grants or contracts for a total of \$169,734,012, an increase of over \$5.8 million and 3.6% more than the previous fiscal year. UNMC earned a total of \$96.4 million in NIH funding in the federal fiscal year (FFY) which ended on September 30, 2022. NIH funding increased by 7.7% over the previous FFY, with UNMC’s NIH ranking remaining steady at 87th out of the 2,866 academic medical centers, educational institutions, hospitals or corporate entities receiving NIH research funding. UNMC’s federal research funding overall increased by 17.3%, from \$98.9 million to \$116.0 million during that same period.

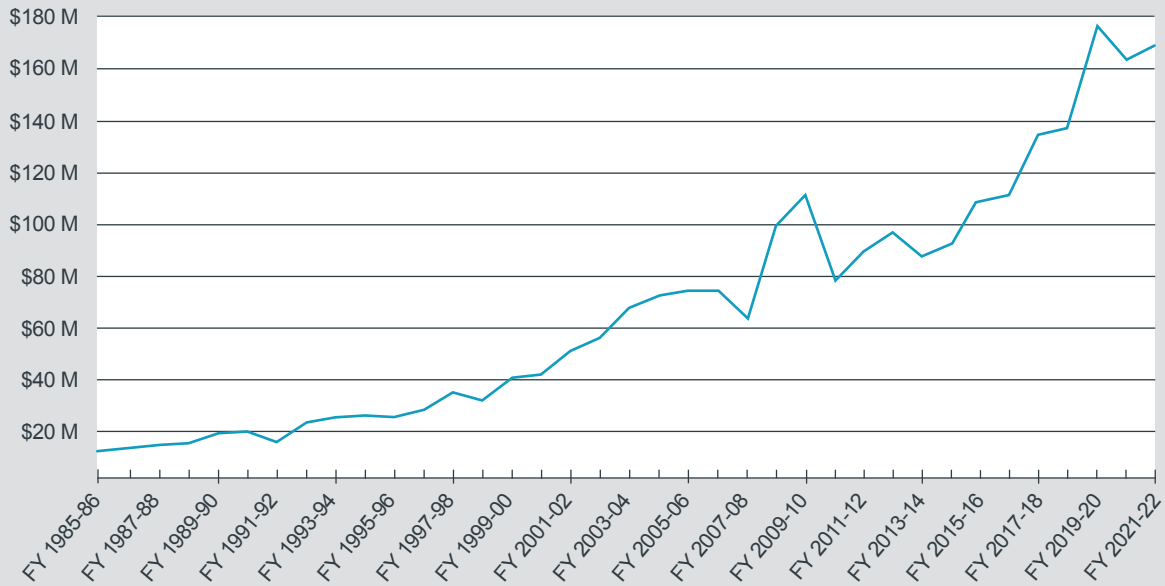
the leading edge of discovering breakthroughs. Students can also engage in the rich cultures of Omaha, working in student-run clinics that assist underserved populations in the city.

The overall impact of the University of Nebraska System’s operations on the State of Nebraska was \$5.8 billion in 2021 and generates \$164 million in state and local taxes annually.

Allied health education at UNMC celebrated 50 years. It began as the UNMC School of Allied Health Professions with three health professions programs in 1972. Now it is UNMC’s sixth college, the College of Allied Health Professions, and has 16,700 alumni and sixteen programs.

UNMC is part of an almost \$450 million, four-year grant from the National Institutes of Health to study up to 20,000 adults and children to better understand the full scope of post-COVID symptoms with the goal of improving treatment and health outcomes. Some of the questions to be asked by NIH’s National Heart, Lung and Blood Institute RECOVER (Researching COVID to Enhance Recovery) research study include how many Americans have long-term effects from COVID, what their symptoms are and how the effects occur in the body. UNMC’s participation in the adult arm of the RECOVER study is as part of a consortium led by West Virginia University.

TOTAL RESEARCH AWARDS



During FY 2021-22, 334 PIs received a total of 621 research grants or contracts for a total of \$169.7 million. This is an increase of 3.6% from the prior year.

The University of Nebraska Board of Regents approved the creation of the new Nebraska Center for Women’s Health Research at UNMC. The goal of the center is to coordinate and organize research activities in women’s

health. John Davis, PhD, will be the inaugural director of the center, which will build on the strong work of the Olson Center for Women’s Health.

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’s Health Science Education Complex in Kearney has \$11.0 million in annual economic impact and creates jobs for over 100 Nebraska residents.

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.

A nearly \$3 million grant from the Health Resources and Services Administration will allow the UNMC College of Public Health to recruit 240 community health workers over the next three years to take part in a newly developed training and certification program led by UNMC. UNMC has partnered with health care and community organizations across the state in this project, including Nebraska Medicine, CHI Health, Methodist Health System, Nebraska Health Network, OneWorld Community Health Centers, Nebraska Urban Indian Health Coalition, Winnebago Comprehensive Healthcare System, Partnership for a Healthy Nebraska, the largest pharmacy network in the state, Nebraska Enhanced Services Pharmacies and others.



Global Engagement

Most of UNMC's international participants are from the Asia Pacific Rim and Central Asia. In 2021, the Office of Global Engagement (OGE) prepared and filed government petitions on behalf of UNMC to sponsor 677 international employees, students and visitors, representing 67 countries from six continents, to work, study or visit UNMC. Due to COVID-19, our international population dropped significantly in 2020 to 729 from 1,018 participants on campus in 2019, then again in 2021 to 677. 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, 2021 or 2022 spring breaks. Instead, they

concentrated on local service programs. Students volunteered with drive-up food pantries sponsored by Clair United Methodist Church and sponsored fundraisers to support local Afghan refugee families and support efforts to send medical supplies to Ukraine. 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 offer a four-week hybrid version of the Medical Spanish and Global Health Course to fourth-year medical students.

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. 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. 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.

Universitywide cultural competence initiatives in progress include the development of an implicit bias training program, refining policies and procedures to support our students and employees more fully, conducting biennial climate surveys and developing action plans based on the data, striving for average faculty salaries within 98-102% of peer averages and elimination of gender and racial equity pay gaps among employees through compensation studies.

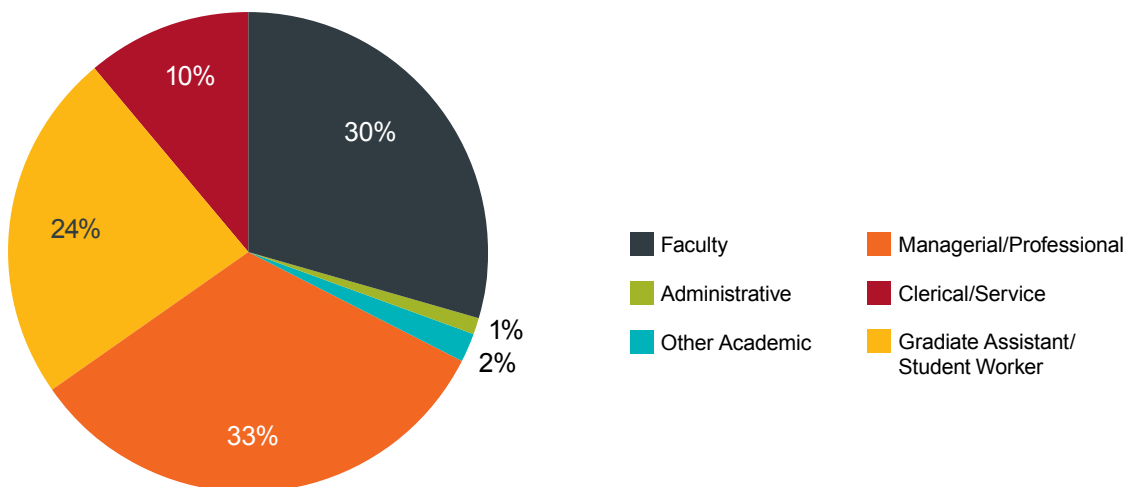


Employees

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

UNMC employs 6,174 people, with an FTE of 5,290. Personnel costs amounted to 58.46% of expenditures (based on total operating expenditures from all funding sources through June 30, 2022).

EMPLOYMENT, NOVEMBER 2022



Economic Growth

Multiple units within UNMC collaborate with each other and with outside industries and businesses to take UNMC's innovative scientific discoveries from the bench to the marketplace. Gross revenue and sponsored research dollars were \$1,691,743 and \$829,345, respectively, for FY 2021-22. There were 90 inventions evaluated and 142 patent applications.

UNeMed's annual Research Innovation Awards Ceremony returned to an in-person event in 2022 with UNMC researcher Bin Duan, PhD, an associate professor in the Department of Internal Medicine, taking the top prize as UNeMed's Emerging Inventor. His

work focuses on novel biomaterials and biofabrication techniques to enhance regenerative processes and promote wound healing.

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



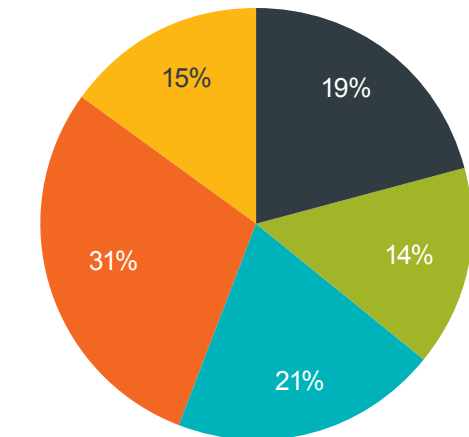
Financial Strength

UNMC is 81.2% self-supporting. UNMC's FY 2022-23 operating budget is \$875.0 million, of which \$544.4, or 62.2%, is designated for instruction and research. The State provides \$164.7 million, or 18.8% of UNMC's revenues.

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

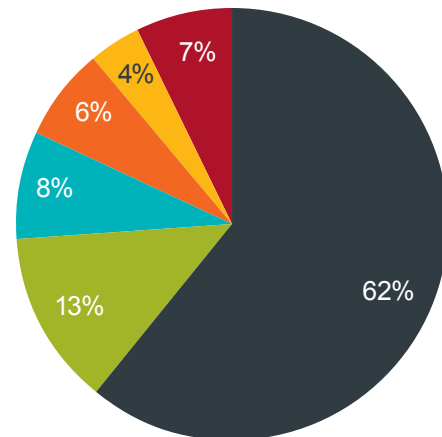
UNMC and Nebraska Medicine (and its affiliates) generated \$6.5 billion in economic impact on the State of Nebraska in FY 2020-21.

REVENUE BUDGET FY 2022-23



■ State General \$164,700,911	■ Gifts, Grants, Contracts \$272,000,000
■ Cash Funds \$125,276,333	■ Auxiliaries & Revolving \$130,000,000
■ Federal \$183,000,000	

EXPENSE BUDGET FY 2022-23



■ Instruction & Research \$544,394,703	■ Institution Administration \$53,698,819
■ Public Service \$109,918,431	■ Physical Plant Operations \$34,844,125
■ Acad./Student Support \$74,190,622	■ Aux./Indep. Operations \$57,930,544

Infrastructure (Facilities, Information Technology and Library)

FACILITIES

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 working 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. The Medical Center will be developing a Climate Action Plan over the next year. The plan will set a vision for our future as we continue to face the impacts of climate change

and will outline strategies for achieving that vision, making us more resilient and better able to care for our communities.

INFORMATION TECHNOLOGY

Learning environments and our network infrastructure were upgraded to support remote and hybrid teaching and learning. Both wireless and cellular connectivity have been improved. Technology within the classroom setting, plus additional digital efforts to support the educational mission of UNMC was a focus of IT. Active courses in Canvas increased by 22%. Open Nebraska, an initiative to reduce book and other resource costs for students is supported by Information Technology.

LIBRARY

UNMC's McGoogan Health Sciences Library is participating in the Open Nebraska program and has identified the use of library ebooks and open educational resources in UNMC courses, saving UNMC students an estimated \$400,000. The library has also purchased required or recommended course texts based on suggestions by faculty.

The Special Collections and Archives Researcher Reading Room opened. Thirty new oral histories have been added to the Special Collections and Archives. Digitization efforts continue with 307 dissertations and 1,609 MD theses added. New physical exhibits installed in 2022 include History of Teaching Tools, Nebraska and WWI, and Marion E. Alberts Infant Feeding Devices.

The library saw an increase of over 40% in educational sessions from last year.

A living library event, where participants check out "living books" to engage in conversations with the "books" about their lived experiences, was held. A new research guide highlighting recommended books, educational resources and articles on diversity, equity and inclusion has been created. Library faculty and staff continue to incorporate diversity, equity, inclusion and engagement throughout their work 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.

Compliance

Compliance requirements never end, and they never remain constant. This section documents FY 2021-22 compliance accomplishments and presents FY 2022-23 compliance goals.

State and Federal: Economy, Demographics, Politics and Government

In June 2022, the World Bank projected global economic growth of 2.9% in 2022, the start of several years of above-average inflation and below-average growth, with potentially destabilizing consequences for low- and middle-income economies. Reducing the risk of stagflation will require targeted and impactful measures by policymakers across the world. After multiple crises, long-term prosperity will depend on returning to faster growth and a more stable, rules-based policy environment. At the same time, the Congressional Budget Office (CBO) projected that the federal budget deficit will shrink to \$1.0 trillion in 2022 (it was \$2.8 trillion in 2021) and that the annual shortfall would average \$1.6 trillion from 2023 to 2032. CBO projected higher inflation in 2022 and 2023 than it did last July; prices are increasing more rapidly across many sectors of the economy than CBO anticipated. CBO now expects interest rates over the coming decade to be higher, on average, than previously forecast, partly reflecting higher inflation.

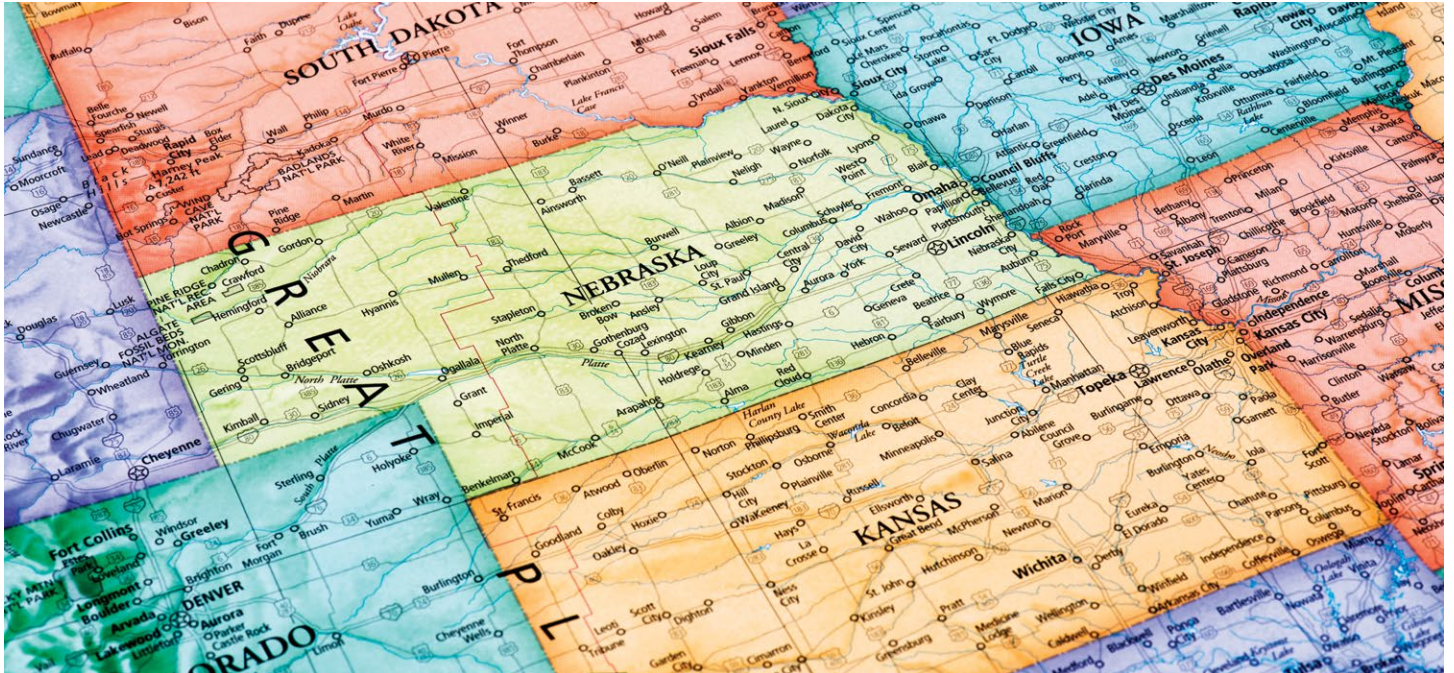
The Creighton University Mid-America Business Conditions Index had remained above growth neutral but dropped to 48 in November for the first time since the early days of the pandemic. The biggest concerns of supply managers are higher input prices and inflation, recession, supply chain disruptions, labor shortages and higher interest rates. Nebraska's Leading Economic Indicator predicts stagnant economic growth six months into the future, with recession a possibility. Indicators for Nebraska's economy are mixed. However, business expectations do remain positive.

UNMC campus operations in Nebraska generate over \$44 million annually in state and local tax revenue.

MAJOR INITIATIVES TAB

MAJOR INITIATIVES TAB

BHECN TO AWARD NEARLY \$20 MILLION IN ARPA FUNDS



Behavioral health access is a story of labor shortages.

Rural areas, in particular, are experiencing a shortage of behavioral health care workers. This leaves families struggling to find help in times of mental health and substance abuse crises. Eighty-eight of Nebraska's 93 counties are considered to have a shortage of behavioral health professionals. Twenty-nine counties don't have any behavioral health professionals at all.

"There's a shortage even in the best of areas," said Marley Doyle, MD, director of the Behavioral Health Education Center of Nebraska, which serves as the state's behavioral health workforce development center housed at UNMC. "And there's an extreme shortage in areas that are geographically more remote from the eastern side of Nebraska."

BHECN's purpose is to recruit, retain and increase the competency of the state's behavioral health workforce. In 2022, the Nebraska Legislature allocated \$25.5 million in American Recovery Plan Act funding to BHECN to address the impacts of

the COVID-19 pandemic and the shortage of behavioral health professionals in our state. In turn, BHECN is awarding the funding through a competitive process.

BHECN awarded its first round of funding in early 2023 — nearly \$20 million in ARPA funds to 83 Nebraska projects to help develop, recruit and retain Nebraska's behavioral health workforce. Of the 83 projects selected, 40 (48%) were in metropolitan areas of Nebraska and 43 (52%) were in rural areas of Nebraska.

At press time, BHECN was in the process of accepting proposals for a second round of funding. All Nebraska organization/providers are eligible to apply for the awards, and applicants can request funding for up to three years. ARPA funding expires Dec. 31, 2025.

SADDLE CREEK REDEVELOPMENT PROJECT TAKES SHAPE



In June 2022, the University of Nebraska Board of Regents approved a Saddle Creek administrative facility for UNMC. The building will be located at the corner of Saddle Creek Road and Farnam Street and replace UNMC’s current and inefficient administrative building at the corner of 40th Street and Dewey Avenue, which was built in 1950 and originally designed as a children’s hospital. The new administrative building will provide a work environment reflective of both hybrid and in-office working models. Construction on the \$21 million project will begin this summer (2023) and run through December 2025.

The board also has approved UNMC’s plan to build an innovation hub on its new Saddle Creek campus in Omaha. The project will bring together UNMC’s UNeMed and UNeTech branches to facilitate the growth of research and innovation and allow entrepreneurs, investors and innovators to collaborate in the renovated 1906 Omaha Steel Castings industrial tract, located south of Farnam Street between 48th Street and Saddle Creek Road.

The Innovation Hub will be a UNMC-owned facility within the larger office development project known as Catalyst. Remaining space will be unfinished and leased to a wide spectrum of biotech and technology startups.

“The UNMC Innovation Hub at Catalyst is the next step to transform the Saddle Creek Campus from industry to innovation,” said UNMC Chancellor Jeffrey P. Gold, MD. “The flexible lease space will support entrepreneurial businesses in a collaborative environment, will generate income for UNMC and spur regional economic development.”

With approval from the University of Nebraska System Board of Regents, the former home of the Munroe-Meyer Institute, on the UNMC campus near the Fred & Pamela Buffett Cancer Center, was razed in 2022. The project included razing the old Hattie B. Munroe and C.L. Meyer buildings, which made up the MMI complex, as well as the former J.P. Lord School, which was attached to the MMI structure.

The demolition may provide space, in part, for the future home of Project NExT, a public-private partnership that creates a federal, all-hazard health security disease response space.

UNK-UNMC RURAL HEALTH EDUCATION BUILDING MOVES FORWARD



In August 2022, the University of Nebraska Board of Regents approved the program statement and construction budget for phase two of the UNK-UNMC Rural Health Education Building on the University of Nebraska at Kearney campus.

Construction of the \$85 million facility is expected to begin in September 2023, with projected completion in July 2025. Thanks to approval from the legislature, the proposed facility received \$50 million in federal American Rescue Plan Act funding for capital construction, plus \$10 million for iEXCEL technology startup costs. Further, the legislature has committed the necessary sustainable operational funds to support faculty and staff. The university has committed to raising \$35 million in private funding for construction.

“Adding a second health science focused building at UNK creates opportunities for students who want to both pursue — and practice — their health careers closer to home, which help us build a stronger rural workforce, increase access to rural care and help communities thrive,” said Jeffrey P. Gold, MD, UNMC chancellor. “In short, it will transform lives for generations.”

The project expands on an already successful collaboration between UNK and UNMC, phase one of the \$19 million Health Science Education Complex (HSEC), which opened in 2015 and

offers nursing and a variety of allied health profession training programs on the UNK campus. Phase two will enable UNMC to expand the presence of its allied health and nursing programs, launching new programs that will train physicians, pharmacists and public health professionals.

The project advances UNMC’s mission — as Nebraska’s only public academic health science center — to train and build the state’s health care workforce. In addition to expanding opportunities in allied health and nursing, it will bring new options to the UNK campus, including medicine, medical nutrition, genetic counseling and respiratory care — all high-need areas in rural Nebraska.

NATIONAL PLAN FOR HEALTH WORKFORCE WELL-BEING ANNOUNCED



In October 2022, the National Academy of Medicine published its National Plan for Health Workforce Well-Being — a strategic roadmap to better support care providers and safeguard the nation’s health.

UNMC Chancellor Jeffrey P. Gold, MD, who was in Washington, D.C., for the announcement, applauded the plan, saying, “This will be a day in the history of health care in our nation that is roughly equivalent to the day that ‘To Err is Human’ (<https://nap.nationalacademies.org/resource/9728/To-Err-is-Human-1999--report-brief.pdf>) was rolled out over 20 years ago.”

That’s significant because “To Err is Human: Building a Safer Health System,” released in November 1999, is one of the National Academy of Medicine’s (formerly the Institute of Medicine’s) best-known and most frequently cited reports. The report’s recommendations and findings serve as the cornerstone of the patient safety and quality movement throughout the nation.

“The COVID-19 pandemic further exacerbated pre-pandemic burdens for health care workers, and this plan helps address how we create a world where patients are cared for by a health workforce that is thriving in an environment that fosters their well-being,” said Dr. Gold, who served as co-leader on NAM’s Working Group on Mobilizing National Stakeholders (<https://nam.edu/action-collaborative-on-clinician-well-being-and-resilience-network-organizations/action-collaborative-on-clinician-well-being-and-resilience-working-group-participants/>), which helps mobilize and sustain the engagement resources and accountability of key health care stakeholders.

Built on six years of collaboration among a network of 200-plus organizations and public input, the multidisciplinary national action plan, complete with action steps, will:

- Create and sustain positive work and learning environments and culture
- Invest in measurement, assessment, strategies and research
- Support mental health and reduce stigma
- Address compliance, regulatory and policy barriers for daily work
- Engage effective technology tools
- Institutionalize well-being as a long-term value
- Recruit and retain a diverse and inclusive health workforce

Read the full National Plan online (<https://nam.edu/initiatives/clinician-resilience-and-well-being/national-plan-for-health-workforce-well-being/>).

“There is deep support (for the plan) across the professions,” said Victor Dzau, MD, president of the National Academy of Medicine, noting more than 30 early supporting organizations including UNMC. “Well-being is a journey we need to travel together.”

QUALITY INDICATORS TAB

QUALITY INDICATORS TAB

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	93% for MD Step 1, National Avg 93% 100% for MD Step 2, National Avg 99% 96% for Pharmacy, National Avg 82% 96% for DDS Part 2, National Avg 90%	Stable improved Declined Stable	Very Good
2. Research funding and NIH rankings	43-46	Increase funding annually and improve NIH rankings annually	Net research awards increased by 3.6% NIH research awards increased by 7.7% Indirect cost recovery increased 3 of 6 colleges improved NIH ranking	Improved Improved Improved Stable	Very Good
3. Health care delivery and patient satisfaction	56	> 85% outpatient and physician satisfaction <i>Increasing volume and market share</i>	Patient activity increased 2.65% FY 2021-22	Continuing	Very Good
		<i>Inpatient patient satisfaction</i>	HCAHPS score 75.6%	Declined	
4. Rural activities	28-30	> 60% rural practitioners from UNMC <i>Rural education sites and outreach</i>	55.7% of NE rural physicians, pharmacists, dentists, PAs, nurse practitioners & clinical nurse specialists are UNMC graduates	Declined	Good
5. Minority recruitment and retention	69-72	≥ peer group diversity rates (several peers are in larger cities with larger minority populations) <i>Culturally competent environment</i>	Minority (under-represented minority) Percentages F/T Faculty – 20.2% (5.2%) All Employees – 22.2% (8.5%) Students – 17.1% (7.8%)	Stable Stable Improved	Good
6. Economic growth and technology commercialization	99-101	Economic impact: UNMC and Nebraska Medicine combined direct and indirect employment	\$6.4 billion in FY 2020-21 Approximately 56,050 (13,073 direct)	----- -----	Very Good
	95-97	\$2 million of UNeMed income <i>Omaha & Nebraska economic growth</i> <i>Scientific and health care benefits</i>	\$1.7 million FY 2021-22 revenue (21.2% decrease) Strong research & construction funding Advances in basic & clinical science	Declined Continuing Continuing	

INDICATOR	PAGE(S)	STANDARDS	QUALITY STATUS	CHANGE FROM PRIOR YEAR	SUBJECTIVE PERFORMANCE RATING
7. Employee loyalty, satisfaction and wellness	81-90	90% retention rates	88.0% employee retention	Declined	Very Good
		Greater than 70% remain employed for 3 years or more	72.6% employed 3 years or more	improved	
8. Financial strength	99-102	<i>Health risk assessment participation</i>	Completion rate of 82.7%	Declined	Excellent
		≥ 4% non-general fund growth	11.1% growth in non-general fund revenue	improved	
		≥ 4% growth in prior year net assets	7.9% growth in FY 2020-21 net assets	Improved	
9. Infrastructure	105-112	Meet annual construction and technology objectives	Energy management upgrades	Improved	Very Good
		<i>Implement facilities and ITS master plans</i>	Wittson Hall-Library Renovation Completed	Improved	
			IT infrastructure governance	Improved	
			Administrative Facility Planning/Design	Continuing	
10. Strategic objectives/ leadership	— 2-3, 47-52, 105-112 63-67	> 75% accomplishment of objectives	See Strategic Plan progress report	Continuing	Very Good
		<i>5-112Campus participation and community support and involvement</i>	Strong community support	Continuing	
			Campus growth and construction	Continuing	
			Global engagement	Continuing	
11. Compliance effectiveness	115-116	Satisfactory external compliance reviews	Satisfactory external evaluations	Stable	Very Good
		<i>Compliance processes that advance UNMC's mission and vision</i>	Compliance improvements implemented and continuing	Stable	
12. Comprehensive national rankings	7	National recognition for academic programs, research activities and clinical services	Primary Care ranked 7th	Continuing	Very Good
			Physician Assistant ranked 15th	Continuing	
			College of Pharmacy ranked 28th	Continuing	
			Doctor of Nursing Practice tied for 50th	Declined	
			Nebraska Medicine ranked #1 in state	Continuing	
			Ranked high performing in 4 specialties	Continuing	
		<i>High U.S. News and World Report rankings for academic programs and nationally recognized clinical services</i>	Ranked high performing in 12 procedures/ conditions	Improved	

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 2023	Ranking	U.S. News & World Report # of Colleges/ Programs	Ranking Factors
College of Medicine — Research 2022 ranking	53 (tie)	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 2022 ranking	7	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 (Master's) 2022 ranking	Unranked	564	Rankings based on faculty credentials and training; quality and peer assessment. Also looked at were total research expenditure; faculty with important achievement in research; faculty participation in nursing practice; mean grade-point average; acceptance rate; faculty resources; program size; master's degree output productivity, research activity; average research expenditure per faculty member.
Nursing (Doctor of Nursing Practice) 2022 ranking	50 (tie)	343	Rankings based on engagement; faculty credentials and training; student services and technology; student excellence; expert opinion.
Nursing (Online Graduate Programs)	80	191	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 2022 ranking	54	195	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 4 Specialties	Cancer, Gastroenterology & GI Surgery, Orthopaedics and Pulmonary & Lung Surgery
Nebraska Medicine	"High Performing" Ranking in 12 Procedures and Conditions	Aortic Valve Surgery, Colon Cancer Surgery, Diabetes, Heart Attack, Heart Bypass Surgery, Heart Failure, Kidney Failure, Stroke, Lung Cancer Surgery, Ovarian Cancer Surgery, Prostate Cancer Surgery and Chronic Obstructive Pulmonary Disease (COPD)

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 ¹
Allied Health	Cytotechnology	American Society of Cytopathology: Cytotechnology Programs Review Committee	2025 ²
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 ³
Allied Health	Occupational Therapy	Accreditation Council for Occupational Therapy Accreditation	2023 ⁴
Allied Health	Physical Therapy	Commission on Accreditation in Physical Therapy	2024
Allied Health	Physician Assistant Studies	Accreditation Review Committee on Education for Physician Assistant	2027
Allied Health	Radiation Science Technology	Joint Review Committee on Education in	
	Diagnostic Medical Sonography	Diagnostic Medical Sonography	2026
	Magnetic Resonance Imaging	Radiologic Technology	2029
	Radiation Therapy	Radiologic Technology	2023
	Radiography	Radiologic Technology	2023
Dentistry	College of Dentistry	Commission on Dental Accreditation	2021 ⁵
Medicine	College of Medicine	Liaison Committee on Medical Education	2029-30
Medicine	Graduate Medical Education	Accreditation Council for Graduate Medical Education	2025
Medicine, Nursing, Pharmacy	Center for Continuing Education	Accreditation Council for Continuing Medical Education, American Nurses Credentialing Center, Accreditation Council for Pharmacy Education	2024
Medicine	Comparative Medicine	Association for Assessment and Accreditation of Laboratory Animal Care	2022 ⁶
Nursing	College of Nursing	Commission on Collegiate Nursing Education	2028
Pharmacy	College of Pharmacy	American Council on Pharmacy Education	2029
Public Health	College of Public Health	Council on Education for Public Health	2027

1 Comprehensive evaluation with site visit completed in the Fall of 2022. Final report expected Spring 2023.

2 Extension to 2025 granted by accreditor.

3 Comprehensive evaluation with site visit completed in the Fall of 2022. Final report expected Spring 2023.

4 Applied for candidacy in December 2020. Granted Candidacy in April 2021. Program submitted self-study in November 2022. Initial Review Decision expected in April 2023. Following On-Site Evaluation during Fall 2023, Final Accreditation Decision is expected in December 2023.

5 Comprehensive evaluation with site visit completed during Fall 2022. Final report expected in Spring 2023.

6 AALAC site visit rescheduled for Spring 2023.

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 cont.	
Addiction Medicine	Accredited	Hematology/Oncology	Accredited	Pediatric Cardiology	Accredited
Anesthesia		Hospice & Palliative Care	Accredited	Pediatric Emergency Medicine	Accredited
Cardiothoracic Anesthesia	Accredited	Nephrology	Accredited	Pediatric Gastroenterology	Accredited
Critical Care Anesthesia	Accredited	Pulmonary/Critical Care	Accredited	Pediatric Infectious Disease	Accredited
Pain Management	Accredited	Rheumatology	Accredited	Pediatric Hematology/Oncology	Accredited
Pediatric Anesthesia	Accredited	Sleep Medicine	Accredited	Pediatric Hospital Medicine	Accredited
Regional Pain Management	Accredited	Transplant Hepatology	Accredited	Pediatric Pulmonology	Accredited
Dermatology	Accredited	Medical Genetics	Accredited	Pediatric Transplant Hepatology	Accredited
Emergency Medicine	Accredited	Medicine/Pediatrics	Accredited	Physical Medicine & Rehabilitation	Accredited
Emergency Medical Services	Accredited	Neurology	Accredited	Brain Injury Medicine	Accredited
Family Practice - Omaha	Accredited	Epilepsy	Accredited	Psychiatry	Accredited
Sports Medicine	Accredited	Neuromuscular Medicine	Accredited	Diagnostic Radiology	Accredited
Family Practice - Rural	Accredited	Vascular Neurology	Accredited	Interventional Radiology	
Internal Medicine	Accredited	Neurosurgery	Accredited	(Integrated & Independent)	Accredited
Adult Infectious Disease	Accredited	Obstetrics/Gynecology	Accredited	Neuroradiology	Accredited
Adult Congenital Heart Disease	Accredited	Ophthalmology	Accredited	Pediatric Radiology	Accredited
Allergy and Immunology	Accredited	Orthopaedic Surgery	Accredited	Radiation Oncology	Accredited
Cardiovascular Disease	Accredited	Otolaryngology	Accredited	Surgery	Accredited
Interventional Cardiology	Accredited	Pathology	Accredited	Pediatric Surgery	Accredited
Clinical Cardiac Electrophysiology	Accredited	Hematopathology	Accredited	Surgical Critical Care	Accredited
Endocrinology, Diabetes & Metabolism	Accredited	Molecular Genetic Pathology	Accredited	Thoracic Surgery	Accredited
Gastroenterology	Accredited	Pediatrics	Accredited	Vascular Surgery	Accredited
Geriatrics	Accredited	Critical Care Pediatrics	Accredited	Plastic Surgery	Accredited
Heart Failure	Accredited	Developmental/Behavioral Peds	Accredited	Urology	Accredited
		Neonatology	Accredited	Oral Surgery**	Accredited

**American Dental Association

UNMC RESEARCHERS RECOGNIZED AS TOP IN THEIR FIELDS

More than 60 UNMC researchers have been honored for their work by a Stanford University study that looks at the impact of researchers worldwide. The ongoing study has identified 65 current and former UNMC faculty who ranked in a recently released study among the top 2% of all researchers in the world in their fields in 2021.

The Stanford research, published annually, creates a database of the 100,000 top-cited scientists across 22 scientific fields and 174 subfields. This results in rankings for more than 195,000 top scientists. To get the rankings, authors of the Stanford study analyze the work of more than 6 million scientists worldwide and rank them based on their career-long or single-year output (as of 2021) within their field of study. The data includes standardized

information on the number of publications and various citation metrics that measure the impact of a researcher's work.

At UNMC, recognized faculty members work in the fields of medicine, pharmacy, nursing, public health and more with specialties in pharmaceutical science, pediatrics, surgical oncology, anesthesiology, biostatistics, pathology and more.

"The data presented by the Stanford study demonstrates what we already know — that UNMC conducts cutting-edge research in a wide range of disciplines," said UNMC Chancellor Jeffrey P. Gold, MD. "It is a clear indication that our investigators are doing impactful science that is widely recognized, defining the future of health and wellness."

Here is the list of UNMC's top researchers, according to the study:

- Yazen Alnouti, PhD, College of Pharmacy
- Chandrakanth Are, MBBS, College of Medicine
- James Armitage, MD, College of Medicine
- Michele Balas, PhD, College of Nursing
- Susan Barnason, PhD, College of Nursing
- Karsten Bartels, MD, PhD, College of Medicine
- Surinder Batra, PhD, College of Medicine
- Kenneth Bayles, PhD, College of Medicine
- Ann Berger, PhD, College of Nursing
- Vijaya Raj Bhatt, MBBS, College of Medicine
- Joyce Black, PhD, College of Nursing
- Julia Bridge, MD, College of Medicine
- Shilpa Buch, PhD, College of Medicine
- Siddappa Byrareddy, PhD, College of Medicine
- Mark Carlson, MD, College of Medicine
- Samuel Cohen, MD, PhD, College of Medicine
- Hongying Dai, PhD, College of Public Health
- Dele Davies, MD, College of Medicine
- Paul Dobesh, PharmD, College of Pharmacy
- Jixin Dong, PhD, Eppley Institute
- Bin Duan, PhD, College of Medicine
- Paul Fey, PhD, College of Medicine
- Diana Florescu, MD, College of Medicine
- Alison Freifeld, MD, College of Medicine
- Howard Gendelman, MD, College of Medicine
- Jean Grem, MD, College of Medicine
- Tony Hollingsworth, PhD, Eppley Institute
- Corey Hopkins, PhD, College of Pharmacy
- Guoku Hu, PhD, College of Medicine
- Andre Kalil, MD, College of Medicine
- Tammy Kielian, PhD, College of Medicine
- Oksana Lockridge, PhD, Eppley Institute
- Yuri Lyubchenko, PhD, DSc, College of Pharmacy
- Ram Mahato, PhD, College of Pharmacy
- Roslyn Mannon, MD, College of Medicine
- Kaleb Michaud, PhD, College of Medicine
- Ted Mikuls, MD, College of Medicine
- Daniel Murman, MD, College of Medicine
- James O'Dell, MD, College of Medicine
- David Oupicky, PhD, College of Medicine
- Palsamy Periyasamy, PhD, College of Medicine
- Stephen Rennard, MD, College of Medicine
- Angie Rizzino, PhD, Eppley Institute
- Matthew Rizzo, MD, College of Medicine
- William Rizzo, MD, College of Medicine
- Mark Rupp, MD, College of Medicine
- Ruxana Sadikot, MD, College of Medicine
- Susan Swindells, MBBS, College of Medicine
- Sarah Thayer, MD, PhD, College of Medicine
- Jon Thompson, MD, College of Medicine
- Paul Trippier, PhD, College of Pharmacy
- Jonathan Vennerstrom, PhD, College of Pharmacy
- Julie Vose, MD, College of Medicine
- Dong Wang, PhD, College of Pharmacy
- Guangshun Wang, PhD, College of Medicine
- Steven Yeh, MD, College of Medicine

RETIRED

- Timothy Baxter, MD, College of Medicine
- Tatiana Bronich, PhD, College of Pharmacy
- David Bylund, PhD, College of Medicine
- Marlene Cohen, PhD, College of Nursing
- Melody Hertzog, PhD, College of Nursing
- Mohammad Siahpush, PhD, College of Public Health
- James Talmadge, PhD, College of Medicine
- Serguei Vinogradov, PhD, College of Pharmacy
- Denham Harman, MD, PhD, College of Medicine

EDUCATION TAB

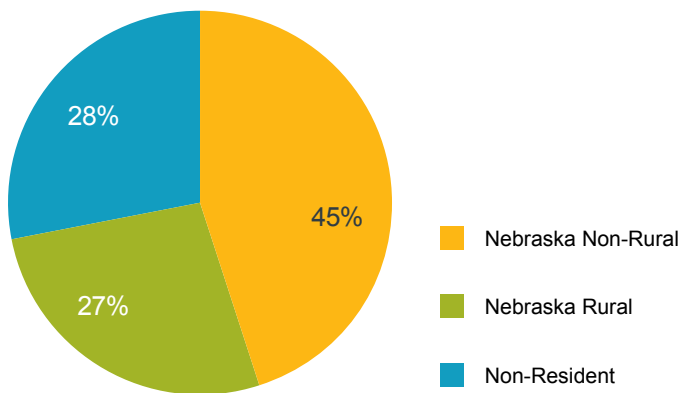
EDUCATION TAB

ADMISSIONS STATISTICS

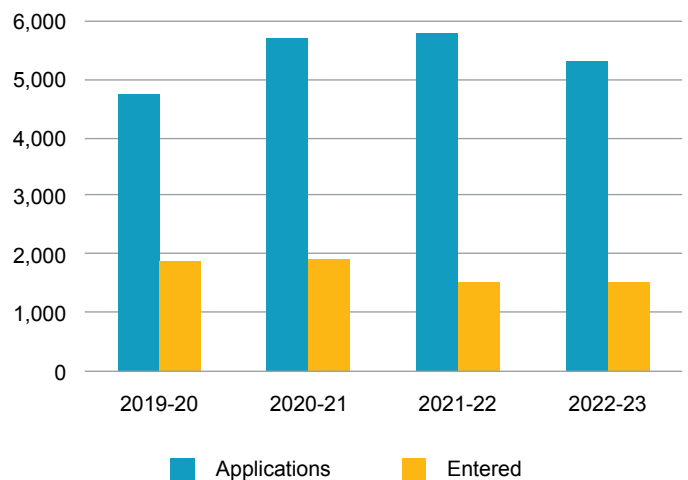
YEAR	TOTAL	NEBRASKA RESIDENTS	NON-RESIDENTS	MALE	FEMALE	UNKNOWN	MINORITY	UNDER-REPRESENTED MINORITY	RURAL NEBRASKA
	(a, b)						(c)	(d)	(e)
2022-23									
Applications Filed	5,357	1,683	3,674	2,076	3,279	2	1,487	687	602
Accepted	2,038	1,209	829	556	1,481	1	425	211	457
% Accepted	38%	72%	23%	27%	45%	50%	29%	31%	76%
Entered	1,424	1,029	395	365	1,059	0	255	128	392
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

- 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
2022-23**



**Entering Students
2019-20 through 2022-23**



GPA AND ENTRANCE EXAM SCORES OF MATRICULANTS UNMC EDUCATIONAL PROGRAMS 2018 – 2022

National Data are in Parenthesis () unless otherwise noted.

PROGRAM	2018	2019	2020	2021	2022
College of Allied Health Professions					
Cardiovascular Interventional Technology (CVIT) GPA	3.45	3.76	3.25	3.34	2.95
Clinical Perfusion GPA	3.52	3.63	3.53	3.52	3.54
Cytotechnology GPA	3.25	3.15	3.23	3.21	3.25
Diagnostic Medical Sonography GPA	3.71	3.65	3.55	3.42	3.53
Genetic Counseling GPA		3.63	3.73	3.69	3.46
Magnetic Resonance Imaging GPA	3.53	3.42	3.26	3.59	3.36
Medical Laboratory Science GPA	3.19	3.32	3.34	3.38	3.22
Medical Nutrition Education GPA	3.71	3.59	3.66	3.45	3.89
Occupational Therapy GPA				3.50	3.72
Physical Therapy GPA	3.77	3.70	3.63	3.63	3.72
Physician Assistant GPA	3.76	3.70	3.79	3.68	3.77
Radiation Therapy GPA	3.66	3.60	3.66	3.39	3.51
Radiography GPA	3.41	3.46	3.47	3.48	3.64
College of Dentistry					
Dentistry GPA	3.70	3.69	3.67	3.67	3.64
Dentistry DAT	20 (19.5)	20 (19.6)	20 (19.7)	20 (NA)	NA
Dental Hygiene GPA	3.56	3.42	3.59	3.56	3.63
College of Medicine					
Medicine GPA*	3.78 (3.71)	3.80 (3.75)	3.84 (3.79)	3.85 (3.80)	3.85 (3.68)
MCAT - CHEM (chem & phys foundations)	127 (127.7)	127 (127.7)	128 (128.0)	128 (128.0)	128 (127.9)
MCAT - CARS (critical analysis & reasoning)	127 (127.1)	127 (127.1)	128 (127.0)	128 (127.0)	127 (127.0)
MCAT - BIO (biological & biochem foundations)	128 (128.0)	128 (128)	128 (128.0)	128 (128.0)	128 (128.2)
MCAT - PSYC (psychologic, soc & bio foundations of behavior)	128 (128.3)	128 (128.3)	128 (129.0)	128 (128.3)	129 (128.9)
College of Nursing					
Undergraduate Nursing GPA	3.63	3.64	3.68	3.67	3.63
Graduate GPA	3.56	3.48	3.37	3.30	3.44
College of Pharmacy					
Pharmacy GPA	3.64	3.61	3.59	3.59	NA
Pharmacy PCAT**	67	72	72	60	NA
Graduate College***					
GPA	3.48	3.51	3.59	3.60	NA
College of Public Health					
GPA	3.52	3.47	3.40	3.38	NA
GRE - Verbal	149	150	NA	NA	NA
GRE - Quantitative	149	150	NA	NA	NA
GRE - Analytical Writing	4.0	4.0	NA	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)					
2022	4,406	1,485	2,921	0	348	119	228	247	5	3,241	0	142	76
		33.7%	66.3%	0.0%	7.9%	2.7%	5.2%	5.6%	0.11%	73.6%	0.0%	3.2%	1.7%
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%

a) Alien = foreign, non-immigrant

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

Enrollment by Age Category

AGE	2020	%	2021	%	2022	%
18-19	6	0.14	5	0.11	8	0.18
20-21	363	8.56	359	8.18	380	8.62
22-24	1,120	26.42	1,182	26.94	1,153	26.17
25-29	1,446	34.11	1,485	33.85	1,540	34.95
30-34	719	16.96	723	16.48	710	16.11
35-39	318	7.50	326	7.43	311	7.06
40-49	200	4.72	235	5.36	233	5.29
50-64	63	1.49	68	1.55	69	1.57
65+/Unk	4	0.09	4	0.09	2	0.05
Total	4,239	100.00	4,387	100.00	4,406	100.00

Enrollment by College

COLLEGE	2020	2021	2022
College of Dentistry	292	299	304
College of Medicine	514	521	520
House Officers	616	636	682
College of Allied Health Professions	671	727	723
College of Nursing	1,127	1,080	998
College of Pharmacy	236	227	191
College of Public Health	274	319	330
Graduate Studies	494	562	631
Visiting - Undergrad Non Degree	15	16	27
Total Enrollment	4,239	4,387	4,406

DEGREES AWARDED 2017 – 2022

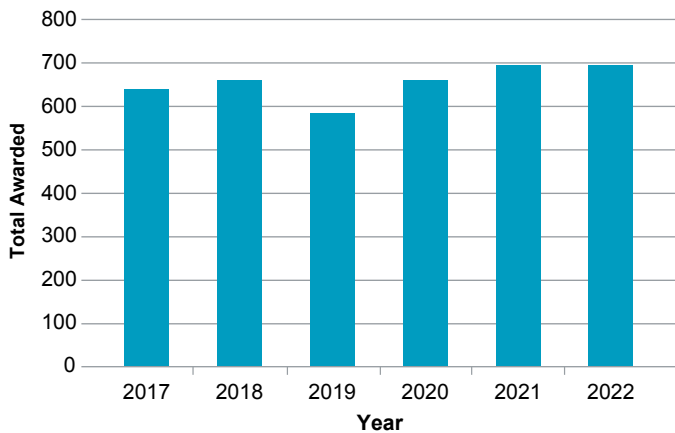
YEAR	BS	POST BS CERTIFICATE	MS	POST MS CERTIFICATE	PROFESSIONAL	PHD	TOTAL
(a)	(b)		(c)				
2022	696 (195)	85	454 (199)	20	362	93	1,710
2021	695 (211)	66	434 (13)	10	325	66	1,596
2020	659 (196)	63	432 (13)	13	345	64	1,576
2019	583 (129)	27	351 (112)	43	329	74	1,407
2018	661 (199)	34	402 (159)	25	290	65	1,477
2017	639 (190)	50	405 (144)	31	291	70	1,486

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

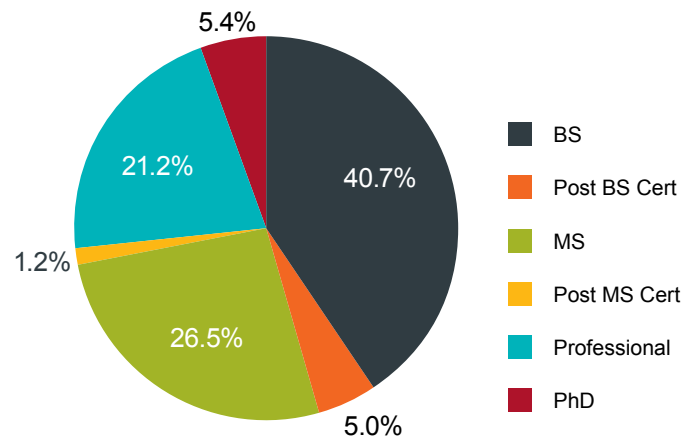
b) BS Degrees include degrees awarded to military PA students, listed in ().

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

BS Degrees Awarded 2017-2022



Degrees Awarded 2022



PERFORMANCE OF STUDENTS ON LICENSURE, CERTIFICATION OR BOARD EXAMS

	2019				2020				2021			
	Fail %		Mean Score		Fail %		Mean Score		Fail %		Mean Score	
	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l
College of Allied Health Professions												
Clinical Perfusion	0	4.9	149	155	0	4.3	146	152	0	8.5	166	143
Cytotechnology**	0	7.4	658	581	0	NA	626	536	0	11.8	677	537
Diagnostic Medical Sonography												
Sonographic Principles & Instrumentation	0	27.0	NR	NR	0	24.0	NR	NR	0	40	NR	NR
Abdominal Sonography	0	21.0	NR	NR	0	26.0	NR	NR	0	38	NR	NR
OB/GYN Sonography	0	19.0	NR	NR	0	16.0	NR	NR	0	27	NR	NR
Adult Echocardiography					0	19.0	NR	NR	33.3	32.0	NR	NR
Genetic Counseling									0	NA	NA	NA
Magnetic Resonance Imaging*	0	23.3	83.3	80.3	0	26.0	85.2	79.8	0	33.7	90.0	78.2
Medical Laboratory Science**	2.7	18.3	529	486	10.3	21.0	532	491	3.1	24.0	498	480
Medical Nutrition**	0	33.0	30.5	26.0	0	30.0	NA	NA	0	NA	NA	NA
Physical Therapy	0	1.8	695	678	0	NA	NA	NA	0	1.6	698.5	673.1
Physician Assistant*	0	7.0	NR	NR	0	5.0	NR	NR	0	9.0	500	500
Radiation Therapy**	0	13.4	88.6	81.9	12.5	15.8	83.5	81.8	0	20.2	86.0	81.0
Radiography*	16.7	11.0	83.8	83.4	10.5	NA	NA	NA	12.0	17.0	88.0	83.0
College of Dentistry***												
DDS Part 1****	7.5	13.0	87.0	50	****	****	****	****	****	****	****	****
DDS Part 2	0	10.3	95.8	50	3.8	8.2	74.9	50	NA	NA	NA	NA
Dental Hygiene	4.2	NA	55.6	50	0	NA	82.1	50	NA	NA	NA	NA
College of Medicine												
MD Step 1*****	7	3	227	231	6	3	226	233	7	7	P/F	P/F
MD Step 2	0	2	248	243	1	1	249	245	0	1	250	247
College of Nursing												
BSN	7.9	11.8	NA	NA	9.7	13.4	NA	NA	15.1	17.7	NA	NA
College of Pharmacy												
NAPLEX*****	0	9.4	106	97	0	11.6	107	95	4.2	18.0	NR	NR

NA=Not Available

NR=Not Reported

The scores are based upon information received by 03/22/23.

*First time pass rate; Magnetic Resonance Imaging and Radiography are first time pass rate within 6 month of graduation.

**Pass rate within one year of first attempt (number needed for accreditation); Cytotechnology, Medical Laboratory Science and Radiation Therapy is pass rate within one year of graduation.

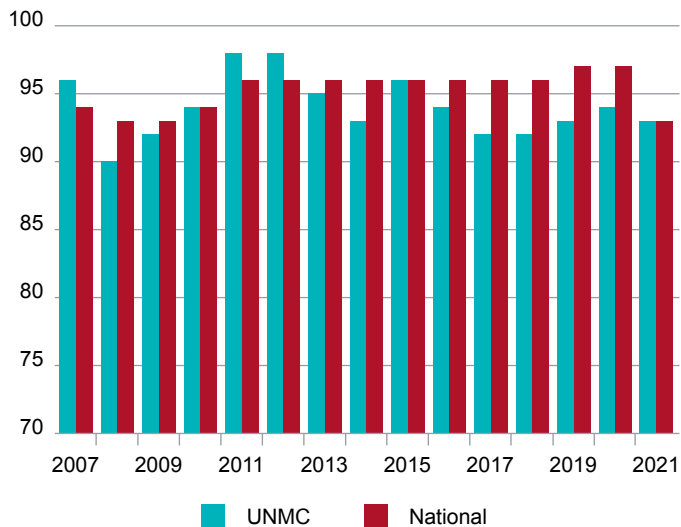
***Dental and Dental Hygiene scores are expressed as percentile rankings. Mean scores are no longer supplied.

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

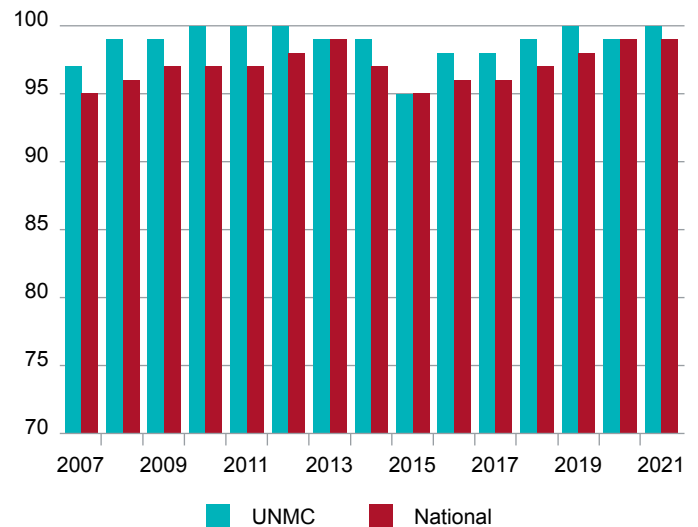
*****The MD Step 1 became Pass/Fail effective for graduates in 2021 and no UNMC or National scores are available.

*****Effective in 2021, mean exam scores for the NAPLEX exam taken by College of Pharmacy graduates are no longer provided.

Pass Rates on MD Step 1



Pass Rates on MD Step 2



FIRST YEAR RESIDENCIES — CLASSES OF 2021 AND 2022

LOCATION OF FIRST YEAR RESIDENCY POSITIONS		
	2021	2022
Alabama	0	3
Arizona	3	1
California	2	0
Colorado	0	1
Connecticut	1	0
Delaware	1	0
Florida	2	3
Georgia	1	1
Idaho	1	0
Illinois	4	4
Indiana	1	0
Iowa	3	7
Kansas	2	2
Kentucky	0	1
Louisiana	3	0
Maryland	0	1
Massachusetts	1	3
Michigan	1	6
Minnesota	1	5
Missouri	7	7
Nebraska	50 43% (staying in Nebraska)	51 40% (staying in Nebraska)
Nevada	1	0
New Hampshire	0	1
New York	1	2
North Carolina	2	5
Ohio	3	0
Oklahoma	1	1
Oregon	1	1
Pennsylvania	3	2
Rhode Island	0	1
South Carolina	2	3
South Dakota	2	2
Tennessee	0	1
Texas	5	4
Utah	2	3
Virginia	3	1
Washington	5	0
West Virginia	0	1
Wisconsin	2	3
Total	117	127

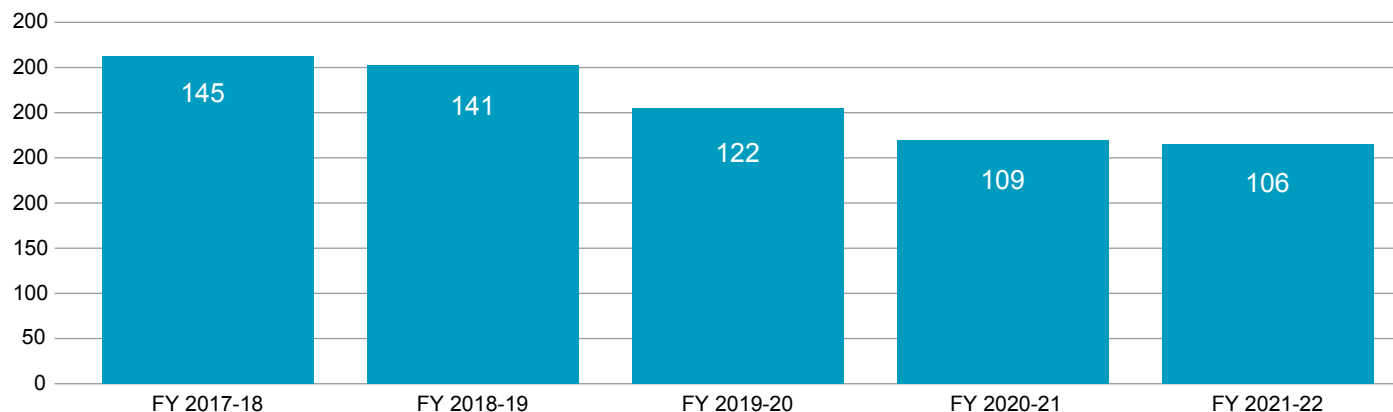
FIRST YEAR SPECIALTIES		
	2021	2022
ANES	14	3
CHILD NEUR	0	3
ERMD	7	8
*FMED	10	7
*FMED/PRCA	4	8
*IMED	16	17
*IMED PRE	12	7
*IMED/PRCA	6	5
*MED PEDS	5	4
*MED PRIMARY	0	0
NEUR	1	4
NSUR	2	0
*OBGY	7	6
*OBGY PRE	1	0
OPHTH	0	1
ORTH	1	1
OTOL	1	4
PATH	1	4
*PEDS	8	15
PSYC	8	6
RADI-DX	2	2
RAD ONC	1	0
SURG	3	11
SURG PLASTIC	1	1
SURG PRE	0	0
TRANS	2	5
UROL	4	5
Total	117	127

*Primary Care	69	69
% of class	59%	54%

POSTDOCTORAL FELLOWS, SENIOR RESEARCH ASSOCIATES AND RESEARCH ASSOCIATES AT UNMC

Department	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Anesthesiology	2	4	4		2
Biochemistry and Molecular Biology	23	22	15	15	16
Cellular & Integrative Physiology	5	7	4	3	6
COD-Oral Biology/Surgical Specialties	1				
College of Public Health	2	2	5	4	4
Emergency Medicine		1	1	1	
Eppley	19	18	14	12	5
Genetics, Cell Biology & Anatomy	5	6	7	7	7
Internal Medicine	5	10	14	10	9
Munroe-Meyer Institute	10		1	3	
Neurological Sciences	5	3	4	3	3
Neurosurgery				1	
Nursing	1			1	1
Obstetrics/Gynecology	3	5	3	2	4
Ophthalmology	2	3	1	3	4
Pathology/Microbiology	12	14	15	13	11
Pediatrics		5	1	1	1
Pharmaceutical Sciences/Pharmacy Practice	23	16	15	12	16
Pharmacology & Experimental Neuroscience	12	10	7	9	7
Psychiatry	1		1	1	1
Radiation Oncology		1	1	1	1
Surgery	14	14	9	7	8
Total Postdocs/Research Associates	145	141	122	109	106
# of Citizens	35	17	23	21	11
# of Immigrants	6	5	4	5	10
# of Non-resident Aliens	104	119	95	83	85
	145	141	122	109	106

Postdoctoral Fellows, Senior Research Associates and Research Associates



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 (BH) professionals in rural and underserved areas. Our mission is to expand and enhance the BH workforce to improve access to care for Nebraskans. We are committed to meeting the educational needs of our workforce and continuing to adapt to those needs.

BHECN released the FY 2020-21 Legislative Report and it is available at bit.ly/BHECN_LEGReport_FY20_21.

In 2022, the Nebraska Legislature passed LB1014, which allocated American Rescue Plan Act (ARPA) federal funding to address the impacts of the COVID-19 pandemic. In LB1014, BHECN was allocated \$25.5 million to address the shortage of behavioral health professionals. An awards process is currently underway and will provide funding for behavioral health workforce initiatives across the state until December 2025. To read more, about this visit <https://bit.ly/BHECN-ARPA>.

In 2022, the Unicameral also passed LB1068, increasing BHECN’s ability to fund medical residents, physician assistant and psychiatric nurse practitioner students. Additionally, LB1068 allows BHECN to provide more psychology and mental health therapy internship experiences. This expansion of BHECN’s statute will also build on the current training experiences for rural and underserved areas of Nebraska and develop additional BHECN satellite sites to ensure BHECN’s presence in all six behavioral health regions of the state.

Engage & Recruit Students to Behavioral Health

At the core of BHECN’s operation is the development of a pipeline of Nebraska students interested in behavioral health. Through a series of presentations, events and conferences, BHECN introduces students in high school, college and professional 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 5,200 students have participated in BHECN’s Ambassador Program.

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. In 2020, a small virtual event was held with eight attendees and in 2021 there were 15 in attendance. Fourteen attended in 2022.

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

The last time the Mentorship Dinner was held was in 2019 and it was attended by more than 120 BH students, trainees, faculty members, providers and community leaders to network and collaborate. This project was temporarily put on hiatus during the



pandemic. Provided the pandemic does not resurge, this will be reinstated in 2023.

Prepare & Train Future Workforce

BHECN has developed multiple partnerships with 18—soon to be 19 — 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.

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

BHECN received a \$250,000 grant from United Health Care Foundation in July 2021 to support student career pathway programs. With the funding provided, BHECN developed a mentorship and supervision App for Nebraska students. The App has an expected launch date of January 2023.

In 2021, BHECN conducted a site visit to Wayne State College (WSC) to plan for the BHECN Northeast satellite site. WSC started hiring staff and working with BHECN Omaha for a full launch in FY 2022-23.

In FY 2021-22, BHECN funded two residency positions at Creighton University and two and a half residency positions in the UNMC Psychiatry Residency program. Residents are required to complete rural rotations during their second year of training.

Retain & Support Current Workforce

In 2021, BHECN, in partnership with the Munroe-Meyer Institute, revised the Telehealth Training Module to support the influx of demand for telebehavioral health services due to the coronavirus pandemic.

2021 and 2022 Core Topics for Behavioral Health Providers is a series of live webinars, recorded and posted on the BHECN website, released in April 2021 and April 2022. BHECN partnered with the University of Nebraska-Lincoln, Bellevue University, the University of Nebraska at Omaha (UNO) and Munroe-Meyer Institute (MMI) to offer expert content on BH topics through this yearly webinar series.

The 2021 Student Behavioral Health Conference, Building Bridges for Your Career, was held live via an online format and attended by 83 participants. In February 2022, 106 participants joined us for the live online webinar.

The 2021 Nebraska Behavioral Health Policy Forum was held virtually on November 29, 2021. Senators Jen Day and John Arch presented.

The 2022 BHECN Panhandle Annual Conference was filmed live on Friday, May 13, 2022, and attended virtually by 67 attendees. BHECN then developed the annual conference into online modules with continuing education. BHECN sponsors this conference in concert with our educational partners in western Nebraska.

The BHECN Panhandle 2022 Rural Practice Series was presented live online and recorded in January and February of 2022. The recorded series was then provided online with continuing education credits.

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 more than 327,000 website views.

Future Directions

One of BHECN's greatest strengths is the ability to be responsive to the needs of the workforce. During the past two years, BHECN transitioned to all-virtual training due to the coronavirus pandemic and adjusted its training focus to offer training germane to the BH workforce needs: provider wellness, diversity, equity and inclusion, telehealth, policy updates, DSM-5 updates ARPA funding.

Expand BHECN's presence and reach more areas of the state by establishing additional satellite sites in Behavioral Health Regions 2, 4 and 5. This would establish BHECN satellite sites in all six of the state's behavioral health regions.

Continue strengthening and expanding the NeBHEP program to include undergraduate, nursing and community colleges. Currently, we partner with 18 academic programs in Nebraska which educate and train the future workforce. Our goal is to continue to develop new state-wide collaborations to host online webinars, trainings and conferences.

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

Continue to promote and encourage students to participate in Correctional Services internship opportunities.

Finalize the development of the BHECN Behavioral Health Mentorship & Supervision App to give students resources and access to an online mentorship network.

Distribute the \$25.5 million in ARPA funding to behavioral health providers and institutions across the state and conduct an evaluation of the ARPA projects to ensure accountability, track project outcomes and plan for future workforce initiatives.

Our overall goal for the next two years is to return to in-person training and events and to travel to every region of Nebraska. We are committed to keeping the creative spirit developed since the pandemic to stretch our programming and expand our reach.

CONTINUING EDUCATION

In December 2020, the UNMC College of Medicine, 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 and 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. Since achieving this new accreditation, the Continuing Education (CE) offices have provided over 1,200 activities (live [in-person], webinars, enduring materials and regularly scheduled series activities) through its last reporting cycle which ended on June 30, 2021.

This Joint Accreditation achievement positions UNMC at the forefront of innovative continuing and professional education for health care providers of tomorrow and assists in meeting the University's 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 to support innovative research that facilitates individual skills and team-based performance for improved patient and community outcomes. 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.



In 2021, the two UNMC CE programs offered educational activities collaboratively with the following:

- UNMC's Mental Health Technology Transfer Center (MHTCC)
- Behavioral Health Education Center of Nebraska's (BHECN) ECHO virtual event series
- Global Center for Health Security (Region VII) various webinar series
- Nebraska Infection Control Assessment and Promotion Program (ICAP) ECHO series
- National Emerging Special Pathogens Training and Education Center (NETEC) webinar series

These activities, in addition to others, were a collaborative approach for a robust, national activity portfolio of live, virtual and enduring activities in the therapeutic areas of oncology, internal medicine, infectious disease, neurological sciences, hematology and pulmonary arterial hypertension. To further expand expertise, CCE Director Brenda Ram, CNE Director Heidi Keeler, and CNE



Nurse Planner Renee Paulin serve as accreditation reviewers nationally. Brenda Ram also serves on the UNMC Conflict of Interest Committee and is a member of the Nebraska AHEC Statewide Advisory Board. All three Directors of these CE Programs are ex-officio members of the College of Medicine CME Committee.

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 is also provided to Nebraska’s rural health care providers as part of our outreach mission. 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. COM faculty included are activity directors, presenters, moderators and peer reviewers for many of these activities.

UNMC’s lymphoma program continues to have an impact internationally. The Pan Pacific Lymphoma conference is one which UNMC faculty have chaired since its inception in 1994. The goal of this conference is to provide clinicians, as well as the entire health care team, with the latest evidence in lymphoma to improve disease detection, management, treatment and ultimately improve patient outcomes. This biannual conference is co-chaired by Julie Vose, MD, MBA, James Armitage, MD, and Matthew Lunning, DO. The 2022 conference was attended by 510 in-person and an additional 116 attended virtually, representing 16 countries. The conference audience was compromised of oncologists, hematologists, pathologists, clinical scientists, nurse practitioners, nurses, pharmacists, physician assistants, and other health care professionals and industry representatives. The conference includes a wide variety of components including presentations by internationally recognized experts, “meet the experts”, debates, and even some engaging competitive sessions. The conference featured e-posters that were submitted by 79 individuals from around the world. This conference is administered by the UNMC CCE and offered AMA PRA Category 1 Credits, ABIM and ABPath Maintenance of Certification credit, ACPE and ANCC credits in conjunction with the CON CNE Program.



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 4,800 certifications related to basic and adult/pediatric advanced life support and 3,100 Heart Saver cards. Last year, 550 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 NAEMT (National Association of Emergency Medical Technicians) 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. 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.

UNMC’s College of Nursing Continuing Nursing Education 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



Renee Paulin, MSN, WOCN, President, members of the Nebraska Affiliate of the WOCN Society and Gov. Ricketts, November 2021

professional development of rural nurse practitioner preceptors, primary care nurses, military/veteran's health nurses, and most recently, tackling the issue of nurse burnout and promotion of nursing resiliency and wellbeing. 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 CON CNE has a longstanding relationship with the National Hemophilia Treatment Center Network to provide training for various bleeding/clotting disorders. This collaboration led to a project with iExcel and UNMC experts to animate the blood clotting cascade. Nursing care for older adults is another focus of CNE, having provided online training for board certification in gerontological nursing to over 1,000 nurses using its Gero Nurse Prep online training course, in collaboration with the American Health Care Association and National Center for Assisted Living. This partnership has resulted in numerous presentations and scholarly activities.

Heidi Keeler, CON CNE Director, serves as a member and president of the Nebraska Affiliate of the Association for Nursing Professional Development, in partnership with Nebraska Medicine and nurse educators across the state.

Over the past three years, the CON CNE has developed a partnership with the National Wound Ostomy Continence Nursing (WOCN) Society to host its Wound Treatment Associate (WTA) program, offering wound care training to over 200 nurses and other health care professionals to help address the high cost and suffering related to pressure injuries as well as managing other related wounds with didactic online lessons and simulation workshops including virtual Simulated training. Renee Paulin, WTA course coordinator and president of the Nebraska affiliate of the WOCN Society, has led the affiliate in providing an annual Nebraska affiliate conference across the state.



CON CNE has supported the educational activities of the Nebraska Affiliate of the WOCN Society, which has directly supported the skills of the state's wound ostomy continence certified nurses and other health care professionals involved in wound and ostomy management. In 2021 and 2022, a proclamation ceremony by the Governor took place acknowledging Worldwide Pressure Injury Prevention Day in a statewide proclamation. The CON CNE supports RN Huddle, a podcast for and by nurses, to utilize alternative mechanisms to reach its audience. The CON CNE office provides curricular consultations, multifaceted content development and delivery modalities, advanced evaluation techniques, and engages in scholarship and dissemination work. 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.

INTERPROFESSIONAL EDUCATION

UNMC's Interprofessional Education program provides learners across the state with the skills needed for team-based care of patients and populations. Students participate in both large, statewide events and smaller activities within the clinical learning environment.

In 2022, educational leadership from all UNMC colleges established IPE-related graduation requirements for all students. In the coming year, students will be able to tailor their IPE training by selecting from an online catalog of IPE activities, while tracking their progress toward fulfilling these requirements.

In 2023, UNMC will serve as the host site for the fifth annual Heartland Interprofessional Education conference (HIPE). This conference attracts attendees from throughout the Midwest and across the country. Faculty, staff and students present their work, hear from others and meet colleagues in the field to network and plan future scholarly projects.

Also in 2023, the largest IPE conference in North America, Collaborating Across Borders, will be hosted by the University of Toronto, with UNMC's Associate Dean for Interprofessional Education serving as the U.S. conference co-chair.

Since 2015, UNMC's Associate Dean for IPE has served as co-editor-in-chief for Elsevier's *Journal of Interprofessional Education and Practice (JIEP)* (www.jieponline.com), the only U.S. IPE journal produced by a major publisher. *JIEP* has published more than 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

Created by educators for educators, the Interprofessional Academy of Educators (Academy) cultivates a community across professions that connects educators with like interests to drive collaboration, innovation and scholarship.

New Peer Feedback Rubric Created

The Academy created and piloted a rubric that provides meaningful feedback to individuals to make improvements in learning and engagement. The rubric is in the process of being widely distributed and can be used in three ways:

- For self-reflection to assess their own teaching
- To observe a master teacher to identify important teaching techniques and see how they are effectively implemented
- To receive peer feedback by having a fellow educator evaluate a live teaching session

Scholarship Showcase Redesigned

The Spotlight on Scholarship showcase invited both UNMC and UNO educators to present their educational research.

The 2022 hybrid Spotlight on Scholarship included a virtual poster session via Canvas. Participants were able to view the posters at a time convenient for them, provide feedback directly to the authors and vote for their favorite poster. Then, a live event via Zoom included three keynote presentations.

Two honors were given to top presentations: the Outstanding Presentation Award and the Audience Choice Award.

Internal Grant Program Redesigned

The Educational Research Grants are awarded for pilot educational research projects to support larger grant applications for future study. The award period is generally one year.

A total of \$10,000 is typically available each year. To ensure educational research flourishes across campus, the grant program was redesigned to be split between multiple projects annually. In addition to funding, the Academy provided development resources, such as data analysis software and media equipment.

To date, the Academy assisted **14 pilot programs** to lay the foundation for bigger research studies.

Interprofessional Journal Launched

The *Innovations in Health Sciences Education Journal (IHSEJ)* published its first issue in December 2021. This open-access, peer-reviewed journal highlights emerging research and pilot studies in health professions education. The purpose is to provide a forum for pilot studies and developing work, particularly



The Academy grew to include more than 200 members from across UNMC and our community partners.

At the sixth annual ceremony, 24 faculty and staff were inducted into the Academy, along with eight learners inducted as associate members, five UNO faculty inducted as affiliate members, and one retired faculty inducted as an emeritus member.

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.

The first issue featured *Building a Robust E-Learning Module Scorecard: The Nebraska E-Learning Scorecard (NEscore)* and *Implementing Immersive Virtual Reality into a Nursing Curriculum*. The issue was downloaded almost 200 times.

For more information visit unmc.edu/academy

INTERACTIVE E-LEARNING

The mission of the Office of Interactive 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.

CURRICULAR SUPPORT

Cohort 11 included faculty who led the projects and committed to **incorporating the modules into courses** and students who offered engagement strategies and content development skills.

- ✓ 18 projects completed
- ✓ 85 participants supported
- ✓ Representation from Omaha, Lincoln and Kearney

Due to the ongoing COVID-19 pandemic, the **Innovators in Education E-Learning Showcase** was held digitally in Canvas. The course allowed individuals to asynchronously view the modules and leave messages for project developers.

- ✓ 570 individuals from the US, Canada and Australia enrolled in the Showcase Canvas course
- ✓ 350+ people voted for their top module
- ✓ Participation increased 24% over last year

NON-CURRICULAR PARTNERSHIP SUPPORT

E-Learning expanded non-curricular e-module development with partners across campus, as well as with faculty on contracts and grant-funded projects:

- ✓ APTR
- ✓ DHHS
- ✓ MMI
- ✓ PCRG
- ✓ USPHS
- ✓ Hiring for Excellence: Eliminating Bias for Search Committees
- ✓ Student Success
- ✓ Youth Enjoy Science (YES!)

2nd ROUND OF FUNDING FOR uBEATS

UNO & UNMC *Building Excellence in Academics Through STEM (uBEATS)* received its second major round of funding with an anonymous donation through the University of Nebraska Foundation. Since 2018, uBEATS has received almost **\$1 million in external funding** to support the development of online STEM learning modules to promote health science careers. This new funding will support expansion of the free library of 65-100 modules, enrollment growth to 50,000 and the hiring of two additional team members to grow the program.

Also, uBEATS continues to educate students across the US:

- ✓ 12,000+ students enrolled from 22 states during 2020-2022
- ✓ 110+ teachers registered to use the content in their classes

NEW GENERATION OF HEALTH PROFESSIONS EDUCATORS TRAINING

The *Essentials of E-Module Development* elective was offered for the first time in the CAHP **Health Professions Teaching with Technology** program during summer 2022 and cross-listed with UNMC Graduate Studies.

Peggy Moore, assistant professor and director of e-learning, instructed 12 graduate-level health educators on the best practices in e-learning development. Students ended the semester with their own module to integrate into their teaching.

PUBLICATION OF NEscore

The *Nebraska E-Learning Scorecard* was featured in the November 2021 issue of *EDUCAUSE Review*, along with an infographic explaining its benefits and usage. The *NEscore*, which provides standards for developing new e-learning modules and evaluating existing modules, has been **downloaded 844 times**.

Additionally, the article "*Building a Robust E-Learning Module Scorecard: The Nebraska E-Learning Scorecard*" was published in the inaugural issue of *Innovations in Health Sciences Education Journal* and **downloaded 125 times**.

Impact of the E-Learning awards program continues to spread



630+ individuals participated

Since 2013, faculty, student and staff from 145 teams have participated in Cohorts 1 - 11.



275+ e-modules created

Many of the teams developed multiple modules as part of their projects, and most modules are available in the E-Gallery.



280,000+ page views of the E-Gallery since 2017

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

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 students and out-of-state students, the opportunity to complete our advanced degree programs online. Distance programs also provide professional growth and advancement that may not be readily available to our students in their home communities.

Online Courses and Programs

The UNMC Colleges of Allied Health Professions, Nursing and Public Health provide a combined total of 25 online health sciences degree or certificate programs. In addition, Munroe-Meyer Institute partners with UNO 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 other NU campuses to complement or enhance their learning experience.

Recent additions to the UNMC distance learning portfolio include the master's degree in Medical Physiology housed in Graduate Studies. In addition, the College of Public Health began offering a Master of Science in Biostatistics. 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.

During spring 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, and/or personal interest courses outside the traditional for-credit university structure. The UNMC NU Connect catalog consists of seven non-credit-bearing courses with more than 1,600 users from Nebraska and across the U.S.



Military Friendly

UNMC continues to support 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 Master's Training Program

Graduate Studies launched a new **MS in Medical Physiology** distance learning-only program that focuses on educating students in medical physiology. It welcomed its first cohort of students in fall 2022. The program is 30 credit hours, which typically takes full-time students nine months to complete.

Strategic Planning Goals

A strategic planning retreat in 2021 identified key areas of focus for improving the learning experience of students and ensuring graduate faculty have ongoing support. Following the retreat, four main task forces are working to:

- Diversify student and faculty bodies
- Promote and facilitate wellness
- Train faculty on mentorship and sponsorship
- Train students to be educators

Wellness Advocate Role Created

Terrence M. Donohue, Jr, PhD, emeritus professor of internal medicine and graduate studies alumnus, serves in the newly created role of wellness advocate for UNMC Graduate Studies and Postdoctoral Education.

In this new role, Dr. Donohue will serve as an experienced confidant to help students and postdocs deal with some of the personal and professional roadblocks they may encounter during their training.

New Changes in Leadership

There were several leadership changes in 2022, including:

- **Pamela K. Carmines, PhD**, retired as executive associate dean after a 29-year career at UNMC.
- **Kendra K. Schmid, PhD, MA**, was appointed executive associate dean.
- **Karen Gould, PhD, MEd**, was appointed assistant dean for graduate student success.
- **Matt Zimmerman, PhD**, was appointed director of the Interdisciplinary Graduate Program in Biomedical Sciences (IGPBS).
- **Dan Monaghan, PhD**, was appointed associate IGPBS program director and director of IGPBS Strategic Initiatives.

unmc.edu/gradstudies



Dr. Carmines attended the spring 2022 convocation prior to her retirement after almost 30 years of service.

New T32 Training Grant Supports Up to Six Grad Students

Two graduate faculty, **Paul Trippier, PhD**, and **Howard Fox, MD, PhD**, collaborated on a \$1.2 million grant from the National Institute on Aging to establish a training program focused on Alzheimer's Disease and Related Dementias Drug Discovery (ADRD3).

This grant funds up to six PhD-level graduate students per year for the next five years. Students will have the opportunity to conduct interdisciplinary research to identify new targets, new models and new drugs for the potential treatment of Alzheimer's disease and related dementias. The students will interact with clinicians who care for individuals with Alzheimer's disease, so they can see potential areas where their research can improve human health.



631 students enrolled

Fall 2022 saw the largest number of students in the history of Graduate Studies and an increase of 12% over enrollment in fall 2021.



48 different countries represented

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



160 students graduated

During FY 2021-22, 93 students earned a doctoral degree, 42 earned a master's, and 25 earned a certificate.



9 new Graduate Students of Distinction

A total of 62 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 is 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 of 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, emerging technologies, rural health research and maximizing UNMC's organizational structure to guide such action. See the *UNMC Rural Health in 2030 Report* (https://www.unmc.edu/rural-health/_documents/unmc_rural_health_2030.pdf).

Through new and forward-thinking, hard work and strategic collaboration, UNMC and rural Nebraskans can shape a new vision for a healthy rural future together.

TOTAL HEALTHCARE PROVIDERS - NEBRASKA UNMC GRADUATES - DECEMBER 31, 2021

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)	4,035	2,162	54%									
Physician / Dentist (dual licensed)	21	18	86%	2,308	1,209	52%	640	397	62%	1,108	574	52%
Osteopathic Physician & Surgeon (DO)	304	61	20%	145	41	28%	55	*	*	104	*	*
Dentist	1,032	684	66%	445	200	45%	213	180	85%	374	304	81%
Pharmacist	1,987	1,088	55%	984	485	49%	290	166	57%	731	437	61%
Physician Assistant	1,090	639	59%	452	293	65%	226	100	44%	412	246	60%
Advanced Practice Registered Nurse												
Nurse Practitioner	1,550	723	47%									
Clinical Nurse Specialist	47	30	64%	831	365	44%	323	184	57%	536	263	49%
Physical Therapist	1,550	723	47%	644	281	44%	271	115	42%	635	327	51%
Total	11,709	6,189	53%	5,809	2,874	49%	2,018	1,142**	57%	3,882	2,151**	56%
UNMC does not have program												
Certified Registered Nurse Anesthetist	391			29+			63			142		
Certified Nurse Midwife	34			22			*			*		
Occupational Therapist	940			379			145			416		

*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
• Excludes *locum tenens*, telemedicine, floaters, etc. not identified with a specific Nebraska county



Undergraduate students from UNMC's pathway programs participate in a birthing simulation in the SIM-NE truck during 2022 Visit.

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 (NSCS) and the University of Nebraska Kearney (UNK), designed to address the health 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 and 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 (newly offered in 2022)
- Pharmacy
- Physician Assistant
- Physical Therapy
- Public Health
- Radiography

As of May 2021, since the RHOP program's inception in 1989, the programs have collectively produced nearly 750 UNMC graduates, with more than 60% 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. 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. To inform initiatives and policies to address these challenges, timely and accurate data on the health care workforce in the state are needed. Therefore, the most recent report, released in April of 2022, commissioned by UNMC's Rural Health Initiatives in collaboration with the Nebraska AHEC Program, utilizes current 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 Nebraska's health care workforce distribution. See *The Status of the Nebraska Healthcare Workforce: Update 2022* (https://www.unmc.edu/rural-health/_documents/healthcare_workforce_status_2022.pdf).

Expansion of UNMC Presence in Central and Western Nebraska

Since the introduction of Legislative Resolution 139 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, the Office of Rural Health Initiatives has as a liaison and coordinating figure within UNMC. In partnership with UNMC leadership, deans and directors and others, the team 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.

During the 2022 Nebraska Legislative Session, supported by previous interim studies, the Unicameral appropriated funds to the University of Nebraska for the University of Nebraska Rural

Health Complex. The legislature generously appropriated \$50 million in American Rescue Plan Act (ARPA) funds to support the construction of the \$85 million HSEC II, \$10 million in ARPA funding to UNMC to support startup costs primarily related to the purchase of technology to support an iEXCEL hub to support the education of UNMC's health profession students and others. Additionally, the Nebraska Legislature approved intent language to fund UNMC to support ongoing operations and programming. The new building and programming will be operational in the fall of 2025.

The once-in-a-lifetime opportunity increases UNMC's presence in central and western Nebraska via an enhanced partnership with UNK. UNMC will expand existing programs in the Allied Health Professions and Nursing Colleges and develop new regional educational programs in the Colleges of Medicine, Pharmacy and Public Health through the creation of innovative space and educational experiences that prepare hundreds of learners each year to meet the unique health care demands of rural areas.

The original vision for the Health Science Education Complex (HSEC), which opened in 2015, was to build a nationally recognized state-of-the-art learning and research environment that promoted interprofessional education in rural primary care, generated scientific discoveries and new knowledge about rural health and developed strategies to promote high-quality primary care in rural communities by creating academic and community partnerships around rural health problems and opportunities. Regarded in 2015 as an exemplary collaboration between two colleges and two campuses, eight years later, the HSEC is considered a remarkable success whose vision remains as relevant today as when first proposed.

Leveraging the proof of concept and successful outcomes of the initial UNMC and UNK collaboration and the generous support of the Nebraska Unicameral and private funders, UNMC is creating a one-of-a-kind rural health-focused learning environment with a laser-like focus on meeting Nebraska's current and future rural health needs. The HSEC II is expected to be open for occupancy in the fall of 2025.

The expansion will allow for the development of interprofessional clinical education models that optimize clinical resources and help students work in and lead teams in real-world clinical settings. Expanding simulation facilities with high-fidelity mannequins, virtual and augmented reality, standardized patients and linkages with iEXCEL on the Omaha campus can supplement clinical placements and increase opportunities for students to prepare for learning in real-world environments. Programs to support degree advancement and continuing education for already practicing health care professionals in the region can be expanded and enhanced. And new certificate and degree options for health professions students can be developed to meet emerging clinical and community needs.

Expanding health professions recruiting pipelines and education on the UNK campus will transform opportunities to prepare and secure the rural health workforce for the future and advance the knowledge of rural health needs, interventions, outcomes, culturally competent care and strategies to ensure health equity.

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

With a 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 task force 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 alums and demonstrate the depth and breadth of UNMC's presence, engagement and commitment to meeting the health needs across our 500-mile-wide campus.

MCGOOGAN HEALTH SCIENCES LIBRARY



Achievements

LIBRARY SPACES

Since reopening in 2020, the library received generous feedback from users about the renovated library spaces and facilities. Our responses to student requests prompted several updates.

- Enhanced student study spaces with coat racks, protective wall guard and soundproofing on walls
- Purchased under-desk bike pedal machines, kneeling chairs, swopper chairs (like sitting on a stability ball) and additional whiteboards
- Installed two napping pods
- Piloted laptop-ready screens in individual study rooms

In FY 2021-22, students made 23,423 study room reservations, compared to 8,945 in FY 2020-21 year – a 162% increase.

The library also collaborated with the Healing Arts program at UNMC and Nebraska Medicine to install art within the library, including three tapestries by Nebraska artist Mary Zicafoose.

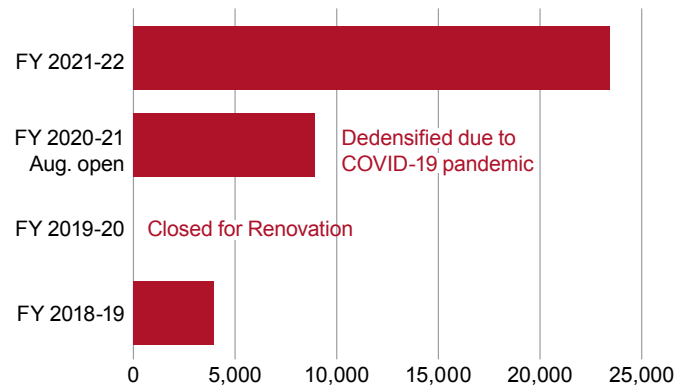
WIGTON HERITAGE CENTER

- Provided 77 tours to 554 guests
- Launched a new online exhibit site containing 15 exhibits
- Physical exhibits installed in early 2022 include:
 - » History of Teaching Tools
 - » Nebraska and WWI
 - » Marion E. Alberts Infant Feeding Devices

CAMPUS AND COMMUNITY ENGAGEMENT

- Held the first in-person Library and Partners Open House in the renovated space
- Provided snack breaks during fall and spring De-Stress Weeks
- Provided 80 students with tickets to attractions in Omaha and across the state as part of the library's annual Spring Wellness Weekend Giveaway
- Kicked off admission pass lending program for students
- The 13th Annual Richard B. Davis, MD, PhD, History of Medicine Lecture was presented by Dr. Janet Gilsdorf: "A History of Meningitis and the People Who Conquered It."

Student Study Room Reservations



Speaker Series:

- » Sasha Shillcutt, MD, discussed professional resilience and gender equity in *Between Grit and Grace: The Art of Being Feminine and Formidable*, based on her first book and her TEDx talk
- » Deirdre Cooper Owens, PhD, shared why humanities programs and education are necessary for students interested in health sciences in her talk, *Why Health Sciences Students Need the Humanities*
- » Gregory W. Bennett, DMD, discussed additive manufacturing techniques and materials and their application to dentistry in his talk, *Revolutions in Dentistry and Dental Education*
- » Lindsey Beal photographed portions of the Marion Alberts Infant Feeder Collection as part of a photography series, titled Feed. She shared her series during her talk, *Feed: Infant Feeders As Seen Through Photography*.
- » Amy Haddad, PhD, read from her poetry collection, *An Otherwise Healthy Woman*
- » Mark Darby, MSN, RN, APRN, discussed his first book, *Pharaoh's Midwives*

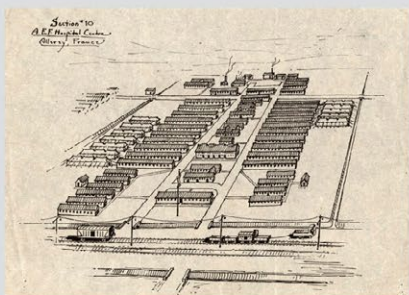
- Hosted two Step-Up Omaha interns

Nebraska Answers the Call to War

Although World War I started in 1914, the United States did not join their allies on the battlefields until Congress declared war on Germany in April 1917. However, as early as January 1917, Irving S. Cutter, MD, and August F. Jonas, MD, were preparing UNMC for active military duty. Drs. Cutter and Jonas attended a conference in Washington, D.C., on January 6, 1917 about the types of training medical schools could provide to prepare students for service. The U.S. War Department estimated a need for 20,000 physicians overseas, a need that Nebraska physicians and nurses prepared to fulfill. Upon declaring war on April 4, 1917, the U.S. rallied to military service and support. In one month, Nebraska had 34 American Red Cross chapters providing supplies, training for first aid, and had raised financial support for the creation of Base Hospital No. 49. Meanwhile, physicians and nurses enlisted, preparing for service overseas.

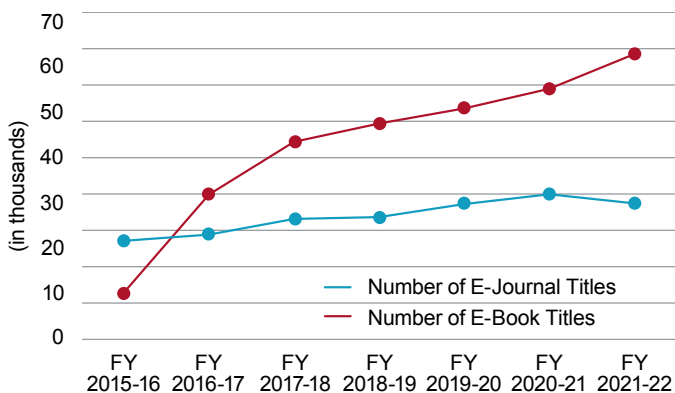


Physicians at Base Hospital No. 49, c. 1918
From the McGoogan Health Sciences Library Special Collections and Archives
Many physicians and nurses from UNMC enlisted for service and were stationed at Base Hospital No. 49.



Part of the Hospital Center at Allerey, France, c. 1918
Courtesy of History Nebraska

Library E-Collections



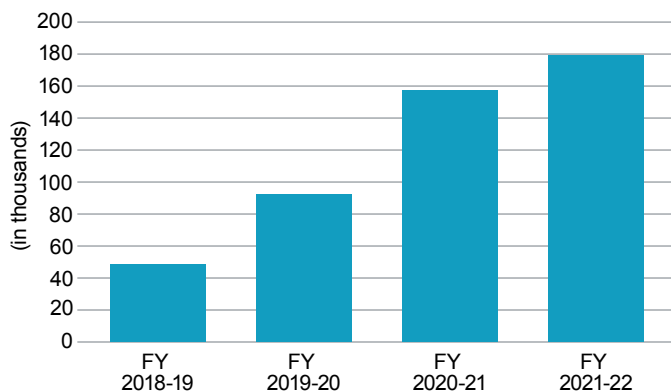
Number of Items Downloaded from DigitalCommons@UNMC, by Location (FY 2021-22)



COLLECTIONS

- Developed the new graphic novels collection. The collection seeks to promote empathy in the current and future health care workforce by fostering an understanding of various health care experiences through the art of visual storytelling. The books included in the collection cover the experiences of patients, patient families and health care providers.
- Since last year, saw a 5.3% increase in the number of ebook and ejournal titles over last year
- Since last year, saw a 13.9% increase in the number of downloads of works in DigitalCommons@UNMC
- New collections on DigitalCommons@UNMC
 - » New journal launched: *Innovations in Health Sciences Education Journal (IHSEJ)*, an open-access journal published by the Interprofessional Academy of Educators, publishes emerging research and pilot studies in the field of medical and health professions education
 - » New journal launched: *The Art of Medicine*, published by UNMC's chapter of the Gold Humanism Honor Society, is a student-driven magazine that aims to provide a space for health care workers, faculty and students to showcase and share their experiences through artistic mediums

Institutional Repository Downloads



- » Completed a retrospective scanning of theses and dissertations resulting in 2,494 manuscripts being included in DigitalCommons@UNMC
- Open Nebraska program of University of Nebraska System
 - » Identified the use of library ebooks and open educational resources in UNMC courses. These books offered an estimated student savings of over \$400,000, part of a \$10 million student savings achievement across the University of Nebraska system.



- » Purchased 58 books required or recommended course texts based on faculty suggestions

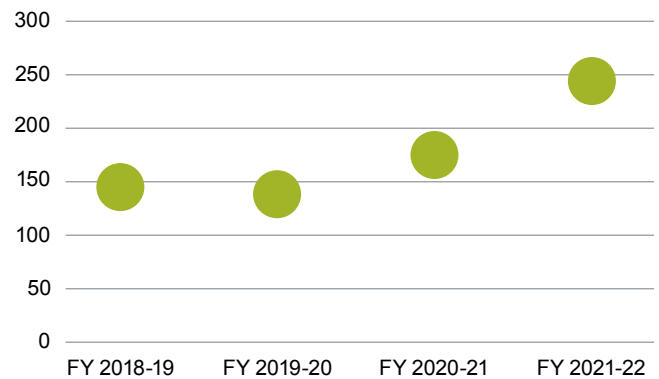
DIVERSITY, EQUITY AND INCLUSION

- Created a new research guide of recommended books, educational resources and articles on Diversity, Equity and Inclusion in Ability
- Held the first Living Library Event where participants checked out our “living books” to engage in conversations about books’ lived experiences
- Completed our second annual library unit survey to evaluate the work we have done and where we are headed with DEI initiatives
- Concluded work with a consultant for Special Collections and Archives, resulting in 27 new oral histories of unrepresented voices and collection of oral histories related to the opening and operations of the Nebraska Biocontainment Unit

EDUCATION AND RESEARCH

- Provided author impact and collaboration assessment support for IDEa-CTR and UNMC Core Facilities
- Taught a new class for the UNMC High School Alliance program. “The Art and Science of Decision Making” focused on creating skills in information literacy and critical appraisal of art, artifacts and historical materials in the history of surgery.
- Maker Studio and 3D prototyping projects
 - » A scaled-down model of the Nebraska Biocontainment Unit for use in a UNMC Global Center for Health Security training program
 - » A replica of a stereotactic head frame device used in surgery to both screen and prepare patients for a surgery in which they remain awake
 - » Molds to create suture task training models for OB-GYN medical students and residents to practice a variety of suturing and knot-tying techniques

Remote Access Educational Sessions



- » Launched a new digitization station for converting “old” audio and video to current formats
- » Printed models or have helped researchers create their own models for 757 projects
- Saw a 41.2% increase in the number of educational sessions from last year
 - » Literature search services
 - » Librarians provided 875 literature searches
- Librarians collaborated with research teams to develop and publish 28 literature reviews that used systematic search strategies
- Partnered with Network of the National Library of Medicine Public Health Digital Library program to be the resource library for the Nebraska Division of Public Health

SPECIAL COLLECTIONS AND ARCHIVES

- Opened the Special Collections and Archives Researcher Reading room
- Recorded 30 new oral histories from:
 - » Carol Angle
 - » Gary Beck-Dallaghan
 - » David Brett-Major
 - » Jana Broadhurst
 - » David Brown
 - » Upendra Chalise
 - » Julius Conner
 - » Jennifer Cowan
 - » Saijari Dukkipati
 - » Martha Foxall
 - » Jacob Givens
 - » Emily Glenn
 - » Bobby Harris
 - » Lloyd Hunter, Jr.
 - » Ali Khan
 - » Chris Kratochvil
 - » Anece McCloud
 - » Loren Olson
 - » Opeoluwa Oyewole
 - » Monica Parker
 - » Ronnie Powell
 - » Shanda Ross
 - » Shelly Schwedhelm
 - » Philip (Phil) Smith
 - » Sharon Smith
 - » Marvin Stancil
 - » Janice (Jan) Tompkins
 - » Angela Vasa
 - » Marilyn Wellensiek
 - » Lynn Zepeda
- Digitization efforts
 - » 307 dissertations
 - » 1,609 MD theses
 - » 330 items scanned for archive and returned to donors
 - » Developed a multi-year digital preservation policy that outlines the active management and ongoing planning necessary to ensure long-term preservation and access to the library's digital assets for the foreseeable future
 - » Implemented a new online repository called Preservica, a cloud archiving and digital preservation platform
 - » Acquired a Zeutschel A1 12000 overhead scanner to digitize bound and fragile materials in the collection

- Rare books collection
 - » Following the renovation, both storage rooms and about 10,500 rare books underwent a deep cleaning with assistance from McGill Restoration and the Gerald R. Ford Conservation Center
 - » Five new purchases for the rare books collection and 13 donations to the history of the health sciences collection
- Donations highlights
 - » Three tops and two bottoms from the yellow "zoot suits" worn during College of Allied Health Physical Therapy classes during the 1970s
 - » 81 glass slides from the WWI service of Hiram Winnett Orr, MD
 - » 206 pharmaceutical bottles and related documentation from the Parke-Davis Company

SPECIAL RECOGNITION

- Kim Harp was selected to participate in the Research Training Institute for Health Sciences Librarians of the Medical Library Association and received a full scholarship
- DiAnna Hemsath earned the Digital Archives Specialist Certificate from the Society of American Archivists

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: BRINGING LEARNING TO LIFE

The Interprofessional Experiential Center for Enduring Learning (iEXCEL) improves human performance and effectiveness in health care through the adoption of high-fidelity simulation, interprofessional collaboration and experiential learning technologies. The iEXCEL program is headquartered in the Dr. Edwin G. & Dorothy Balbach Davis Global Center (Davis Global Center) on the University of Nebraska Medical Center campus. The Davis Global Center is an advanced clinical simulation facility fostering the practice of patient care in highly-functioning, effective interprofessional teams. iEXCEL serves as an interdisciplinary resource for students, faculty, clinicians and staff. This 192,000 sq. ft. center is made up of five distinct levels that recreate the total health care system for simulation training.

iEXCEL Operations & Data Strategy

Integrated into the Davis Global Center and iEXCEL programming efforts is a robust, 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 for all stakeholders.

OPERATIONS & DATA STRATEGY HIGHLIGHTS

- **Multi-platform:** The data capture app is now compatible with a variety of devices including smartphones, tablets and personal computers via web browser.
- **Rapid Reporting:** Users are empowered to generate multifaceted reports on demand with segmented sections for groups of learners, training types and outcomes.
- **Real-time:** All information is updated as it happens, including up-to-the-minute statistics, charts, graphs, activities, attendees and value for all activities within the Davis Global Center.

Advanced Clinical Simulation

Clinical simulation provides risk-free training environments, enabling learners to practice skills and achieve acceptable levels of competency before moving on to real patient situations. The Davis Global Center recreates the total health care system, from home to hospital and back home again so that interprofessional learners can practice transitions between levels of care via clinical simulation. Standardized patients, human patient simulators, task trainers and realistic clinical environments foster an ecosystem of innovation between the students, faculty and iEXCEL staff to improve training for all health care professionals.

CLINICAL SIMULATION HIGHLIGHTS

First Responder Real Life Practice

The iEXCEL simulation team worked with UNMC emergency medicine residents and Sarpy County Tactical Medical Team for training on life-saving procedures. Utilizing the Davis Global Center home unit, these interprofessional learners simulated a domestic dispute emergency and the transfer of care from the tactical team to health care providers.





Remote Clinical Teaching

Occupational therapy students from the College of Allied Health Professions took advantage of the remote training capabilities in the Davis Global Center home unit to connect live with learners in Kearney. This hybrid approach involved distance learning with hands-on simulation to allow faculty member, McKenzie Behrendt, to simultaneously instruct students in both locations.

Advanced Surgical Simulation

The iEXCEL program and Davis Global Center provide unique opportunities for learning and enhancing surgical skills for learners at all levels of expertise. Various labs are conducted ranging from basic to advanced surgical skills based on the trainees. This surgical resource leverages fresh cadaveric tissue to host a variety of local, national and global learners to focus on a broad range of surgical specialties. Health care professionals can become familiar with the latest equipment and new procedures, while industry collaborators leverage this world-class facility for research and development as a clinical testbed.



SURGICAL SIMULATION HIGHLIGHTS

Three-Day Sinus Course

ENT and Neurology ENT and neurology students conducted a breakthrough course that included ten different simulation stations spanning three days of training. ENT and neurology residents worked side by side in practicing sinus, septal and endonasal orbital surgeries, as well as maxillectomies. Trainees practiced with the latest tools and technologies including drills, shavers, navigation and instrumentation to ensure mastery of these complex procedures.

Breakthroughs in Oral Surgery

Dr. Valmont Desa from the UNMC Department of Oral & Maxillofacial Surgery was joined by a team of surgeons to practice orthognathic and facial trauma procedures with iEXCEL. Utilizing the Davis Global Center's operating room and equipment made practicing these high-risk emergency scenarios an informative and engaging experience for everyone involved.



Advanced Human Simulation

Advanced Human Simulation trains medical professionals to successfully work with people of different backgrounds, ages, genders and cultures. A diverse team of actors, referred to as standardized patients portray patients, family members or other health care providers involved in various simulated scenarios. These actors are trained to provide communication-focused feedback to learners. Advanced Human Simulation sessions on the UNMC campus take place in the Davis Global Center, Sorrell Clinical Skills Lab and the Pharmacy Simulation Lab, where realistic clinical environments and equipment add to learner immersion for improved outcomes. Advanced Human Simulation also collaborates with outside health care systems and external partners to enhance simulation-based learning throughout the state of Nebraska and beyond.



STATEWIDE EXPANSION

Standardized patients have expanded their reach to work with students at UNMC campuses across Nebraska. The Colleges of Dentistry and Nursing in Lincoln held in-person experiential learning sessions while Scottsbluff and Kearney campuses connected for remote telehealth training.

TELEHEALTH

Standardized patient simulations enhanced students' understanding of the challenges and best practices for virtual and telehealth communication as it becomes increasingly critical to effective patient care.

STANDARDIZED PATIENT STATISTICS

July 1, 2021 – June 30, 2022

- Standardized Patient Roles: 1,963
- Events: 395
- Telehealth Events: 395
- Standardized Patient Training Sites: UNMC, Nebraska Medicine, UNO, Clarkson College, CHI Hospital, VA Hospital, Louisville Fire Dept.

CLINICAL, HUMAN PATIENT & SURGICAL SIMULATION ACTIVITIES

July 1, 2021- June 30, 2022

- Events: 2,435
- Learners: 44,116
- Medicine: 479 Events 20,659 learners
 - » M1, M2, M3 and M4 students
- Allied Health: 386 events, 8,080 learners
- CON/COP/COPH/COD: 540 events 5,670 learners
 - » CON (48 - 1,126); Pharmacy (36); COPH (9 - 61); Academic Affairs (53); COD (3 - 23); Other internal (391 - 318)

- Nebraska Medicine Clinicians: 298 events and 5,212 learners
 - » MDs, Nurses and Respiratory Therapists
- Graduate Medical Education: 376 events and 4,139 learners
 - » Residents and Fellows
- External: 356 events and 356 learners

Visualization

The iEXCEL visualization team is comprised of expert designers, artists and animators who produce highly accurate medical content for the 3D and virtual worlds. This team collaborates with subject matter experts including faculty and clinicians to create unique educational experiences utilizing state-of-the-art technologies within the Davis Global Center. All forms of interactive educational platforms are utilized, including Virtual and Augmented Reality (VR/AR), Web, Mobile, Stereoscopic 3D and Holographic formats.

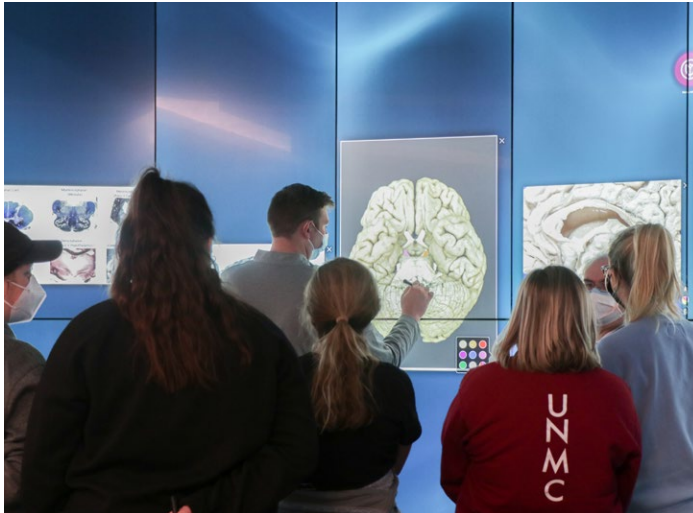
VISUALIZATION PROJECT HIGHLIGHTS

New Approach to COM Neuroblock

Dr. Robert Norgren collaborated with the iEXCEL team to enhance first-year College of Medicine students' curriculum with interactive technology and experiential learning. Participants experienced holographic neurological structures, interacted on iWalls to identify anatomy and dissected virtual brain models via 3D workbenches, before heading to the surgical simulation floor for craniotomies on cadaveric tissue.

3D Pediatric Hearts

UNMC's College of Nursing and Cardiologists from Children's Hospital worked with iEXCEL to create a visual database of pediatric congenital heart defects. This interactive, online module illustrates structural features and bloodflow circulation within a variety of pediatric heart abnormalities. While countless UNMC students continue to learn from this content on a variety of 2D and 3D platforms within the Davis Global Center and on their own devices, clinicians at Children's Hospital intend to utilize these same visualizations for patient and parent education.



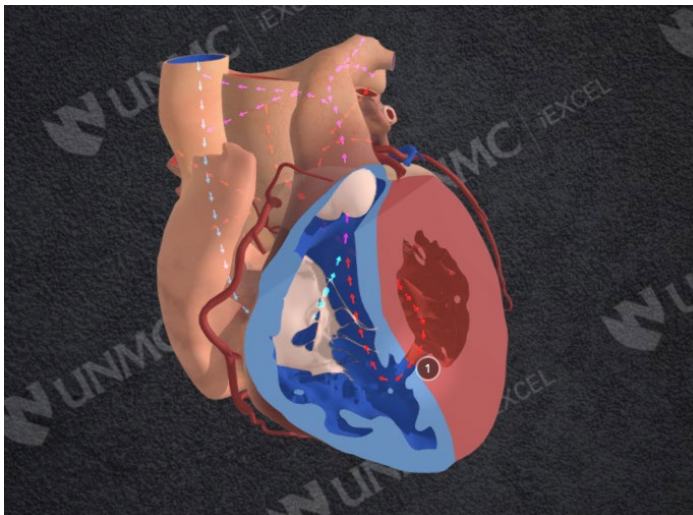
Simulation in Motion – Nebraska (SIM-NE)

Simulation In Motion – Nebraska seeks to enhance the quality and accessibility of emergency medical education to rural/ frontier areas by delivering high-quality, technologically advanced simulation training to the Emergency Medical Care Providers in Critical Access Hospitals (CAH) and ambulance services across the entire state. The SIM-NE vision is that experiential education will result in all Nebraskans having high-quality pre-hospital and in-hospital emergency care.

SIM-NE HIGHLIGHTS

July 1, 2021- June 30, 2022

- Events: 144
- Learners: 3,045
- CAH: 15 Events, 520 learners
- Conferences: 3 events, 184 learners
- EMS: 108 events, 1,887 learners
- CAH/EMS Combo: 1 event, 9 learners
- Military: 1 event, 40 learners
- Pre-licensure: 8 events, 121 learners
- Schools: 7 events, 252 learners
- Other: 1 event, 32 learners
- Virtual events: 6 events, 5 EMS & 1 CAH, 914 learners total



SIM-NE in the Field

In June, SIM-NE led a training for the Sarpy County Tactical Medical Team. The SWAT team's busy day of practice scenarios included poly-trauma patient care, extraction of an injured individual from incident hot zones, cardiac arrest response, as well as heat exhaustion and stroke care.

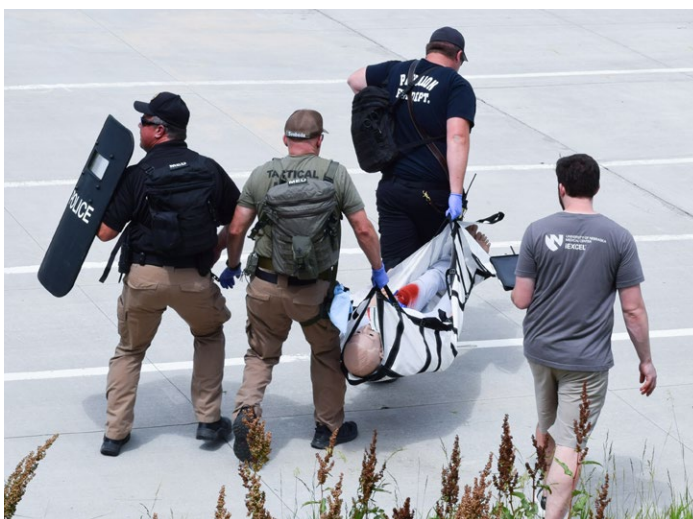
Training School Emergency Responders

SIM-NE visited rural primary and secondary schools to provide critical training to teachers and emergency responders. In expecting the unexpected, teachers trained on AED usage, asthma management, allergic reactions and anaphylaxis treatment, among other scenarios. This training allows school systems and teachers to proactively plan for emergency situations and practice lifesaving procedures, so they are ready to act when the moment arises.

iEXCEL Community & Business

Engagement

Connecting with the community and area businesses is an important, ongoing effort to share the vision and impact of iEXCEL with engagement from local, national and global stakeholders. Through this outreach, the community and business engagement team also interfaces with local, regional and national media to facilitate news stories, press conferences and major communication efforts to promote the innovative breakthroughs of the students and faculty who collaborate with iEXCEL.





COMMUNITY HIGHLIGHT

iEXCEL in the Community

Throughout the year, iEXCEL welcomed students from around Nebraska and the nation. Community engagement groups included Science Education Partnership Award (SEPA), Summer Health Professions Education Program (SHPEP) and the Ponca Youth Academy. At the Davis Global Center, students experienced how hands-on, interactive technology is used to train health care professionals. iEXCEL also took educational tools on the road, visiting K-12 schools in Waverly and Columbus as well as community events such as the NE SciFest at the Durham Museum.



BUSINESS HIGHLIGHT

Digital Twin Project

iEXCEL was engaged by an external industry collaborator to develop a digital twin of their Surgical Table. The table was recreated as a virtual 3D model contextualized for web-based training, complete with a fully functioning digital remote control and user interface. Learners can practice operating the device in an open-ended fashion, while tutorials and narrated videos highlight specific features and capabilities of the surgical table used to improve clinical care.



MEDIA HIGHLIGHT

Public Press Conferences

3D highly-infectious disease training content developed for the federal government and ASPR was used for multiple press conferences featuring subject matter experts from the University of Nebraska and Nebraska Medicine. In one of these press conferences from December, Dr. James Lawler and Dr. Peter Angeletti highlighted the Omicron variant of the COVID-19 virus. Broadcast live from the Davis Global Center, this segment showcased 3D models and animations created by the iEXCEL visualization team. The broadcast explained how COVID mutates to create variants and why public health guidelines such as masking, vaccination and de-densification are important public safety measures for mitigation.

Community & Business Engagement Activities

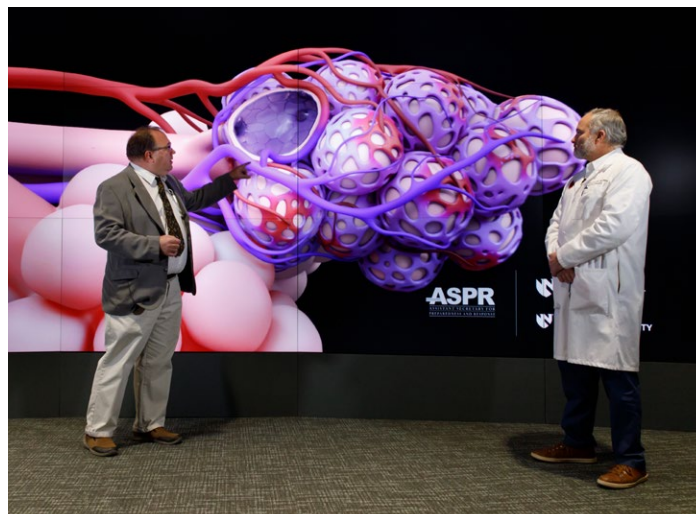
July 1, 2021 – June 30, 2022

- Visitors FY 2016-17 through FY 2021-22: 15,818
- Visitors FY 2021-22: 3,291
- Tours & Events FY 2016-17 through FY 2021-22: 732
- Tours & Events FY 2021-22: 297
- Tours by Type of Visitor:
 - Business & Community: 71
 - University of Nebraska: 134
 - Philanthropy: 40
 - Government/Military: 52

Web & Social Media

July 1, 2021 – June 30, 2022

- Website Page Views: 35,121
- New Website Visitors: 8,961
- Social Media: 142,052



RESEARCH TAB

RESEARCH TAB

RESEARCH AWARD SUMMARY

TOTAL RESEARCH AWARDS FY 2012-13 through FY 2021-22 As Reported to the Board of Regents

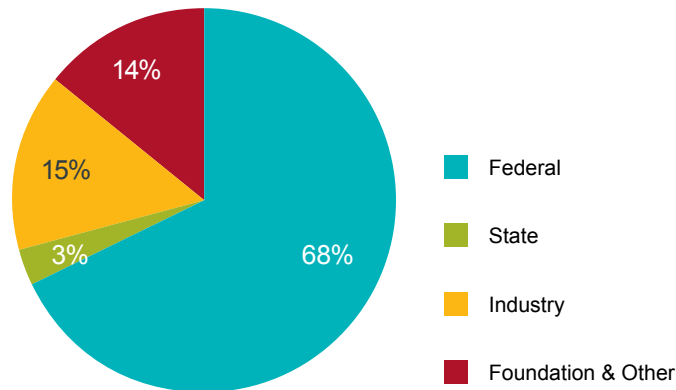
NET AWARDS	AMOUNT	INCREASE/ (DECREASE)	# PRINCIPAL INVESTIGATORS	# RESEARCH GRANTS
FY 2012-13	\$94,109,544	6%	239	425
FY 2013-14(a)	\$89,895,973	(4%)	261	471
FY 2014-15	\$93,313,397	4%	265	466
FY 2015-16	\$115,157,592	23%	268	486
FY 2016-17	\$117,091,404	2%	284	495
FY 2017-18	\$135,608,898	16%	297	524
FY 2018-19	\$138,068,067	2%	328	547
FY 2019-20	\$174,191,275	26%	339	606
FY 2020-21	\$163,906,328	(6%)	340	644
FY 2021-22	\$169,734,012	4%	334	621

(a) Federal Sequestration imposed

Research Funding by Sponsor Category

	FY 2020-21	FY 2021-22	Increase/ (Decrease)
Federal	\$98,905,577	\$116,049,360	17.3%
State	\$10,614,305	\$4,898,597	(53.8%)
Industry	\$24,224,326	\$25,420,985	4.0%
Foundations & Other	\$29,944,120	\$23,365,070	(22.0%)
Total	\$163,906,328	\$169,734,012	3.6%

Percent of Total Funding by Sponsor Category FY 2021-22



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 2021-22 Rank	84th	33rd	53rd	68th	12th	48th	87th
FY 2020-21 Rank	69th	37th	54th	54th	15th	46th	87th
Total Colleges (b)	87	71	158	86	148	68	2,866
FY 2021-22 NIH Funding	\$153,497	\$1,410,647	\$82,970,477	\$448,440	\$10,279,730	\$1,118,775	\$96,381,566
FY 2020-21 NIH Funding	\$166,954	\$728,848	\$79,097,412	\$671,900	\$7,928,776	\$875,450	\$89,469,340
Increase/(Decrease)	(\$13,457)	\$681,799	\$3,873,065	(\$223,460)	\$2,350,954	\$243,325	\$6,912,226
% Change in Funding	(8.06%)	93.54%	4.9%	(33.26%)	29.65%	27.79%	7.73%

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

b) Total Colleges is based on the number of reported accredited programs by college (Dentistry, CODA; Medicine, LCME; Pharmacy, ACPE; Public Health, CEPH). 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 2020-21 Rank	FY 2021-22 Rank	FY 2021-22 NIH Funding
Anesthesiology	38	32	\$1,649,219
Biochemistry	17	19	\$12,134,078
Emergency Medicine	26	30	\$376,075
Genetics	39	40	\$1,544,451
Internal Medicine/Medicine (b)	57	55	\$15,850,780
Neurology (c)	22	18	\$14,856,997
Obstetrics & Gynecology	38	43	\$702,744
Ophthalmology	39	41	\$2,263,701
Orthopaedics	44	40	\$383,182
Pathology	34	24	\$11,704,532
Pediatrics (d)	45	49	\$3,053,443
Pharmacology	20	23	\$8,844,461
Physiology	40	39	\$4,653,553
Psychiatry	73	78	\$767,171
Radiation Oncology	59	58	\$537,250
Surgery	39	34	\$3,648,840

a) Rank among the 158 LCME Accredited Programs

b) Internal Medicine/Medicine includes Eppley Institute awards

c) Neurology includes Neuroscience and Neurosurgery

d) Pediatrics includes Munroe-Meyer Institute awards

Note: Departments without NIH funding are unranked (Family Medicine, Otolaryngology)

ANNUAL RESEARCH AWARDS

Clinical Research Award Comparison to Extramural Research Funding by Funding Category

Total Extramural Research Funding

	FY 2019-20		FY 2020-21		FY 2021-22	
Research Totals	Projects	Funding	Projects	Funding	Projects	Funding
Federal	227	\$120,859,481	217	\$98,905,577	239	\$116,049,360
State	58	\$10,013,192	56	\$10,614,305	38	\$4,898,597
Industry	137	\$20,265,794	134	\$24,442,326	113	\$25,420,985
Other	213	\$23,052,808	237	\$29,944,120	231	\$23,365,070
Total	635	\$174,191,275	644	\$163,906,328	621	\$169,734,012

Total Clinical Research Awards

	FY 2019-20		FY 2020-21		FY 2021-22	
Clinical Research Totals ^(a)	Projects	Funding	Projects	Funding	Projects	Funding
Federal	47	\$45,374,566	44	\$39,803,543	49	\$44,091,103
State	12	\$634,001	11	\$1,035,780	8	\$562,332
Industry	99	\$16,902,303	103	\$20,130,416	93	\$22,713,820
Other	92	\$11,352,203	100	\$19,281,896	88	\$11,517,869
Total	250	\$74,263,073	258	\$80,251,635	238	\$78,885,124

UNMC Fiscal Year July 1 - June 30

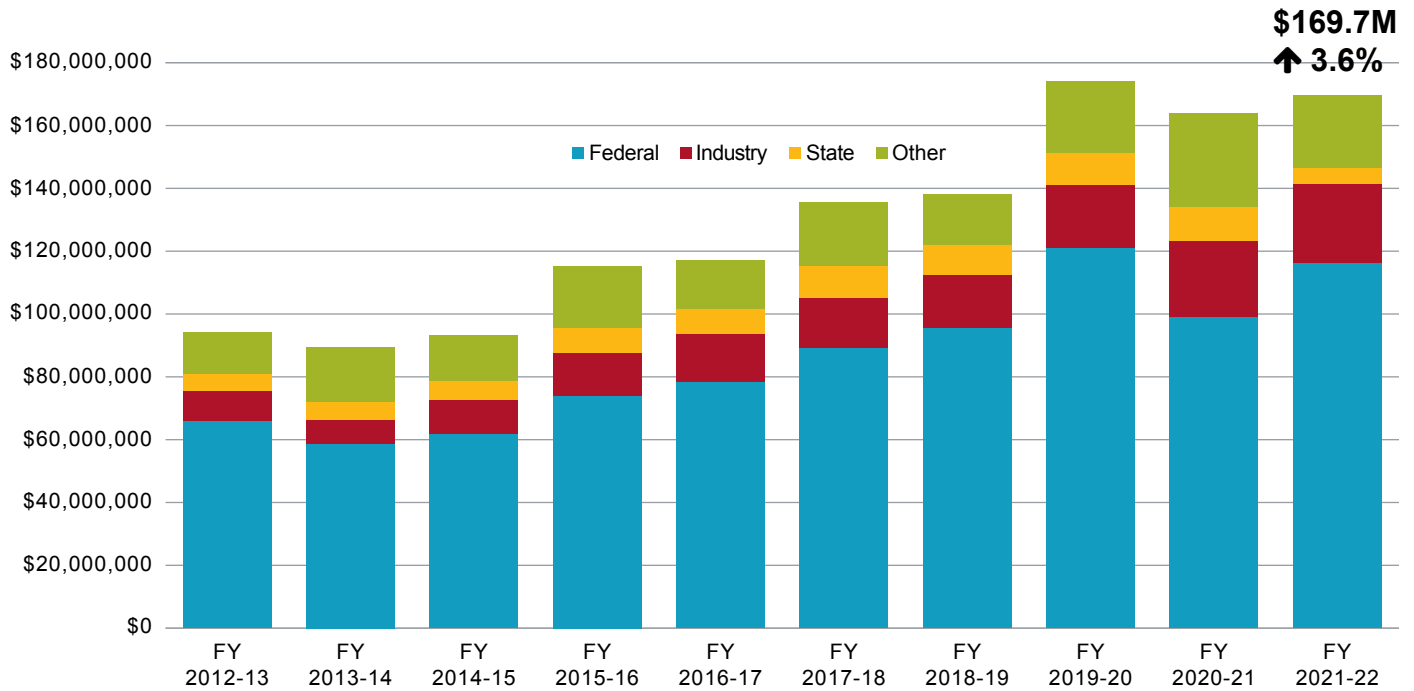
a) Clinical Research awards are defined as those awards with an associated IRB protocol

Total Extramural Funding by College/Unit UNMC Fiscal Year July 1 – June 30

Colleges	FY 2020-21	FY 2021-22	% Change
College of Allied Health Professions	\$510,730	\$126,923	(75.1%)
College of Dentistry	\$837,824	\$797,411	(4.8%)
College of Medicine	\$125,938,854	\$130,876,602	3.9%
College of Nursing	\$1,369,022	\$1,431,942	4.6%
College of Pharmacy	\$10,346,347	\$13,513,966	30.6%
College of Public Health	\$10,002,061	\$7,791,564	(22.1%)
Eppley Cancer Center	\$12,301,313	\$13,395,160	8.9%
Munroe-Meyer Institute	\$2,278,501	\$1,650,444	(27.6%)
Vice Chancellor for Research	\$321,674	-	-
Business and Finance	-	\$150,000	-
	\$163,906,328	\$169,734,012	3.6%

RESEARCH AWARDS BY CATEGORY

Extramural Research Award Totals by Category



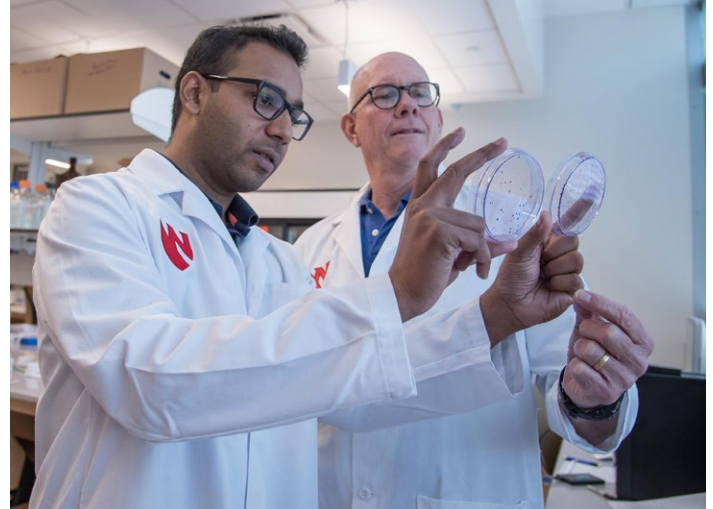
Other funding includes all subcontracts including those from other institutions as well as NSRI.



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. Collaborative seminars and multi-PI grants promote and solidify the development of new teams.
3. **Diversify our funding portfolio.** While most of UNMC's research funding comes from federal sources, with a majority coming through the NIH, other award mechanisms and funding sources are also encouraged, including:
 - *Large grant programs.* Center, program project and specialized programs of excellence grants are critical to the building of sustainable research programs and shared resources. While many of our IDeA programs (INBRE, IDeA-CTR and COBRE grants) are well represented, UNMC is poised to compete for non-IDeA center grants.
 - *Department of Defense (DoD) through the National Strategic Research Institute (NSRI) and direct agency support.* NSRI, as a university-affiliated research center (UARC) of the DoD, provides many opportunities for research contracts in the area of combatting weapons of mass destruction and consequence management, including remote, combat casualty care and care during transport. UNMC is growing our capabilities to serve as a drug development pipeline aimed at mitigation of exposure to radiation and infectious diseases.
 - *The 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 & 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 between UNMC and Children's Hospital & Medical Center. This Board of Regents-approved institute has expanded funding of pediatric-related health research. Ann Anderson Berry, MD, PhD, is the Executive Director and William Rizzo, MD, the Scientific Director.



- *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), Advarra®, to streamline study monitoring and invoicing. UNeHealth and the Clinical Research Center have led major changes in contracting, budgeting and trial support. The Institutional Review Board (IRB) has implemented requirements to serve as a single IRB in support of NIH-funded multicenter trials.
 - *Training grants.* Through incentives and improved understanding of their value to students, more individual and institutional training grant awards (F, K and T grants) are being submitted and awarded.
 - *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 critical to “grow our own.” A number of campus mentoring programs and 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. The IRB, Clinical Research Center and other regulatory units have evaluated their processes to enhance transparency and reduce inefficiencies.

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 that are helpful to the entire research community 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 cores and service centers always have a director who is a subject matter expert with advanced degrees—many directors also have faculty appointments.

Biostatistics. The Center for Collaboration on Research Design and Analysis (CCORDA) sponsored by the College of Public Health and led by Fang Yu, PhD, Department of Biostatistics, College of Public Health, was one of the first service centers at UNMC. Established in 2008 and one of the largest, CCORDA has been providing expertise to researchers across the spectrum of basic science to clinical trials, epidemiology and health outcomes research. This service center is critical to fulfilling the required scientific rigor and reproducibility requirements that NIH demands.

Bioinformatics and Systems Biology Core. Bioinformatics is focused on the analysis of genes, proteins or metabolites within a biological system. This core, under the direction of Babu Guda, PhD, Department of Genetics, Cell Biology and Anatomy, College of Medicine, provides expertise for the analysis of many types of basic science, in addition to developing tools and providing unique software to the campus for their analyses. The 'Big Data' generated then requires systems biology expertise to understand how all these factors interact with each other. Increasingly, computational approaches like artificial intelligence (AI), sometimes called 'machine learning' are being applied to these analyses.

Electronic Health Record Access Core. The need for clinical information generated in the electronic health record and ancillary systems continues to grow. Directed by Purnima Guda, PhD, this core provides services to clinical researchers to evaluate the feasibility of a specific clinical trial, to conduct a health outcome or quality improvement project, or to conduct a prospective research project.

Research IT Office (RITO). Ashok Mudgapalli, PhD, oversees the computer engineers in the RITO office who provide specialized information technology (IT) support on a fee-for-service basis. Examples include the integration of new instruments into cores and other labs, the movement of data to and from UNMC, as well as the safe and secure storage of data used in REDCap, an open-source database developed by Vanderbilt for the conduct of clinical research and UNMC's site license biobanking software. They also help investigators develop and maintain health record databases.



Computational Chemistry Core. This core provides software and expertise to analyze structures of potential drugs and drug metabolites being considered in research, often using AI techniques. This resource, under the direction of Nicholas Palermo, PhD, utilizes machine learning to increase efficiency and automate workflows for the complex algorithms required for high throughput screening of potential compounds.

Animal Behavior Core. Mystera Samuelson, PhD, provides expertise on best strategies to study animal behavior, whether in the laboratory or in the field. A specific space, specialized software and equipment facilitate the conduct of reproducible, functional assessments of behavior in small animals. Under Dr. Samuelson's direction, this core also collaborates in assessments of field animals.

WORKING WITH THE COMMUNITY

Community engagement is critical to developing research that can effectively impact communities as well as building trust in research in the community. Many large grant programs and researchers are highly invested in developing partnerships with the community. Some of these are highlighted below.

The Fred & Pamela Buffett Cancer Center. Cancer prevention depends on community engagement and impacts population health. The Cancer Prevention and Control Program as well as the Patient Engagement Core strive to establish close ties with the community. The Cattleman's Ball, which annually raises funds for cancer research, is another example of the long relationships UNMC has with community members in support of research.

NIGMS-funded Great Plains IDEA-CTR. UNMC leads a consortium of regional institutions (UNL, UNK, UNO, Creighton and Boys Town National Research Hospital) to develop clinical-translational research programs, resources and researchers. The Community Engagement Core mentors researchers on best practices for community-engaged research and has created a Community Advisory Board, as well as a practice-based research network, to engage community partners in clinical research.

Center for Reducing Health Disparities. This College of Public Health center, led by Dejun Su, PhD, Department of Health Promotion, works with community groups on research to understand and reduce health disparities. These investigators also provide tools such as Spanish language translation to other investigators.

Health Disparities Grant Program. Conquering health disparities requires pilot data to obtain larger grants. The VCR Office conducts an annual health disparities grant competition that incentivizes new teams to focus on and work with communities to address the health disparities in our state and region.

NIOSH-funded Central States Center for Agricultural Safety and Health led by Risto Rautiainen, PhD, College of Public Health, focuses on conducting research to understand and reduce 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) promotes community-engaged research, particularly as patients transition from health facilities to home.

Office of Community Engagement. This office, led by Heidi Keeler, PhD, RN, works with all other UNMC groups who are engaging with the community to reduce overlap and help community members and UNMC faculty connect with each other.

Office of Rural Health Initiatives. Nicole Carritt, MPH, leads this office that serves as a lynchpin between UNMC practitioners, researchers and rural community partners.



Community Service to Research Award. UNMC recognizes the important contributions of community members, health practitioners, public leaders and community groups that have demonstrated an established record of service to our research mission.

DRUG DISCOVERY AND DEVICE DEVELOPMENT

Drug and device discovery and development are key elements to many of our research programs. These innovations are the building blocks of intellectual property (IP) development and are vital to any research enterprise. The following are some of the programs that support these efforts:

Center for Drug Discovery and Lozier Center for Pharmacy Sciences and Education (PDD). Built in 2015, this state-of-the-art facility contains all the technologies and resources needed to conduct modern drug discovery and development.

Nebraska Center for Molecular Target Discovery and Development. This NIH-funded Center of Biomedical Research Excellence (COBRE) is led by Rob Lewis, PhD, Eppley Institute, and was established to facilitate research aimed at identifying targets for drug discovery. As with all COBRE programs, a major focus is to assist early career investigators in making the transition to independent funding.

Nebraska Center for Nanomedicine. This COBRE project, directed by David Oupicky, PhD, College of Pharmacy, has effectively mentored many faculty, developed several resources and initiated collaborations with clinicians and other scientists to develop new formulations of drugs that improve drug efficacy.

Nebraska Nanomedicine Production Plant. This NRI-funded core provides technologies to help investigators produce nanopharmaceuticals under Good Manufacturing Practices (GMP) conditions in support of the requirements required by the Food and Drug Administration (FDA).

Biologics Production Facility. This clinical facility provides manufacturing space and required storage capabilities for cellular therapies intended for human use under a research protocol or clinical use. This facility was essential in bringing CAR-T cell therapies to Nebraska.

UNeTech Institute. Directed by Henry J. Runge, JD, this institute functions to connect inventors, investors and entrepreneurs by harnessing the resources of the University of Nebraska ecosystem and the Omaha and greater Nebraska community.



iEXCEL programs in the Davis Global Center. This facility has extensive virtual and augmented reality and simulation software to provide investigators a space to test new technologies in a virtual or simulated environment.

Nebraska Drug Discovery and Development Pipeline. This program was established to coordinate the drug discovery and development expertise across the University of Nebraska system to meet the needs of our faculty as well as our government and industry partners.

UNeMed Corporation. This is UNMC's technology transfer partner, helping investigators with New Invention Notification (NIN) disclosures, patents and licensing agreements as they develop their ideas into tangible products and start-up businesses.

NATIONAL STRATEGIC RESEARCH INSTITUTE AT THE UNIVERSITY OF NEBRASKA

The National Strategic Research Institute (NSRI) at the University of Nebraska (NU) is one of only 14 University Affiliated Research Centers (UARC) designated by the Department of Defense (DOD). It is a nonprofit 501(c)(3) affiliated with NU and sponsored by U.S. Strategic Command (USSTRATCOM).

As a UARC, NSRI is considered 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 from USSTRATCOM. NSRI has received three IDIQ contract vehicles from USSTRATCOM — \$84 million in 2012, \$92 million in 2016 and \$92 million in 2020. In total, more than 40 federal government agencies have contracted through NSRI to work with NU researchers and NSRI scientists and access NU technology and facilities.

NU and NSRI are required to maintain research and development capabilities for the DOD and other federal agencies focused on strategic deterrence and countering weapons of mass destruction. Details about NSRI's core competencies and research focus areas are available at nsri.nebraska.edu/capabilities.

UNMC and NSRI Collaborations

Throughout FY 2021-22, NSRI welcomed more UNMC researchers into its mission through two primary initiatives — NSRI Fellows and the NSRI independent research and development (IRAD) program.

NSRI FELLOWS

- Ken Bayles, Pathology and Microbiology
- Jesse Bell, Environmental, Agricultural & Occupational Health
- David Brett-Major, Epidemiology
- Mara Broadhurst, Pathology & Microbiology
- Keely Buesing, Surgery
- Eric Carnes, Environmental, Agricultural & Occupational Health
- Rao Chundury, Ophthalmology & Visual Sciences
- Rebecca Deegan, Biochemistry & Molecular Biology
- Babu Guda, Genetics, Cell Biology & Anatomy
- Angela Hewlett, Infectious Disease
- Corey Hopkins, Pharmaceutical Sciences
- Victoria Kennel, Allied Health Professions
- Chris Kratochvil, Clinical Research, Psychiatry
- Ronald Krueger, Ophthalmology & Visual Sciences
- Marilyn Larson, Microbiology & Pathology
- James Lawler, Internal Medicine
- Bethany Lowndes, Neurological Sciences
- Aaron Mohs, Pharmaceutical Sciences
- Daniel Monaghan, Pharmacology & Experimental Neuroscience
- Stephen Obaro, Infectious Disease
- Nicholas Palermo, Computational Chemistry
- Gurudutt Pendyala, Anesthesiology
- Shanna Ratnesar-Shumate, Pathology & Microbiology
- St. Patrick Reid, Pathology & Microbiology
- Stephen Rennard, Pulmonary, Critical Care & Sleep Medicine



NU President Ted Carter speaks to stakeholders, customers and researchers at the 10th anniversary celebration of NSRI as the UARC of NU and USSTRATCOM. Celebratory campaign at nsri.nebraska.edu/nsri10.

- Matthew Rizzo, Neurological Sciences
- Eleanor Rogan, Environmental, Agricultural & Occupational Health
- Michael Rosenthal, Physical Therapy Education
- Anthony Sambol, Pathology & Microbiology
- Alicia Schiller, Anesthesiology
- Paul Sorgen, Biochemistry & Molecular Biology
- Denis Svechkarev, Pharmaceutical Sciences
- James Talmadge, Pathology & Microbiology
- Steven Yeh, Ophthalmology & Visual Sciences

NSRI IRAD

The following funded projects are either led by or contributed to by the UNMC researchers listed.

Educational strategy assessment for improving respiratory protection equipment use:

- Principal Investigator: Elizabeth Beam, assistant professor, College of Nursing
- Jocelyn Herstein, assistant professor, College of Public Health
- Kevin Kupzyk, assistant professor, College of Nursing
- Stephen Smith, instructional technologist, College of Nursing
- Shalea Cotton, graduate assistant, College of Nursing

Phenotypic and functional characterization of newly evolved SARS-CoV-2 mutant viruses:

- Principal Investigator: Siddappa N. Byrareddy, professor, Pharmacology & Experimental Neuroscience

Personal wearable sensor platform for detecting and localizing WMDs:

- Stephen Rennard, Richard and Margaret Larson Professor, Pulmonary Research

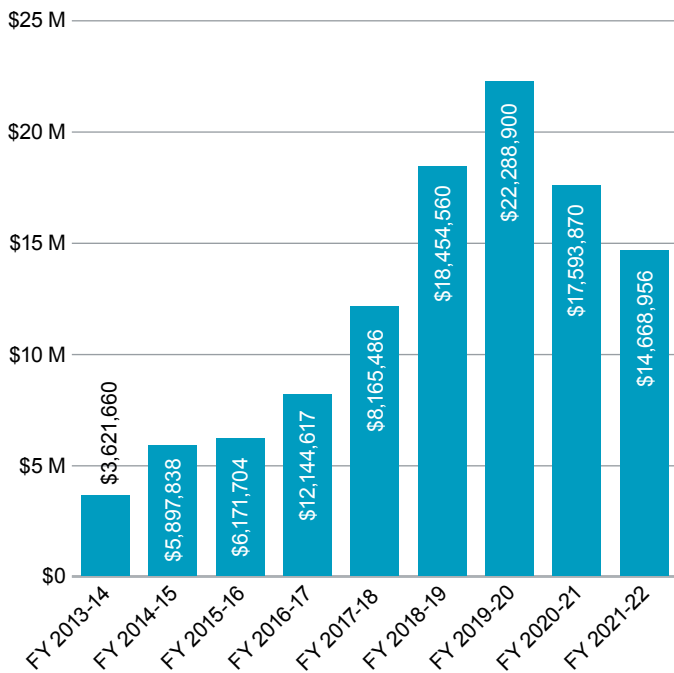


Keely Buesing (center) in her lab.



Training participants from Alicia Schiller's project in action.

NSRI Annual Revenue



NSRI All-Time Impact

As of October 2022

147 contracts & grants

\$207.5 million total contract awards

44 NU principal investigators

Continued Defense-Related Projects

In total, 56 UNMC researchers and students contributed to NSRI projects. The following projects, led by UNMC principal investigators, were active during the reporting period.

- Ken Bayles, Nebraska Drug Development & Discovery Pipeline (ND³P), Defense Health Agency. \$10.8 million, established in 2018.
- Keely Buesing, Field proof of concept: En route care for acute respiratory distress system mitigation using oxygenated microbubbles, Air Force Medical Readiness Agency. \$3.8 million, established in 2018.
- John Lowe, Surveillance of pathogens causing severe infectious and associated antimicrobial resistance, Defense Health Agency. \$5.8 million, established in 2018.
- Josh Santarpia, Research and Development to Support Advanced Detection and Decontamination, Defense Threat Reduction Agency. \$9.4 million, established in 2019.
- Alicia Schiller, Assessment and Training of Procedural Skills for Combat Casualty Care. Tripler Army Medical Center, \$142,000, established in 2020.
- Shanna Ratnesar-Shumate, Yersenia Pestis, Battelle. \$406,000, established in 2021.
- Shanna Ratnesar-Shumate, Francisella Tularensis, Battelle. \$549,000, established in 2021.
- Michael Wiley, Targeted Acquisition of Reference Materials Augmenting Capabilities Initiative, Joint Program Executive Office for Chemical, Biological, Radiological and Nuclear Defense. \$10 million, established in 2018.

Learn more about NSRI at nsri.nebraska.edu

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.

COVID-19 pandemic

The following occurred as the health system continued to navigate through the ongoing COVID-19 pandemic:

- Provided inpatient and outpatient clinical care for patients affected by COVID-19
- Required vaccination against COVID-19 for all Nebraska Medicine colleagues and employed physicians
- Vaccine Support Team established as a resource for colleagues for information about COVID-19 vaccines
- The Nebraska Medicine app added the ability to allow patients to provide digital verification of COVID-19 vaccination or testing
- Nebraska Medicine activated its crisis standards of care plan Jan. 13 through Feb. 7, 2022, due to unprecedented demand across the health system. The omicron variant spread in record numbers and increased the strain on our hospitals, clinics and operating rooms with the number of infected patients and staff absences due to infection or exposure
- Care Pair, a new staffing model was trialed on three inpatient units from Oct. 11 through Nov. 7, 2022, that paired a nurse with a nursing assistant for an entire shift. Its objective was to address workforce shortage and job satisfaction

Reimagining the Future of Health Care

Planning and work began and continue for the new Innovation Design Unit, an inpatient unit that will be housed on level six of University Tower at the Nebraska Medical Center. When complete, the Innovation Design Unit will include 18 to 24 inpatient beds and will be an environment where we will pilot new care delivery, technology and facility design. It will also support





our role in preparedness and hazard response, leading up to Project NEXt. The goal is for patients to be seen in the unit by FY 2023-24.

Community Practices Join Nebraska Medicine

Nebraska Medicine’s ability to provide access to cancer services closer to home for patients in the center of the state grew with Heartland Hematology and Oncology in Kearney, Nebraska, joining the health network in December 2021.

Also in December 2021, Westroads Rheumatology Associates became part of the Nebraska Medicine health network. Westroads Rheumatology Associates had long been connected to Nebraska Medicine, working with its academic partner, UNMC, in helping to educate the next generation of rheumatology physicians, physician assistants and nurse practitioners.

CNA/Nursing Assistant Fast Pass Program

To help with labor shortages, one way Nebraska Medicine looked at providing additional support to clinical staff was by initiating a new fast-track hiring program for certified nursing assistants and nursing assistants. From Aug. 8 through 26, 2022, the goal was to get candidates from application to start date within 10 days and hire 100 new CNAs and nursing assistants. The goal was surpassed with 112 new hires.

Ribbon Cut on New Millard Health Center

The newest addition to Nebraska Medicine’s network of patient-centered medical homes opened in November 2021. The Millard Health Center, located at 13325 Millard Ave., became home to the Primary Care clinic that was previously at Oakview Health Center.

Village Pointe Expansion Work Continues

Construction of the Village Pointe Health Center campus in West Omaha continued with the final beam being put into place in April 2022.

The newest building is on the east side of the Village Pointe Health Center, adjacent to the building located at 111 N. 175th Street. It is the fourth building at this site. Construction started in July 2021 and is expected to be open by the summer of



Innovation	Teamwork	Excellence	Accountability	Courage	Healing
July/August	September/October	November/December	January/February	March/April	May/June
Innovation Culture Conversation	Teamwork Culture Conversation	Excellence Culture Conversation	Accountability Culture Conversation	Courage Culture Conversation	Healing Culture Conversation

2023. Pharmacy, Orthopaedics, Heart and Vascular, Pulmonary, Presurgical Screening and Executive Physical will join existing clinical programs currently available across Village Pointe Health Center campus.

The Next Step in Nebraska Medicine’s Culture Journey

In partnership with the UNMC College of Medicine, the Be Extraordinary Together culture initiative turned its focus to the organizations’ iTEACH values, which are Innovation, Teamwork, Excellence, Accountability, Courage and Healing. Two months were dedicated to each of the six values for teams and departments to discuss each value and to find ways to incorporate each into daily activities – both at work and at home.

New Award Casts Light on Support Care Team

The Sunshine Award was created to recognize contributions from the support team in both inpatient and outpatient areas. The award is presented quarterly to a medical assistant, nursing assistant, patient attendant or another member of the support team who consistently meets the following criteria:

- Displays iTEACH values
- Demonstrates a positive attitude and professionalism at work
- Honors and supports all members of the Nebraska Medicine family in delivering the best experience for our patients, families and visitors
- Establishes a special connection with patients, families, and visitors through trust and emotional support
- Demonstrates excellent interpersonal skills and teamwork with peers and co-workers

ENCOMPASS Program Empowers Victims of Violence and Promotes Change

Over the past five years, victims of violence treated by Nebraska Medicine Trauma Services have increased 117%. To decrease that percentage, Nebraska Medicine and UNMC were awarded funding from the Nebraska Crime Commission, Office of Victims of Crime Assistance to support a hospital-based violence intervention program called ENCOMPASS Omaha.

ENCOMPASS Omaha, which stands for Engaging Networks within the Community of Omaha to Maintain and Promote a Safe Society, provides services to address medical, behavioral, and social needs to support the recovery and healing of patients enrolled in the program.

ServiceNow Launches

It was announced that a new Information Technology platform, ServiceNow, would launch in July 2022. The web portal aims to simplify users' experiences with IT Services teams and includes intuitive request forms and self-service options. It also provides users a better idea of where their service ticket stands and allows IT a place to make announcements on issues that may be affecting the health system.

Nebraska Medicine Holds a Variety of Awards and Recognitions

- *U.S. News & World Report* Best Hospital in the State
- *U.S. News* also rated four specialties listed as high performing: Cancer, Gastroenterology and GI Surgery, Orthopaedics, Pulmonary and Lung Surgery
- Nebraska Medical Center was the only hospital in the state to be listed among *Newsweek's* Best Maternity Hospitals 2022
- For the third year in a row, Nebraska Medicine was named to the *Forbes* Best-in-State Employers list
- American Hospital Association survey found Nebraska Medicine to be among the most trusted health systems
- Healthgrades named Nebraska Medical Center and Bellevue Medical Center as 2022 Patient Safety Excellence Award winners
- Nebraska Medicine earned the LGBTQ+ Healthcare Equality Leader designation from Human Rights Campaign Foundation's Healthcare Equality Index
- Nebraska Medicine was recognized as one of the area's leading support organizations for the United Way of the Midlands' 2021 fundraising campaign



HEALTH CARE VOLUME AND PATIENT SATISFACTION

NEBRASKA MEDICINE — CLINIC VISITS	FY 2020-21 ACTUAL	FY 2021-22 ACTUAL	FY 2022-23 PROJECTED
Primary Care	242,619	261,368	279,441
Specialty Care	516,110	571,452	607,898

NEBRASKA MEDICINE — HOSPITAL ACTIVITY	FY 2020-21 ACTUAL	FY 2021-22 ACTUAL	FY 2022-23 PROJECTED
Source - Census Days File (Excludes Newborns)			
Discharges	31,532	29,506	31,322
Patient Days	190,064	199,603	207,947
Average Length of Stay	6.03	6.76	6.64

NEBRASKA MEDICINE — PATIENT SATISFACTION SCORES	FY 2020-21		FY 2021-22	
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	84.37%	49th	84.78%	58th
Nebraska Medicine overall inpatient recommending the hospital (HCAHPS)	77.67%	66th	75.60%	72nd
Nebraska Medicine Bellevue inpatient recommending the hospital (HCAHPS)	76.65%	64th	76.42%	75th



COMMUNITY ENGAGEMENT AND HEALTH CARE

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, as well as development of community-engaged metrics and tracking of UNMC's collective impact with supportive resources, tools and connections.

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. This year, the awards were presented in the inaugural Student Award Ceremony, in conjunction with Student Success and Student Senate. Winners in 2022 include:

- The UNMC Racquetball Club received the Community Impact Award. This award recognizes student organizations that extend UNMC's core values through the creation of health initiatives that are impactful and sustainable in the community.
- Kappa Psi Pharmaceutical Fraternity, through the College of Pharmacy, was awarded the Community Health Education Award for its contributions to immunization efforts. This award recognizes student organizations that extend UNMC's core values through the demonstration of exemplary contributions to the development of educational health care services or programming to community agencies, schools or organizations.

- Ryan Mullane, DO, was awarded the Faculty Advisor Excellence in Engagement Award for his mentorship and exceptional service to the students, colleagues and clients of the UNMC SHARING Clinics.
- EMPOWER was the winner of the OCE Shark Tank competition which awards a \$1,000 prize to the student organization that presents the strongest pitch for use of the funds to a panel of judges, or “sharks.” EMPOWER will be partnering with The Women’s Center for Advancement and Girls, Inc., to develop interprofessional educational training for students as future health care providers/caregivers on domestic/interpersonal violence.

The office oversees the administration of five student-led, service learning “Legacy Projects:”

- **Bridge to Care** connects resettled refugees in the Douglas County/Omaha metro area with health care providers, health educational materials and preventive health services. Among its many efforts, Bridge to Care organizes an annual health fair for resident refugees in the Benson area and partners with the UNMC Center for Reducing Health Disparities to support numerous community service events.
- **Do juSTice** allows students to interact with inmates to deliver STD education, testing and treatment and develop strategies for intervention. Partnering with the Douglas County Department of Corrections, students provide care, education and advocacy for this vulnerable population.
- **EMPOWER** focuses on reducing domestic and sexual violence by increasing awareness and providing opportunities for future health care professionals to become involved in supporting survivors through health education and service. Empower organizes the annual “It’s On Us” Week of Action events to raise awareness and prevention of abuse and violence, hosts self-defense classes, organizes lunch and learn sessions and supports greater community events such as local human trafficking prevention efforts.
- **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. This year, the group, developed a mentoring program for foster youth at Project Everlast. Students in the group serve as mentors or ‘coaches’ to facilitate supportive relationships with the foster youth, and they offer educational health care-related workshops to the mentees over the past year. This group also has provided educational programming for Girls, Inc.
- **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 2022, UNMC and Nebraska Medicine partnered to support this fourth African Cultural Festival in Omaha. 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

Launched in February 2009, the UNMC Science Cafés involve face-to-face conversations with scientists 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 cafés have been virtual since the spring of 2020. For more information, visit unmc.edu/science_cafe.

ANNUAL UNITED WAY DRIVE

Each year, UNMC employees are encouraged to participate in the annual United Way Drive. In November 2021, the UNMC drive netted \$64,912 (and UNMC recorded a campus participation goal of 11%) for the United Way and the agencies it serves. Participants also had the opportunity to donate to Give Nebraska (formerly the Community Service Fund of Nebraska) and the University of Nebraska Foundation.

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 20 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. 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 statewide festival with the assistance of several 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.

SPONSORSHIPS

UNMC supports the charitable missions of other not-for-profit, community-based organizations. Sponsorship requests are reviewed by a committee, and each is considered individually and within the context of available funds.

ALUMNI ASSOCIATION

FY 2021-22



Making An Impact

There was not one health care provider who was not impacted by the COVID-19 pandemic and UNMC's alumni continued their dedicated service as the second year of the pandemic endured. In turn, the UNMC Alumni Association (UNMCAA) has adapted accordingly to meet the changing needs of our constituents. Our work over the last year evolved to include more in-person activities than the previous year while reaffirming a commitment to virtual engagement offerings to meet the needs of those who are unable to participate in person either by choice or distance. Building alumni pride online is now more important than ever.

One of the highlights of this last year was the continued growth of the online community, *Alumni Connections*. *Alumni Connections* has eclipsed 1,000 users comprised of students, alumni and

faculty. The UNMCAA offered hybrid-format events and engaged more constituents with innovative digital publications and digital media strategies. In all, the UNMCAA has once again adapted to the changing environment to best meet the needs of the University's greatest asset — alumni — and help advance the University's mission.

The work we do is only possible because of the generosity of our alumni and friends and the support they give to the seven UNMC Innovation Funds. Read on to learn more about how the Innovation Funds make an impact.



Impact Highlights

- **24** in-person events and **15** virtual events
- Conducted a special month-long “Get Involved” campaign using texting, email, social media and mail.
 - » **36,492** emails were opened from 7 emails, across four weeks.
 - » **136** contact information updates submitted
 - » **10.23%** increase in new users in the online community, Alumni Connections
 - » **1.41%** growth in social media followers/members
- The Connections Project Blog had 1,292 views of content on YouTube, 4,213 on Facebook and 258 on Instagram for a total of 5,763 views.
- 5,983 views of the UNMCAA YouTube Channel (a 33% growth over the prior fiscal year) with 103 hours of watch time.
- 35 alumni and friends were recognized with awards.
- 26 email newsletters were produced.
- 1,500+ students participated in alumni-supported professionalism and matriculation ceremonies and 1,330 engagement contacts occurred through hosted or sponsored events.
- 23 parents, spouses and family members of medical students engaged through the COM PFA advisory board with 530 connected through the PFA network.
- More than 240 retirees are connected through the retiree association.
- 89 volunteers on **7** alumni councils and **6** councils have student representatives.



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.

FY 2021-22 Activity Highlights

INTERNATIONAL STUDENTS

UNMC welcomed 51 new students for a total of 337 international students and medical residents during FY 2021 – 22. These



New international students are welcomed during fall 2021 international student orientation.



Many new international students visit the Henry Doorly Zoo, Sept. 2021.

students represented 42 countries and participated in 29 different academic programs across all colleges.

Two-thirds of UNMC's international students and residents came from China and India. The Office of Graduate Studies enrolled 72% of the international students.

INTERNATIONAL STUDENT ORIENTATION

On August 12-13, 2021, the Office of Global Engagement hosted a two-day orientation, attended by 43 international students. The event was held both in-person and via Zoom. Three pre-arrival sessions held via Zoom covered topics such as visa/immigration, housing and transportation. During September, OGE sponsored the International Student Welcome Lunch and Ambassador Recognition event and a trip to the Henry Doorly Zoo. These events were followed by an October shopping trip to the Nebraska Crossing outlet mall. An Ollie the Trolley holiday lights tour took place in late November.



International Student Welcome Lunch and Recognition event held in September.



Jane Meza, PhD, associate vice chancellor for global engagement, distributes gifts of appreciation to the global ambassadors at the International Student Welcome Lunch and Ambassador Appreciation event.

Five international students participated in the 2022 spring orientation, which was held in January. Pre-arrival Zoom sessions on housing, transportation and visa topics preceded the in-person orientation. The typical zoo and shopping trips were again offered in the spring.

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.

ISA kicked off the 2021-22 academic year with a meet-and-greet event in late October, handing out Halloween-themed goodie bags to those who stopped by the outdoor display.

ISA added a new feature to the 2021 International Week — a Diwali Night (celebration of lights festival), which featured crafts, dancing and Indian food. In addition, this collaborative event between the Office of Global Engagement and the ISA also featured intercultural workshops and classes, and a ping-pong tournament. The week also brought diverse groups together for the Culture Expo and a movie at Film Streams Dundee. An open house of the Office of Global Engagement was also held so students could identify with our new location in the Williams Science Hall.

After a pandemic-induced hiatus in 2021, the annual Holi celebration took place in early April 2022, with more than 100 students, faculty, staff and their families in attendance. In late April, ISA organized an Iftar/Eid potluck dinner.

ISA was the recipient of a Collaboration award and the Diversity & Inclusion Program Award presented at the inaugural Student Awards Ceremony in April 2022. This award recognizes the successful and organized planning and implementation of a program that promoted cross-cultural learning and interaction, appealed to a broad audience, provided a meaningful exchange of ideas and made a significant impact on the UNMC community.



Ollie the Trolley drove through neighborhoods so that our international students could experience the custom of holiday lights.

GLOBAL LEARNING OPPORTUNITIES

The ongoing pandemic prohibited international travel early in FY 2021-22. However, with travel restrictions beginning to wane during Spring 2022, three UNMC students completed short-term courses in Mexico and Italy and two students spent longer periods in Bangladesh doing public health research. Global health experiences abroad for students are expected to gradually return to pre-pandemic levels by FY 2022-23.

MEDICAL SPANISH/GLOBAL HEALTH COURSE

UNMC continues to collaborate with our partner institution in Mexico, Universidad Anáhuac Veracruz (UAV), to offer the four-week hybrid version of UNMC's well-known in-person Medical Spanish and Global Health Course to fourth-year medical students. Eight UNMC students participated in the January and February 2022 courses.



International students decorate tables for their home countries so others could learn about their customs.

Several medical residents in the Pediatric Global Health Track enrolled in a similar intensive Spanish language course tailored to their specific needs. Based on the success of the virtual immersion course pioneered by UNMC, OneWorld has engaged with the UAV linguistics unit to offer similar language training to its staff, tailored to meet the schedules of working professionals.

MEDICAL SERVICE TRIPS

Due to COVID-19, the Student Alliance for Global Health (SAGH) did not organize any medical service trips during the 2022 spring breaks.

INTERNATIONAL PHOTO CONTEST

The second annual International Photo Contest, coordinated by the Office of Global Engagement, was available to the UNMC community. The contest was held from March 7-28, 2022. Categories were: "Cityscapes/Architecture, Landscapes/ Nature, People and Animals". Prizes include one overall Grand Prize with a first place awarded for each category in both the student/resident and faculty/staff divisions.

Programs

Many of our traditional programs, such as student exchange, faculty training, family medicine training, international observationships and student researchers were put on hold due to COVID-19.

SUMMER EXPERIENTIAL EDUCATION IN PHYSICAL THERAPY

In July 2021, 24 physical therapy students from six universities in Asia completed a three-week virtual Summer Experiential Education (SEED) in Physical Therapy. This program, which started in 2017 in person and moved online in 2022, is the fourth cohort of the SEED Program jointly hosted by the College of Allied Health Professions and the Office of Global Engagement.

STUDENT ALLIANCE FOR GLOBAL HEALTH

In addition to the monthly program meetings, offered virtually and in-person, the Student Alliance for Global Health (SAGH)



"Mungu Awabariki," by Benjamin McIntire, earned the grand prize, 2022 International Photo Contest sponsored by the Office of Global Engagement.

continued to offer fall classes in beginning Spanish (in-person and virtual) and intermediate Spanish (virtual).

SAGH continued to organize UNMC student volunteers to participate in the monthly drive-up food pantries sponsored by Clair Memorial United Methodist Church in Omaha. Eight-to-fifteen students volunteer each month to assist the church in distributing food to an average of 100 families. SAGH also sponsored fundraisers to benefit Afghan refugee families in Omaha and support the local efforts to send medical supplies to Ukraine. SAGH collaborated with Nada Fadul, MD, FIDSA, professor, division of infectious diseases; medical director, specialty care center; and assistant dean, diversity, equity and inclusion education programs at UNMC, to engage virtually with medical students in the Sudan to support their local medical outreach programs.

Partnerships

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

UNMC currently has international academic agreements with 38 partners in 22 countries. In FY 2021-22, six agreements were signed or renewed with partners in Bangladesh, China, Colombia, Mexico and Nigeria.

COVID-19 IN THE MIDDLE EAST AND NORTH AFRICA (MENA)

A group from UNMC was among the 175 leading health care researchers, clinicians and policymakers from 23 countries in the Middle East and North Africa (MENA) region, to present state-of-the-art research in various areas related to the pandemic. The focus was on the development of partnerships through which international institutions can work together to better prepare for future pandemics in the region and around the globe.



The UNMC community gathered to celebrate Holi, a Hindu festival that celebrates spring, love and new life. Some families hold religious ceremonies, but for many Holi is more a time for fun. It's a colorful festival, with dancing, singing and throwing of powder paint and colorful water. Holi is also known as the "festival of colors."

UNMC was one of the co-organizers of the international conference "COVID-19 in the Middle East and North Africa Region: Lessons Learned in Research, Policy, Public Health, and Clinical Practices," held May 30-31, 2022, in Gaziantep, Turkey.

UNMC's participation included leadership from the College of Medicine, College of Public Health, Global Center for Health Security, iEXCEL, and the Office of Global Engagement.

FAMILY MEDICINE COLLABORATION

In 2022, the MOU was renewed between UNMC and Anáhuac University Veracruz, in recognition of the success of the partnership to date and the emerging opportunities for additional collaborations for the mutual benefit of students, faculty and our communities. As Anahuac recently opened a second campus, opportunities to diversify our activities have increased with a major focus in 2022 being on the development of a growing collaboration between Anahuac's two medical schools and the UNMC Department of Family Medicine. In Feb. 2022, a delegation of representatives from the UNMC Department of Family Medicine and the Office of Global Engagement visited Anahuac University to discuss joint collaborations in clinical experience and participation in the medical Spanish program.

Support Services

VISA SPONSORSHIP

In 2021, the Office of Global Engagement assisted and sponsored 677 international employees, students and visitors representing 67 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 the University of Nebraska at Omaha (UNO) to prepare government petitions to sponsor international employees to work at UNO.

INTERNATIONAL VISITORS

International visitors must meet all immunization requirements and complete compliance training modules in addition to UNMC Export Control requirements before arrival on campus through the OGE International Visitor Registration services. The OGE registered 52 international visitors representing 17 countries.

TAX PREPARATION ASSISTANCE

The OGE offered free virtual tax preparation assistance to the UNMC international community with 176 individuals participating.

I-GLOBAL IMPLEMENTATION

In January 2022, the Office of Global Engagement (OGE) rolled out iGlobal to UNMC. iGlobal is the University of Nebraska's international participant management system. It is utilized by all four NU campuses to track and maintain the records for all international students, scholars and employees. This system will allow the OGE to comply with Federal regulations while expanding services to UNMC. International students are utilizing iGlobal for immigration services, including completing pre-arrival and onboarding requirements.

Business Development

FY 2021-22

Advanced strategic relationships to reduce health care disparities and access globally.

Systematically transitioned away from single marketplace strategy and diversification of global target markets to balance market risk, along with geo-political risks.

Established and expanded multiple international business collaboration communications and opportunities in Eastern Europe, Asia and the Middle East.

INTERNATIONAL PERSONNEL ON UNMC SPONSORED PROGRAMS

The total international participant population in 2021 was 677. Due to COVID-19, for both 2020 and 2021, this number dropped significantly from the 1,018 participants in 2019.

- Six continents are represented: Africa, Asia, Australia, Europe, North America and South America.
- Sixty-seven different countries are represented.
- Participants from India (298) and from China (139) account for 437 of the 677 total participants, or 64.5% of UNMC's international participant population.
- Participants from Asia (533) represent 78.7% of the total.
- Other major geographical/ethnic areas represented:
 - Africa – 41
 - Canada – 20
 - Europe – 22
 - South America – 18

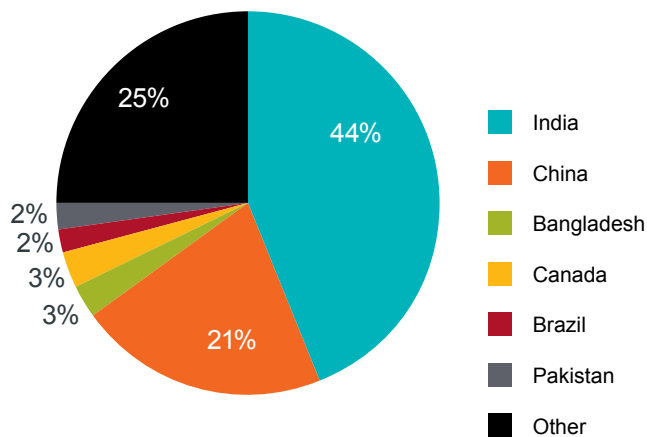
From UNMC's 2021 International Participant Analysis

International Participation at UNMC

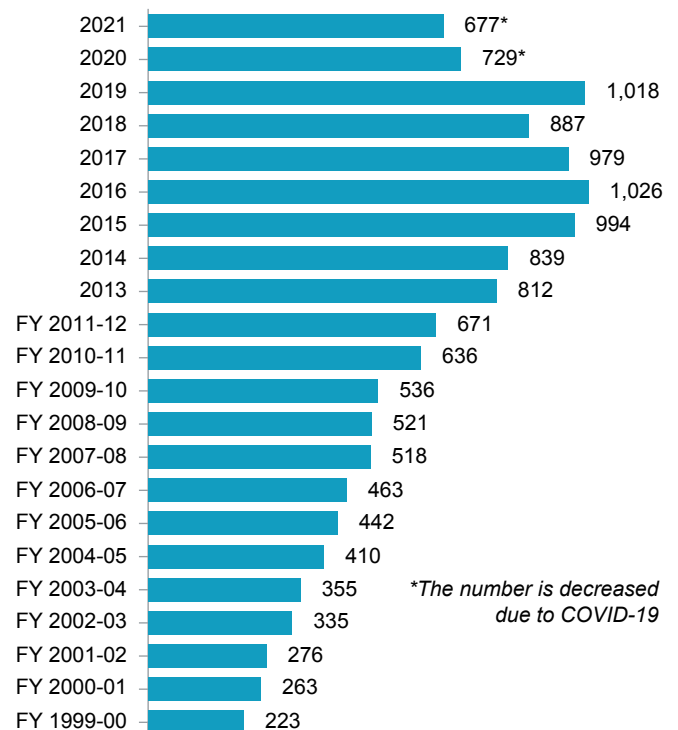
ANGOLA	1	COMOROS	1	HONG KONG	2	NIGER	2	SWEDEN	1
ARMENIA	1	CONGO (KINSHASA)	3	INDIA	298	NIGERIA	8	SYRIA	1
AUSTRALIA	1	CROATIA	1	INDONESIA	1	OMAN	2	TAIWAN	2
BAHAMAS, THE	1	DENMARK	2	IRAN	7	PAKISTAN	15	TANZANIA	2
BANGLADESH	20	DOMINICAN REPUBLIC	2	IRELAND	1	PERU	1	THAILAND	1
BARBADOS	1	EGYPT	9	ITALY	1	PHILIPPINES	1	TOGO	1
BELARUS	1	ETHIOPIA	2	JAPAN	2	POLAND	1	TURKEY	4
BELGIUM	1	FRANCE	1	JORDAN	10	REP OF KOREA (S.KOREA)	12	UGANDA	1
BRAZIL	15	GEORGIA	1	LEBANON	3	RUSSIA	3	UNITED KINGDOM	4
BULGARIA	1	GERMANY	4	LESOTHO	1	RWANDA	1	VIETNAM	9
CAMEROON	4	GHANA	2	MACAU	1	SAUDI ARABIA	12	ZAMBIA	1
CANADA	20	GREECE	1	MADAGASCAR	1	SERBIA	3		
CHILE	1	GUATEMALA	1	MEXICO	4	SRI LANKA	4		
CHINA	139	HAITI	2	NEPAL	13	SUDAN	1		

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

Top Six Countries



Graph of International Population (Students, Faculty, Staff, Visitors – 1999-2021)



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, 10/01/21)	114 7.1%	230 14.2%	3 0.2%	34 2.1%	43 2.7%	4 0.2%	1,175 72.7%	12 0.7%	2 0.1%	1,617 100.0%	326 20.2%	84 5.2%	774 47.9%

Asst Prof & Above (no Admin or NRA, only tenured/HP Appt-LB 389, 10/01/21)		137 16.0%	2 0.2%	26 3.0%	31 3.6%	2 0.2%	651 75.9%	7 0.8%	2 0.2%	858 100.0%	205 23.9%	61 7.1%	370 43.1%
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	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	UNDER- REPRESENTED		WOMEN
											MINORITY (note a)	MINORITY (note b)	
All Employees (Workforce Analysis - see exclusions on next pg, 10/01/21)		542 12.9%	5 0.1%	157 3.7%	181 4.3%	15 0.4%	3,279 77.8%	35 0.8%	0 0.0%	4,214 100.0%	935 22.2%	358 8.5%	2,551 60.5%

	NONRES ALIEN	ASIAN	NATIVE HAWAIIAN/ PAC ISLAND	BLACK	HISPANIC	AMER IND/ AK NATIVE	WHITE	TWO OR MORE RACES	UNKNOWN OR NOT REPORTED	TOTAL	UNDER- REPRESENTED		WOMEN
											MINORITY (note a)	MINORITY (note b)	
Students Fall, 2021 (see Education section)	268 6.1%	287 6.5%	2 0.05%	125 2.8%	216 4.9%	1 0.02%	3,294 75.1%	121 2.8%	73 1.7%	4,387 100.0%	752 17.1%	344 7.8%	2,901 66.1%

Peer Comparisons

Faculty LB 389 peers, 2020 Full and part-time	1,520 5.2%	3,992 13.7%	21 0.07%	983 3.4%	1,382 4.7%	86 0.3%	19,981 68.4%	326 1.1%	928 3.2%	29,219 100.0%	6,790 23.2%	2,472 8.5%	11,443 39.2%
Students at peer institutions (IPEDS, Fall, 2021)	21,025 7.9%	23,509 8.8%	167 0.1%	16,436 6.2%	26,712 10.0%	663 0.2%	158,688 59.6%	10,315 3.9%	8,553 3.2%	266,068 100.0%	77,802 29.2%	43,978 16.5%	147,662 55.5%
All NE Higher Education Students (IPEDS, Fall, 2021)	3,962 3.0%	4,420 3.3%	209 0.2%	6,853 5.1%	15,296 11.5%	1,086 0.8%	92,515 69.3%	4,373 3.3%	4,773 3.6%	133,487 100.0%	32,237 24.1%	23,444 17.6%	75,949 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 (586,327), 2022	4.4%	0.1%	11.4%	13.5%	1.3%	68.1%	3.0%	101.8%	50.3%
Nebraska (1,967,923), 2022	2.8%	0.1%	5.3%	12.0%	1.6%	77.4%	2.4%	101.6%	49.7%
United States (333,287,557), 2022	6.1%	0.3%	13.6%	18.9%	1.3%	59.3%	2.9%	102.4%	50.5%

- a) Asian, Native Hawaiian and Pacific Islander, Black, Hispanic, American Indian/Alaska Native and Two or More Races.
- b) Native Hawaiian and Pacific Islander, Black, Hispanic, American Indian/Alaska Native. Two or More Races is no longer counted in Under-represented Minority category.
- c) Differences in UNMC and Census categories preclude direct comparisons. Census populations shown in parenthesis.
- d) Census estimates are from U.S. Census Bureau Quick Facts, 2022, Race/Ethnicity/Sex Population Percentages are from 2020 Census. 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 2021

UNIT	FEMALE (as of 10/01/2021)									
	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	75	8 10.7%	45 60.0%	41 54.7%	1 1.3%	2 2.7%	1 1.3%	0 0.0%	0 0.0%	0 0.0%
Business and Finance	350	63 18.0%	132 37.7%	110 31.4%	11 3.1%	8 2.3%	2 0.6%	1 0.3%	0 0.0%	0 0.0%
Chancellor's Office	33	8 24.2%	23 69.7%	17 51.5%	2 6.1%	3 9.1%	0 0.0%	1 3.0%	0 0.0%	0 0.0%
Child Health Research Institute	35	4 11.4%	25 71.4%	21 60.0%	2 5.7%	0 0.0%	2 5.7%	0 0.0%	0 0.0%	0 0.0%
College of Allied Health Professions	115	8 7.0%	96 83.5%	91 79.1%	2 1.7%	1 0.9%	2 1.7%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	216	30 13.9%	146 67.6%	123 56.9%	1 0.5%	11 5.1%	9 4.2%	1 0.5%	0 0.0%	1 0.5%
College of Medicine	2,143	571 26.6%	1,187 55.4%	911 42.5%	48 2.2%	45 2.1%	163 7.6%	2 0.1%	1 0.05%	17 0.8%
College of Nursing	221	14 6.3%	202 91.4%	191 86.4%	4 1.8%	3 1.4%	2 0.9%	1 0.5%	1 0.5%	0 0.0%
College of Pharmacy	83	26 31.3%	31 37.3%	24 28.9%	0 0.0%	0 0.0%	7 8.4%	0 0.0%	0 0.0%	0 0.0%
College of Public Health	134	43 32.1%	89 66.4%	59 44.0%	4 3.0%	7 5.2%	15 11.2%	2 1.5%	0 0.0%	2 1.5%
Eppley Institute	106	38 35.8%	55 51.9%	36 34.0%	3 2.8%	3 2.8%	12 11.3%	1 0.9%	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	25	2 8.0%	21 84.0%	19 76.0%	0 0.0%	0 0.0%	1 4.0%	1 4.0%	0 0.0%	0 0.0%
Munroe-Meyer Institute	397	68 17.1%	345 86.9%	288 72.5%	18 4.5%	27 6.8%	6 1.5%	0 0.0%	0 0.0%	6 1.5%
Research	182	40 22.0%	124 68.1%	97 53.3%	5 2.7%	5 2.7%	16 8.8%	1 0.5%	0 0.0%	0 0.0%
Student Success	29	4 13.8%	16 55.2%	14 48.3%	1 3.4%	0 0.0%	0 0.0%	1 3.4%	0 0.0%	0 0.0%
UNMC Total % of Total	4,214	935 22.2%	2,551 60.5%	2,054 48.7%	102 2.4%	115 2.7%	240 5.7%	12 0.3%	2 0.05%	26 0.6%
Nebraska Medicine* % of Total	735	149 20.3%	290 39.5%	225 30.6%	9 1.2%	10 1.4%	42 5.7%	1 0.1%	0 0.0%	3 0.4%
Nebraska Pediatric Practice** % of Total	269	55 20.4%	154 57.2%	126 46.8%	4 1.5%	6 2.2%	16 5.9%	0 0.0%	0 0.0%	2 0.7%

*735 employees are counted both as UNMC and Nebraska Medicine employees. Counts are effective on 12/31/2021.

**269 employees are counted both as UNMC and Nebraska Pediatric Practice employees, counts are effective on 12/31/2021.

Report includes regular full-time and part-time employees. Report does not include temporary employees or individuals in the following employee subgroups: House Officers, Graduate Assistants, Student Workers, Volunteers W/O Pay or Retirees.

UNIT	MALE (as of 10/01/2021)							
	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	30 40.0%	26 34.7%	1 1.3%	0 0.0%	3 4.0%	0 0.0%	0 0.0%	0 0.0%
Business and Finance	218 62.3%	177 50.6%	19 5.4%	18 5.1%	0 0.0%	0 0.0%	0 0.0%	4 1.1%
Chancellor's Office	10 30.3%	8 24.2%	0 0.0%	0 0.0%	0 0.0%	1 3.0%	1 3.0%	0 0.0%
Child Health Research Institute	10 28.6%	10 28.6%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
College of Allied Health Professions	19 16.5%	16 13.9%	0 0.0%	1 0.9%	2 1.7%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	70 32.4%	63 29.2%	1 0.5%	2 0.9%	4 1.9%	0 0.0%	0 0.0%	0 0.0%
College of Medicine	956 44.6%	661 30.8%	23 1.1%	28 1.3%	239 11.2%	1 0.05%	2 0.1%	2 0.1%
College of Nursing	19 8.6%	16 7.2%	0 0.0%	2 0.9%	0 0.0%	0 0.0%	0 0.0%	1 0.5%
College of Pharmacy	52 62.7%	33 39.8%	0 0.0%	3 3.6%	16 19.3%	0 0.0%	0 0.0%	0 0.0%
College of Public Health	45 33.6%	32 23.9%	2 1.5%	1 0.7%	10 7.5%	0 0.0%	0 0.0%	0 0.0%
Eppley Institute	51 48.1%	32 30.2%	0 0.0%	0 0.0%	19 17.9%	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	4 16.0%	4 16.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Munroe-Meyer Institute	52 13.1%	41 10.3%	2 0.5%	4 1.0%	3 0.8%	1 0.3%	0 0.0%	1 0.3%
Research	58 31.9%	45 24.7%	3 1.6%	4 2.2%	5 2.7%	0 0.0%	0 0.0%	1 0.5%
Student Success	13 44.8%	11 37.9%	2 6.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UNMC Total	1,663	1,225	55	66	302	3	3	9
% of Total	39.5%	29.1%	1.3%	1.6%	7.2%	0.1%	0.1%	0.2%
Nebraska Medicine*	445	361	8	13	61	0	0	2
% of Total	60.5%	49.1%	1.1%	1.8%	8.3%	0.0%	0.0%	0.3%
Nebraska Pediatric Practice**	115	88	8	5	13	0	0	1
% of Total	42.8%	32.7%	3.0%	1.9%	4.8%	0.0%	0.0%	0.4%

WORK FORCE ANALYSIS SUMMARY 2022

UNIT	FEMALE (as of 10/01/2022)									
	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	88	11 12.5%	53 60.2%	47 53.4%	1 1.1%	3 3.4%	2 2.3%	0 0.0%	0 0.0%	0 0.0%
Business and Finance	328	57 17.4%	109 33.2%	87 26.5%	10 3.0%	8 2.4%	2 0.6%	2 0.6%	0 0.0%	0 0.0%
Chancellor's Office	34	6 17.6%	23 67.6%	18 52.9%	2 5.9%	2 5.9%	0 0.0%	1 2.9%	0 0.0%	0 0.0%
Child Health Research Institute	40	5 12.5%	30 75.0%	25 62.5%	2 5.0%	1 2.5%	2 5.0%	0 0.0%	0 0.0%	0 0.0%
College of Allied Health Professions	121	8 6.6%	104 86.0%	97 80.2%	3 2.5%	2 1.7%	2 1.7%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	209	34 16.3%	139 66.5%	113 54.1%	3 1.4%	11 5.3%	10 4.8%	1 0.5%	0 0.0%	1 0.5%
College of Medicine	2,209	618 28.0%	1,230 55.7%	927 42.0%	53 2.4%	51 2.3%	172 7.8%	2 0.1%	1 0.05%	24 1.1%
College of Nursing	229	13 5.7%	205 89.5%	196 85.6%	4 1.7%	2 0.9%	1 0.4%	1 0.4%	1 0.4%	0 0.0%
College of Pharmacy	86	35 40.7%	33 38.4%	22 25.6%	0 0.0%	0 0.0%	11 12.8%	0 0.0%	0 0.0%	0 0.0%
College of Public Health	166	55 33.1%	113 68.1%	76 45.8%	8 4.8%	9 5.4%	15 9.0%	2 1.2%	0 0.0%	3 1.8%
Eppley Institute	103	34 33.0%	58 56.3%	38 36.9%	2 1.9%	4 3.9%	13 12.6%	0 0.0%	1 1.0%	0 0.0%
Information Technology	70	9 12.9%	16 22.9%	13 18.6%	0 0.0%	0 0.0%	3 4.3%	0 0.0%	0 0.0%	0 0.0%
Library	26	3 11.5%	21 80.8%	18 69.2%	0 0.0%	1 3.8%	1 3.8%	1 3.8%	0 0.0%	0 0.0%
Munroe-Meyer Institute	406	67 16.5%	362 89.2%	303 74.6%	13 3.2%	34 8.4%	5 1.2%	0 0.0%	1 0.2%	6 1.5%
Research	194	46 23.7%	141 72.7%	106 54.6%	7 3.6%	6 3.1%	16 8.2%	1 0.5%	0 0.0%	5 2.6%
Student Success	36	6 16.7%	22 61.1%	20 55.6%	1 2.8%	1 2.8%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UNMC Total % of Total	4,345	1,007 23.2%	2,659 61.2%	2,106 48.5%	109 2.5%	135 3.1%	255 5.9%	11 0.3%	4 0.1%	39 0.9%
Nebraska Medicine* % of Total	768	160 20.8%	302 39.3%	234 30.5%	9 1.2%	9 1.2%	46 6.0%	1 0.1%	0 0.0%	3 0.4%
Nebraska Pediatric Practice** % of Total	277	60 21.7%	160 57.8%	130 46.9%	3 1.1%	6 2.2%	19 6.9%	0 0.0%	0 0.0%	2 0.7%

*768 employees are counted both as UNMC and Nebraska Medicine employees. Counts are effective on 12/31/2022.

**277 employees are counted both as UNMC and Nebraska Pediatric Practice employees, counts are effective on 12/31/2022.

Report includes regular full-time and part-time employees. Report does not include temporary employees or individuals in the following employee subgroups: House Officers, Graduate Assistants, Student Workers, Volunteers W/O Pay or Retirees.

UNIT	MALE (as of 10/01/2022)							
	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	35 39.8%	30 34.1%	2 2.3%	0 0.0%	3 3.4%	0 0.0%	0 0.0%	0 0.0%
Business and Finance	219 66.8%	184 56.1%	19 5.8%	13 4.0%	0 0.0%	0 0.0%	0 0.0%	3 0.9%
Chancellor's Office	11 32.4%	10 29.4%	0 0.0%	0 0.0%	0 0.0%	1 2.9%	0 0.0%	0 0.0%
Child Health Research Institute	10 25.0%	10 25.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
College of Allied Health Professions	17 14.0%	16 13.2%	0 0.0%	0 0.0%	1 0.8%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	70 33.5%	62 29.7%	0 0.0%	2 1.0%	6 2.9%	0 0.0%	0 0.0%	0 0.0%
College of Medicine	979 44.3%	664 30.1%	26 1.2%	31 1.4%	253 11.5%	1 0.05%	2 0.1%	2 0.1%
College of Nursing	24 10.5%	20 8.7%	0 0.0%	3 1.3%	0 0.0%	0 0.0%	0 0.0%	1 0.4%
College of Pharmacy	53 61.6%	29 33.7%	0 0.0%	3 3.5%	21 24.4%	0 0.0%	0 0.0%	0 0.0%
College of Public Health	53 31.9%	35 21.1%	4 2.4%	1 0.6%	12 7.2%	0 0.0%	0 0.0%	1 0.6%
Eppley Institute	45 43.7%	31 30.1%	0 0.0%	0 0.0%	14 13.6%	0 0.0%	0 0.0%	0 0.0%
Information Technology	54 77.1%	48 68.6%	1 1.4%	4 5.7%	1 1.4%	0 0.0%	0 0.0%	0 0.0%
Library	5 19.2%	5 19.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Munroe-Meyer Institute	44 10.8%	36 8.9%	0 0.0%	5 1.2%	2 0.5%	0 0.0%	0 0.0%	1 0.2%
Research	53 27.3%	42 21.6%	3 1.5%	5 2.6%	2 1.0%	0 0.0%	0 0.0%	1 0.5%
Student Success	14 38.9%	10 27.8%	2 5.6%	2 5.6%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UNMC Total	1,686	1,232	57	69	315	2	2	9
% of Total	38.8%	28.4%	1.3%	1.6%	7.2%	0.05%	0.05%	0.2%
Nebraska Medicine*	466	374	10	17	62	0	0	3
% of Total	60.7%	48.7%	1.3%	2.2%	8.1%	0.0%	0.0%	0.4%
Nebraska Pediatric Practice**	117	87	8	6	15	0	0	1
% of Total	42.2%	31.4%	2.9%	2.2%	5.4%	0.0%	0.0%	0.4%

DIVERSITY, EQUITY AND INCLUSION



We Are Better Together

Excellence and innovation happen when we create the conditions for it. Those conditions require that diverse backgrounds and perspectives are not only represented but that we actively invite all to participate. This shift in our culture calls for accountability, and it requires courage.

We work together to maintain inclusive excellence. In the spirit of our UNMC Values, we commit to allowing each other the grace needed to be vulnerable with each other to learn and heal together. We amplify our value of Teamwork to 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.

Our Vision

We all do better every day in the hopes that someday in our future, “everybody has a voice at the table”.

Two Offices, One Goal

The Offices of Inclusion and Equity collaborate across campus with Human Resources, Student Life Inclusion and Diversity Office (SLIDO), other leaders in DEI, diversity committees/ councils, Faculty Development, employee resource groups and anyone who is devoted to fostering a climate of inclusive excellence and belonging. The expansion of the offices in February 2020 has received tremendous leadership support to amplify campus-wide diversity, equity and inclusion (DEI) efforts. Since then, numerous faculty and staff have been designated to operationalize diversity initiatives across colleges and units to work collaboratively with the offices.

OFFICE OF INCLUSION

Mission: The Office of Inclusion upholds institutional excellence by providing educational and leadership opportunities in a safe

environment. We pursue the work today that creates a culturally humble and empowered workforce tomorrow.

OFFICE OF EQUITY

Mission: The Office of Equity upholds institutional excellence by collaboratively identifying and addressing inequities in a safe environment. We pursue the work today that creates fair practices, policies and treatment for an equitable institution tomorrow.

In UNMC’s overall strategic plan, Strategy 5 reads:

Diversity, Equity and Inclusivity: 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.

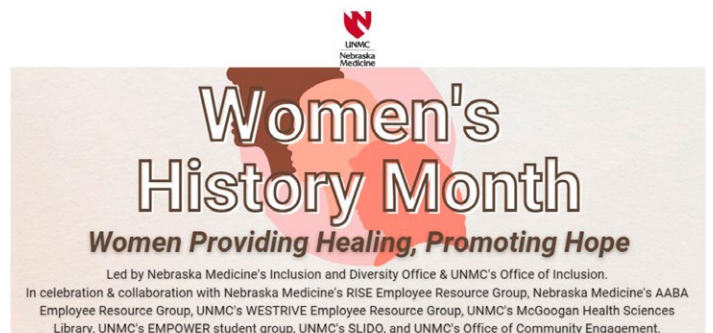
The Offices of Inclusion and Equity work with the Chancellor and senior leadership to update and review the progress on diversity and inclusion strategies at UNMC.

COLLABORATIONS ACROSS CAMPUS

Our collaborations, sponsorships and achievements this year include, but are not limited to, the following:

- **Nebraska Medicine Partnership:** The Office of Inclusion and Diversity works alongside Nebraska Medicine, as their clinical partner, toward ensuring the provision of equitable access to patients and an inclusive environment for everyone. The office helped operationalize executive sponsors and resources for the development of employee resource groups, provided Brave Space Conversations and co-hosted campus-wide DEI meet-and-greet events.

- **Associate and Assistant Deans, Committees and Program Coordinators:** Most of the colleges and units have persons designated with resources and/or committees to support the goals of Strategy 5.
- **Student Life Inclusion and Diversity Office (SLIDO):** Aims to immerse students in activities and programming that foster development through diverse community engagement and networking. They provide support and a sense of community through collaboration and annual programming such as the Student Involvement Fair, #WeAreUNMCBBQ and DeStress Week.
- **Gender Equity Community of Practice:** Formed to create alignment of leaders on campus from various units and colleges to increase the awareness and support for diversity, equity and inclusion activities at UNMC; to provide direction and educational support; to sponsor reports, meetings and workshops; to collaborate on the development and revision of various policies; to strengthen current efforts; and increase the level of commitment.
- **Gender & Sexuality Resource Center (GSRC):** Fosters and promotes equality, access and inclusion for all genders and sexualities through education, resources, advocacy and activism. 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.
- **The Collaborative McGoogan Health Sciences Library – Inclusion Corner's Safe Space/Brave Space:** In collaboration with the McGoogan Library these dedicated spaces provide a separate designated location where faculty, staff and students can come to and share difficult conversations. The images in these spaces reflect the diversity of the UNMC campus and create a sense of belonging. A collection of literature is available to check out for personal growth and DEI education.
 - » The McGoogan Library of Health Sciences collection of DEI literature has been well-received and can be accessed at <https://unmc.libguides.com/diversity>.
- **The Department of Human Resources:** Has provided support for cultural events for many years that include Black History Month, Women's History Month and Administrative Professionals Day. They remain partnered with various other offices, aligning resources to increase their reach.
 - » Alongside UNMC's Wellness program, provided healthy cooking demonstrations.
 - » Re-Imagine U offered engagement and development training for staff and faculty. These included several courses providing an in-depth look at Diversity, Equity, Inclusion, Access and Justice (DEIAJ), including Bystander Intervention Training, Conflict De-escalation in the Workplace and Leveraging Generational Differences for Workplace Effectiveness. Additional trainings include Speak Up, Listen Up, Follow Up — Psychological Safety in the Workplace, Enabling Others to Act, The Power of Polarities and 360 Leadership: Leading from Where You Are. In addition to supporting campus engagement, one





of the signature activities is the annual Administrative Professional Day, which honors the commitment of dedicated administrative professionals.

COMMUNITY ENGAGEMENT

- **Step-Up Omaha!** With our collaborative partner, the Empowerment Network, summer interns ages 16-21 participated in paid internships on UNMC and UNO campuses. Interns were exposed to career opportunities, transformative soft skills training, events and campus tours. UNMC worksite partners included the Chancellor's Office, Human Resources, Academic Affairs, Dermatology, Orthopedic Surgery & Rehab and Hospital Medicine/ Internal Medicine. UNO worksite partners included Human Resources and the Bookstore.
- **ICAN Conference:** One of Omaha's best women's leadership conferences, UNMC's Department of Human Resource and the Offices of Inclusion and Diversity serve as members of the Advocacy Committee and educational sponsors for the conference.

AFFINITY GROUPS & EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs) are an important aspect of giving a voice to faculty and staff of Nebraska Medicine and UNMC. They create a sense of belonging and provide networking opportunities. Three new groups were created this academic year. The African American and Black Alliance (AABA), The women's resource group: Respect Inspire Support Empower (RISE) and Veterans and Military Affiliated (V&MA), with several more planned for next year which includes the Asian American Pacific Islander (AAPi), APN (administrative professionals), All Disabilities and Abilities Partnering Together (ADAPT) and LatinXcellence groups.

- **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.

- **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.
- **LGBTQ+ Employee Alliance:** Strives to promote an accepting and diverse culture across the enterprise for all LGBTQ+ employees and allies through mentoring, peer support, resources and education.
- **Respect Inspire Support Empower (RISE) Women:** The Respect Inspire Support Empower channel is a platform designed to represent and empower women.
- **Veterans and Military Affiliated (V&MA):** Connect with fellow veterans and military-affiliated colleagues to celebrate our service and build upon our unique contributions to the organization.
- **I-AM-HOME:** The Interdisciplinary Association of Healthcare Professionals (I-AM-HOME) of the Omaha Metropolitan area supports the recruitment and retention of underrepresented health care professionals through networking opportunities, peer support and recognition, advocacy and mentorship.
- **WE STRIVE:** Women Engaged: Support, Training, and Resources to Improve Vitality and Excellence (WE STRIVE), 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 which includes equitable rights, benefits, opportunities and outcomes.
- **Asian-American & Pacific Islander Student Association (AAPISA):** A student-run interprofessional network providing social, professional, service and advocacy programs for all UNMC students who are part of or support the AAPi community group.

DEI-DRIVEN STUDENT GROUPS

- **Bridge to Care:** A student-run interdisciplinary group that focuses on improving the health outcomes for recently resettled refugees in the Omaha area.



- **EMPOWER:** A student-run interprofessional initiative focused on awareness, education and prevention of domestic and sexual violence in our community and beyond.
- **Fostering the Future:** A student-run interprofessional service-learning initiative created to help youth aging within the foster care system gain independence through health care knowledge, mentorship, relationship building and education.
- **French Speaking Student Association (FRENSS):** A platform for students, faculty and staff from African French-speaking countries to become global leaders in health sciences through exchanging ideas and expertise to develop innovative cross-cultural projects.
- **G.R.A.D.S.:** Graduate & Professionals Representing Achievement Diversity and Service (G.R.A.D.S). A student-led group dedicated to serving as a bridge to connect and support underrepresented health professions by providing a diverse representative network.
- **International Student Association (ISA):** A student-run group representing all international students at UNMC. It holds major international events like Holi, International Week and Breaking Barriers annually.
- **Multicultural Nursing Student Association (MNSA):** Undergraduate and graduate nursing students promote diversity and cultural awareness within the College of Nursing and in the community.
- **Omaha Advocacy Club:** Introduces students to the different communities in Omaha with an emphasis placed on developing patient advocacy skills to address health care barriers diverse patient populations face.
- **Reproductive Health Advocates:** A student-run organization that advocates for patient reproductive rights through education and legislative support from professionals in the field.
- **Student Alliance for Global Health (SAGH):** A multi-disciplinary organization whose mission is to bring together

UNMC students, faculty and the surrounding community to learn about global health issues.

- **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.
- **Student Association for Rural Health (SARH):** A student-run intercollegiate student interest group that connects those interested in the field, to opportunities to serve and connect.
- **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.
- **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.

COUNCILS AND COMMITTEES

- **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 related to initiative planning, evaluation and accountability. Through committee work, there have been strides made through faculty hiring guidebook revisions, a staff advisory committee and antiracism discussions.
- **Diversity Officers Collaborative (DOC):** A university-wide diversity advisory committee established to maintain an ongoing method of collaboration for system-wide diversity officers. Their mission is to foster collective ownership of diversity, access and inclusion efforts across the four-campus system to achieve equitable outcomes for faculty, staff and students.
- **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:

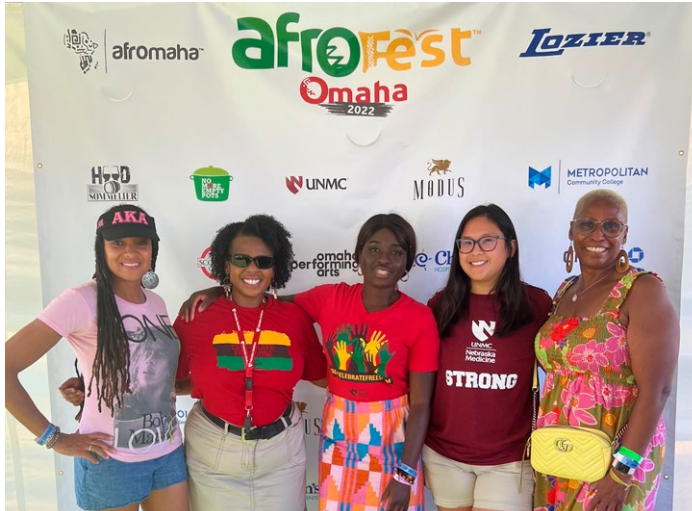
- » Reviewing policies, programs, services and promotion and tenure practices to ensure DEI issues are addressed, and recommend policies and practices when necessary
- » Advising the Senate President and Executive Committee of the impact of university policies, programs and services on DEI
- » Providing a forum to which faculty, staff and students may refer questions and recommendations concerning University diversity-related policies and procedures

CULTURAL EVENTS

Under strategy 5.1 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 presentation by Myles Davis discussing existing media biases, a trivia challenge, health panel presentations and a virtual tour of the Billie Holiday at Sugar Hill photo exhibit at The Durham Museum. Soul food was also available during the month. There was a series, Voices AMPLIFIED, in partnership with the Omaha Performing Arts and National Geographic expert Dr. Rae Wynn-Grant, with a facilitated discussion on advancing opportunities for Black women in sciences.
- **Women’s History Month:** Through collaborative efforts, a series of events, presentations and activities celebrated women and their contributions. The presentation “Omaha’s Diverse Foremothers”, featured unsung heroines that helped shape Omaha. Joy Jars showed appreciation to colleagues and the documentary “Picture a Scientist” was provided for the campus with an impactful discussion following the film.

- **Hispanic Heritage Month:** In collaboration with community and campus partners, educational and cultural events were held campus-wide such as the discussions, “Meat Packing Plants Broader Context” and “Intersection of Hispanic Heritage, Medicine and Domestic Violence” that brought awareness to community issues and impacts. A short film was shown for the campus with a rich discussion featuring local Chicano activist Ben Salazar. UNMC employees also aided in the Undocumented Migration Project. In addition, a month-long food tour introduced members of the UNMC and Nebraska Medicine communities to locally owned restaurants.
- **Dr. Martin Luther King, Jr’s Birthday (MLK Day):** The Offices of Inclusion and Equity collaborated with Nebraska Medicine’s Inclusive and Diversity Office in hosting the MLK Day event virtually with the inaugural Unsung Hero Award. The Servant Leader Award was provided at the event to the keynote speaker, Omaha Public Schools Superintendent Cheryl Logan, EdD, and boasted over 300 participants.
- **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.
- **#IAMUNMCBBQ:** Faculty, staff and students attended the 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. A vaccine clinic was provided, and safety precautions were followed. Student Success and SLIDO hope to provide more events to provide an inclusive climate for students to engage and feel a sense of belonging.
- **Juneteenth:** The campus celebrated with Gospel Fest, a community expo and local Black-owned food trucks.
- **Other Community Events:** The offices have collaborated to support vaccination clinics and community education related



to COVID-19, both of which occurred while co-sponsoring the Afromaha Culture Fest.

ENGAGEMENT THROUGH LISTENING & LEARNING

The Offices of Inclusion and Equity facilitated campus-wide sessions that provide a safe place for open discussions and enhanced learning. These included opportunities to share and reflect within organizations and departments.

- **Conversations for Inclusive Excellence:** The 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 employees and included educational tools and breakout groups for discussion.
- **DEI Town Halls:** The Assistant Vice-Chancellor of the Office of Inclusion has accepted and given a multitude of invitations to speak at unit “town halls.” Presence by the Offices and reflective discussion facilitation have been provided across campus.
- **Brave Space Conversations in collaboration with The Inclusion and Diversity Office at Nebraska Medicine:** A safe space to have inclusive conversations related to salient topics that affect our workforce.

EMPLOYEE LOYALTY TAB

EMPLOYEE LOYALTY TAB

EMPLOYEE GROWTH & RECRUITMENT STRATEGIES AND SUCCESSES

5-Year Employment Growth

UNMC experienced significant growth from 2017 through 2021, with an increase of 13.67% in regular employees and an increase of 15.42% in total overall employment.

Overall growth has increased over the past 5 years. This continues to be true with the Faculty (22.57%) due largely to the organization's focus on research and education. In addition, the Technical/Paraprofessional (25.63%) category experienced growth, primarily in health care at Munroe-Meyer Institute.



Employment Growth 2017 Through 2021

	January 2017	December 2021	Total Difference	
	Count	Count	Count	% Growth
Regular Full- and Part-Time Employees	3,737	4,248	511	13.67%
Total Employment*	5,079	6,005	926	15.42%

* 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 2017		December 2021		Total Difference	
	Count	% Total	Count	% Total	Count	% Growth
Clerical/Secretarial	503	13.46%	461	10.85%	-42	-8.35%
Executive/Administrative	69	1.85%	73	1.72%	4	5.80%
Faculty	1,582	42.33%	1,939	45.65%	357	22.57%
Professional/Managerial (non-faculty)	1,115	29.84%	1,245	29.31%	130	11.66%
Service Maintenance	162	4.34%	173	4.07%	11	6.79%
Skilled Crafts	68	1.82%	58	1.37%	-10	-14.71%
Technical/Paraprofessional	238	6.37%	299	7.04%	61	25.63%
Total	3,737	100.00%	4,248	100.00%	511	13.67%

Total Faculty

	FALL 2021			FALL 2022		
	Male	Female	Total	Male	Female	Total
Professors	211	103	314	208	107	315
Associate Professors	203	173	376	209	202	411
Assistant Professors	404	481	885	410	496	906
Instructors	92	143	235	106	144	250
TOTAL	910	900	1810	933	949	1,882

UNMC Faculty by College/Program

	FALL 2021			FALL 2022		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Allied Health	69	5	74	69	6	75
Dentistry	51	37	88	54	35	89
Medicine	1,121	137	1,258	1,127	172	1,299
Nursing	117	32	149	113	40	153
Pharmacy	46	4	50	46	4	50
Public Health	63	4	67	72	9	81
Eppley	40	2	42	38	2	40
Munroe-Meyer	64	3	67	75	3	78
Library	15	0	15	17	0	17
TOTAL	1,586	224	1,810	1,611	271	1,882

Provided by UNMC Human Resources and Office of Institutional Research

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

Re-Imagining U

UNMC is committed to creating a culture that builds employee engagement and retention and promotes wellness. Re-Imagining U (RIU), a strategic employee development program offered to UNMC employees, is in its fifth year. The number of participants has increased steadily since the program's inception. Re-Imagining U is managed by the Office of Human Resources.

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, evaluations and employee engagement surveys.

Courses are in either individual or cohort format. UNMC continues to find innovative ways to remain a culturally competent organization where employees from diverse 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.

Employees had the opportunity to take an in-depth look at Diversity, Equity, Inclusion, Access and Justice (DEIAJ) with several courses. Some of those course offerings included:

- Bystander Intervention Training--This interactive training taught the 5D's of bystander intervention methodology. Participants learned what to look for and the positive impact that bystander intervention has on individuals and communities. Employees worked through five strategies for intervention: distract, delegate, document, delay and direct; and how to prioritize their own safety while intervening.
- Conflict De-escalation in the Workplace--Participants learned to listen willingly and see the humanity in everyone. Using Observe-Breathe-Connect methodology, they learned how to identify potential conflict before it escalates by using the "pyramid of escalation" and how to assess whether de-escalation is the right action. Attendees also learned how to connect with others by validating and de-escalating their feelings.



- Leveraging Generational Differences for Workplace Effectiveness--In this course participants examined how generational stereotypes hold employees back as well as the benefits and ways to engage a multigenerational workforce.

New courses offered included many highly sought-after technology courses such as SharePoint, Excel Data Analysis, Teams, Excel Essentials and OneNote. There were also opportunities to explore and further develop the usage of software available to UNMC employees. These include presentations on Using Microsoft Templates to Organize Your Teaching, Learning and Working Using the Presenter Coach in Microsoft PowerPoint and Creating Surveys and Quizzes Using Microsoft Forms were highly attended. Also offered were UNMC E-Learning shared, Learning Made Easy: Taking Your Teaching to the Next Level using E-Learning resources.

This year the popular Getting Things Done (GTD) course led by Phil Covington, EdD, Associate Vice Chancellor for Student Success, returned. GTD is a popular task management system and the GTD method lays out how to dump all your mental clutter into an external system and then organize it so you can focus on the right things at the right times. Attendees receive quarterly emails and check-ins while they are employed at UNMC.

Some of the other training presentations include:

- Non-Cognitive Leadership/Learning
- Thriving Under Pressure
- Trust the Glue of Any Exceptional Team
- Handling Change with More Ease
- Enabling Others to Act
- Modeling the Way
- Planning a Better life
- Reality-based Leadership
- Budgeting for the Holidays
- Mindfulness
- The Power of Polarities
- Gratitude
- Holiday Singleness



- Yoga for Mental Health
- 360 Leadership: Leading From Where You Are
- Managing Credit
- Identity Theft and Protection
- Prioritization and Decision-Making
- Speak Up, Listen Up, Follow Up - Psychological Safety in the Workplace

All courses are managed in the Bridge platform. Bridge is a Nebraska Universitywide registration system. 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

Keep Calm and Cook On

Keep Calm and Cook On, a joint effort with UNMC Human Resources, UNMC's wellness program and medical nutrition staff features three virtual cooking demonstrations. The 90-minute presentations also include nutritional information and a live question-and-answer session.

The first class's menu included smoked butternut squash, toasted sunflower seeds, arugula with apple cider vinaigrette and dried cherries. The second session featured black bean cake, charred zucchini polenta and slow-roasted mushrooms with jus. The final piece was a treat, sweet pea and honey sorbet with toasted walnuts and raspberries.

Administrative Professionals Day

To mark 2022 Administrative Professionals Day, UNMC held a hybrid celebration. The event was offered both in-person at the Wigton Heritage Center and online. Each year, Administrative Professionals Day recognizes the key role administrative assistants, receptionists and administrative support professionals play.



HR collaborates with a committee of dedicated administrative professionals to plan this special event. The goal is to honor the work of our administrative professionals and their commitment to UNMC with an event that is fun to attend and includes some professional development and networking opportunities.

The theme this year was GREAT — which stands for “goals, responsibility, engagement, attitude and teamwork.” Presenters included: Holly Zimmerman, assistant professor in the UNMC College of Allied Health Professions and inaugural director of the UNMC Department of Genetic Counseling, freelance writer Darby Whealy and Tony Veland, member of the Nebraska Cornhuskers’ 1994 and 1995 national championship teams and Super Bowl XXXII winner.

ICAN 2020

BLAZE — Forge Ahead... Rise Stronger, Exploring the Leadership Journey and New Talent Landscape

The 2022 hybrid ICAN conference included the opportunity to join virtually in or in-person. The conference allowed attendees to experience the new leadership terrain at the 29th Annual ICAN Women’s Leadership Conference. While recognizing that workplace and culture expectations are evolving, they blazed a new trail of possibility, leading to brilliant business and leadership results.

ICAN offers many opportunities for involvement. Several members of the UNMC community not only attended the conference but also volunteered to help with tasks such as set-up and check-in for the event. UNMC HR serves as the campus representative for the ICAN Women’s Leadership Conference Advocacy Committee.

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

- Compensation
 - » Facilitated and completed the universitywide 2021 for 2022 annual market analysis, including initiation of benchmark jobs trending.

- » Implemented comprehensive Occupational Health Requirements in Job Descriptions.
- » Reviewed and updated required and preferred qualifications in Job Descriptions for consistency purposes.
- HRIS
 - » Implemented “SAP Work Address” procedures for consistency and accuracy purposes. Employees’ SAP Records were updated accordingly.
 - » Updated NU Values and HR webpages by adding new forms, new programs, new training courses, etc.
- Payroll, Staffing and Compensation
 - » Implemented “Student Workers and Work Study Students” procedures to ensure hire actions are processed accurately in SAP.
- Staffing
 - » Added UNMC COVID Vaccination Requirement in Job Postings and Offer Letters Templates.
 - » Attended various virtual career fairs to promote UNMC open positions, answer questions on the application and selection process, and communicate the benefits of working for UNMC.
 - » Implemented the “UNMC Hiring Best Practices” training course in Bridge.
 - » Implemented SkillBridge Program. Through the SkillBridge program, UNMC can tap into the expertise of former Service members by sponsoring internship and pre-apprenticeship opportunities through the SkillBridge program. The SkillBridge program is for separating or transitioning service members during their time on active duty and for selected groups of the National Guard and the Reserves. DOD invests tens of thousands of dollars in training for its Service members. This formal training is supplemented by extensive on-the-job training and accumulated firsthand experience gained throughout the Service member’s career. The DOD will continue to provide these members with their salary, allowances and benefits while they are in training with DOD SkillBridge Partners.
 - » In collaboration with other UN campuses implemented the “University of Nebraska Staff Search Process” training course in Bridge.
 - » In collaboration with the President’s office implemented “DirectEmployers Association” Recruiting initiative where UNMC open positions are posted in various Diversity sites, Disability sites, Military/Veteran and Network sites, Federal Government sites, State Government sites and Multiple Job sites.

Title IX

- Facilitated Leadership training.
- Facilitated training for employees and students.
- Implemented changes in Sexual Misconduct Procedures for employees and students based on regulation changes.
- Implemented social media initiative “Title IX Education and Prevention” on Twitter.
- Implemented Catharsis Sexual Misconduct Training courses in CANVAS.
- Updated Title IX Resources Brochures.
- Updated Title IX Sexual Misconduct training in CANVAS for employees and students.
- Updated UNMC Title IX webpages.



Benefits

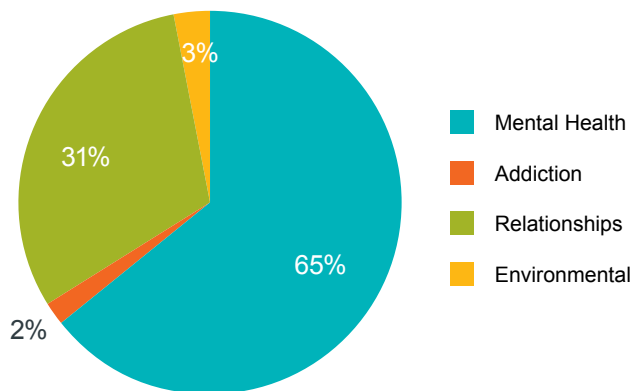
- Annual Enrollment held October 25–November 12, 2021. UNMC had the greatest number of employees completing benefits for the third year in a row. Of the 4,838 eligible UNMC employees, 4,400, or 90.9% of them, enrolled in benefits. This surpassed the average completion on all campuses by 2.3%.
- Benefits processed 386 403(b) forms and 246 457(b) retirement forms.
- Benefits met with 42 individuals concerning retirement options.
- On June 23, 2022, the UNMC Benefits Office hosted an all-day retirement seminar. The seminar focused on various aspects of retirement readiness. This is the first time the seminar has been offered in person since 2019. There were 150 attendees.
- Health Risk Assessment completion rate was 82.7%.



Employee Assistance Program — Arbor Family Counseling

- EAP Utilization Report (January 1 – December 31, 2021)
 - » 364 total cases consisted of 264 employees (73%), 61 children of employees (17%) and 18 spouses (10%)
 - » 241 of those cases were females and 123 were males
 - » Telehealth
 - 250 clients
 - 756 sessions

Presenting Concerns



- » Referral Source: The top 5 referral sources were: former client (22%), co-worker (13%), family member (13%), contact form (13%) and Human Resources (10%).
- » Of the 364 client referrals, presenting concerns were broken down into the following categories: Mental Health (65%), Relationships (31%), Addiction (2%) and Environmental (3%).
- » Top 5 presenting concerns included Stress (32%), Anxiety (21%), Depression (12%) and Marriage Counseling and Relationship both (9%).
- Program Outcomes and Effectiveness
 - » All 364 employees and dependents who utilized the EAP services were surveyed. Survey feedback was received from 134 clients--a 37% response rate. Of those surveyed, 100% stated that they felt that the program helped with their concern, they were able to set an appointment within a few days of their initial phone call, they would contact the EAP again or refer a co-worker for services, they felt they could trust the individual they met with and they felt the EAP program is a valuable company benefit.
 - » Of those answering the survey, 29% of clients reported that without the EAP services, they would not have sought assistance on their own.

Child Development Center

- Increased staff salaries to better reflect the market rate and increase staff retention and quality.
- Secured grant money to assist with the excessive costs incurred during COVID.
- Implemented/maintained safety measures to address the surge of RSV, Influenza and ongoing COVID cases.
- Ongoing communication with parents to keep them apprised of any developments at the Center.



Center for Healthy Living

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

MEMBERSHIPS

Memberships had increased for three straight years before the COVID-19 pandemic to a high of 869 memberships. During the beginning of the COVID-19 pandemic, we canceled all memberships to save members from paying for a membership they could not or did not want to use. After closing on March 17, 2020, we re-opened on July 1, 2020, and had members restart their membership when they were ready to come back. We slowly rebuilt our memberships to 453 by the end of 2021 and have added 143 members this last year to a total of 596 as of February 2023. We have a diverse membership with ages ranging from 14 to 87.

FACILITY

The CFHL includes two activity courts (for basketball, volleyball, badminton, pickle ball, futsal, kickball, a hitting wall and an 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, espresso bicycles and stationery and recumbent bicycles. The Heiser Weight Room includes resistive exercise weight machines, as well as free weights.

We continue to improve the recently renovated facility by adding additional benches in the gymnasium, extra seating on the first and second floor and various small items to improve the overall usage of the facility.



CAMPUS RECREATION INTERMURAL PROGRAMS

JULY 1, 2021, THROUGH FEBRUARY 1, 2023

SPORT	CURRENT PERIOD (JULY 21-Feb. 23)		COMPARED TO PREVIOUS PERIOD (DEC. 19-JUNE 21)	
	TEAMS	PARTICIPANTS	Δ TEAMS	Δ PARTICIPANTS
Badminton	0	0	-8	-16
Basketball	16	146	+8	+88
Bocce	0	0	0	0
Broomball	21	145	+9	+76
Cornhole	3	6	-5	-10
Curling	23	118	-1	-14
Dodgeball	4	26	-1	-12
Futsal	15	169	+5	+95
Golf	20	156	+6	+35
Kickball	2	9	+2	+9
Matball	0	0	-4	-34
Pickleball	32	58	+3	-3
Sand Volleyball	27	224	+27	+224
Soccer	25	284	+25	+284
Softball	3	28	+3	+28
Ultimate Frisbee	0	0	0	0
Volleyball	40	352	+20	+217
Year Totals	231	1,721	+94	+1,005

FITNESS CONSULTATION APPOINTMENTS

July 2021	August 2021	Sept 2021	Oct 2021	Nov 2021	Dec 2021
3	0	3	2	1	2
Jan 2022	Feb 2022	March 2022	April 2022	May 2022	June 2022
0	0	2	6	1	2

FITNESS ON DEMAND

During FY 2020-21, 184 classes were streamed.

During FY 2021-22, 435 classes were streamed.

LIVE FITNESS CLASSES

Live group fitness classes stopped on March 17, 2020 and did not resume until March 29, 2022.

April 2022:

- 8 Yoga Classes scheduled (1 canceled) with 43 total participants. Class average = 6.1 participants.
- 10 Total Body Fitness Classes with 82 total participants. Class average = 8.2 participants.

May 2022:

- 9 Yoga Classes scheduled (2 canceled) with 25 total participants. Class average = 3.6 participants.
- 9 Total Body Fitness Classes with 58 total participants. Class average = 6.4 participants.

June 2022:

- 8 yoga classes scheduled (2 canceled) with 33 total participants. Class average = 5.5 participants.
- 9 Total Body Fitness Classes scheduled (4 canceled) with 23 total participants. Class average = 5 participants.

BLOOD DRIVES ORGANIZED

- 7/1/21 NCBB blood drive at CFHL with 27 units of blood collected
- 7/6/21 NCBB blood drive in bloodmobile in front of the Durham Research Towers with 23 units collected
- 8/31/21 NCBB blood drive in bloodmobile in front of the Durham Research Towers with 29 units collected
- 9/2/21 NCBB blood drive at CFHL with 29 units collected
- 10/26/21 NCBB blood drive in bloodmobile in front of the Durham Research Towers with 9 units collected
- 2/8/22 NCBB blood drive in bloodmobile in front of the Durham Research Towers with 34 units collected
- 2/17/22 NCBB blood drive at CFHL with 32 units collected

- 5/31/22 NCBB blood drive in bloodmobile in front of the Durham Research Towers with 28 units collected
- 6/3/21 NCBB blood drive at CFHL with 30 units collected

CLASSES TAUGHT FOR THE COLLEGE OF MEDICINE

- 9/8/21 COM PSYC-718
- 10/6/21 COM PSYC-718
- 11/10/21 COM MSK block on physical activity and CFHL resources
- 12/16/21 COM MSK block on Wellness and behavior change principles
- 1/12/22 COM PSYC-718
- 2/9/22 COM PSYC-718
- 3/9/22 COM PSYC-718
- 5/5/22 Climate Change EMET on nutrition for personal and planetary health

PRESENTATIONS

- 7/2/21 Collaborated with Skyler Brooke on interview for Fitness Management class at UNO
- 7/30/21 Provided a talk for the Step-Up Program interns
- 10/19/21 Provided Hiking Lunch-and-Learn presentation for the Olson Center
- 12/6/21 Provided Super Strengthening and Stretching session for DeStress week for Strategic Communications
- 3/4/22 CFHL promotion with Interim Director for Graduate Studies
- 3/21/22 CFHL promotion with Interim Director for Midwest Eye Care
- 3/22/22 CFHL promotion with Interim Director for Clarkson Wellness Group
- 3/29/22 CFHL promotion with Interim Director for High School Alliance group
- 4/12/22 Provided Nutrition for Personal and Planetary Health Presentation for campus sustainability group
- 5/11/22 Provided presentation for the CON Annual Meeting at the Lincoln campus
- 6/22/22 Provided presentation for postdocs on physical activity

SPECIAL EVENTS

- Distributed masks to campus during COVID-19 pandemic as response to virus
- 8/15/21 Corporate Cycling Challenge. UNMC team won the challenge.
- 10/13/21 Participated in the Faculty Development Morning Mixer event promoting the CFHL
- 11/4/21 Participated in UNO Health Fair with table promoting the CFHL
- 12/7/21 Participated in production of Chancellor's holiday message video for Strategic Communication promoting the CFHL (Chancellor's holiday wish: A moment of fun for all)
- 12/14/21 Worked with Perris Scott in CAHP providing a yoga class in the CFHL for students during DeStress week
- 12/15/21 Worked with Dr. Jessica Koran-Scholl on Family Practice Wellness Day at the CFHL
- 3/2/22 Returned cardio equipment to full operation
- 3/29/22 Restarted Group Fitness classes
- 4/11-15/22 CFHL Open House
- 4/14/22 Met with John Hauser to discuss severe weather safe space in CFHL
- 5/4/22 Provided table promoting the CFHL at COPH green space event
- 4/28/22 Attended COPH Wellness Council restart meeting
- 5/12/22 Attended UNMC Wellbeing Coordinating Council restart meeting
- 5/14/22 Attended the Heart Walk; UNMC CFHL had previously formed a Heart Walk team which raised \$375
- 6/15/22 Provided table promoting the CFHL at Strategic Communication's Community Partner/Membership Fair
- 6/23/22 Provided table promoting the CFHL at the HR Benefits Vendor Fair

WELLNESS AT UNMC

It is well-known that rates of stress and burnout are high in students, faculty and staff involved in patient care, as well as health care education and research. In recognition of this, UNMC leaders created the new position of Assistant Vice Chancellor for Campus Wellness in 2018. Steven Wengel, MD, is a practicing geriatric psychiatrist and now holds this wellness position. The Wellness Office is intended to help foster a culture of wellness for all members of the UNMC community via education and research into best practices to reduce burnout, stress and mental health consequences of our daily work and to help our colleagues thrive despite these challenges.

The basic framework for wellness programs at UNMC draws on two models. The first is the “8 dimensions of wellness” promoted by the Substance Abuse and Mental Health Services Administration (SAMHSA), a branch of the federal HHS system. The eight dimensions of wellness are:

- Physical
- Emotional
- Spiritual
- Intellectual
- Environmental
- Financial
- Occupational
- Social

This gives a helpful way to develop interventions to improve wellness. While the main thrust of the UNMC wellness office is improving emotional wellness, this dimension is affected by the other seven and approaches are offered in these other realms as well.

The other guiding framework is a variation of a public health approach to common problems, of **prevention, screening and treatment**. Examples of recent projects at these three levels include:

Prevention

- Resilience and self-care workshops offered to all UNMC units
- Resilience training for UNMC counseling staff
- Development and support of Nebraska Medical Orchestra and Nebraska Medical Choir to promote social connection and use the health humanities to reduce burnout
- Town halls for UNMC colleagues affected by stressful national and world events
- Curation of a list of campus wellness resources
- Support for graduate students interested in researching wellness topics
- Wellness information presented at student orientation
- Resilience curriculum developed for College of Dentistry first-year students
- Consultation to departments and divisions in setting up their own wellness committees

Screening

- Promotion of mental health self-checking feature on UNMC smartphone app



- Training of student affairs faculty and staff on recognition of signs of distress in students, faculty and staff, and appropriate referral options
- Co-lead semi-annual wellness surveys of faculty physicians and advance practice providers
- Serve on Graduate Studies Wellness Committee and assist with wellness survey of graduate students at UNMC
- Promote and serve on campus peer support program

Treatment

- Provide medical direction for Counseling and Psychological Services (CAPS) staff, including staff development and connecting students to a prescriber when medications are needed
- Serve as confidential, accessible navigator and peer support for UNMC and Nebraska Medicine professionals facing mental health and/or burnout symptoms

As a way of promoting these three levels of care, the wellness program uses the “take care” graphic to remind our colleagues to take care of themselves and those around them.



Plans for 2023 and Beyond

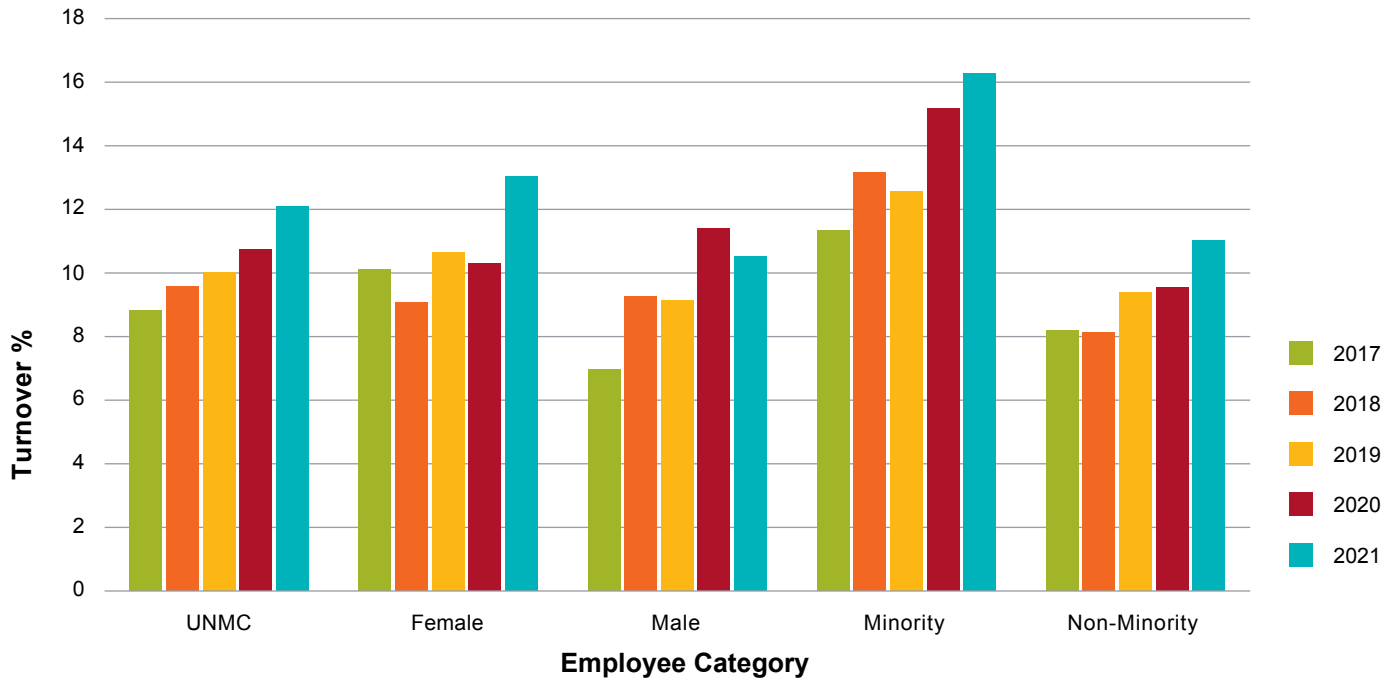
In addition to the ongoing projects listed above, the wellness program at UNMC has these projects in the planning stage:

- Develop an annual wellness communication strategy with UNMC’s Human Resources and Strategic Communications departments. This will include regular education about mental health resources as well as self-care strategies
- Institute a trial resilience training for UNMC administrative staff, for their own wellbeing, as well as to help them promote a culture of wellness in their staff

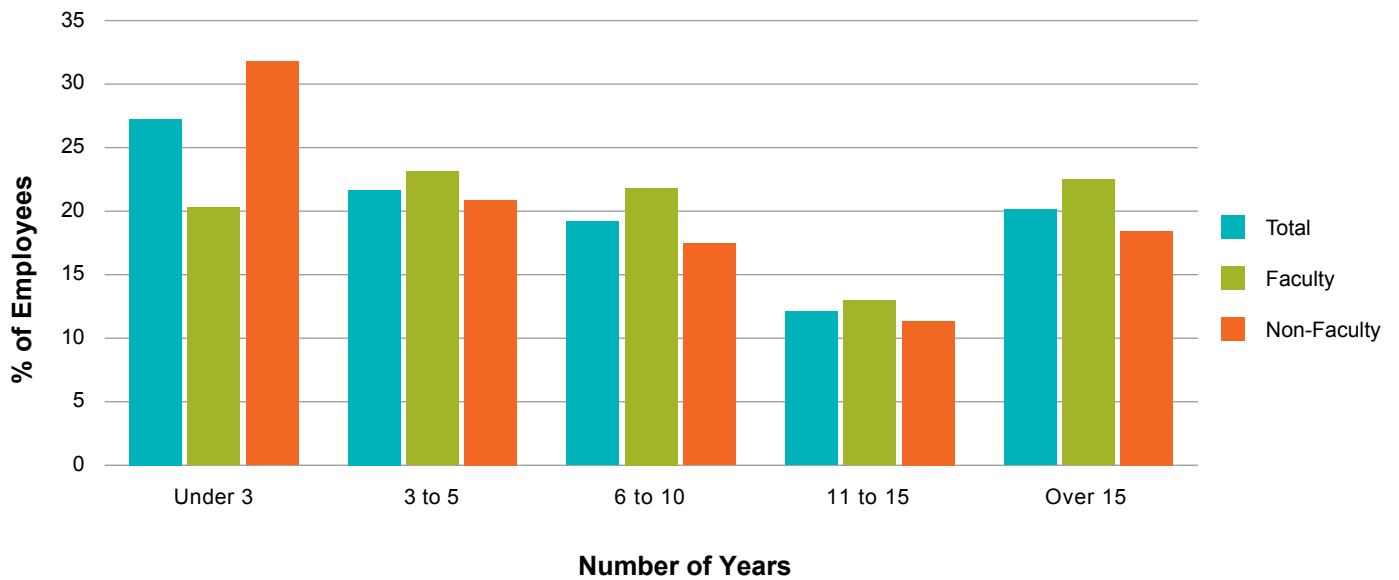
EMPLOYEE TURNOVER AND LENGTH OF SERVICE

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.

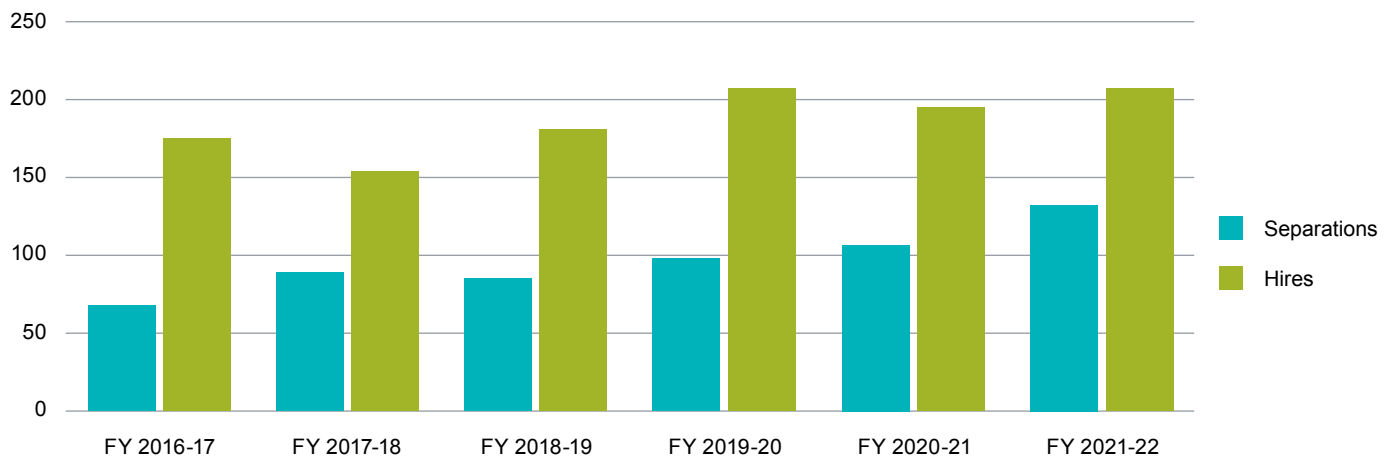
**Current Regular Full- and Part-time Employees. House officers not included.

FACULTY TURNOVER

COLLEGE/INSTITUTE	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
McGoogan Health Sciences Library	7%	7%	7%	6%	0%	0%	6%
College of Allied Health Professions	13%	9%	9%	2%	5%	3%	4%
College of Dentistry	16%	2%	4%	7%	7%	8%	22%
College of Medicine	5%	4%	6%	6%	6%	6%	7%
College of Nursing	6%	8%	11%	5%	10%	7%	10%
College of Pharmacy	3%	4%	7%	4%	4%	23%	8%
College of Public Health	7%	7%	7%	7%	3%	7%	7%
Eppley Institute	6%	14%	11%	16%	3%	3%	22%
Munroe-Meyer Institute	11%	9%	9%	6%	16%	10%	7%
Total UNMC Campus	6.5%	5.5%	6.9%	6.2%	6.7%	6.9%	7.8%

Faculty numbers based on personnel agendas full-time faculty listing, excluding visiting faculty.

Faculty Turnover Comparison



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

Faculty Turnover Comparison

	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Separations	68	89	85	98	105	131
Hires	175	154	181	207	207	208

Increase in number of female faculty for 5-year period:	
New hires	494
Resignation	219
Net Gain	275

Increase in number of male faculty for 5-year period:	
New hires	453
Resignation	288
Net Gain	165

Increase in percentage of minority faculty for 5-year period:	
2016	23.39%
2021	23.89%
Net Gain	0.50%

OMBUDS PROGRAM

The UNMC Ombuds Program was established in 1997 by Chancellor William Berndt in response to concerns raised by students, faculty and staff. Since that time Drs. Susan Swindells and David Carver have served as campus ombuds throughout the 25-year history of the program. In June of 2021, Dr. Carver took on additional ombuds duties and was appointed Director of the Ombuds Program. After many years of stellar service, Dr. Swindells retired from the ombuds role with Dr. Jessica Koran-Scholl joining the ombuds team in August 2022. This report will highlight the expanded outreach and growth of UNMC's ombuds services and related activities during the past year.

IOA Standards of Practice

The International Ombudsman Association (IOA) Code of Ethics and Standards of Practice provides the core values and fundamental practice principles for the UNMC Ombuds Program and hundreds of higher education institutions worldwide. For the past six years, Dr. Carver has served on the IOA Board of Directors and co-chaired the task force that produced several draft updates to the Standards of Practice and Code of Ethics. After multiple reviews and suggestions from the membership were incorporated, the final versions of the revised Code and Standards were adopted in March 2022. Briefly, the four pillars of organizational ombuds practice are:

Independence: The ombuds reports to the highest possible level in the organization and operates outside of the formal administrative hierarchy or organizational chart. The program is independent in appearance, practice, decision-making, staffing, operations and budget authority.

Impartiality: The ombuds is an objective, neutral resource person providing active listening, problem clarification, identification of options, communication coaching and informal mediation services. The ombuds does not take sides in a dispute or serve as a designated representative or spokesperson for any individual but can advocate for clear, consistent, transparent and fair policies and processes.

Confidentiality: The identity of individuals and the information they share with the ombuds is confidential, except when there is imminent risk of serious harm. Confidential information may be shared with permission from the individual, but this is at the discretion of the ombuds. The organizational leadership supports and protects the confidential nature of ombuds interactions with individuals. Annual reports and other communications about the ombuds program do not include confidential information regarding individual service users.

Informality: Consultation with the ombuds is voluntary, off-the-record and not part of any formal complaint, grievance, appeal or disciplinary process. The ombuds is not an officer of notice for the organization but may provide information about formal complaint procedures. The ombuds keeps no permanent records or case files containing confidential information.

In accordance with these practice standards, the UNMC Ombuds Program provides confidential, impartial, informal, independent assistance to any member of the UNMC community requesting help with work or school-related problem clarification; relevant policy identification and explanation; generating potential

problem-solving options; communication coaching; and informal mediation or "shuttle diplomacy" between parties in a dispute. Although not taking sides or representing anyone in formal complaint procedures or appeals, the UNMC ombuds do serve as advocates for "fair process" and can report general problem trends to campus leaders. More information about the UNMC Ombuds Program can be found at <https://info.unmc.edu/help/get-help/ombuds-team/index.html>.

Expanded Ombuds Outreach Activities

Over the past year, Dr. Carver met with numerous campus groups to expand the awareness of the Ombuds Program. In addition to ombuds talks, Carver presented on other related "primary prevention" topics including psychological first aid, peer counseling, faculty advising skills and stress management. The following is a partial list of the groups that invited these presentations.

- New Student Orientation (all campuses)
- College of Medicine fall orientation: Parents Day
- COVID-19 Response Team
- Student Senate (twice)
- Faculty Senate (twice)
- Graduate Student Association
- Deans and Directors meeting led by Dr. Davies
- Pharmaceutical Science faculty
- College of Nursing Executive Council
- UNMC Critical Incident Team (twice)
- Office of Global Engagement
- Occupational Therapy faculty
- Faculty Development: New Faculty Mixer
- College of Nursing Norfolk faculty
- College of Public Health "All Hands" meeting
- College of Pharmacy Faculty Development
- Anesthesiology faculty
- Vice Chancellor for Research faculty and staff (twice)

UNMC COMMITTEES – MEETING PLANNING AND ATTENDANCE

- UNMC Incident Command Team (psychological first aid) — 16 hours
- UNMC Wellbeing Committee (co-chaired with Dr. Wengel) — 14 hours
- College of Medicine Student Evaluation Committee (ex officio) — 9 hours
- UNMC COVID-19 response — 23 hours
- DEI/Inclusive Communities/Safe Space training — 27 hours
- Design Thinking for Equity — 24 hours

College of Medicine Teaching

Since 1992, Dr. Carver has led small group communication skills and ethics classes for first- and second-year medical students. He does not participate in grading or formal evaluation of students. This past year he co-facilitated 26 hours of M-1 and M-2 classes with Aaron Barksdale, MD, of Emergency Medicine.

State and National Professional Association Leadership Roles (Carver)

- International Ombuds Association: IOA Board of Directors (two terms), Professional Development Committee, Nominations and Governance Committee, Standards of Practice Task Force Co-chair
- American Psychological Association Council of Representatives (COR): Named chair of Council Effectiveness Plan-Implementation Oversight Task Force (Jan. 2022); presented a COR new business item to establish a COR Ombuds Program (adopted Oct. 2021); providing orientation and ongoing consultation to the COR Ombuds; Division 31 (state associations) Ethics Task Force
- Nebraska Psychological Association: Currently serves as Treasurer, chair of the Academic Affairs and Finance Committees, co-chair of the Leadership Development Academy and Nebraska delegate to the APA Council of Representatives
- Nebraska Justice Behavioral Health Committee: Designated psychology representative

Continuing Issues and Emerging Trends

One of the roles of the organizational ombuds is to identify issues and problems trends that may be unrecognized or under-reported through traditional methods such as survey questionnaires, external consultant reports and formal complaint processes. Many faculty, staff and student "visitors" to the ombuds are seeking a behind-the-scenes, off-the-record, impartial venue to discuss their concerns that they have not been able to resolve or did not feel safe discussing through regular organizational channels. Some are looking for information regarding a specific policy or process, while others seek to identify and assess a range of options for their situation. Frequently ombuds visits include some form of communication coaching and in some cases informal mediation or "shuttle diplomacy" between parties involved in a dispute.

Some ombuds consultations are brief one-session encounters, while other cases are more complicated and not quickly resolved, requiring considerable time and effort utilizing multiple resources. Faculty/student or supervisor/employee power differentials often contribute to fear of retaliation or negative consequences for the lower-status individual. Many ombuds visitors state explicitly that they don't want to file a formal complaint, but instead prefer a private ombuds consultation. The ombuds team members 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 IN FY 2021-22

1. COVID-19 presented an unprecedented ongoing challenge that impacted every UNMC student, faculty and staff member to some extent. The long-term nature of COVID with newly identified variants has led to increased isolation, communication breakdowns, chronic fatigue, burnout and an unspoken attitude of "quiet desperation" for some members of our campus community. Overall, there was a 34% increase in individual ombuds consultations compared with the previous year.
2. While COVID-19 has exacerbated difficulties experienced by most ombuds visitors, we have been surprised that more did not identify it as the primary driver. In fact, many clinical faculty and staff appear to have taken on the increased COVID-related workload with stoicism.
3. Several ombuds visitors have experienced confusion and frustration with changing guidance regarding mask-wearing, vaccination frequency and work-from-home options.
4. Faculty in some colleges or academic departments have experienced inconsistencies regarding promotion, tenure and salary increases. Discrepancies, when compared with colleagues at the same career stage, are not explained or justified clearly.
5. Some post-doctoral fellows and newly hired early career faculty are reporting that extra job duties are added shortly after arriving at UNMC that were not in their job description or contract when they were hired.
6. There are still significant student concerns regarding the fairness of evaluations in some academic programs. Student evaluation and grading policies are not always clearly stated in writing or followed consistently, and formative evaluation is not provided during the learning experience in time for students to improve their performance.
7. Students and faculty both continue to report a lack of civility, significant distrust and an overall decrease in the quality and quantity of faculty/student interactions. Students continue to report concerns regarding the adequacy of their faculty advising and mentoring relationships.
8. Despite the addition of excellent DEI, gender equity and LGBTQIA+ support programs, there are still instances of harassment, bullying and discrimination being described to the UNMC Ombuds Program.

Ongoing and Future Goals for 2022-23

1. Continue frequent individual interactions and group presentations to the entire UNMC community including the colleges and institutes, student senate, faculty senate, academic departments, campus support offices, new student and faculty orientation programs and campus organizations.
2. Provide initial orientation and ongoing consultation opportunities for new Ombuds team member, Dr. Jessica Koran-Scholl.

3. Provide increased, timely individual and group ombuds services to any member of our UNMC community upon request.
4. Collaborate actively with UNMC DEI and Wellness leaders including Dr. Sheritta Strong, Dr. Brandy Clarke and Dr. Steve Wengel to continuously improve the overall social climate for students, faculty and staff. Co-chair the Campus Wellbeing Committee.
5. Offer basic training to UNMC colleges, departments and service units on topics such as enhanced faculty advising, conflict resolution, peer support and psychological first aid.
6. Promote the utilization of programmatic allies such as CAPS, Student Success, EAP, Human Resources, Faculty Development, Global Engagement, Public Safety and other campus programs that enhance our organizational effectiveness.
7. Serve as an “early warning” alternative resource for identifying emerging problem trends to the Chancellor and other UNMC leaders.
8. Work with Strategic Communication and UNMC leaders, further establish the Ombuds Program as a unique “first response” primary prevention option for informally addressing student, faculty and staff concerns that may not initially require formal intervention or mental health diagnosis/ treatment.
9. With the support of the University leadership, explore establishment of a consulting relationship with existing Ombuds staff at UNL, UNO and UNK to promote university-wide organizational ombuds services based on the IOA Standards of Practice and Code of Ethics.

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 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 used for transactions during development; 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 local and state economies.

YEAR	GROSS REVENUE	SPONSORED RESEARCH	LICENSES ISSUED	IP RELATED AGREEMENTS	INVENTIONS EVALUATED	PATENT APPLICATIONS
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
FY 2021-22	\$1,691,743	\$829,345	18	426	90	142

Innovation Awards returns as in-person event in 2022

UNeMed's annual Research Innovation Awards Ceremony returned to an in-person event in 2022 with UNMC researcher Bin Duan, PhD, taking the top prize as UNeMed's Emerging Inventor. Other top awards included the Startup of the Year and the Most Promising New Invention of 2022. UNeMed also presented former Vice Chancellor for Research Jennifer Larsen, MD, with an award in recognition of and gratitude for her dedication and service to innovation and commercialization at UNMC. The awards ceremony recognized all UNMC and UNO inventors who contributed to a new invention disclosure, had a U.S. patent issued or had a technology licensed during the fiscal year ending in 2022.

Dr. Duan, an associate professor in the Department of Internal Medicine, earned the Emerging Inventor award for his work in biomaterials and tissue engineering. He was listed as an inventor on 13 new inventions submitted during the last five years and has six pending patent applications. His work focuses on novel biomaterials and biofabrication techniques — including 3D bioprinting — to enhance human regenerative processes and promote various types of wound healing. He has developed numerous hydrogels and tissue-engineered scaffolds for various clinical applications including bacterial biofilm prevention, localized drug delivery, muscle and nerve regeneration, and postoperative abdominal adhesion prevention.

Dr. Duan's work with UNeMed's 2015 Innovator of the Year, Tammy Kielian, PhD, on a 3D printed antibiotic craniotomy scaffold has garnered interest from more than a dozen companies and is currently patent-pending in the U.S. and Europe. Dr. Duan's two inventions from 2022 are a novel, 3D-printable bio-ink; and a 3D-printable, refillable hydrogel drug depot for localized, sustained delivery of therapeutic agents.

UNeMed presented the Most Promising New Invention of 2022 award to a pair of UNO researchers in the School of Health and Kinesiology: Doctoral research assistant Cody Anderson and his graduate mentor, Song-young Park, PhD. Their invention — a system for measuring blood pressure in wearable electronic devices, such as smartwatches — produces an accurate and reliable way for people to track their blood pressure, in real-time, without the need for specialized equipment or training. The innovative approach measures the speed of a user's pulse wave, which spreads throughout the body with every heartbeat. Pulse wave velocity is a proven measure for finding blood pressure and blood vessel stiffness, important biomarkers for determining and predicting cardiovascular health. The innovation could allow people to monitor and control their cardiovascular health virtually anywhere — while also helping reduce cardiovascular disease and associated costs.

Finally, UNeMed presented UNMC researchers Howard Gendelman, MD, and Benson Edagwa, PhD, with the 2022 Startup of the Year Award for the company they co-founded:

Exavir Therapeutics. Dr. Gendelman is Professor and Chair of the Department of Pharmacology and Experimental Neuroscience. Dr. Edagwa is an Associate Professor in the same department. Exavir Therapeutics is currently developing ultra-long-acting antiretroviral nanomedicines. These nanomedicines enable long-acting slow effective release of antiretroviral therapy over time, potentially allowing for dosing once every six months or longer. Exavir Therapeutics is also working on developing CRISPR-Cas9-based therapies as a potential cure for HIV infections. In May 2022, Exavir Therapeutics successfully closed on a \$4 million seed-financing round that will help advance Exavir's lead formulation toward a clinical trial.

More information about Innovation Week and the Innovation Awards ceremony, including its history and awardees, can be found at <https://www.unemed.com/innovation-week>.

Inventor guides now available

In May 2022 UNeMed released an updated version of its Inventor's Guide to Technology Transfer.

The new guide is a comprehensive, 82-page handbook for all University of Nebraska faculty, staff and students who have or are planning to develop, discover or create new solutions and ideas that could benefit others.

It contains and explains all the essential elements of the technology transfer process and the successful commercialization of new inventions. The guide also dives into startup formation and other considerations important to researchers and inventors, such as conflict of interest matters, outside employment, external agreements and export controls. The handbook also contains the latest University and campus policies related to innovation and technology transfer and a complete glossary of relevant terms.

A digital version of the handbook can be viewed online at [unemed.com/resources/inventor-handbook](https://www.unemed.com/resources/inventor-handbook). But anyone on campus may request a physical copy of the handbook by submitting their name and campus address to unemed@unmc.edu.

	5-year Average	FY 2020-21	FY 2021-22
Gross Revenue	\$2,085,260	\$2,147,145	\$1,691,743
Sponsored Research	\$1,457,026	\$1,462,707	\$829,345
Licenses Issued	18.2	19	18
IP-related Agreements	437.4	406	426
Inventions Evaluated	102.4	105	90
Patent Applications	145.8	159	142

UNeTech

The UNeTech Institute is an entrepreneurial support organization and startup incubator affiliated with the University of Nebraska at Omaha (UNO) and the University of Nebraska Medical Center (UNMC). During FY 2021-22 UNeTech advanced multiple initiatives and is set for a strong FY 2022-23.

Omaha Medical Technology Pipeline

The Economic Development Administration (EDA), in recognition of the amazing progress made under the program, granted a no-cost extension to the 2019 I6 Challenge — the Omaha Medical Technology Pipeline. A one-of-a-kind collaboration between UNO, UNMC and Metropolitan Community College (MCC), the program has produced dozens of validated medical technology prototypes. It has launched five startup companies and has been instrumental in the success of three funded startup companies. In FY 2021-22 the medical technology pipeline hit its stride, building durable workforce programs that combine prototype students from MCC, business analysts from UNO's College of Business Administration and inventors from UNO and UNMC.

In 2022, the EDA awarded UNeTech the \$300,000 capital challenge to build the Omaha Medical Technology Development Alliance. With these funds, UNeTech will continue to work with campus partners to transition early-stage inventions to startup companies. As a result, innovation from the world experts at UNMC will make its way into the hands of health care professionals around the world — as innovative products!

UNePlan

UNeTech continues to provide support to senior leadership to advance the UNePlan project into a new startup company. Through a combination of software architecture, business development and entrepreneurship, UNePlan serves as a template project for UNeTech.

Opportunity Corps

Funded by the Ewing Marion Kauffman Foundation out of Kansas City, Opportunity Corps is a grant-supported educational program for potential entrepreneurs and inventors facing specific barriers to entry. In its inaugural year, Opportunity Corps will serve as a ten-month education program, modeled loosely after the National Science Foundation's Innovation Corps, and will match women academic and industry professionals in science, technology, arts, engineering and math with mentors in those areas. The program will focus on a different subject each month, with a one-day educational workshop session featuring special guests from the community, as well as one-on-one mentoring sessions with the mentors each month. This program, which focused on Women in STEAM, allows UNeTech to partner with Bio Nebraska, a local consortium of biology-based organizations. It started in February 2022 and will run through November. Five mentors were matched with 25 cohort members.



Looking Forward — FY 2022-23

UNeTech has already worked to find sustainable funding for the Omaha Medical Technology Pipeline from a variety of sources across campus. The institute will help support the new UNO Great Plains I-corps Node with its partners at the College of Business Administration. UNeTech will further fine-tune its process to develop projects, pair them with entrepreneurs and launch the startups that will change health care.

Additionally, the second class of Opportunity Corps will begin. This class, named Bell Jewell, will focus on Black and African American entrepreneurs. Bell Jewell, also funded by a large grant from the Ewing Marion Kauffman Foundation, allows UNeTech to partner with Black leaders from the Nebraska Enterprise Fund and the Creative Futures Design Lab to develop and teach in the program. Five Black mentors from the entrepreneurial community have been selected to round out the leadership team. Bell Jewell will run on alternate Fridays with Women in STEAM.

UNeTech will continue to build the programs, gain access to the resources and invent the processes to turn innovative inventions into vital new startups.

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, 2021 (a)			
Current Assets	\$460,329	\$1,084,026	\$1,544,355
Noncurrent Capital and Other Assets	1,822,942	1,152,351	2,975,293
Total Assets	2,283,271	2,236,377	4,519,648
Liabilities	98,738	1,034,495	1,133,233
Net Assets	\$2,184,533	\$1,201,882	\$3,386,415

OPERATING HIGHLIGHTS, FY 2020-21			
Total Revenues and Transfers (b)	\$799,265	\$2,019,269	\$2,818,534
Total Expenses	655,370	1,878,261	2,533,631
Excess of Revenues over Expenses	143,895	141,008	284,903
Other changes in Net Assets (b)	16,665	32,902	49,567
Increase in Net Assets	160,560	173,910	334,470
Net Assets at Beginning of Year	2,023,973	1,027,972	3,051,945
Net Assets at End of Year	\$2,184,533	\$1,201,882	\$3,386,415

	UNMC (in thousands)	NEBRASKA MEDICINE (in thousands)	COMBINED (in thousands)
OPERATING BUDGETS, FY 2021-22 (c)			
State General Fund (d)	\$160,639		\$160,639
Grants, Contracts and Gifts	432,000		432,000
Patient and Professional Services Revenue	30,100	\$1,838,478	1,868,578
Tuition, Auxiliaries and Other Income	218,915	156,235	375,150
Total Revenue Budget	\$841,654	\$1,994,713	\$2,836,367
Personal Services	429,275	984,776	1,414,051
Operating Expenses & Anticipated Awards	412,379	939,324	1,351,703
Total Operating Expense	841,654	1,924,100	2,765,754
Revenue Over Expense	\$0	\$70,613	\$70,613

- a) per FY 2020-21 audited financials, for UNMC is per blended audit report, including UNeHealth, UNMC SRF and UDA; for Nebraska Medicine is June 30, 2021 consolidated financial statements, including affiliates
- b) UNMC Total Revenue and Transfers excludes the capital transfers from the University of Nebraska Facilities Corporation which is shown in Other changes in Net Assets
- c) UNMC Operating Budget per FY 2021-22 University of Nebraska General Operating Budget; Nebraska Medicine is per Nebraska Medicine Statement of Operations - Budget FY22
- 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

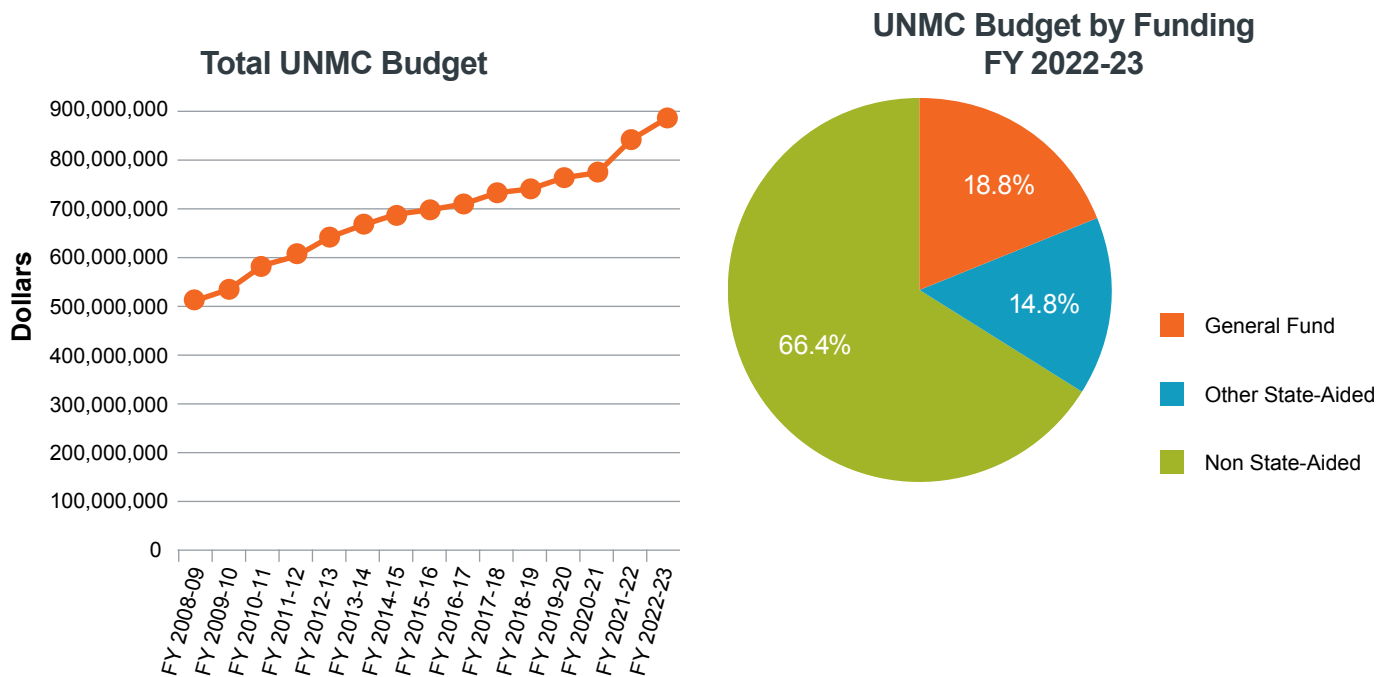
PER APPROVED UNIVERSITY BUDGET	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Growth in state general fund appropriation State support underpins key instructional and operational activities.	(0.8%)	2.4%	2.7%	0.8%	0.1%
Growth in non-state general fund revenues Non-state support includes gifts, 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.	4.2%	0.8%	3.2%	1.4%	11.1%
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.	79.3%	79.1%	79.1%	79.3%	80.9%
ACTUAL FINANCIAL RESULTS	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21
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.	4.3	4.6	4.0	4.3	4.7
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.	8.5%	5.2%	8.6%	5.6%	7.9%
University credit ratings Moody's Standard and Poor's 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."	Aa1 AA	Aa1 AA	Aa1 AA	Aa1 AA	Aa1 AA

GENERAL FUND, STATE-AIDED AND TOTAL BUDGET FY 2008-09 THROUGH FY 2022-23

YEAR	GENERAL FUND	STATE-AIDED BUDGET	TOTAL BUDGET	GENERAL FUND AS % OF TOTAL BUDGET
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%
FY 2022-23	\$164,700,911	\$293,977,244	\$874,977,244	18.8%

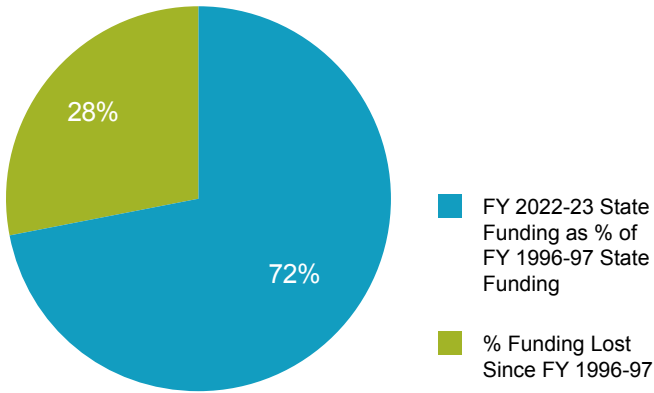
State-aided funds include state general fund, tuition, investment income, indirect cost reimbursement, patient revenue, state cigarette tax and state tobacco settlement funds.

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

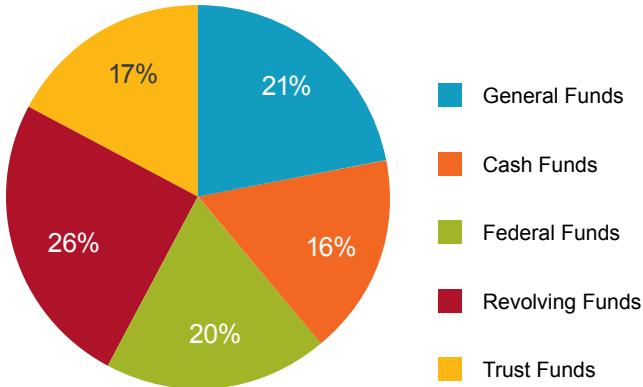


STATE AND UNIVERSITY BUDGETS

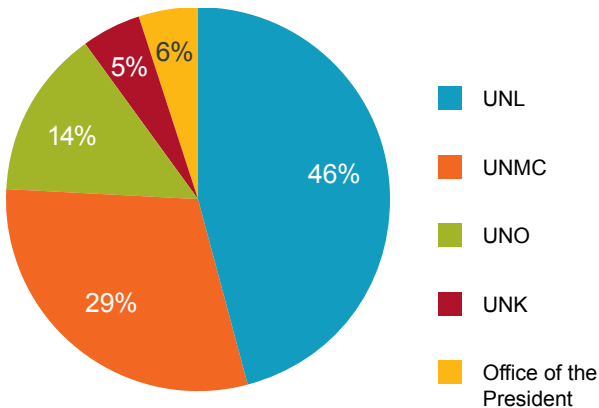
**Share of State Funding Lost from
FY 1996-97 to FY 2022-23**



**University Revenue Budget by Source
FY 2022-23**



**University Expense Budget by Campus
FY 2022-23**



**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%
FY 2022-23	12.7%	72%

**UNIVERSITY REVENUE BUDGET BY SOURCE
JULY 1, 2022**

General Funds	\$646,140,393
Cash Funds	487,048,906
Federal Funds	626,320,000
Revolving Funds	807,240,000
Trust Funds	504,290,000
Total	\$3,071,039,299

**UNIVERSITY EXPENSE BUDGET BY CAMPUS
JULY 1, 2022**

UNL	\$1,421,556,749
UNMC	874,977,244
UNO	443,441,516
UNK	156,359,330
Office of the President	174,704,460
Total	\$3,071,039,299

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 2021-22 (THOUSANDS)	FY 2020-21 (THOUSANDS)	FY 2019-20 (THOUSANDS)	FY 2018-19 (THOUSANDS)
SOURCES OF FUNDS				
Gifts, bequests and life insurance proceeds	\$317,934	\$260,987	\$244,969	\$235,768
Investment income	42,854	25,967	36,673	35,265
Change in value of split-interest agreements	3,317	(1,335)	1,784	(36)
Realized and unrealized gains (losses) on investments, net	(293,718)	572,166	3,922	45,918
Total	\$70,387	\$857,785	\$287,348	\$316,915
USE OF FUNDS				
Academic support	\$49,196	\$80,904	\$63,811	\$49,113
Student assistance	32,578	31,112	30,275	25,883
Faculty assistance	8,411	7,882	6,651	6,913
Research	7,836	8,149	7,012	6,740
Museum, library and fine arts	3,686	2,337	1,529	3,931
Campus and building improvements	114,097	105,658	59,746	106,541
Alumni associations	598	570	570	570
Subtotal	\$216,402	\$236,612	\$169,594	\$199,691
Management and fundraising	30,865	28,606	30,001	30,254
Other operating expenses	3,310	3,038	3,284	10,379
Total Use of Funds	\$250,577	\$268,256	\$202,879	\$240,324
Increase (decrease) in net assets	(180,190)	589,529	84,469	76,591
Plus: beginning net assets	2,809,562	2,220,033	2,135,564	2,058,973
Ending net assets	\$2,629,372	\$2,809,562	\$2,220,033	\$2,135,564

UNIVERSITY OF NEBRASKA FOUNDATION UNMC STATEMENT OF ACTIVITIES

	FY 2021-22 (THOUSANDS)	FY 2020-21 (THOUSANDS)	FY 2019-20 (THOUSANDS)	FY 2018-19 (THOUSANDS)
SOURCES OF FUNDS				
Gifts & Pledges	\$58,467	\$28,887	\$65,960	\$73,331
USE OF FUNDS				
Academic support	\$7,995	\$12,232	\$9,003	\$6,056
Student assistance	3,330	2,616	2,603	2,317
Faculty assistance	3,282	3,127	2,632	3,118
Research	5,673	5,394	4,537	4,985
Museum, library & fine arts	353	356	220	122
Campus & building improvements	37,604	47,760	26,376	21,232
Alumni associations	230	230	230	230
Total Disbursements to UNMC	\$58,467	\$71,715	\$45,601	\$38,060

UNIVERSITY OF NEBRASKA FOUNDATION

During FY 2021-22, **60,571 donors** committed **\$300.6 million** in 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 No. 21 nationally among all public universities for funds received.
- The university ranked No. 24 nationally among all public universities for endowed assets.
- 99% of gifts to the foundation were restricted by donors to a specific university use.
- Operations generated \$7.13 in gifts for every \$1 spent by the foundation.

Featured UNMC Gifts

During FY 2021-22, 5,477 benefactors committed **\$68.9 million** in support of the University of Nebraska Medical Center. Philanthropic gifts supported students, faculty, programs and capital projects and included the following:

- The Diabetes Care Foundation of Nebraska pledged \$7 million to the University of Nebraska Foundation to support the launch of a statewide diabetes care and education program led by UNMC and its primary clinical partner, Nebraska Medicine. Called On Track: Transforming Rural Diabetes Care and Education, the program aims to lower the state's rate of uncontrolled diabetes cases and to reduce the rate of diabetes progression among those who are prediabetic, especially in rural communities.
- Through a planned gift, UNMC College of Medicine alumnus C.J. LaBenz, MD, bequeathed more than \$1 million to the UNMC Class of 1975 Mary Jo Henn Memorial Scholarship Fund which provides tuition assistance to medical students at UNMC. This gift augments the existing scholarship assistance available to UNMC students. In the last fiscal year, 811 students received a total of 1,315 similar types of awards that provided more than \$3.8 million in assistance.
- UNMC and Nebraska Medicine officially opened the Frederick F. Paustian Inflammatory Bowel Disease Center in early August. The center had its genesis in a 2015 gift from Omaha philanthropists Ruth and Bill Scott, with the express design of allowing UNMC and its clinical partner, Nebraska Medicine, to become one of the top centers in the country for treatment and research of IBD. The gift also created the Ruth and Bill Scott Presidential Chair of Internal Medicine, which Peter Mannon, MD, MPH, holds.

Only in Nebraska: A Campaign for Our University's Future

Gifts received this fiscal year were part of the university's *Only in Nebraska: A Campaign for Our University's Future*. The campaign is a historic effort to engage at least 150,000 benefactors to give \$3 billion to support University of Nebraska students, faculty, academic programs and research to address the needs of the state.

The private phase of the campaign began Jan. 1, 2018, and the launch of the public phase occurred Nov. 18, 2022.

While the campaign has three priorities, the top priority is students. The campaign will create additional scholarships to help make education affordable, attract more students and keep them in Nebraska.

The campaign themes are relentless focus on student access and success; enhancing faculty, academic and clinical excellence; and transformational research and innovation.

Examples of campaign priorities for UNMC include the following:

- Scholarships and other student support
- Endowed faculty professorships and chairs
- Creation of Centers of Excellence to build on strengths in cancer, immunotherapies, neurodegenerative diseases, cardiovascular disease, women's health research, behavioral health, chronic care management, health equity and other areas
- Project NExT to educate the next generation of Nebraska's health care workforce and those responding to infectious diseases while advancing research and providing patients with the best quality care possible
- A health science education expansion facility to serve as the new home for the College of Allied Health Professions as well as to provide additional educational and teaching laboratory space for other expanding health science education programs including those in the Colleges of Public Health, Nursing and Dentistry

For more information, please contact the University of Nebraska Foundation's Amy Volk, senior vice president of UNMC Development and director of development for Nebraska Medicine, at amy.volk@unfoundation.org or at 402-502-4112.

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:				
Continue planning for Project NExT	-	\$\$\$	Functional programming and budget validation ongoing.	The State has approved \$300 million for Project NExT contingent on additional financial support for the project.
VP4	-	\$\$\$	Expands key patient care areas while allowing for growth in Clinical Research and Education.	Finishing construction (opening Summer 2023).
Renew and Expand Education Space:				
New Administrative Facility	TBD	\$21.00	A new administrative facility for UNMC and Nebraska Medicine to replace several end-of-life facilities with a new, more efficient and office standards compliant facility. Nebraska Medicine will share space in the facility utilizing a 30-year Credit Tenant Lease for their 86,600 SF.	Planning/Design in progress. Approved by BOR for the 36,500 SF of UNMC-owned space.
Execute LB384 Infrastructure Projects	TBD	\$25.00	Expand the Chilled and Heating Hot Water capacities on campus utilizing space at the Central Utility Plant. Replace the air handlers, VAV boxes, controls and hydronic distribution piping in the Medical Sciences Building (MSB).	Ensure efficient and effective space renewal using state funds through LB384.
DEVELOP FUTURE CAMPUS CONFIGURATION				
Ongoing strategic acquisitions		TBD	Future community and campus development	Completed Master Plan. Work on road infrastructure to include multi-modal transit connectivity.
IMPROVE CAMPUS QUALITY AND EFFECTIVENESS				
Joint campus traffic and wayfinding update		TBD	Develop plan to align area traffic circulation and wayfinding	Completed Master Plan. Work on campus thoroughfare.
Saddle Creek Development		TBD	Public Improvements through public-private partnerships	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.



CAMPUS MAP



UNMC SPACE FACTS

	# OF BLDGS.	GROSS SQ. FT.	# RESEARCH LABS	LAB & LAB SUPPORT SQ. FT.	ACRES
UNMC-Omaha	77	4,390,054	537	565,761	147.24
Nebraska Medicine-Omaha*	11	1,258,557			29.00
Subtotal	88	5,648,611	537	565,761	176.24
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	306,871			
Lincoln	3	236,826	16	7,741	
Norfolk	1	22,890			
Kearney	2	57,827			
Grand Island	1	21,197			
Scottsbluff	1	6,282			
Subtotal	14	651,893	16	7,741	
Nebraska Medicine - Off Campus	21	645,899			2.56
Bellevue Medical Center	2	333,000			21.00
Subtotal	23	978,899			23.56
Grand Total	134	9,424,987	553	573,502	199.80

*Clarkson College data is no longer included in this report (165,135 GSF)



Provided by UNMC Facilities Management and Planning

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 solid 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.

The 2021 Sustainability Master Plan Metric Update is shown here, and quarterly updates are available at <https://livegreennebraska.com/>.

Emissions

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

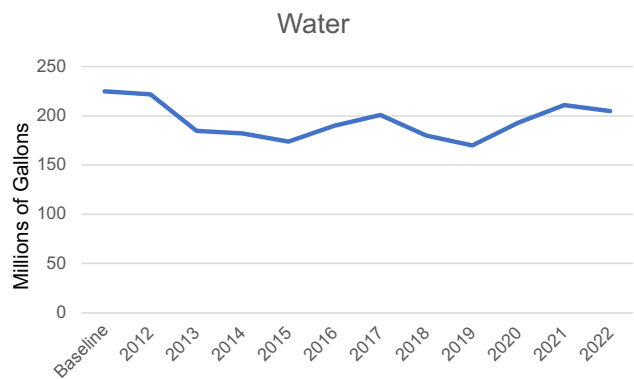
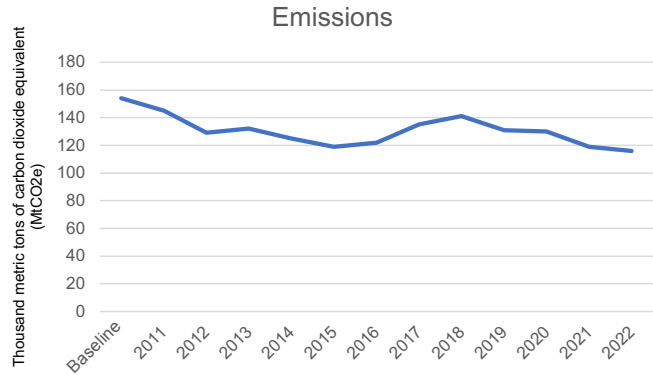
Goal: Achieve net zero building emissions by 2030.

Progress: Produce 117,121 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 reduced more than 266,000 mtCO₂e of emissions. That's equivalent to the climate pollution from 32,750 homes for an entire year.

Emissions at the Med Center decreased due to the addition of renewable energy in OPPD's generation mix. Since 2019, OPPD has increased the percentage of energy that comes from renewable sources, lowering their emissions factor and reducing the carbon footprint of organizations that purchase electricity through OPPD.

In February of 2022, staff at the Medical Center embarked on a project to determine a pathway to achieving the institution's aggressive emissions goal, a modeling process called "the Net Zero Pathway." The Net Zero Pathway accounts for the Medical



Center's direct emissions, called Scope 1 or Scope 2 emissions, which include items such as lighting, heating and cooling, refrigerants, anesthetics and our vehicle fleet. The Net Zero Pathway process allows the Medical Center to assess the energy usage at each of our buildings and break down that consumption by fuel commodity. Eighty percent of campus direct emissions come from just 20 buildings.

Equipped with a better understanding of campus energy usage and emissions, staff are now investigating and implementing strategies to reduce them. The Net Zero Pathway model considered the costs, feasibility, timelines and financial return-on-investment of each identified strategy. Strategies like efficiency projects, onsite renewable energy with battery storage, efficient building design and construction and more are all being considered.

Tracking utility use is imperative to managing reductions and the Medical Center was able to fully integrate with EnergyCap — a 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 228,298,876 gallons.



Members of the First United Methodist Church Eco Team enjoy the native wildflowers at lot 64 during a visit to the Medical Center.

The Medical Center continues to monitor water use by building, taking a proactive approach to any escalation 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 Med 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 have been converted. The plants were installed in 2021 and help retain rainwater, reduce runoff and reduce the watering of turfgrass on campus. Staff and visitors can now enjoy the beautiful prairie plantings and learn about the importance of these ecosystems with engaging signage.

Materials/Waste

Baseline: 25% of materials diverted from landfill.

Goal: Zero waste* by 2030.

Progress: 25% of materials diverted.

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

Sustainable waste management at demolition and de-construction sites has helped contribute to the Medical Center's aggregated amount of diverted material and waste throughout the last year. Though still not complete, the demolition work at the Munroe-Meyer Institute/J.P. Lord complex has resulted in 514 tons of recycled material such as steel and concrete. This project boasts a 60% diversion rate to date.

As an institution at large, the Medical Center continues to recycle an impressive variety of materials, including but not limited to cardboard, paper, plastics, toner cartridges, lab coats, batteries,



electronics and more. The Office of Sustainability once again worked at the UNMC New Student Barbeque to help minimize waste. The event was able to divert 71% of materials from the landfill, sending 88 pounds of compost to a composting facility.

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; metric update coming in fall of 2022.

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. Since the COVID-19 pandemic in 2020, work from home has increased



dramatically at the institution. We are unsure how many staff continue to work from home to date, but survey data in the fall of 2022 will update commuting metrics.

In an exciting new benefit to staff, faculty and students, a limited number of annual Heartland B-cycle memberships is now available to staff at the Med Center. Over 400 memberships are available which gives staff, faculty and students access to over 70 stations throughout the city. Heartland B-cycle stations also provide access to electric assist bicycles, making it much easier for users to navigate hills.

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 surveyed in 2019, in which an improvement over the baseline was recorded. The next survey is planned for fall of 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.

A variety of activities were organized to celebrate Earth Month, including our annual electronic waste recycling and paper shredding event. Through this event, we diverted 8,025 total

pounds of materials while creating an impressive community benefit:

- 450 gallons of gasoline not consumed
- 4,426 pounds of coal not burned
- 4.7 acres of US forests in one year
- \$563 and a carload of food to the Maverick Food Pantry
- 38 pairs of eyeglasses to the Truhlsen Eye Clinic
- Three bags of pop tabs to Ronald McDonald House (which helps to pay their electric bill)

During Earth Month, the Medical Center also held a webinar on healthy and sustainable eating, with special guests Peter Pellerito (from the Center for Healthy Living) and Lauren McNeal (of Prepped by Lauren), who provided a cooking demonstration. The event highlighted the health and environmental benefits of eating a plant-forward diet.

Tree plantings — April (species: Ginkgo biloba). Trees in urban areas filter the air and remove harmful particles. They also help to filter and regulate water, preventing flooding and protecting watersheds. They reduce noise pollution by shielding homes and offices from roads and industrial areas. The Medical Center prides itself on its commitment to the campus tree canopy

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 in health care, among other topics. HEAL members led an initiative to integrate climate and health material into the phase I didactic curriculum. They identified lectures that would be optimal for addressing climate science as it pertains to the disease processes or physiology under investigation and then compiled an integration proposal that included methodology, learning objectives and background research for content. This year an introductory lecture was added to the Fundamentals Block as part of the initiative. A Climate and Health Enhanced Medical Education Track (EMET) was also started this year.



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 received the Tree Campus Certification annually since 2013.

Looking Forward

MED CENTER EMBARKS ON PROCESS TO CREATE CLIMATE ACTION PLAN

The Medical Center will be developing a Climate Action Plan over the next year. This plan will set a vision for the Med Center's future as we continue to face the impacts of climate change, and it will outline strategies for achieving that vision. Ultimately, it will make the Medical Center more resilient and better able to care for our communities.

A Climate Action Plan generally helps an organization or community do two things: 1) reduce greenhouse gas emissions (mitigation) and 2) increase resilience (adaptation). Resilience is defined as the organizational capacity of social, economic and environmental systems to cope with a hazardous event or disturbance related to climate change. The Medical Center has already embarked on a net zero emissions pathway process, which will address mitigation planning and has a long history of other mitigation efforts through the Office of Sustainability. We are now shifting to include a focus on adaptation, which is the process of adjusting to actual or expected climate impacts and events.

The process will include several key outcomes, including a climate vulnerability assessment, vision, goals, strategies and potential barriers. It will involve a series of participatory workshops with a Project Team - a group of around 30 individuals from across the Medical Center that represent a diverse range of expertise. Project Team members will be asked to participate in monthly meetings and several workshops and occasionally will be asked to spend additional time reviewing materials as needed. There will be a variety of ways Medical Center students and staff can participate throughout the project, including surveys, focus groups or other opportunities.

INFORMATION TECHNOLOGY SERVICES



The strategic focus for the University of Nebraska Medical Center and Nebraska Medicine Information Technology Department will be to provide anywhere, anytime access to information technology services over the course of FY 2022–23.

FY 2021-22 Review

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

Core infrastructure technologies (learning environments and network infrastructure) were upgraded to support remote and hybrid teaching and learning. Upgrades included:

- Replacement of existing end-of-support video and content equipment.
- Installation of ceiling microphones installed in rooms that previously did not have audience microphones in lieu of traditional push-to-talk microphones to minimize physical touchpoints.
- Occupancy sensors were added to collect data on room utilization and to increase efficient scheduling.
- Analog classroom equipment was replaced with digital equipment and in-classroom computers along with digital door signage to enhance the student experience.
- Wi-Fi coverage for green space at Omaha ice rink and College of Dentistry. Wi-Fi coverage added for Norfolk and Scottsbluff.
- All UNMC divisions (Omaha, Lincoln, Kearney, Scottsbluff and Norfolk) are on schedule to receive substantial classroom technology upgrades.

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

- Network switch replacements (10+ years old) in all of DRC I and DRC II.

- Improved Wi-Fi coverage in all areas of DRC I and DRC II.
- All end-of-support Wi-Fi access points were replaced within UNMC and Nebraska Medicine areas. This allows for better connectivity while incorporating Information Security principles. This provides coverage within 100% of UNMC areas (up from 82%) and 100% of Nebraska Medicine areas.
- Engaged ACTIVE Experts to complete a comprehensive Enterprise-wide Wi-Fi survey, corrected power levels and over saturation of Access Points.
- Upgraded DAS (Distributed Antenna System) head end units allowing utilization of new C Band when released.
- Created process focusing on end-of-life cycle projects to incorporate into daily work. This creates efficiency and flexibility to replace end-of-life systems.

A continued focus was on the adoption of technologies within the classroom settings and other digital efforts to support faculty and students as follows:

- Echo360 Active Learning Platform: The use of Echo 360 Active Learning Platform reflects the changing landscape of utilizing educational technology to contribute to the positive outcome of the UNMC educational mission. In classroom captures (hardware-based and software-based) increased by 151%.
 - » The newly added feature to upload Zoom-captured video to Echo 360 resulted in an increase of 4,000%.
 - » Live video streams increased by 31% with the live view count; individuals watching the live video increased by 117%.
 - » Student polling increased by 36%.
- Canvas Learning Management System: The percentage of active courses increased by 22% and the utilization of the native syllabus within Canvas increased by 8.5%. Information Technology was asked to look at migrating UNMC compliance courses from Canvas to Bridge. After extensive review, it was decided UNMC compliance courses will continue to be distributed and managed through Canvas.

Bridge will be used as a learning management system for employees and managers.

- Universal Design for Learning: Universal Design for Learning (UDL) is a service to help faculty and staff make content more accessible for all students, staff and faculty. Ally is a Canvas add-in designed to gauge the accessibility of Canvas course content and support Universal Design for Learning, a framework to improve and optimize teaching and learning.

The add-in application:

- » Checks course materials against [WCAG 2.1 accessibility standards](#).
 - » Offers students the ability to convert course materials to alternative formats, such as audio and electronic braille.
 - » Delivers step-by-step guidance to instructors to improve accessibility and universal design of uploaded course content.
- Open Nebraska: Open Nebraska is an initiative to reduce the costs of student books and other resources. The University of Nebraska is committed to student affordability by supporting faculty in adopting free or reduced-cost digital course materials in their courses.
 - URL shortener and QR code service: An institutional URL shortener and QR code generator was implemented in 2022. Go URL (<https://go.unmc.edu>) is an application used to create branded, shortened URLs and QR codes.

Federal Pandemic relief funding incited opportunities for technology improvements within academic learning environments. The scope of work included 21 unique projects spanning five campuses across the state. Enhancements included:

- Expansion of web conferencing and lecture capture capabilities.
- Replacement of end-of-life equipment.
- Enablement of “live machine captioning” via Zoom.
- Retirement of the Cisco MSE8000 video conferencing bridge, conferencing was moved to Zoom.

The modernization effort focused on an Agile culture, putting the focus on people, promoting team responsibility and autonomy, minimizing risks and facilitating decision-making while improving customer experience.

- To support UNMC diversity efforts multiple system upgrades were made to allow individuals to specify their chosen name, preferred pronouns and gender identity within systems.
- To support Seguidor upgrades for a modernized robust Graduate Studies platform and allow UNMC to better manage its graduate student population and offer the platform to other campuses.
- To begin the Preceptor Tracking project to modernize and streamline the volunteer onboarding process and better manage the student experience in program requirements.
- To support the redesign of UNMC public sites on an accessible platform that better positions UNMC to attract new and upcoming talent.

- Migrated year-end inventory to SAP.
- Implemented a visual, usable and inclusive redesign for unmc.edu.
- Implemented Formstack to create digital workflows with no-code forms, documents and signatures.
- E-signature modifications were made to support NIH (National Institutes of Health) mandates for grant-related submissions in Research Support System (RSS).
- Continuous platform upgrades are being made to support end-of-life web development tools and products.

Information Technology focused on introducing more efficient processes to introduce modern technology to both enterprises. A new five-step Information Technology intake process was introduced to help ideas become potential IT projects to support the enterprise.

- Management Committees: Our Academic and Clinical management committees improve communication about project ideas, rationalization and transparency around decision-making. The process invites the enterprise to talk about resource allocation and prioritization of IT initiatives. Most projects that are underway, or planned, live on our IT roadmaps. The roadmaps are created and finalized in the fourth quarter of fiscal year planning and ensure IT is supporting the mission of UNMC and Nebraska Medicine.
- Architecture Review Board: Our Architecture Review Board was renamed to our IT Assessment process. The process is designed to review all third-party vendors’ services, software and hardware that will be used at UNMC and Nebraska Medicine before being purchased. The goal is to reduce software duplication, make sure software is licensed correctly and assess and limit risk to the enterprise. There are two types of assessments.
 - » Risk Assessment: The process of identifying security risks and assessing the threat they pose. The ultimate purpose of a risk assessment is to mitigate risks to prevent security incidents and compliance failures.
 - » Solution Assessment: The process of assessing proposed solution(s) to determine how closely they meet stakeholder requirements and are in alignment with our IT Architecture Standards.

FY 2022-23 Preview

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

- Continue the collaboration with Leon S. McGoogan Health Sciences Library on Open Nebraska initiative to reduce the costs of student books and resources.
- Universal Design for Learning (UDL) is a service to help faculty and staff make content more accessible for all students, staff and faculty. Implementation and programmatic goal setting will occur in the next fiscal year.

- Replace student printing platform at Lincoln, Scottsbluff, Norfolk, Kearney and Omaha campuses.

There will be efforts on improving Wi-Fi in:

- Implementing the Active Expert Wi-Fi survey recommendations throughout campus.

There are also plans to improve cellular coverage in:

- Lied Transplant Center
- Medical Sciences Building
- Eppley Cancer Institute
- Durham Research Center I and II
- Durham Outpatient Center (Levels B, 3, 4 & 5)
- Wittson Hall
- William Science Hall
- Munroe-Meyer Institute

As UNMC works toward cultivating a more inclusive culture and embracing opportunities to positively impact the lives of faculty, staff and students, our modernization efforts focused on an Agile culture continue into FY 2022-23.

- Seguidor, a graduate studies student information system continues to be modernized and enhanced to meet the growing needs of the Graduate Studies Office to better manage its graduate student population.
- Continued support of the Preceptor Tracking project to modernize and streamline the volunteer onboarding process and better manage the student experience in program requirements.
- TRACK, a client-server application will be migrating to PeopleSoft and web-based applications.
- Single IRB (Institutional Review Board) updates continue to support multisite research with outside institutions.
- Modernization enhancements with Research Support System (RSS) continue to support the needs of the research community.
- Integrations with third-party systems continue to enhance our business and finance processes.
- Development platform upgrades continue to ensure alignment with end-of-life web development tools and products.

Our five-step process for intaking modern technology will continue to evolve through feedback from management committees as they represent the key leadership teams across both UNMC and NE Medicine. A few items being addressed include:

- Introduction of additional IT Facilitators to support the Management Committees.
- Evaluation of adding Executive Management Committees for UNMC.

- Understanding the needs of our research community and how it interacts with our clinical community.
- Understanding how policy changes impact modern technology requests.
- Enhanced dashboards for visibility into project intake and implementation.
- Enhanced role-based training.
- Evaluation of how ServiceNow's Strategic Portfolio Management product can help enhance alignment to business goals, delivery governance, technology portfolio management and strategic planning.

Our IT Assessment process, designed to review all third-party vendors' services, software and hardware used at UNMC and Nebraska Medicine before being purchased, will include:

- Enhanced dashboards for visibility into the status of the assessment process.
- Creation and reporting of metrics quarterly for accurate measurement and suggested improvements.
- Enhanced role-based training.

Key Performance Measures

The key performance measure the Information Technology department uses to measure its performance is end-user satisfaction. End users responded with an average satisfaction rate of 3.14 on a 4-point scale (1 very dissatisfied, 2 dissatisfied, 3 satisfied, 4 very satisfied) for the services the department provides. This indicates that 87% are satisfied with the services provided.

COMPLIANCE TAB

COMPLIANCE TAB

COMPLIANCE STRATEGY

Compliance

UNMC is committed to assuring compliance with applicable federal and state laws and university policies, maintains a robust compliance training program and works to maintain appropriate controls to address risks. In the next fiscal year, UNMC will continue its focus on strategic opportunities for enhanced compliance communications and functions at UNMC, while maximizing compliance partnerships across the enterprise and with other University of Nebraska Campuses.

FY 2021-22 ACCOMPLISHMENTS

- UNMC's Compliance Committee met via Zoom regularly to discuss Campus Compliance indicators and measurements. Compliance-focused educational material and other regulatory updates are provided to committee members to support 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.
- UNMC's Conflict of Interest (COI) Committee met via Zoom monthly to consider Research Conflicts of Interest and to determine management. The Committee also discussed national trends and education on National policy changes/updates and reported on matters of Conflict of Interest.
- 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 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 99.9% Compliance training completion rate for more than 65,000 trainings assigned.
- Provided education to the 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. In addition, 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 the best content is provided to learners.

FY 2022-23 GOALS

- Continue to strengthen 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 structure and addition of staff.
- Review the current compliance structure to verify effective tracking, monitoring and training. Communicate and enhance institutional awareness of compliance resources and governance structure to reinforce clear responsibilities and accountabilities across campus.
- The Compliance Department will be a strong Campus partner and provide relevant, meaningful compliance education to the UNMC community by providing 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 the University of Nebraska Office of the President 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 with 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 2021-22 ACCOMPLISHMENTS

- Submitted the Fringe Benefits Proposal to Cost Allocation Services, a division within the Department of Health and Human Services.
- Reviewed the UNMC Research Compliance Policies with Sponsored Programs Administration, Sponsored Programs Accounting and Financial Compliance offices.
- Negotiated the UNO F&A rate agreement with the federal government submitted in FY2019-20.
- Submitted campus FEMA Reimbursements with the Federal Government related to the COVID-19 Pandemic.
- Monitored Compliance of Campus Higher Education Emergency Relief Fund - Institutional portion related to the COVID-19 Pandemic.

FY 2022-23 GOALS

- Rewrite the UNMC Research Compliance Service Center Policy and determine the need for a Sales and Services Policy.
- 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 Cost Allocation Services, a division within the Department of Health and Human Services.
- Review, revise and submit the UNMC Disclosure Statement with the Cost Allocation Services.
- Submit the Fringe Benefits Proposal to Cost Allocation Services, a division within the Department of Health and Human Services.
- Review Effort Certification policies, procedures and practices related to Federal Government (Uniform Guidance 2 Code of Federal Regulations Part 200) administrative requirements on Personnel Services charged to sponsored grants and contracts.

STATE AND FEDERAL TAB

STATE AND FEDERAL TAB

ECONOMIC OUTLOOK



Global

Over two years after COVID-19 caused the deepest global recession since World War II, the world economy is again in danger, facing high inflation and slow growth at the same time. Even if a global recession is averted, the pain of stagflation could persist for several years — unless major supply increases are set in motion. Amid the war in Ukraine, surging inflation and rising interest rates, global economic growth is expected to slump. Several years of above-average inflation and below-average growth are likely, with potentially destabilizing consequences for low- and middle-income economies. It's a phenomenon — stagflation — that the world has not seen since the 1970s. Forecasts reflect a sizable downgrade to the outlook: global growth is expected to slow sharply from 5.7% in 2021 to 2.9% in 2022. The surge in energy and food prices, along with the supply and trade disruptions triggered by the war in Ukraine and the necessary interest rate normalization now underway, account for most of the downgrade.

COVID-19 already dealt a major setback to income growth and poverty reduction in developing economies. The fallout from the war in Ukraine compounds the challenges for many of them. They are expected to grow 3.4% in 2022 — barely half the rate in 2021 and well below the average from 2011 through 2019. Middle-income countries will see a sharp downgrade to growth in 2022, losing 1.3 percentage points relative to the January forecast. Because of the adverse shocks of the past two years, real income per capita in 2023 will remain below pre-COVID-19 levels in about 40% of developing economies. For many countries, a recession will be hard to avoid. With the supply of natural gas constrained, especially for use in fertilizer and electricity grids in poorer countries, announcements of major production increases worldwide will be essential for breaking out of stagflation and restoring noninflationary growth. The danger of stagflation is considerable today. Between 2021 and 2024, global growth is projected to have slowed by 2.7 percentage points — more than twice the deceleration between 1976 and 1979. Subdued growth will likely persist throughout the decade because of weak investment in most of the world.

With inflation now running at multidecade highs in many countries and supply expected to grow slowly, there is a risk that inflation will remain higher for longer than currently anticipated. Analysis shows that current conditions differ from those in the 1970s in multiple dimensions. The dollar is strong, a sharp contrast with its severe weakness in the 1970s. Oil prices quadrupled in 1973–1974 and doubled in 1979–1980. Today, in inflation-adjusted terms, oil prices are only two-thirds of what they were in 1980. The balance sheets of major financial institutions were a risk in the 1970s; today, they are generally strong. Economies across the world are also more flexible than they were in the 1970s, with fewer structural rigidities involving wages and labor markets. Importantly, policymakers are in a better position today to stave off stagflationary headwinds. Monetary policy frameworks are more credible—with clear price stability mandates for central banks in advanced and many developing economies alike. Long-term inflation expectations are also better anchored. Existing technology and capital can provide massive increases in supply, holding down price expectations. Reducing the risk of stagflation will require targeted and impactful measures by policymakers across the world. After multiple crises, long-term prosperity will depend on returning to faster growth and a more stable, rules-based policy environment.

<https://openknowledge.worldbank.org/bitstream/handle/10986/37224/9781464818431.pdf>

World Bank Group, *Global Economic Prospects June 2022*

United States

The Congressional Budget Office (CBO) regularly publishes reports presenting its baseline projections of what the federal budget and the economy would look like in the current year and over the next 10 years if current laws governing taxes and spending generally remained unchanged. This summarizes that report.

- **The Budget.** CBO projects that the federal budget deficit will shrink to \$1.0 trillion in 2022 (it was \$2.8 trillion last year) and that the annual shortfall would average \$1.6 trillion from 2023 to 2032. The deficit continues to decrease as a percentage of gross domestic product (GDP) in 2032 as spending related to



the coronavirus pandemic wanes, but then deficits increase, reaching 6.1% of GDP in 2032. The deficit has been greater than that only six times since 1946. Outlays are projected to average 23% of GDP over that period, a level high by historical standards, boosted by rising interest costs and greater spending for programs that provide benefits to the elderly. Revenues are projected to reach their highest level as a share of GDP in more than two decades in 2022 and then to decline over the following few years but remain above their long-term average through 2032. Relative to the size of the economy, federal debt held by the public is projected to dip over the next two years, to 96% of GDP in 2023, and to rise thereafter. In CBO's projections, it reaches 110% of GDP in 2032 (higher than it has ever been) and 185% of GDP in 2052. Moreover, if lawmakers amended current laws to maintain certain policies now in place, even larger increases in debt would ensue.

- **Changes in CBO's Budget Projections.** CBO's projection of the deficit for 2022 is now \$118 billion less than it was in July 2021, but its projection of the cumulative deficit over the 2022-2031 period is \$2.4 trillion more.
- **The Economy.** In CBO's projections, elevated inflation initially persists in 2022 because of the combination of strong demand and restrained supply in the markets for goods, services and labor. Inflation then subsides as supply disruptions dissipate, energy prices decline and less accommodative monetary policy takes hold. Since mid-2021, inflation has reached its fastest pace in four decades. In CBO's projections, the price index for personal consumption expenditures increases by 4.0% in 2022. In response, the Federal Reserve tightens monetary policy and interest rates rise rapidly. Real GDP grows by 3.1% in 2022, and the unemployment rate averages 3.8%. After 2022, economic growth slows and inflationary pressures ease.
- **Changes in CBO's Economic Projections.** The agency's projection of real GDP growth is similar to what it was for summer 2022, higher for 2023 and 2024, and similar over the remainder of the projection period. CBO currently projects higher inflation in 2022 and 2023 than it did last July; prices

are increasing more rapidly across many sectors of the economy than CBO anticipated. CBO now expects interest rates over the coming decade to be higher, on average, than in its previous forecast, partly reflecting higher inflation.

<https://www.cbo.gov/publication/58147>, Congressional Budget Office "The Budget and Economic Outlook: 2022 to 2032" May 2022

Midwest

The November Survey of Supply and Manufacturing Managers in the United States is not looking good, having dropped to 48, the first time since May 2020 that the reading has moved below growth neutral. Looking toward the end of 2022 and into 2023, the biggest concerns of supply managers are higher input prices/inflation (25%), recession (21%), supply chain disruptions (20%), labor shortages (19%) and higher interest rates (10%). The manufacturing sector, which had held up well, is now showing signs of weakness. Supply managers report a shortage of applicants, with job openings and not many coming in to fill positions. We've had two straight months where the employment index exhibited low growth. Regional employment is still down from pre-pandemic levels and the nation is outgrowing the region due to a shortage of workers in this part of the nation overall, although Nebraska, Arkansas, Missouri and South Dakota are still above pre-pandemic levels.

The economic outlook for supply chain disruptions is expected to improve. Short-term interest rates will continue to increase, while long-term rates should decrease slightly. Inflation will remain above 5-5.7% through the end of 2022. We will probably see a shallow recession in 2023. Unemployment rates are expected to rise.

[Creighton University November 2022 Mid-America Business Conditions Index | Ernie Goss - YouTube](#), Ernie Goss, Jack A. MacAllister Chair in Regional Economics at Creighton University's Heider College of Business Mid-America Business Conditions Index, November 2022

Nebraska

Nebraska's Leading Economic Indicator (LEI-N), which predicts growth six months into the future, has fallen in four of the last six months. In October 2022, it fell by 0.12%, a moderate decline. Such a decline signals the possibility of a stagnant economy at the beginning of 2023. 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. Business expectations were positive and manufacturing hours worked were up. However, building permits were down, and the number of initial unemployment claims increased, suggesting a softening in the labor market. The rising dollar creates concerns for Nebraska businesses that compete in international markets. Airline passenger enplanement also declined during October.

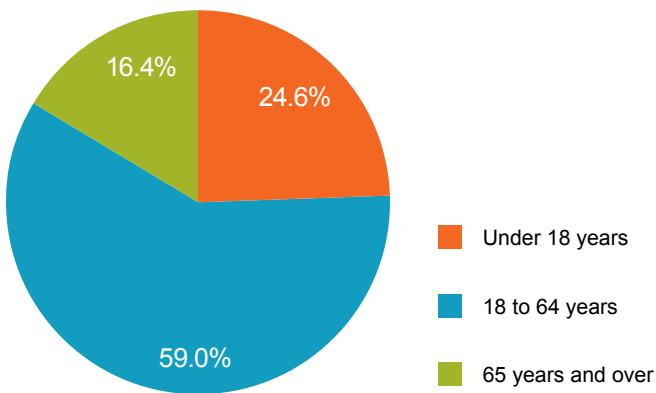
November's LEI-N also displayed a moderate decline, one of 0.16%. It showed two of the six indicator components for the month with negative indications, again predicting a stagnant economy as we move into 2023. Those two components worsened significantly during November. There was an increase in initial claims for unemployment insurance, again signaling softening in the Nebraska labor market. There was also a drop in manufacturing hours worked during the month. It will be important to monitor whether these two trends continue since a decline in manufacturing activity and an increase in unemployment claims are often key characteristics of a recession. There were increases in building permits issued, the number of airline passengers enplaned and business expectations were positive. The U.S. dollar fell during the month, which improves the position of those businesses that compete in international markets.

<https://business.unl.edu/research/bureau-of-business-research/leading-economic-indicator-reports/>, *Eric Thompson, UNL Bureau of Business Research November 29, 2022, and January 6, 2023*

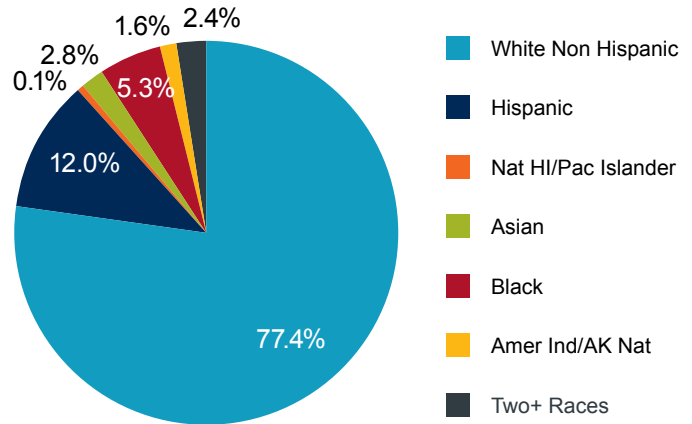
POPULATION CHARACTERISTICS OF NEBRASKA

		POPULATION ESTIMATES									
TOTAL INCREASE 2013-2022	GEOGRAPHIC AREA	July 1, 2022 Est.	July 1, 2021 Est.	April 1, 2020	2019 Estimate	2018 Estimate	2017 Estimate	2016 Estimate	2015 Estimate	2014 Estimate	2013 Estimate
	Nebraska	1,967,923	1,963,554	1,961,504	1,934,408	1,929,268	1,920,076	1,907,116	1,896,190	1,881,503	1,868,969
5.3%	% Increase from previous yr	0.2%	0.1%	1.4%	0.3%	0.5%	0.7%	0.6%	0.8%	0.7%	0.7%
	United States	333,287,557	332,031,554	331,449,281	328,239,523	327,167,434	325,719,178	323,127,513	321,418,820	318,857,056	316,497,531
5.3%	% Increase from previous yr	0.4%	0.2%	1.0%	0.3%	0.4%	0.8%	0.5%	0.8%	0.7%	0.8%

Age Estimates of Nebraskans, 2021



Nebraska Residents by Race/Ethnicity, 2021



Unemployment Rate: Nebraska, National



Note: Recessions shown in gray

According to the Bureau of Labor Statistics, People are classified as unemployed if they meet all of the following criteria:

- They were not employed.
- They were available for work, except for temporary illness.
- They made at least one specific, active effort to find a job during the previous 4-week period OR they were temporarily laid off and expecting to be recalled to their job.
- People waiting to start a new job must have actively looked for a job within the last 4 weeks in order to be classified as unemployed. Otherwise, they are classified as not in the labor force.
- Classification as unemployed in no way depends upon a person's eligibility for, or receipt of, unemployment insurance benefits.

UNIVERSITY STATE LEGISLATIVE ISSUES

The 107th Legislature's second session convened on January 5, 2022. Short sessions — 60 working days — are historically spent on deficit appropriations, carryover legislation from the previous session and introducing new legislation. On April 20, the Legislature adjourned *sine die*, with no veto overrides to address.

UNMC priority bills in the 2022 session include:

- LB52, introduced by Senator Lathrop, creates a civil liability exemption 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.
- LB160, introduced by Senator Wayne, changes provisions of the Nebraska Hospital-Medical Liability Act., increasing the medical malpractice cap from \$2.2M to \$10M.
- LB241, introduced by Senator Vargas, enacts health and safety protections for meatpacking workers during the COVID-19 pandemic.
- LB314, introduced by Senator Pahls, changes provisions related to insurance coverage of telehealth and creates full parity of reimbursement for telehealth and in-person medical services, ensuring that the reimbursement rate for a telehealth consultation shall be the same as for a comparable in-person consultation.
- LB376, introduced by Senator M. Cavanaugh, requires application for and implementation of federal approval for services and supports for children with developmental disabilities and their families and require evaluations and reports.
- 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 autocyte helmet provisions and amends Nebraska's Helmet Law under section 60-6,279, allowing individuals certified by the Motorcycle Safety Foundation basic motorcycle rider course and over the age of 21 to not have to wear a helmet when operating their motorcycle.
- LB588, introduced by Senator Stinner, extends existing appropriations for deferred maintenance under the University of Nebraska Facilities Program until 2062 and increases the annual appropriation to the University by \$2.5 million to renew, renovate, replace, or repair existing facilities; requires the University establish a revolving facility maintenance fund with a 2% allocation of all construction funds expended to mitigate further backlog.
- LB637, introduced by Senator Vargas, provides Local Public Health Departments clear authority over the spread of contagious diseases and other public health related issues and gives those departments the ability to issue necessary Directed Health Measures for their communities.

University of Nebraska priority bills in the 2022 session include:

- LB721, introduced by Senator Hilkemann, appropriates \$60M in federal funds to the University of Nebraska for the establishment of a facility for the UNMC Rural Health Complex located on the UNK campus with the \$60M being appropriated from federal ARPA funds upon receipt of \$25M in private or other funds reported by the University of Nebraska for establishing the facility.
- LB766, introduced by Senator Kolterman, appropriates \$15M of federal ARPA funds to UNMC for the establishment of a pancreatic cancer research center, upon certification to the State that the University of Nebraska has received \$15M in matching funds in private or other funds for the same purpose.
- LB904, introduced by Senator Dorn, appropriates \$50M in federal ARPA funds to the University of Nebraska for an Artificial Intelligence, Cybersecurity, and Holland Computer Center facility at the UNL Nebraska Innovation Campus.
- LB950, introduced by Senator DeBoer, appropriates \$10M federal ARPA funds to the University of Nebraska for academic medical research and development at the Global Center for Health Security at UNMC.
- LB961, introduced by Senator Vargas, appropriate \$4M from federal funds to the University of Nebraska for the National Counterterrorism Innovation, Technology, and Education Center at UNO.
- LB1054, introduced by Senator McDonnell, appropriate \$16M in federal ARPA funds to the University of Nebraska to modernize academic research laboratories and equipment for the College of Education, Health, and Human Sciences at UNO.

The Nebraska Economic Forecasting Advisory Board voted to increase revenue projections during their Feb. 28 meeting. The board provides an advisory forecast of general fund receipts used by the Legislature to craft the state's budget. Revenue projections for the current fiscal year and FY 2022-23 were raised based on anticipated increases across all tax receipt categories, including a projected \$160M increase in individual income tax receipts in FY 2021-22 and a \$200M increase in individual income tax receipts in FY 2022-23. Total projected revenue receipts for FY 2021-22 were raised to \$5.72B, an increase of \$370M. Projected total revenue receipts for FY 2022-23 were set at \$5.96 billion, an increase of \$405M. The next board meeting is scheduled for Oct. 28, 2022.

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

UNMC RESEARCHERS RECOGNIZED AS TOP IN THEIR FIELDS

UNMC Researchers Recognized As Top In Their Fields, UNMC Today article written by Veronica Daehn Harvey, UNMC strategic communications, February 6, 2023, <https://www.unmc.edu/newsroom/2023/02/06/unmc-researchers-recognized-as-top-in-their-fields/>

EDUCATION AND HEALTHCARE RANKINGS

U.S. News and World Report, America's Best Graduate Schools 2023, 2022 rankings

U.S. News and World Report, Best Hospitals 2021-22

RURAL HEALTH AND EDUCATION

UNMC Rural Health in 2030 Report, https://www.unmc.edu/rural-health/_documents/unmc_rural_health_2030.pdf

The Status of the Nebraska Healthcare Workforce: Update 2022, https://www.unmc.edu/rural-health/_documents/healthcare_workforce_status_2022.pdf

UNMC AND COMPARATIVE DIVERSITY DATA

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

U.S. Census Bureau Quick Facts, Population Data, Estimates, 2022, Race/Ethnicity, Age/Sex from Census April 2020 <https://www.census.gov/quickfacts/fact/table/douglascountynebraska,NE,US/PST04522>

UNIVERSITY AND STATE GENERAL FUND BUDGETS

FY 2022-23 General Operating Budget, University of Nebraska, <https://nebraska.edu/-/media/projects/unca/offices-policies/business-and-finance-office/operating-budget/2023/2022-2023-university-of-nebraska-operating-budget.pdf>

STATE AND UNIVERSITY BUDGETS

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

<https://das-nebs.ne.gov/public/faces/publicIndex.jsp;jsessionid=C367F6F9B726E4E27E7F527ED6A665DE>

FY 2022-23 General Operating Budget, University of Nebraska, <https://nebraska.edu/-/media/projects/unca/offices-policies/business-and-finance-office/operating-budget/2023/2022-2023-university-of-nebraska-operating-budget.pdf>

UN FOUNDATION FINANCIAL HIGHLIGHTS

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

ECONOMIC OUTLOOK

World Bank Group. 2022. Global Economic Prospects, June 2022. Washington, DC: World Bank.

<https://openknowledge.worldbank.org/bitstream/handle/10986/37224/9781464818431.pdf>

2022 Congressional Budget Office "The Budget and Economic Outlook: 2022 to 2032" May 2022 <https://www.cbo.gov/publication/58147>

Ernie Goss, Jack A. MacAllister Chair in Regional Economics at Creighton University's Heider College of Business, Creighton University November 2022 Mid-America Business Conditions Index | Ernie Goss - YouTube <https://www.youtube.com/watch?v=eyygu4755qM>

Eric Thompson UNL Bureau of Business Research, November 29, 2022, and January 6, 2023

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

NEBRASKA POPULATION CHARACTERISTICS

Nebraska Department of Labor, May 1, 2023, <https://www.deptofnumbers.com/unemployment/nebraska/>

U.S. Census Bureau Quick Facts, Population Data, Estimates, 2021, Race/Ethnicity, Age/Sex from Census April 2020 <https://www.census.gov/quickfacts/fact/table/douglascountynebraska,NE,US/PST04522>



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