



UNIVERSITY OF NEBRASKA MEDICAL CENTER

# Planning Information and Quality Indicators

2024





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2024

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prepared by  
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## Interim Chancellor's Message



**Editor's note:** H. Dele Davies, MD, was named UNMC's interim chancellor on July 1, 2024, after serving more than a decade as senior vice chancellor for academic affairs and dean of graduate studies. He succeeds Jeffrey P. Gold, MD, who assumed the role of NU president in 2024 after serving a decade as UNMC's chancellor.

As I've traveled the state, I've seen and heard the immense pride people have in UNMC and the entire University of Nebraska system. I am humbled and honored to serve as interim chancellor and build upon the great work being done by our faculty, staff and students to advance science and train the next generation of health professionals to serve the state of Nebraska and beyond.

UNMC has tremendous momentum. You'll see a glimpse of that here, in the annual UNMC Planning Information and Quality Indicators, which documents our progress and accomplishments, as well as our major strategic and operational initiatives for the coming years.

Our emphasis on growth continues – in research grants and student enrollment, strategic programs that fulfill the health care needs (and workforce) of our state and construction projects that boost Nebraska's economy and benefit Nebraskans.

Our campuses in Lincoln, Kearney, Norfolk and Scottsbluff continue to thrive. And we're proud of the partnerships we have with Nebraska communities to help grow rural Nebraska's nursing and other health professional workforce, as well as expand access to health care through our primary clinical partner, Nebraska Medicine.

Inside these pages, you'll see a snapshot of the breadth and scope of our activities in education, research, clinical care and community engagement— both regionally and on the national and international stage. You'll also see the impact we have and how we fulfill our mission of being the only public academic health sciences center for the State of Nebraska. I am proud to work alongside UNMC's talented faculty and staff and grateful to all who contributed to and helped produce this extensive document. It is beneficial in documenting the excellence on our campuses, the communities we serve and to our annual strategic planning process.

A special thank you to all our faculty, staff, students and supporters for making UNMC one of the nation's elite academic health science centers.

H. Dele Davies, MD,  
Interim Chancellor, University of Nebraska Medical Center





## Preface



This 26th annual edition of UNMC Planning Information and Quality Indicators is organized into 13 sections. The first section summarizes three major initiatives: Construction of Residence Halls for students, The EDGE District anchored by UNMC and Project NExT will serve as a clinical learning center. 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. 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 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 Central Administration, the University of Nebraska Foundation, National Strategic Research Institute, Nebraska Medicine, Children's Human Resources, Nebraska Pediatric Practice and others who assisted in compiling this data.

Readers are invited to send comments and suggestions for next year's edition to 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:

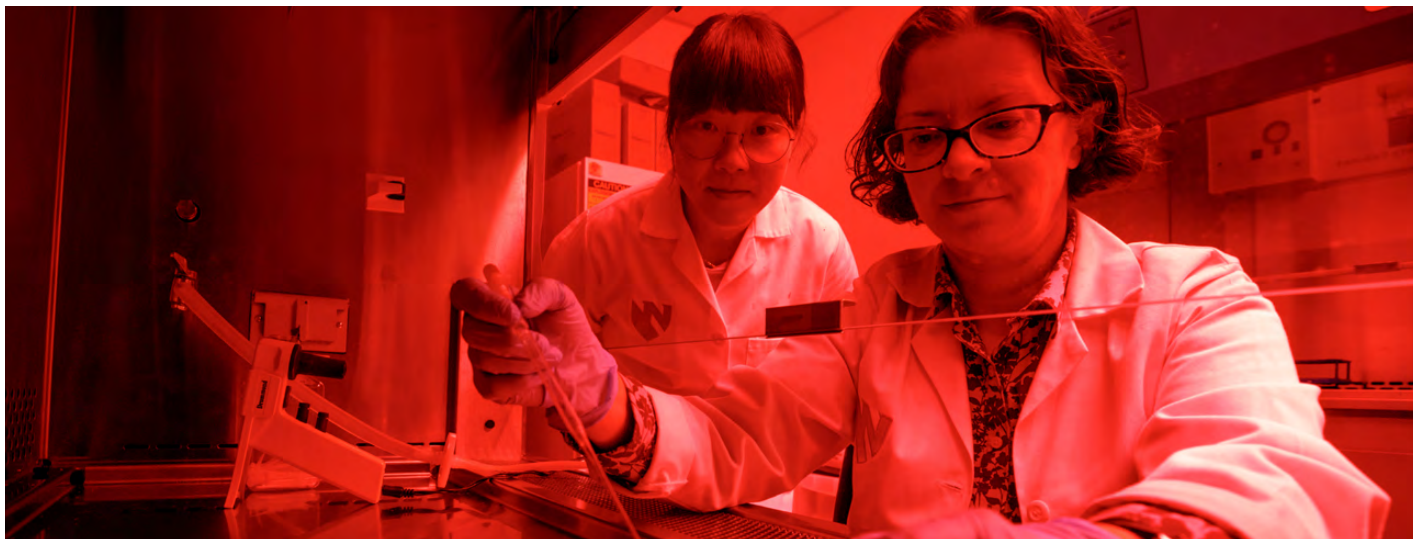
- Delivers state-of-the-art health care
- Prepares the best-educated health professionals and scientists
- Ranks among the leading research centers
- Advances our historic commitment to community health
- Embraces the richness of diversity to build unity
- Creates economic growth in Nebraska

### Values

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

## ITEACH

 <p><b>Innovation</b></p> <p>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.</p>	 <p><b>Teamwork</b></p> <p>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.</p>	 <p><b>Excellence</b></p> <p>Strive for the highest standards of safety and quality in all that you do. Work to achieve exceptional results.</p>	 <p><b>Accountability</b></p> <p>Commit. Take ownership. Be resilient, transparent and honest. Always do the right thing and continuously learn.</p>	 <p><b>Courage</b></p> <p>Make the tough decisions. Have no fear of failure in the pursuit of excellence. Admit mistakes and learn from them.</p>	 <p><b>Healing</b></p> <p>Show the empathy you feel. Be selfless in caring for patients, one another and the community.</p>
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## Strategic Framework



### UNIVERSITY OF NEBRASKA SYSTEM ODYSSEY TO EXTRAORDINARY

#### FOUNDATIONAL PILLARS & STRATEGIC PRIORITIES

We lead the world in transforming lives and communities to an extraordinary future through our enduring commitment to creating and sharing knowledge, inspiring and nurturing discovery and through forging and sustaining relationships built upon trust. We do this as a University community by building upon our legacy of excellence and our commitment to a future of the extraordinary.

#### EXTRAORDINARY TEACHING & LEARNING:

Establish the University of Nebraska System with all of its educational programs as the most extraordinary learner-centered university with nationally recognized programs and top-tier faculty and staff.

After a review of campus suggestions, responses cluster into the following themes:

- Inspiring All Future Learners
- Supporting Faculty Success
- Curriculum Innovation and Alignment
- Transforming the Learning Environment

**Inspiring All Future Learners:** Inspiring all learners with multidisciplinary experiential learning/internships, clear paths to graduation, and rethinking ways to create unique and personalized opportunities that create distinctive learning environments that create true student success.

**Supporting Faculty Success:** Stimulating innovation by supporting instructors, creating a culture

of extraordinary scholarship based upon teaching excellence, and implementing new and transformative teaching strategies.

#### Curriculum Innovation and Alignment:

Reimagining traditional curriculum, pedagogy and assessment strategies (e.g. competency-based curriculum), non-curricular opportunities, high technology skills and incorporating unique workforce readiness into all academic programs.

**Transforming the Learning Environment:** Using the most advanced technology to support the learning environment and learner experiences, enhancing customized student support services, and supporting facility innovation to enhance outcomes across the academic spectrum with focus on key high enrollment/high DFW pipeline courses and programs.

#### EXTRAORDINARY RESEARCH & CREATIVE ACTIVITY:

Establish the University of Nebraska System's research and creative activity scope and prominence as widely recognized for extraordinary societal impact as a top-tier institution. After a review of campus suggestions, responses cluster into the following themes:

- Building a Common NU Research Identity
- Internal Programmatic Growth and Alignment
- External Collaborative Growth and Alignment

**Building a Common NU Research Identity:** The identification and growth of specific top-tier, highly impactful federally funded research programs. Example NU strategies might be to focus on

identifying and configuring such programs into optimal structural units (such as a “Human Performance”, “National Security”, “Digital Agriculture”, “Economic Development”, “Environmental Health”, etc.) and ramping up these programs so as to improve metrics for federal, state and private research expenditures yielding continuous growth in each designated area of excellence.

#### **Internal Programmatic Growth and Alignment:**

Providing an integrated infrastructure that supports research and innovation (including personnel, facilities and advanced technology), setting measurable goals, creating cross-campus/integrated research collaborations, and creating avenues to foster talent and attract top-tier researchers.

#### **External Collaborative Growth and Alignment:**

Branching efforts between private sectors and NU, supporting pathways for accelerating innovation, technology transfer and commercialization, building frameworks across campuses, disciplines and external organizations by setting measurable goals for national rankings.

**Partnerships & Alignment Across NU:** Supporting sustainable collaborations and partnerships across all campuses and disciplines within the educational, research and service missions, using policy, technology, finances and incentives to eliminate silos and bridge existing and future gaps.

#### **Partnerships Across the Nebraska Region:**

Partnerships that create new and stronger opportunities for students, faculty and staff that provide community impact, expand K-12, agricultural, health care, military and industry collaborations that lead to overall betterment and growth of all populations within the state.

#### **Partnerships Beyond Nebraska and the U.S.:**

Fostering partnerships such as with alumni, businesses, agriculture, health care, military and public sector networks, including with private with national/global leaders to forge new and stronger relationships that support quality of life, economic development and allow NU to create future mission driven opportunities.

### **EXTRAORDINARY CULTURE & ENVIRONMENT:**

Establish the University of Nebraska System campuses, across all their missions, as having an extraordinarily vibrant and engaging culture in environments that are safe and welcoming. After a review of campus suggestions, responses cluster into the following themes:

- Defining a Distinctive Culture
- Campus Safety and Security
- Work/Life Quality and Experience

**Defining a Distinctive Culture:** Creating a unified, defined and distinctive culture across our 500 mile wide NU campuses and our myriad of statewide partnership sites. The themes focused on arts and culture, supportive workspaces, engagement, belonging, communication, technology and thriving campus student and employee communities.

**Campus Safety and Security:** Creating, rehearsing and continuously strengthening of integrated system wide safety plans with focus on advanced technology applied to incident prevention, early awareness, communications, management and recovery. Work/Life

**Quality and Experience:** Creating an attractive workplace experience that provides exceptional benefits, health and wellness, entertainment, professional development, and personal support.



### **EXTRAORDINARY PARTNERSHIPS & ENGAGEMENT:**

Establish the University of Nebraska System and our engagement partners as having the highest-quality and impact that are recognized for extraordinary rural and urban outcomes. After a review of campus suggestions, responses cluster into the following themes:

- Partnerships & Alignment Across NU
- Partnerships Across the Nebraska Region
- Partnerships Beyond Nebraska and the US



## EXTRAORDINARY STEWARDSHIP & EFFECTIVENESS:

Establish the University of Nebraska System as an extraordinarily effective, efficient, and sustainable organization for planning and implementation of all mission-driven goals. After a review of campus suggestions, responses cluster into the following themes:

- Creating Sustainable Value, Effectiveness and Efficiency
- Data Driven Decisions and Related Communication
- Driving Value from Fiscal Responsibility and Stewardship Creating Sustainable Value,

**Effectiveness and Efficiency:** Creating value by identification and evaluation of structures, systems, processes, and areas that are redundant or inefficient, raising an awareness of these issues, then eliminating redundancy and inefficiency where possible across the system.

### Data Driven Decisions and Related

**Communication:** Using data and proactive communication to support decision-making to align financial, facility and human resources with strategic academic priorities and by eliminating unnecessary campus and program separations to streamline and improve efficiency.

### Driving Value from Fiscal Responsibility and

**Stewardship:** The efficient use of resources and committing to sustainability, including performance-based outcomes driven budget models that create incentives for extraordinary performance of individuals and programs across the system that focus on access, affordability and academic excellence.

[strategic-plan\\_foundational-pillars-and-strategic-priorities\\_jan-2025.pdf](#)





## 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 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're making a difference.

### UNMC heart, vascular research lands COBRE grant

UNMC's Center for Heart and Vascular Research is tackling diseases that are the leading cause of death and hospitalization in Nebraska and across the U.S. In 2024, under the direction of principal investigator Rebekah Gundry, PhD, the center was awarded more than \$11.8 million by the National Institutes of Health to create a Centers of Biomedical Research Excellence (COBRE) focused on finding answers for heart and vascular diseases.

### Addressing workforce needs across Nebraska

The Douglas A. Kristensen Rural Health Education Complex on the University of Nebraska at Kearney's west campus will help boost the rural health workforce in Nebraska. The complex includes an existing building, which opened in 2015, and the Rural Health Education Building, scheduled to open in early 2026. The new facility will enable UNMC to expand the presence of its allied health and nursing programs and launch new programs to train physicians, pharmacists and public health professionals. By 2030, total enrollment at UNMC-Kearney will be nearly 750 learners.

### uBEATS serves as national health science resource

Across the country, states (48 as of fall 2024) utilize uBEATS, UNMC's free online science and health science resource for middle and high school students. Nationally endorsed, uBEATS – short for UNMC and UNO Building Excellence in Academics Through STEM - is now a member of the National Consortium for Health Science Education. Launched in 2020, uBEATS offers free digital content geared to grades 6-12 (as well as micro-credentials) in such areas as careers, pharmacology and public health, with upcoming modules on behavioral health and medical terminology.

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 2024-25

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.

#### CONSTRUCTION BEGINS ON RESIDENCE HALL FOR STUDENTS

In fall 2024, construction began on a residential facility on UNMC's Omaha campus that will accommodate approximately 300 occupants and help address demands for student housing near campus.

Construction of an on-campus residential facility addresses student housing concerns outlined in a 2022 survey, said UNMC Interim Chancellor Dele Davies, MD. To enhance the professionalism of your communication, it is essential to adopt a formal tone, utilize precise language, and ensure clarity in your message. Additionally, structuring your content

logically and maintaining a respectful demeanor can significantly improve the overall professional presentation.

"This project emerged as a priority after hearing the needs and concerns of students for affordable housing near the Omaha campus," Dr. Davies said. "We know there is demand for housing and expect this facility to help ease students' burden of finding housing so they can focus on their education and training."

Funds for the project will be appropriated from the University of Nebraska's Internal Lending Program.

#### EDGE DISTRICT ANCHORED BY UNMC

EDGE District — located just west of UNMC in Omaha — will become a dynamic hub for health-focused scientific discovery, entrepreneurship and commercialization. UNMC owns much of the property in the 30-acre, triangle-shaped district (bordered roughly by Saddle Creek Road on the east; 48th Street on the west; and Farnam/Douglas Street on the north).

# Executive Summary



- Not only does the EDGE name provide a nod to the western edge of the UNMC campus in Omaha, but it also stands for the following:
  - Explore: Encourages curiosity and the pursuit of new ideas. Provides a platform for professionals to explore cutting-edge technology and methodologies
  - Develop: Facilitates the development of groundbreaking solutions. Connects researchers, entrepreneurs and industry leaders to foster innovation.
  - Grow: Supports the growth of businesses and individuals. Offers resources, mentorship and opportunities for scaling up.
  - Engage: Promotes active participation and collaboration. Provides a space for meaningful interaction and shared learning experiences.

UNMC is the developer of the overall district and will work with multiple developers on various projects throughout EDGE.

## PROJECT NExT WILL SERVE AS A CLINICAL LEARNING CENTER

The University of Nebraska is moving forward on the most ambitious public-private partnership in its history.

In August 2024, the NU Board of Regents approved the program statement outlining initial plans for Project Health, a new \$2.19 billion health care facility at UNMC and Nebraska Medicine that will serve as a clinical learning center to train the next generation of health care providers, conduct research and offer clinical trials.

By approving the program statement, the board authorized spending \$50 million in existing philanthropic funds on non-construction design work, essentially launching the project into the design phase. In addition to serving as an ultramodern clinical learning and research environment, Project Health would be the primary in-patient clinical hospital for Nebraska Medicine. More than 550 beds would be in the facility, although not all would be open on Day One.

Campus leaders said the project is expected to increase research opportunities, which further strengthen Nebraska's rankings and competitiveness as it seeks readmission to the Association of American Universities. It also would replace current facilities that fall short of today's standards for medical education.

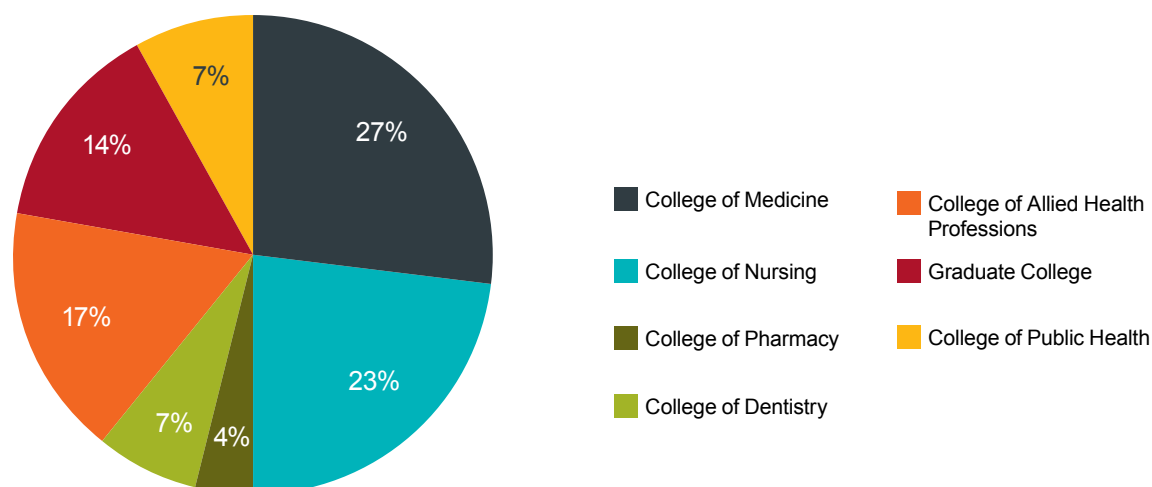
## Quality Indicators

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

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

Most indicators remained stable or improved in 2024. Enrollment continues to increase. Total research awards decreased by 1% to \$171.5 million in FY 2023-24.

## ENROLLMENT, FALL 2024



## Education

UNMC's fall enrollment in 2024 was 4,703, including 715 house officers. Total enrollment includes 3,158 females and 1,532 males. In FY 2023-24, budgeted net tuition amounts to \$59.77 million, 6.2% of the total revenue budget, slightly up from \$58.0 million or 6.6% of the revenue budget the previous year. UNMC's enrollment continues to increase and set a record enrollment for the 24th straight year, up over last year's record of 4,555. 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 2024, 56 College of Medicine graduates (41%) stayed in Nebraska for their first year of residency, with over half (61%) 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 the leading edge of discovering breakthroughs. Students can also engage in the rich culture 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 \$6.4 billion in 2024 and generates \$175 million in state and local taxes annually.**

## Research

During FY 2023-24, 350 principal investigators received a total of 660 research grants or contracts for a total of \$171,560,584, a decrease of \$1.9 million and -1.0% less than the previous fiscal year. UNMC earned a total of \$89.2 million in NIH funding in the federal fiscal year (FFY) which ended on September 30, 2024. NIH funding increased by 7.7% over the previous FFY, with UNMC's NIH ranking remaining steady, 90th out of the 2,845 academic medical centers, educational institutions, hospitals or corporate entities receiving NIH research funding. UNMC's federal research funding overall increased by 4.6%, from \$111.1 million to \$116.0 million during that same period.

Service centers and core facilities remain vital elements of UNMC's research infrastructure. Many of the "latest and greatest" technologies and equipment used in cutting-edge biomedical research are often far too expensive and complex for a single investigator to purchase and operate on their own. The prioritization of high-end technologies and equipment that are

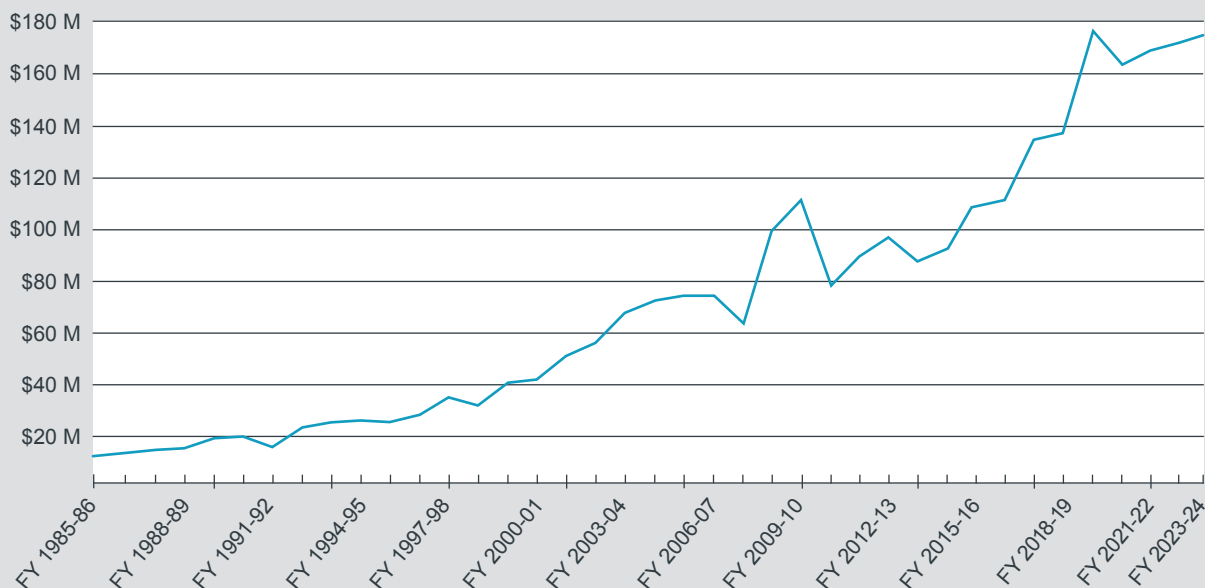
available for the entire research community, alongside expert guidance on their usage, continues to be crucial for maintaining state-of-the-art facilities and research programs.

Community engagement and collaborative efforts remain vital for addressing complex health problems and advancing research at UNMC. These partnerships are crucial for developing impactful research and building trust within the community.

UNMC continues to strengthen its collaborative efforts in research across intercampus initiatives, industry partnerships, and community outreach. The institution's commitment to fostering multidisciplinary collaborations and deepening community ties is evident in its diverse range of programs and initiatives. These collaborative efforts are crucial for advancing research, enhancing education, and improving health outcomes across Nebraska and beyond.



## TOTAL RESEARCH AWARDS



During FY 2023-24, 350 PIs received a total of 660 research grants or contracts for a total of \$171.5 million. This is an increase of -1.0% from the prior year.

## Global Engagement

The Office of Global Engagement promotes global understanding and awareness, and advances internationalization efforts throughout the UNMC community. UNMC welcomed 106 new international students, bringing the total to 426 international students, including those in Optional Practical Training (OPT)

and medical residents through the Office of Global Engagement in FY 2023-24. These students represented 54 countries and participated in 37 different academic programs across all colleges.

Increasing numbers of students are participating in global health opportunities. Thirty-five UNMC students representing the colleges of allied health, medicine, nursing, pharmacy and public health pursued learning experiences in 12 different countries. These countries included Brazil, Cambodia, Costa Rica, Ethiopia, India, Italy, Japan, Mexico, Peru, Rwanda, Thailand and Uganda.



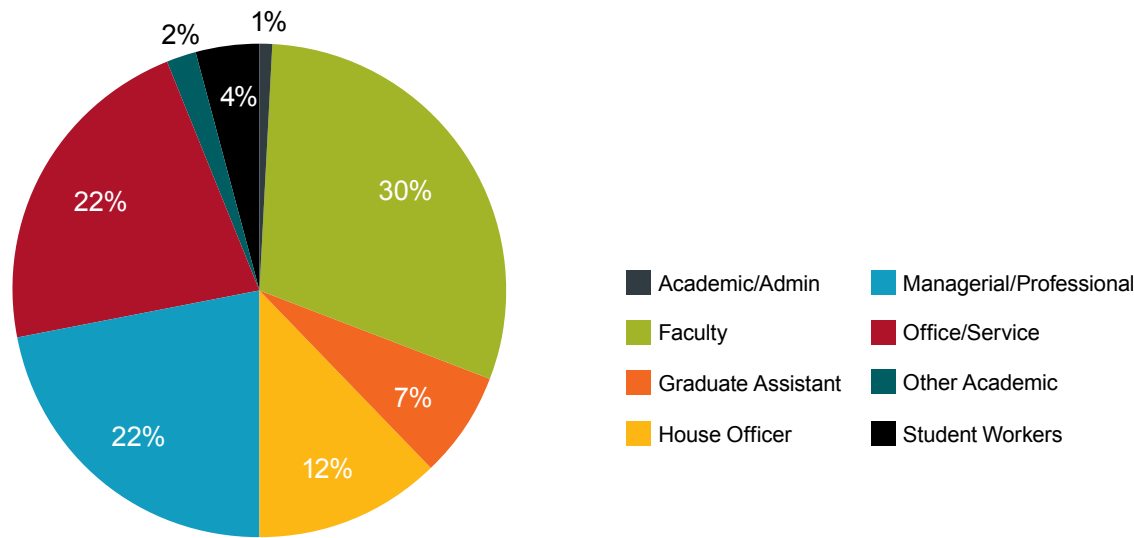
# Employees

The total employment impact of the University of Nebraska Medical Center in the state of Nebraska was 13,450 jobs

(6,265 direct jobs) in 2024. As a result of UNMC’s operations, 7,185 indirect and induced jobs were created in Nebraska.

UNMC employs 6,496 people, with an FTE of 5,533. Personnel costs amounted to 50% of expenditures (based on total operating expenditures from all funding sources through June 30, 2024).

## 2024 EMPLOYMENT NUMBERS BY HEADCOUNT



# 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 \$1,403,013 and \$200,000, respectively, for FY 2023-24. There were 104 inventions evaluated and 141 patent applications.

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.

Within weeks of each other, early in 2024, a pair of UNMC innovations reached a critical milestone: FDA

approval. Both born from highly collaborative projects, the Carecubes isolation unit and Virtual Incision’s surgical robotics platform are now available in the open market.

The UNeTech Institute is an entrepreneurial support organization and startup incubator affiliated with the University of Nebraska Omaha (UNO) and the University of Nebraska Medical Center (UNMC). Over the past year, UNeTech has demonstrated significant success in fostering medical technology innovation and entrepreneurship in the Omaha region.

UNeTech has successfully concluded several externally funded initiatives that have transformed the regional medical technology ecosystem.



# Executive Summary



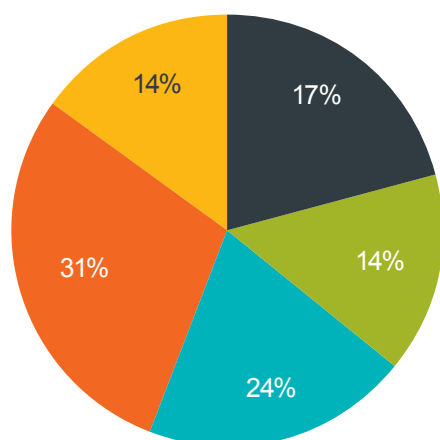
## Financial Strength

UNMC is 82% self-supporting. UNMC's FY 2023-24 operating budget is \$970.3 million, of which \$626.8 million, or 65%, is designated for instruction and research. The State provides \$167.9 million, or 18% 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.

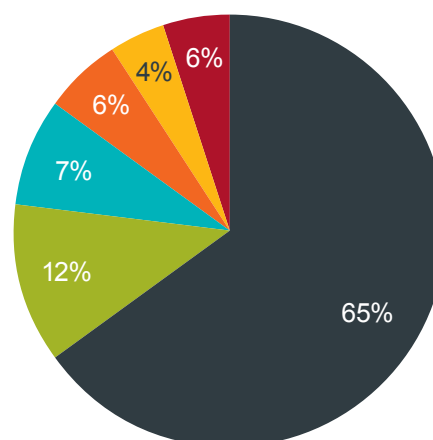
**UNMC and Nebraska Medicine (and its affiliates) generated \$7.9 billion in economic impact on the State of Nebraska in FY 2023-24.**

## REVENUE BUDGET FY 2023-24



State General \$167,915,616	Gifts, Grants, Contracts \$302,000,000
Cash Funds \$140,249,237	Auxiliaries & Revolving \$131,000,000
Federal \$229,100,000	

## EXPENSE BUDGET FY 2023-24



Instruction & Research \$626,772,560	Institution Administration \$58,431,782
Public Service \$120,646,097	Physical Plant Operations \$34,575,277
Acad./Student Support \$76,222,977	Aux./Indep. Operations \$53,616,160

## Infrastructure (Facilities, Information Technology and Library)

### FACILITIES SUSTAINABILITY INITIATIVES

UNMC and Nebraska Medicine have built a solid foundation in environmental stewardship over the past two decades. Sustainability supports the health care mission of the institution by protecting human and environmental health by using resources responsibly to provide for the future while meeting current needs. Efforts such as reducing energy use, managing waste streams, conserving water, and supporting alternative modes of transportation reduce the amount of climate pollution produced by the organization's daily operations.

### INFORMATION TECHNOLOGY

IT department prioritized digital technology adoption, improved connectivity, enhanced academic learning environments, supported unique events through technology, and made significant progress on modernization efforts. The core infrastructure technologies were upgraded to support remote and hybrid teaching and learning. Significant improvements were made in networking, customer service, information security, data management and academic technology.

## **LIBRARY**

The library prioritizes instruction, education and research support for students, staff, faculty, and clinicians across our 500-mile Nebraska campus. Librarians are embedded in curriculum-based courses to instruct on information literacy topics.

Through the Nebraska Healthcare by Design Collaboration Initiative faculty grant, the library partnered with UNMC, UNO, UNL, and national design thinking leaders to establish a UNMC campus design thinking hub. The Design Hub, located in the library

on level 6, provides space, tools, and communication resources to support the growth of design thinking applications. The Design Hub is open to UNMC faculty, staff, and students.

The library's Robert S. Wigton Department of Special Collections and Archives collects information and archival materials on the history of medicine, and the other health professions in Nebraska, and the history of the UNMC campus community. It is Nebraska's repository for medical-related archival materials, artifacts, and rare books.

## **Compliance**

Compliance requirements ensure UNMC adheres to financial policies and procedures to protect federal funding. This section documents FY 2023-24 compliance accomplishments and presents FY 2024-25 compliance goals.

### **FY 2023-24 ACCOMPLISHMENTS**

- Prepared for the space survey to be completed in March of 2025 and the Facilities and Administrative (F&A) Proposal with the federal government due December of 2025.
- Submitted the FY24 Fringe Benefits Proposal to Cost Allocation Services, a division with the Department of Health and Human Services.

### **FY 2024-25 GOALS**

- Submitted the UNMC Research Compliance Service Center Policy to the Policy Review Committee.
- Submit the FY25 Fringe Benefits Proposal to Cost Allocation Services, a division with the Department of Health and Human Services.
- Submit the Facilities and Administrative (F&A) Proposal by December 2025.
- Approve for one additional FTE in Sponsored Programs Accounting.
- Conduct a study on the Graduate Student rates & charges on Sponsored Projects.
- Review Sub Recipient Monitoring process changes with the Sponsored Projects Offices.

## **State and Federal: Economy, Demographics, Politics and Government**

In January 2024, the World Bank projected global economic growth of 2.4% in 2024, the start of several years of above-average inflation and below-average growth, with potentially destabilizing consequences for low- and middle-income economies. At the same time, the Congressional Budget Office (CBO) projected that the federal budget grow from \$1.6 trillion in fiscal year 2024 to \$2.6 trillion in 2034. The annual shortfall would average \$1.0 trillion from 2024 to 2034. CBO projected higher inflation in 2023 and 2024 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 slumped below the 50.0 growth neutral threshold for February. The biggest concerns of supply managers are higher input prices and inflation, recession, supply chain disruptions, labor shortages and higher interest rates. Supply managers are not optimistic regarding the 2024 outlook with only 14.3% expecting a 2024 economic expansion.

The Leading Economic Indicator-Nebraska rose by 1.00% in December 2023. The increase in the leading indicator, which is designed to predict economic growth six months into the future, suggests that the Nebraska economy will grow during the first half of 2024.

**UNMC campus operations in Nebraska generate over \$84 million annually in state and local tax revenue.**



# CONSTRUCTION BEGINS ON RESIDENCE HALL FOR STUDENTS



**In fall 2024, construction began on a residential facility on UNMC's Omaha campus that will accommodate approximately 300 occupants and help address demands for student housing near campus.**

The \$66 million six-story facility, located on the east end of campus, will be ready for occupancy in August 2026. The 205,000-square-foot facility will include studio, one-bedroom and two-bedroom units, a 'grab-and-go' food option with indoor and outdoor seating, as well as first floor meeting and study spaces open to all UNMC students, including non-tenants.

Construction of an on-campus residential facility addresses student housing concerns outlined in a 2022 survey, said UNMC Interim Chancellor Dele Davies, MD.

"This project emerged as a priority after hearing the needs and concerns of students for affordable housing near the Omaha campus," Dr. Davies said. "We know there is demand for housing and expect this facility to help ease students' burden of finding housing so they can focus on their education and training."

In the survey, nearly 77% of student respondents indicated it was difficult to find affordable housing near the campus, while approximately 89% said they expected UNMC to provide short-term housing for clinical rotations.

"This campus facility is intended to provide a supportive environment where students can thrive academically, socially and personally," said Anne Barnes, vice chancellor for business, finance and business development at UNMC. "One of our design principles was to create a space that fosters a sense of community where students can focus on their education and personal growth."

Funds for the project will be appropriated from the University of Nebraska's Internal Lending Program.



# EDGE DISTRICT ANCHORED BY UNMC



**EDGE District — located just west of UNMC in Omaha — will become a dynamic hub for health-focused scientific discovery, entrepreneurship and commercialization. UNMC owns much of the property in the 30-acre, triangle-shaped district (bordered roughly by Saddle Creek Road on the east; 48th Street on the west; and Farnam/Douglas Street on the north).**

UNMC is the developer of the overall district and will work with multiple developers on various projects throughout EDGE.

“EDGE District will become a dynamic hub for health-focused scientific discovery, entrepreneurship and commercialization, some of the key items needed to ensure the state of Nebraska remains competitive on the national stage,” said H. Dele Davies, MD, interim chancellor at UNMC. “Not only that, the district will also become a premier destination within the city — a place where individuals want to work, live and experience vibrant entertainment. In essence, EDGE will not only elevate the university’s role as a leader in innovation and research but also strengthen the city’s economic vitality and enhance the state’s reputation as a center of excellence and opportunity.”

Already, several structures that will buoy the research discovery within the neighborhood are in various stages of development. They include:

- Catalyst, a building that will bring UNMC’s UNeMed and UNeTech branches closer to facilitate the growth of research and innovation. This will allow entrepreneurs, investors and businesses to collaborate in the renovated 1906 Omaha Steel Castings industrial tract. The 170,000-square-foot structure is being developed by

Koelbel & Co. and GreenSlate Development. Catalyst will open in early 2025. In addition to the UNMC Innovation Hub within the facility, it will include 130,000 square feet for businesses, a food hall, beer taproom, restaurant and more;

- The CORE (Campus Operations and Research Excellence) Building, which will support computer-based research and wet lab-based research for drug discovery, oncology and other strategic areas. The building is scheduled for completion in late summer 2026. Shelled research floors are designed to provide essential lab and office environments, promoting collaboration among startup founders, industry leaders, scientists and inventors. In addition, the incubator lab space — tailored for startups — is outfitted with features and shared equipment to facilitate safe experimentation and expedite research endeavors; and
- A 750-stall parking garage that will be owned by the city of Omaha.



### **MORE ABOUT EDGE DISTRICT:**

Not only does the EDGE name provide a nod to the western edge of the UNMC campus in Omaha, but it also stands for the following:

- **Explore:** Encourages curiosity and the pursuit of new ideas. Provides a platform for professionals to explore cutting-edge technology and methodologies
- **Develop:** Facilitates the development of groundbreaking solutions. Connects researchers, entrepreneurs and industry leaders to foster innovation.
- **Grow:** Supports the growth of businesses and individuals. Offers resources, mentorship and opportunities for scaling up.
- **Engage:** Promotes active participation and collaboration. Provides a space for meaningful interaction and shared learning experiences

# PROJECT NEXt WILL SERVE AS A CLINICAL LEARNING CENTER



## The University of Nebraska is moving forward on the most ambitious public-private partnership in its history.

In August 2024, the NU Board of Regents approved the program statement outlining initial plans for Project Health, a new \$2.19 billion health care facility at UNMC and Nebraska Medicine that will serve as a clinical learning center to train the next generation of health care providers, conduct research and offer clinical trials.

By approving the program statement, the board authorized spending \$50 million in existing philanthropic funds on non-construction design work, essentially launching the project into the design phase. In addition to serving as an ultramodern clinical learning and research environment, Project Health would be the primary in-patient clinical hospital for Nebraska Medicine. More than 550 beds would be in the facility, although not all would be open on Day One.

Project Health would be built on the med center's main campus on a vacant, 7.5-acre site formerly occupied by JP Lord Elementary School and the Munroe-Meyer Institute, which relocated to Omaha's Aksarben area in June 2021.

Project Health is the first phase of Project NEXt, a joint effort between UNMC and its primary clinical partner, Nebraska Medicine. The project would be the largest in university history, exceeding the \$370 million Fred & Pamela Buffett Cancer Center that opened in June 2017.

"Project Health is a highly ambitious effort which will significantly help rural and urban Nebraska communities maintain a growth trajectory for health professions workforce, highly

relevant clinical research and care for generations to come," said NU President Jeffrey P. Gold, M.D. "This first phase is an exciting step forward and we are excited and grateful to work with our many public and private partners to continue to bring our vision to reality."

The public-private partnership project will enable UNMC to further its mission, said UNMC's Interim Chancellor Dele Davies, MD. "To meet both the needs of rural and urban areas of our state, UNMC must grow professional learner enrollment by 20 to 25%," Dr. Davies said. "This will be possible only with significant improvement of our physical environment."

Beyond bolstering UNMC's inpatient clinical education facilities, the project also includes critical space for teaching and research, Dr. Davies said.

"The new facility will enable Nebraska Medicine to fulfill our mission as the primary teaching hospital for UNMC and Clarkson College," said James Linder, MD, CEO and board chair of Nebraska Medicine. "This will strengthen our ability to educate and train more health science students and deliver the highest quality care to all Nebraskans."

Campus leaders said the project is expected to increase research opportunities, which further strengthen Nebraska's rankings and competitiveness as it seeks readmission to the Association of American Universities. It also would replace current facilities that fall short of today's standards for medical education.

# QUALITY INDICATORS



INDICATOR	PAGE(S)	STANDARDS	QUALITY STATUS	CHANGE FROM PRIOR YEAR	SUBJECTIVE PERFORMANCE RATING
		Desired Outcomes			
1. Certification/ licensure exams	13	100% pass rate; UNMC exceed the median performance	95% for MD Step 1, National Avg 92% 100% for MD Step 2, National Avg 98% 98% for Pharmacy, National Avg 79%	Stable Stable Improved	Very Good
2. Research funding and NIH rankings	43-46	Increase funding annually and improve NIH rankings annually	Net research awards decreased by 1% NIH research awards decreased by 9.6% Indirect cost recovery decreased 2 of 6 colleges improved NIH ranking	Stable Declined Declined Stable	Good
3. Rural activities	27-30	> 60% rural practitioners from UNMC <i>Rural education sites and outreach</i>	52% of NE rural physicians, pharmacists, dentists, PAs, nurse practitioners & clinical nurse specialists are UNMC graduates	Declined	Good
4. Minority recruitment and retention	69-72	≥ peer group rates  (several peers are in larger cities with larger minority populations)  <i>Culturally competent environment</i>	Minority (under-represented minority) Percentages F/T Faculty – 21.0% (5.2%) All Employees – 21.9% (8.5%) Students – 17.1% (7.8%)	 Stable Stable Improved	 Good
5. Economic growth and technology commercialization	91-95	Economic impact: UNMC and Nebraska Medicine combined direct and indirect employment	\$7.9 billion in FY 2023-24 Approximately 56,050 (13,073 direct)	----- -----	Very Good
	87-88	\$2 million of UNeMed income <i>Omaha &amp; Nebraska economic growth</i> <i>Scientific and health care benefits</i>	\$1.6 million FY 2023-24 revenue Strong research & construction funding Advances in basic & clinical science	Stable Continuing Continuing	
6. Employee loyalty, satisfaction and wellness	73-81	90% retention rates Greater than 70% remain employed for 3 years or more  <i>Health risk assessment participation</i>	88.0% employee retention 72.6% employed 3 years or more  Completion rate of 82.7%	Declined improved Declined	Very Good
7. Financial strength	91-96	≥ 4% non-general fund growth  ≥ 4% growth in prior year net assets	13.0% growth in non-general fund revenue 4.0% growth in FY 2022-23 net assets	Improved Improved	Excellent

INDICATOR	PAGE(S)	STANDARDS	QUALITY STATUS	CHANGE FROM PRIOR YEAR	SUBJECTIVE PERFORMANCE RATING
8. Infrastructure	97-109	Meet annual construction and technology objectives	Energy management upgrades	Improved	Very Good
			Wittson Hall-Library Renovation Completed	Improved	
		<i>Implement facilities and ITS master plans</i>	IT infrastructure governance	Improved	
			Administrative Facility Planning/Design	Continuing	
9. Strategic objectives/ leadership	—	> 75% accomplishment of objectives	See Strategic Plan progress report	Continuing	Very Good
		<i>5-112 Campus participation and community support and involvement</i>	Strong community support	Continuing	
			Campus growth and construction	Continuing	
			Global engagement	Continuing	
10. Compliance effectiveness	111	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	
11. Comprehensive national rankings	44	National recognition for academic programs, research activities and clinical services	Primary Care ranked Tier 2	Continuing	Very Good
			Physician Assistant ranked 14th	Continuing	
			College of Pharmacy ranked 19th	Continuing	
		<i>High U.S. News and World Report rankings for academic programs and nationally recognized clinical services</i>	Doctor of Nursing Practice tied for 57th	Declined	
			Nebraska Medicine ranked #1 in state	Continuing	
			Ranked high performing in 4 specialties	Continuing	
			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	Tier 2*	196	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	Tier 2*	196	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	599	Rankings based on faculty credentials and training; quality and peer assessment. Also looked at were total research expenditure; faculty with important achievement in research; faculty participation in nursing practice; mean grade-point average; acceptance rate; faculty resources; program size; master's degree output productivity, research activity; average research expenditure per faculty member.
Nursing — Doctor of Nurse Practitioner	57	389	Rankings based on engagement; faculty credentials and training; student services and technology; student excellence; expert opinion.
Nursing — Online Master's in Nursing	70	199	Rankings based on engagement; faculty credentials and training; student services and technology; student excellence; expert opinion.
Physical Therapy	37	245	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	14	211	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	19	134	Based on academic quality of doctoral program.
College of Public Health	42	213	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 Recognized in Eastern Nebraska Ranked #1 in Omaha
Nebraska Medicine	National Ranking in 2 Adult Specialties
Nebraska Medicine	"High Performing" Ranking in 5 Specialties
Nebraska Medicine	"High Performing" Ranking in 8 Procedures and Conditions

# EXTERNAL ACCREDITATIONS

CAMPUS UNIT	DEPARTMENT/PROGRAM	ACCREDITING BODY	NEXT ACTION
Institutional	University of Nebraska Medical Center	Higher Learning Commission	2026-27
Allied Health	Clinical Perfusion	Accreditation Committee-Perfusion Education	2021 <sup>1</sup>
Allied Health	Cytotechnology	American Society of Cytopathology: Cytotechnology Programs Review Committee	2025 <sup>2</sup>
Allied Health	Genetic Counselling	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 <sup>3</sup>
Allied Health	Occupational Therapy	Accreditation Council for Occupational Therapy Accreditation	2023 <sup>4</sup>
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 <sup>5</sup>
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 <sup>6</sup>
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 AAALAC site visit rescheduled for Spring 2023.

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

DEPARTMENT	STATUS
Institutional Review*	Accredited
Addiction Medicine	Accredited
Anesthesia	Accredited
Cardiothoracic Anesthesia	Accredited
Pediatrics Anesthesia	Accredited
Critical Care Anesthesia	Accredited
Pain Management	Accredited
Regional Pain Management	Accredited
Dermatology	Accredited
Micrographic Surgery and Dermatologic Oncology	Accredited
Emergency Medicine	Accredited
Emergency Medical Services	Accredited
Family Practice – Omaha	Accredited
Sports Medicine	Accredited
Family Practice – Rural	Accredited
Internal Medicine	Accredited
Adult Infectious Disease	Accredited
Adult Congenital Heart Disease	Accredited
Allergy and Immunology	Accredited
Cardiovascular Disease	Accredited
Interventional Cardiology	Accredited
Clinical Cardiac Electrophysiology	Accredited
Endocrinology, Diabetes & Metabolism	Accredited
Gastroenterology	Accredited
Geriatrics	Accredited
Heart Failure	Accredited

DEPARTMENT	STATUS
Internal Medicine cont.	
Hematology/Oncology	Accredited
Hospice & Palliative Care	Accredited
Nephrology	Accredited
Pulmonary/Critical Care	Accredited
Rheumatology	Accredited
Sleep Medicine	Accredited
Transplant Hepatology	Accredited
Medical Genetics	Accredited
Medicine/Pediatrics	Accredited
Neurology	Accredited
Epilepsy	Accredited
Neuromuscular Medicine	Accredited
Vascular Neurology	Accredited
Neurosurgery	Accredited
Obstetrics/Gynecology	Accredited
Ophthalmology	Accredited
Orthopaedic Surgery	Accredited
Otolaryngology	Accredited
Pathology	Accredited
Hematopathology	Accredited
Molecular Genetic Pathology	Accredited
Blood Banking/Transfusion Medicine	Accredited
Pediatrics	Accredited
Critical Care Pediatrics	Accredited
Developmental/Behavioral Peds	Accredited
Neonatology – Perinatal Medicine	Accredited

DEPARTMENT	STATUS
Pediatrics cont.	
Pediatric Cardiology	Accredited
Pediatric Emergency Medicine	Accredited
Pediatric Gastroenterology	Accredited
Pediatric Infectious Disease	Accredited
Pediatric Hematology/Oncology	Accredited
Pediatric Hospital Medicine	Accredited
Pediatric Pulmonology	Accredited
Pediatric Transplant Hepatology	Accredited
Physical Medicine & Rehabilitation	Accredited
Brain Injury Medicine	Accredited
Psychiatry	Accredited
Diagnostic Radiology	Accredited
Interventional Radiology (Independent & Integrated)	Accredited
Neuroradiology	Accredited
Pediatric Radiology	Accredited
Radiation Oncology	Accredited
Surgery	Accredited
Pediatric Surgery	Accredited
Surgical Critical Care	Accredited
Thoracic Surgery	Accredited
Vascular Surgery	Accredited
Plastic Surgery (Independent)	Accredited
Plastic Surgery (Integrated)	Accredited
Urology	Accredited
Pediatric Urology	Accredited
Oral Surgery**	Accredited

\*\*American Dental Association

Provided by UNMC Office of Accreditation and Assessment and UNMC Office of Graduate Medical Education

# ADMISSIONS STATISTICS

YEAR	TOTAL	NEBRASKA RESIDENTS	NON- RESIDENTS	MALE	FEMALE	UNKNOWN	MINORITY	UNDER- REPRESENTED MINORITY	RURAL NEBRASKA
	(a, b)						(c)	(d)	(e)
<b>2023-24</b>									
Applications Filed	5,814	1,919	3,890	2,236	3,573	3	2,279	1,212	686
Accepted	1,803	1,254	549	498	1,302	3	558	338	474
% Accepted	31%	65%	14%	22%	36%	100%	24%	28%	69%
Entered	1,684	1,187	497	451	1,231	2	509	305	452
<b>2022-23</b>									
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
<b>2021-22</b>									
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
<b>2020-21</b>									
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

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

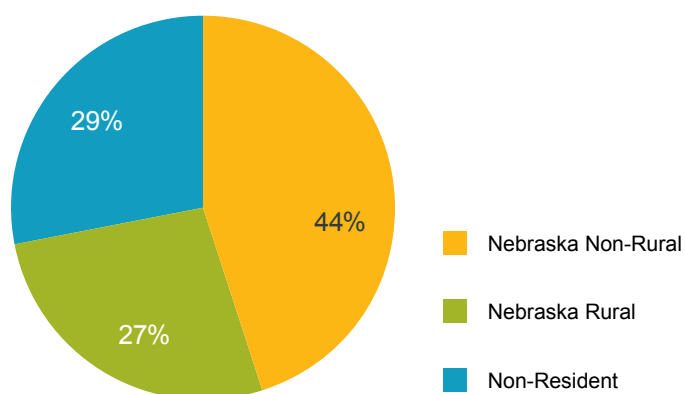
b) Demographic information not always provided by applicants. The numbers for gender, ethnicity and residency do not always add up to total applications.

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

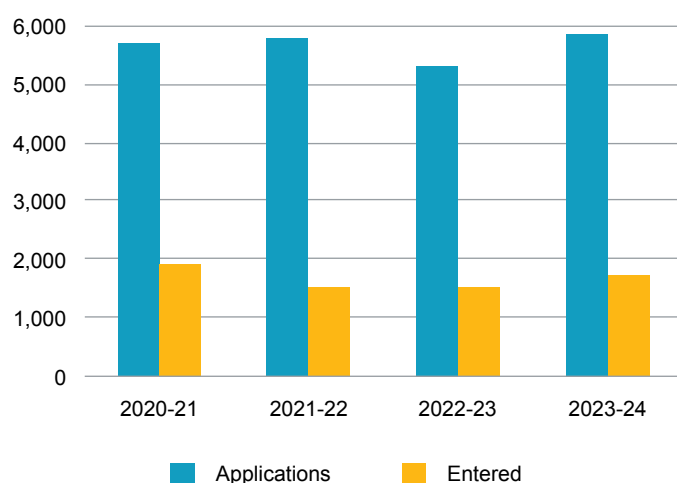
d) Underrepresented Minority includes Black, Hispanic, Native Hawaiian and Other Pacific Islander, American Indian and Alaska Native, and Two or More Races.

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

**Entering Students  
2023-24**



**Entering Students  
2020-21 through 2023-24**



# GPA AND ENTRANCE EXAM SCORES OF MATRICULANTS UNMC EDUCATIONAL PROGRAMS 2020 – 2024

National Data are in Parenthesis ( ) unless otherwise noted.

PROGRAM	2020	2021	2022	2023	2024
<b>College of Allied Health Professions</b>					
Cardiovascular Interventional Technology (CVIT) GPA	3.25	3.34	2.95	2.92	
Clinical Perfusion GPA	3.53	3.52	3.54	3.59	3.71
Cytotechnology GPA	3.23	3.21	3.25	3.20	3.23
Diagnostic Medical Sonography GPA	3.55	3.42	3.53	3.40	3.58
Genetic Counseling GPA	3.73	3.69	3.46	3.70	3.74
Magnetic Resonance Imaging GPA	3.26	3.59	3.36	3.71	3.51
Medical Laboratory Science GPA	3.34	3.38	3.22	3.38	3.42
Medical Nutrition Education GPA	3.66	3.45	3.89	3.74	3.61
Occupational Therapy GPA		3.50	3.72	3.62	3.53
Physical Therapy GPA	3.63	3.63	3.72	3.67	3.66
Physician Assistant GPA	3.79	3.68	3.77	3.74	3.75
Radiation Therapy GPA	3.66	3.39	3.51	3.54	3.68
Radiography GPA	3.47	3.48	3.64	3.68	3.72
<b>College of Dentistry</b>					
Dentistry GPA	3.67	3.67	3.64	3.64	3.77
Dentistry DAT	20 (19.7)	20 (NA)	NA	20	21
Dental Hygiene GPA	3.59	3.56	3.63	3.63	3.74
<b>College of Medicine</b>					
Medicine GPA*	3.84 (3.79)	3.85 (3.80)	3.85 (3.68)	3.88 (3.84)	3.8
MCAT - CHEM (chem & phys foundations)	128 (128.0)	128 (128.0)	128 (127.9)	128	128
MCAT - CARS (critical analysis & reasoning)	128 (127.0)	128 (127.0)	127 (127.0)	128	127
MCAT - BIO (biological & biochem foundations)	128 (128.0)	128 (128.0)	128 (128.2)	128	128
MCAT - PSYC (psychologic, soc & bio foundations of behavior)	128 (129.0)	128 (128.3)	129 (128.9)	128	129
<b>College of Nursing</b>					
Undergraduate Nursing GPA	3.68	3.67	3.63	3.64	3.57
Graduate GPA	3.37	3.30	3.44	3.48	3.57
<b>College of Pharmacy</b>					
Pharmacy GPA	3.59	3.59	NA	3.60	3.63
Pharmacy PCAT**	72	60	NA	NA	NA
<b>Graduate College***</b>					
GPA	3.59	3.60	NA	3.67	NA
<b>College of Public Health</b>					
GPA	3.40	3.38	NA	3.38	3.38
GRE - Verbal	NA	NA	NA	NA	NA
GRE - Quantitative	NA	NA	NA	NA	NA
GRE - Analytical Writing	NA	NA	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)					
2024	4,703	1,532	3,158	13	405	157	299	303	5	3,323	2	149	60
		32.6%	67.1%	0.3%	8.6%	3.3%	6.4%	6.4%	0.11%	70.7%	0.7%	3.2%	1.3%
2023	4,555	1,520	3,023	12	390	128	257	281	6	3,303	0	137	53
		33.4%	66.4%	0.3%	8.6%	2.8%	5.6%	6.2%	0.13%	72.5%	0.0%	3.0%	1.2%
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%

a) Alien = foreign, non-immigrant

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

### Enrollment by Age Category

AGE	2022	%	2023	%	2024	%
18-19	8	0.18	28	0.61	21	0.45
20-21	380	8.62	509	11.17	523	11.12
22-24	1,153	26.17	1,219	26.76	1,338	28.45
25-29	1,540	34.95	1,486	32.62	1,462	31.09
30-34	710	16.11	710	15.59	711	15.12
35-39	311	7.06	217	6.96	321	6.83
40-49	233	5.29	226	4.96	258	5.49
50-64	69	1.57	58	1.27	65	1.38
65+/Unk	2	0.05	2	0.04	4	0.09
<b>Total</b>	<b>4,406</b>	<b>100.00</b>	<b>4,555</b>	<b>100.00</b>	<b>4,703</b>	<b>100.00</b>

### Enrollment by College

COLLEGE	2022	2023	2024
College of Dentistry	304	301	300
College of Medicine	520	527	522
House Officers	682	680	715
College of Allied Health Professions	723	755	825
College of Nursing	998	978	1,018
College of Pharmacy	191	189	200
College of Public Health	330	372	352
Graduate Studies	631	720	771
Visiting - Undergrad Non Degree	27	33	0
<b>Total Enrollment</b>	<b>4,406</b>	<b>4,555</b>	<b>4,703</b>

# DEGREES AWARDED

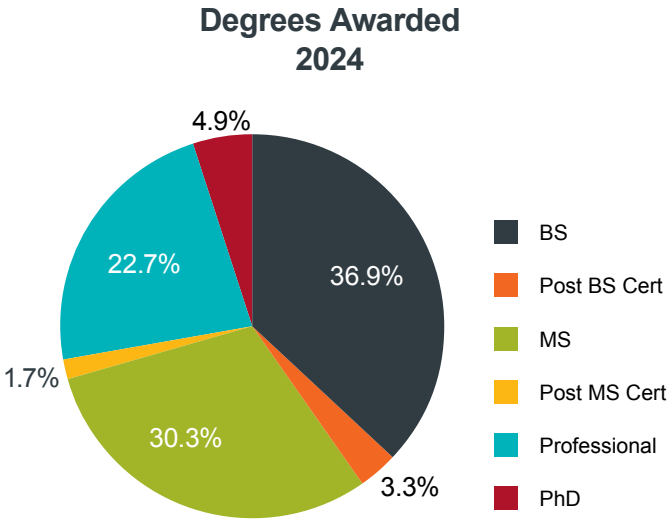
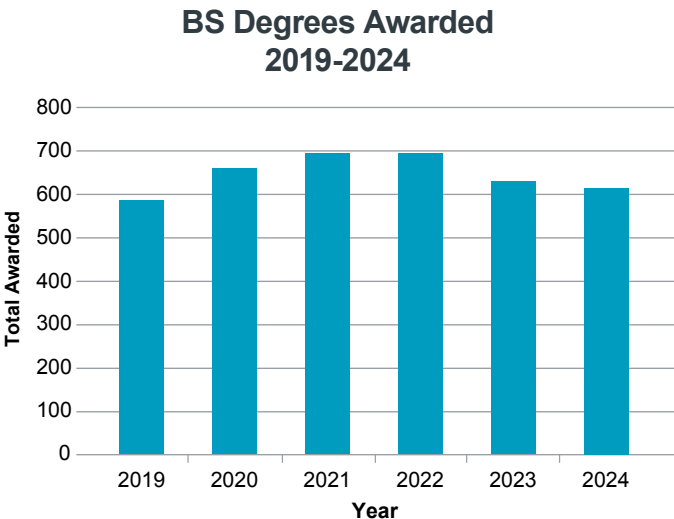
## 2019 – 2024

YEAR	BS	POST BS CERTIFICATE	MS	POST MS CERTIFICATE	PROFESSIONAL	PHD	TOTAL
(a)	(b)		(c)				
2024	614 (185)	55	504 (186)	29	378	82	1,662
2023	623 (188)	82	478 (184)	18	331	68	1,600
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

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 ( ).



# PERFORMANCE OF STUDENTS ON LICENSURE, CERTIFICATION OR BOARD EXAMS

	2021				2022				2023			
	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
<b>College of Allied Health Professions</b>												
Clinical Perfusion	0	8.5	166	143	0	8.5	185	177	0	8.5	185	177
Cytotechnology**	0	11.8	677	537	3.6	12.2	551	541	3.6	12.2	551	541
Diagnostic Medical Sonography												
Sonographic Principles & Instrumentation	0	40	NR	NR	0	29	NR	NR	0	29.0	NR	NR
Abdominal Sonography	0	38	NR	NR	0	30	NR	NR	0	30.0	NR	NR
OB/GYN Sonography	0	27	NR	NR	0	23	NR	NR	0	23.0	NR	NR
Adult Echocardiography	33.3	32.0	NR	NR	0	23	NR	NR	0	23.0	NR	NR
Genetic Counseling	0	NA	NA	NA		0.0						
Magnetic Resonance Imaging*	0	33.7	90.0	78.2	14.3	34.9	87.6	77.4	14.3	34.9	87.6	77.4
Medical Laboratory Science**	3.1	24.0	498	480	2.3	31.0	524	481	2.3	31.0	524	481
Medical Nutrition**	0	NA	NA	NA	0	36.0	27.4	27	0	36.0	27.4	27
Physical Therapy	0	1.6	698.5	673.1	6.1	2.9	653.3	668.6	6.1	2.9	653.3	668.6
Physician Assistant*	0	9.0	500	500	0	11.0	502	500	0	11.0	502	500
Radiation Therapy**	0	20.2	86.0	81.0	25.0	20.6	83.0	80.6	25.0	20.6	83.0	80.6
Radiography*	12.0	17.0	88.0	83.0	0.0	16.5	88.0	82.4	0.0	16.5	88.0	82.4
<b>College of Dentistry***</b>												
DDS Part 1****	****	****	****	****	****	****	****	****	****	****	****	****
DDS Part 2	NA	NA	NA	NA					NA	NA	NA	NA
Dental Hygiene	NA	NA	NA	NA					NA	NA	NA	NA
<b>College of Medicine</b>												
MD Step 1*****	7	7	P/F	P/F	7	7	P/F	P/F	5	8	P/F	P/F
MD Step 2	0	1	250	247	2	2	252	248	0	2	254	249
<b>College of Nursing</b>												
BSN	11	17.7	NA	NA	15.15	20.09	NA	NA				
<b>College of Pharmacy</b>												
NAPLEX*****	4.2	18.0	NR	NR	7.7	20.4	NR	NR	2.2	21.4	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.

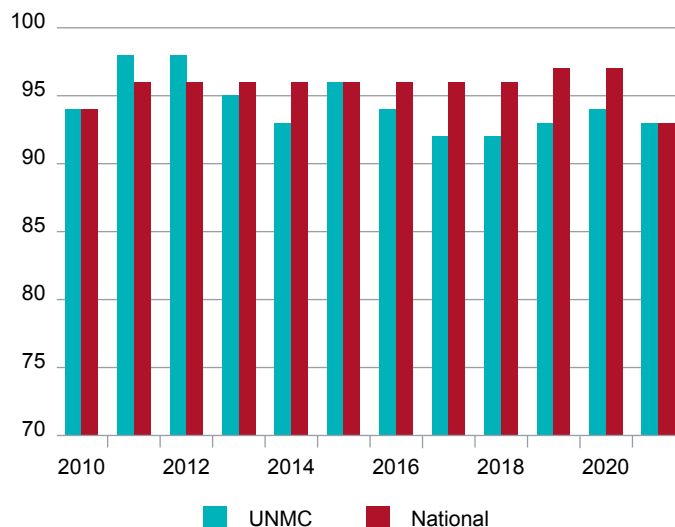
\*\*\*Dental and Dental Hygiene scores are expressed as percentile rankings. Mean scores are no longer supplied.

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

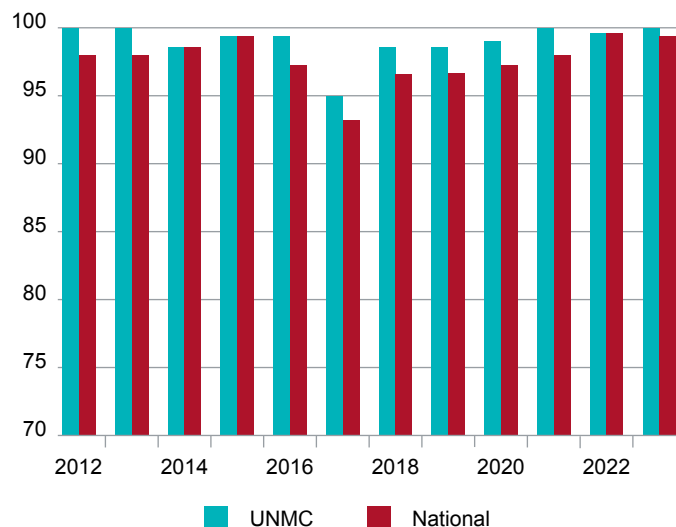
\*\*\*\*\*The MD Step 1 became Pass/Fail effective for graduates in 2021 and no UNMC or National scores are available.

\*\*\*\*\*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 2023 AND 2024

LOCATION OF FIRST YEAR RESIDENCY POSITIONS		
	2023	2024
Alabama	0	2
Arizona	4	4
Arkansas	1	0
California	4	6
Colorado	2	3
Connecticut	0	1
Delaware	0	0
District of Columbia	0	1
Florida	3	1
Georgia	2	1
Idaho	0	0
Illinois	4	5
Indiana	0	2
Iowa	9	2
Kansas	2	2
Kentucky	0	0
Louisiana	0	0
Maine	2	1
Maryland	1	0
Massachusetts	3	1
Michigan	3	5
Minnesota	2	3
Missouri	4	2
Montana	0	1
<b>Nebraska</b>	<b>43</b> 40% (staying in Nebraska)	<b>58</b> 41% (staying in Nebraska)
Nevada	0	3
New Hampshire	0	0
New Mexico	1	0
New York	2	5
North Carolina	3	1
Ohio	2	2
Oklahoma	0	0
Oregon	0	3
Pennsylvania	2	0
Rhode Island	1	0
South Carolina	1	1
South Dakota	1	1
Tennessee	4	1
Texas	4	7
Utah	1	1
Virginia	1	1
Washington	0	2
West Virginia	0	1
Wisconsin	2	3
<b>Total</b>	<b>114</b>	<b>140</b>

FIRST YEAR SPECIALTIES		
	2023	2023
ANES	5	12
CHILD NEUR	1	1
ERMD	11	2
*FMED	15	13
*FMED/PRCA		0
*IMED	23	34
*IMED PRE	5	11
*IMED/PRCA		1
*MED PEDS	3	9
*MED PRIMARY	1	0
NEUR	1	2
NSUR	2	0
*OBGY	2	7
*OBGY PRE	0	0
OPHT	1	1
ORTH	3	3
OTOL	2	1
PATH	1	3
*PEDS	8	11
PSYC	5	4
PHYSICAL MED & REHAB	0	1
RADI-DX	0	0
RAD ONC	0	0
SURG	8	9
SURG PLASTIC	2	0
SURG PRE	6	7
THORACIC SURG	1	1
TRANS	7	5
UROL	1	2
<b>Total</b>	<b>114</b>	<b>140</b>

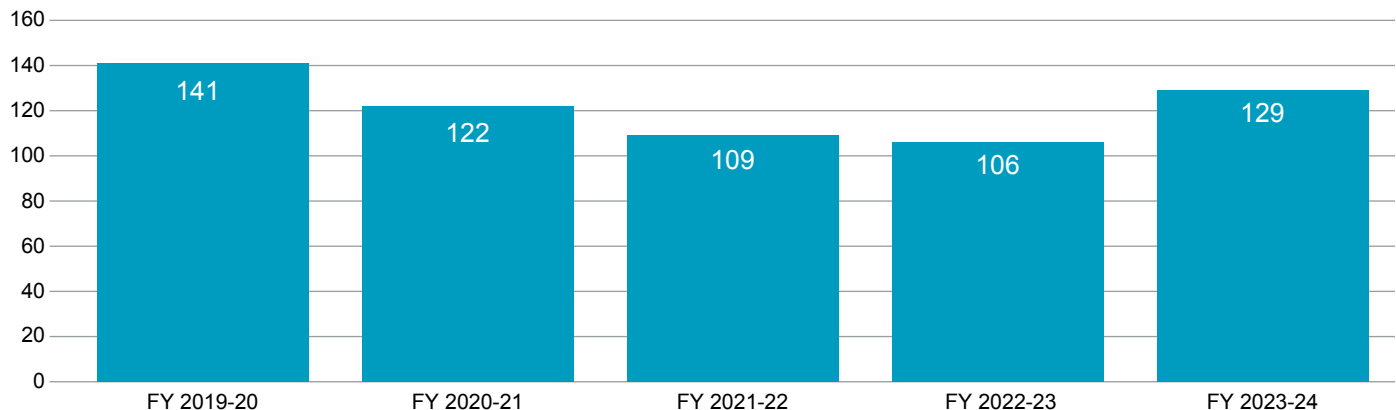
\*Primary Care                      57                      86  
% of class                      **50%**                      **61%**



# POSTDOCTORAL FELLOWS, SENIOR RESEARCH ASSOCIATES AND RESEARCH ASSOCIATES AT UNMC

Department	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Anesthesiology	4	4		2	3
Biochemistry and Molecular Biology	22	15	15	16	18
Cellular and Integrative Physiology	7	4	3	6	5
College of Dentistry-Oral Biology/Surgical Specialties					
College of Public Health	2	5	4	4	3
Dermatology					1
Emergency Medicine	1	1	1		2
Eppley Institute	18	14	12	5	9
Genetics, Cell Biology and Anatomy	6	7	7	7	11
Internal Medicine	10	14	10	9	10
Munroe-Meyer Institute		1	3		1
Neurological Sciences	3	4	3	3	5
Neurosurgery			1		
Nursing			1	1	
Obstetrics/Gynecology	5	3	2	4	5
Ophthalmology	3	1	3	4	4
Pathology/Microbiology	14	15	13	11	11
Pediatrics	5	1	1	1	2
Pharmaceutical Sciences/Pharmacy Practice	16	15	12	16	14
Pharmacology and Experimental Neuroscience	10	7	9	7	10
Physical Therapy					1
Psychiatry		1	1	1	1
Radiation Oncology	1	1	1	1	3
Surgery	14	9	7	8	10
<b>Total Postdocs/Research Associates</b>	<b>141</b>	<b>122</b>	<b>109</b>	<b>106</b>	<b>129</b>
# of Citizens	17	23	21	11	21
# of Immigrants	5	4	5	10	8
# of Non-resident Aliens	119	95	83	85	100
	<b>141</b>	<b>122</b>	<b>109</b>	<b>106</b>	<b>129</b>

## Postdoctoral Fellows, Senior Research Associates and Research Associates



# BEHAVIORAL HEALTH EDUCATION CENTER OF NEBRASKA

## About BHECN

The Behavioral Health Education Center of Nebraska (BHECN) was created by the Nebraska Legislature in 2009 to address behavioral health workforce shortages across the state. BHECN's purpose is to recruit, train, and retain Nebraska's behavioral health workforce, with an emphasis on increasing the number of providers in rural and underserved areas of the state. In addition, BHECN conducts behavioral health workforce analysis and research to help inform our programming and outreach.

## The BHECN Model

Over the last 15 years, BHECN has developed a model to provide a comprehensive framework for statewide behavioral health workforce development. The BHECN Model consists of activities targeted to three stakeholder groups: students, professionals, and behavioral health networks.

### STUDENTS

- Career Awareness: Programs and activities informing students at the high school and undergraduate levels about behavioral health careers.
- Career Preparation: Programs and activities providing support and guidance to students interested in behavioral health careers.

### PROFESSIONALS

- Training Experiences: Programs providing financial support of undergraduate, graduate and post-graduate behavioral health trainees.
- Professional Support: Free continuing education for licensed behavioral health providers through webinars, conferences, and e-learning modules.

### BEHAVIORAL HEALTH NETWORKS

- Workforce Research: Research tracking the behavioral health workforce and reporting on trends.
- Outreach: Engagement with academic, community and workforce leaders across the state.

## BHECN Sites

To ensure BHECN programming is tailored to meet the unique training, recruitment and retention needs of various regions of the state, BHECN has launched sites in four of the state's six behavioral health regions: BHECN Central at the University of Nebraska at Kearney, BHECN Panhandle at Chadron State College, and BHECN Northeast at Wayne State College. In 2024, BHECN East opened at the University of Nebraska at Omaha to address the unique workforce needs of the Omaha-metro area. BHECN is working with Great Plains Health and Mid-Plains Community College to open BHECN Southwest in North Platte in 2025, and is having preliminary conversations to develop the BHECN Southeast site in Lincoln.



## New Programs for Students

BHECN selected 11 students as members of the 2024-2025 BHECN Scholars Program. This is the inaugural class for the BHECN Scholars Program — which was launched statewide after its predecessor program — the Behavioral Health Opportunities Program (BHOP) — had a successful pilot year at the University of Nebraska Kearney.

BHECN Scholars is a pathway program that supports undergraduate seniors who plan to pursue master's degrees in Nebraska-based behavioral health programs following graduation. Scholars receive tuition support, mentorship, professional development, and participate in social and learning opportunities built around a cohort model. The program's purpose is to recruit regionally and culturally diverse students into the behavioral health workforce and ensure their success as practicing, licensed professionals in Nebraska.

BHECN's Mentoring Program continued in 2023-2024. The program pairs licensed behavioral health care providers with students training in behavioral health care programs at various Nebraska colleges and universities. Thus far, the program has connected over 50 mentor/mentee pairs from across the state.

## On-going Training Support

BHECN's statute requires the organization to provide support for up to 10 medical residents, physician assistants, or psychiatric nurse practitioners each year. BHECN currently provides support for 7.58 FTE for Creighton and UNMC psychiatry residents in addition to 1 medical student through the Enhanced

Medical Education Track (EMET) at UNMC. We are developing opportunities for advanced practice professionals, including a psychiatric APRN stipend program launching in November 2024. In addition, BHECN is required to support up to 12 psychology internships each year. Currently, BHECN partners with the Munroe Meyer Institute to support 5 psychology interns across the state, as well as three Psychology Practicum students and 1 post-doctoral fellow. BHECN's Graduate Trainee Stipend Program (GTSP) launched in January 2024 and provided training support for 6 trainees in FY24 with plans to grow in FY25 and beyond.

BHECN's Corrections Internship Program allows Master's-level behavioral health trainees to receive a stipend for doing their training experience in one of Nebraska's correctional facilities. In 2024, the statute supporting this program was expanded to allow trainees to do their clinical experience in county correctional facilities and youth rehabilitation and treatment facilities. This additional training opportunities allow more rural students to take advantage of the program by training in county facilities.

### **BHECN ARPA Awards Program Initial Evaluation**

In 2022, the Nebraska Legislature allocated \$25.5 million in American Rescue Plan Act (ARPA) funding to BHECN to address the impacts of the COVID-19 pandemic on the shortage of behavioral health professionals. BHECN disseminated this funding across the state through a competitive grant process. Baseline evaluation findings from APRA Awardees indicated the training and education projects will support over 100 new trainees in a variety of professions (e.g. counseling, social work, psychology). Funding for the supervision of provisionally licensed providers has supported more than 20 new supervisors, allowing more provisionally licensed providers to acquire needed supervised hours for full licensure. Telebehavioral health projects reported that ARPA funding allows them to address technology and infrastructure barriers that have previously limited telebehavioral health services. Finally, the COVID-19 workforce projects reported they have been able to implement additional training, recruitment, and retention programs that support the behavioral health workforce.

# CONTINUING EDUCATION

## Joint Accreditation and Collaboration

The UNMC College of Medicine, Center for Continuing Education, and UNMC College of Nursing Continuing Inter-Professional Development and Innovation Office hold Joint Accreditation for Interprofessional Continuing Education to provide accredited continuing education for the healthcare team. Joint Accreditation is founded by collaborating accreditors from the Accreditation Council for Continuing Medical Education (ACCME), American Nurses Credentialing Center (ANCC) and the Accreditation Council for Pharmacy Education (ACPE). This accreditation allows UNMC to be simultaneously accredited to provide continuing education for multiple health care disciplines (i.e., physicians, nurses, pharmacists, as well as, physician associates, psychologists, licensed mental health professionals, and social workers) through a single, unified set of accreditation standards. This unified accreditation provides interprofessional continuing education credits to emphasize the training of the health care team.

The Continuing Education offices provided over 979 activities (live [in-person], webinars, enduring materials and regularly scheduled series activities) for the reporting cycle of January 1-December 31, 2023.

Of these activities, 364 activities were planned by and for an interprofessional audience, accounting for over 37% of all activities offered.

Serving as a Jointly Accredited Provider, UNMC takes a pioneering role in delivering innovative continuing and professional education for the health care providers of tomorrow. This aligns with 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 2023, UNMC CCE and CiPDI collaboratively offered educational activities with numerous partners, some of which included the following:

- UNMC's Mental Health Technology Transfer Center (MHTCC)
- Behavioral Health Education Center of Nebraska's (BHECN)
- Global Center for Health Security (Region VII)
- Region VII Disaster Health Response Ecosystem (DHRE)
- Nebraska Infection Control Assessment and Promotion Program (ICAP)
- National Emerging Special Pathogens Training and Education Center (NETEC)
- Health Resources and Services Administration (HRSA)
- U.S. Public Health Service
- Society of Critical Care Medicine – Fundamental Critical Care Support
- Healthcare Foundations
- Health Equity Advocacy Group
- Indiana Hemophilia and Thrombosis Center
- Nebraska Board of Nursing
- Centers for Disease Control and Prevention
- Clinical Specialty Foundation
- Medical education companies

Our partnerships and collaborative approach, resulting in a robust, national activity portfolio of live, virtual, and enduring activities in numerous therapeutic areas such as oncology, internal medicine, infectious disease, neurological sciences, hematology, and pulmonary arterial hypertension.

## Center for Continuing Education

The Center for Continuing Education (CCE) plays a key role in providing accredited healthcare education while supporting the initiatives of the College of Medicine (COM) and Nebraska Medicine clinical programs. CCE supports the development and performance of healthcare professionals through its activities. These activities cover a wide variety of clinical topics highlighting our faculty's expertise while providing outreach to health care providers as part of the UNMC mission.

Moreover, CCE collaborates and partners with external educational partners in areas that showcase the clinical expertise of the COM faculty and include an interprofessional audience when appropriate. The COM faculty often serve as activity directors, presenters, moderators, and peer reviewers for many of these activities.

UNMC's lymphoma program continues to have an impact internationally. UNMC faculty have chaired The Pan Pacific Lymphoma Conference 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 2024 conference was attended by 605 people at the in-person portion and an additional 94 attended virtually. The conference audience was comprised of oncologists, hematologists, pathologists, clinical scientists, nurse practitioners, nurses, pharmacists, physician assistants, and other healthcare professionals and industry representatives from 19 countries. 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 which were submitted by individuals from around the world. This conference is administered by the UNMC CCE, in partnership with CiPDI, and offered AMA PRA Category 1 Credits™, ABIM and ABPath Maintenance of Certification credit, ACPE and ANCC credits.

UNMC CCE is a recognized American Heart Association (AHA) Training Center. Our Emergency Medical Services/Trauma Education (<https://www.unmc.edu/cce/ems/index.html>) offers classes regularly in Basic Life Support (BLS) for Healthcare Providers, Advanced Cardiac Life Support (ACLS), Pediatric Advanced Life Support (PALS), and AHA Instructor Courses. Our educational activities are taught by expert field providers and clinicians using advanced simulation equipment. We provide both on- and off-site training and will train individuals and organizations upon request.

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 1825 locations throughout Nebraska and the region. Currently the center has more than 153 basic and advanced emergency care instructors aligned with them. In the last fiscal year, the center issued approximately 6,408 certifications related to basic and adult/pediatric advanced life support and 2,426 Heart Saver cards for the community. Last year, 879 health care providers took advantage of one-on-one skills testing and there are ongoing efforts to expand the opportunity for others. The center still works with National Association of Emergency Medical Technicians (NAEMT) as the leader in the state for educational courses in the areas of Trauma, Medicine, Leadership, Safety, Pediatrics and Geriatrics to be offered to EMS practitioners and other out-of-hospital health care providers. Within UNMC, the center also provides BLS and ACLS training for medical students, residents and faculty, as well as PA students. For Nebraska Medicine, the center provides training to all clinical staff as well.

## WHAT UNMC CONTINUING EDUCATION OFFERS

- **Accredited CE Activities:** We provide a wide range of activities, including clinical courses offered in live, virtual, and on-demand formats.

- **Regularly Scheduled Series (RSS):** Ongoing educational opportunities such as Grand Rounds, Tumor Boards, Case Conferences, and Morbidity and Mortality (M&M) Conferences.
- **American Heart Association (AHA) Training:** As an AHA training center, we offer EMS & Trauma courses, including Basic Life Support (BLS), Advanced Cardiac Life Support (ACLS), and Pediatric Advanced Life Support (PALS).
- **Accredited Professions:** Physician, Nursing, Pharmacy, Physician Associate, Psychology, and Social Work

## HOW WE CAN WORK TOGETHER:

- **Collaborative Development:** Interested in creating a CE-accredited activity? We're eager to partner with you to design and deliver educational activities.
- **Accreditation Process:** To meet accreditation standards, it's important to involve the CE department from the beginning of your planning process. This ensures that credit can be properly granted and abides by the various healthcare profession requirements.
- **Interprofessional Continuing Education (IPCE):** We encourage you to plan activities that engage the entire healthcare team. IPCE activities are specifically designed by teams, for teams, to foster collaboration and improve healthcare outcomes.
- **CCE Leadership and Fee Updates:** CCE is now under new leadership within the College of Medicine's business office. As part of a recent review of our pricing structure, we will be adjusting our activity fees (effective November 1). This is our first fee increase since 2018, and it supports our self-funded center's continued growth.

## CiPDI

The UNMC College of Nursing Continuing interProfessional Development and Innovation (CiPDI) office offers agile and innovative educational technology and services to nurses of all scopes of practice, as well as members of the healthcare team in its interprofessional focus as a Jointly Accredited provider. The overlapping roles of the healthcare team requires unique attention to interprofessional competencies so that teams can better communicate, understand purpose and values, and possess functional team skills that increases team performance and improves patient outcomes. In addition to providing ANCC contact hours to nurses, CiPDI provides interprofessional continuing education credits, and profession specific credits to pharmacists, social workers, psychologists, licensed mental health professionals, and physician associates.

The CiPDI office efforts to innovate and use creativity ensures high quality best practice continuing education reaches nurses and their healthcare teams across Nebraska and the United States. This work increases the reputation of UNMC and provides valuable service to the state. Agile and adaptable, the CiPDI office provides curricular consultations, multifaceted content development and delivery modalities, advanced

evaluation techniques, and engages in scholarship and dissemination work.

The CiPDI office is committed to workforce development, research, evaluation, and impact. The CiPDI office has supported several HRSA funded grant projects over the past five years involving the professional development of rural nurse practitioner preceptors, primary care nurses, military/veteran's health nurses, and tackling the issue of nurse burnout and promotion of nursing resiliency and wellbeing. In September 2022, the College of Nursing via the CiPDI office, received an award from the Health Resources and Services Administration (HRSA) to build a regional professional development network to prepare nurses using best practice to educate new and emerging nurses. This grant program, which is one of ten awarded across the county, requires extensive collaborations with community and academic partners in a four-state area to develop a robust catalogue of live and online offerings, supportive tools, and resources. In 2023, the grant team launched the Midwest Clinical Instruction Regional Network, or MCIRN, an umbrella program for preceptor and clinical instructor training. MCIRN products to date include Process Precept, a live training to introduce clinical instruction for nurses who train other nurses. The first annual MCIRN Innovation Summit offered groundbreaking state of the science for preceptor training to learners. Planning for the second Innovation Summit is already in progress.

The CiPDI office can both partner on and independently develop learner-focused continuing education activities. Over the past four years, the CiPDI office 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 nurses and other healthcare professionals to help address the high cost and suffering related to pressure injuries and other related wounds. This program uses didactic online lessons and virtual simulated training workshops. Renee Paulin, an experienced WOCN, serves as the WTA course coordinator. Additionally, in her positions as past president and current conference chair of the Nebraska Affiliate of the WOCN Society, she has spearheaded and lead the efforts to provide an annual Nebraska Affiliate conference across the state as well as regional collaborations and presence.

From this, the CiPDI office has supported the educational activities of the Nebraska Affiliate of the WOCN Society, which has expanded the skills of the state's wound ostomy continence certified nurses and other health care professionals involved in wound and ostomy management. Most notably, the CiPDI office has partnered on the development of an annual ostomy workshop, which utilizes hands on simulation activities to ensure best practice in this clinical area.

The CiPDI office has a longstanding relationship within the United States Hemophilia Treatment Center Network (USHTCN) to provide training for bleeding and clotting disorders. This collaboration led to a project with iEXCEL and

UNMC experts to 3-D animate the blood clotting cascade. This "How Does Blood Clot" video is used to teach health care students and professionals using the most advanced technology available and is displayed as an exemplar within the iEXCEL holographic theater. The USHTCN partnership has been an exemplar in team-based training, with each activity developed containing an interprofessional component. Evaluation data from participants has confirmed the value of this approach, with statements indicating it helps "improve communication between multidisciplinary teams."

Quality nursing care for older adults is a major focus for the CiPDI office. The Gero Nurse Prep online training course, in collaboration with the American Health Care Association and National Center for Assisted Living, prepares registered nurses to attain ANCC board certification in gerontological nursing. This online product continues to provide this training to hundreds of nurses across the country, elevating the total number of board certified gerontological nurses nationally.

To ensure that UNMC sets national best practices, UNMC ensures active involvement in accreditation and leadership roles. CiPDI Director Dr. Heidi Keeler and CiPDI Nurse Planner Renee Paulin serve as Joint Accreditation site reviewers. Dr. Keeler is faculty at the College of Nursing and is the University's Community Engagement Director. Brenda Ram, CCE Director, serves on the UNMC Conflict of Interest Committee as well as is a member of the Nebraska AHEC Statewide Advisory Board. Additionally, Dr. Keeler and Renee Paulin hold leadership roles in numerous clinical and educational positions at the state and national levels. Dr. Keeler serves as a member and past president of the Nebraska Affiliate of the Association for Nursing Professional Development, in partnership with Nebraska Medicine and nurse educators across the state. Renee Paulin has served on the Nebraska chapter Wound, Ostomy, Continence Nurses affiliate as former President and chairs both the annual NE WOCN conference and Ostomy workshops. These professional services collectively ensure a wide array of experience and skills required for both collaborative activities and office-specific 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.

On April 26, 2024, a tornado outbreak occurred, impacting communities from Central Nebraska to Central Iowa. Under the direction of Dr. Kristina Kintzinger and Dr. Sarah Scales from the College of Public Health, an interprofessional group of more than 20 student, faculty, and staff volunteers from UNMC assisted in conducting surveys throughout Douglas and Washington counties in Nebraska. Volunteers went door-to-door to survey residents about early weather warnings, the physical and mental health impact of the storms, and the communication before, during, and after the tornadoes.

Dr. Kintzinger said the effort was directly related to UNMC's mission to improve the health and well-being of fellow Nebraskans. "We are here to support this effort on the front lines of public health," she said. "This is boots-on-the-ground epidemiology. Our students get to see how the things they learn in a classroom really work in the world, in the community and to feel like they are making a difference."

In 2025, the Collaborating Across Borders IX conference will be co-hosted in Omaha by UNMC and Creighton. Collaborating Across Borders (CAB) is the premier North American conference focused on interprofessional education and collaborative healthcare. The CAB conference was first launched in 2007 as a venue where educators, clinicians, researchers, policy makers, patients/family partners and students from the United States and Canada could engage to share knowledge, discuss ideas, and form collaborative relationships. CAB IX will bring hundreds of US-based and international attendees to Omaha. More information is available at the conference website: <https://www.collaboratingacrossborders.com>

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)*, the only U.S. IPE journal produced by a major publisher. JIEP has published more than 600 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. The journal can be accessed online: <https://www.jieponline.com>

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





# INTERPROFESSIONAL ACADEMY OF EDUCATORS

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

## Innovations in education highlighted

UNMC's inaugural InnovatED Symposium, held on September 28, 2023, featured more than 10 presentations by faculty, staff and students on key educational innovations being done across UNMC. Topics included AI usage in education, inclusive classroom strategies, improving assessments and learner outcomes, techniques to improve engagement and learning, and incorporating simulation into curriculum. Over 100 educators attended the inaugural event.

The advancements highlighted at the symposium by UNMC educators aligned with topics being discussed among the broader academic community and helped highlight how UNMC is at the forefront of educational innovation. The InnovatED Symposium is a collaboration between the Interprofessional Academy of Educators and UNMC Distance Education, who created the symposium after recognizing a gap in opportunities for educators to present and disseminate their work on a local level.

## Distinguished Educators program created

The Academy created the Distinguished Educator designation, the highest honor in Academy membership, to be awarded to faculty members who consistently demonstrate excellence in teaching and peer mentoring to promote the development of the next generation of effective and innovative teachers. The Distinguished Educator is not merely a one-time honor but an active designation. Distinguished Educators are required to engage in at least three teaching or mentoring activities per year and complete a renewal process every five years to maintain the designation.

Dr. Betsy Becker, DPT, PhD, is the first individual to receive the Distinguished Educator designation and was honored at the IAE's Spotlight on Scholarship in March 2024. Nominators noted that Dr. Becker's career is marked by innovative teaching methodologies and research in educational technology, instructional development and curricular design. Committed to advising and mentorship, she guides students and faculty toward excellence, fostering effective professional networks.

## Online rubric implemented

The Peer Feedback on Online Teaching Rubric was developed to support online asynchronous educators in improving their design, delivery and teaching presence in the asynchronous learning environment. It provides meaningful feedback to individuals to make incremental improvements in their teaching, course development and delivery.

Educators can use the rubric in three ways:

- For self-reflection to assess their own teaching
- To review an experienced online teacher's course to identify important techniques and see how they are effectively implemented
- To receive peer feedback by having a fellow educator evaluate an online course

Since May 2024, the online teaching rubric has been **downloaded 50 times** and viewed 59 times.

The Academy now includes more than 250 members from across UNMC and our community.



**5 campuses**

Omaha, Lincoln, Kearney,  
Norfolk, Scottsbluff



**7 colleges and 2 institutes**

Allied Health, Dentistry, Graduate,  
Medicine, Nursing, Pharmacy, Public  
Health, Eppley, Munroe-Meyer Institute



**3 partners**

Nebraska Medicine,  
Children's Nebraska,  
University of Nebraska at Omaha

For more information visit [unmc.edu/academy](https://unmc.edu/academy)

# INTERACTIVE E-LEARNING

The mission 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. Using a combination of evidence-based best practices and instructional design, we equip faculty, staff and students with the knowledge and resources they need to embrace innovative teaching and learning modalities.

## Curricular Support

The E-Learning Funded Awards Program, Cohort 13, included faculty project directors who committed to **integrating the e-modules into their courses**, working with novice student teams who provided creative engagement strategies and technology skills. Faculty and students both gain valuable teaching skills and experience in interactivity, engagement, and educational theory.

- 14 new curricular e-modules developed and available in the E-Gallery
- 60 faculty and student participants supported
- Omaha, Lincoln, Kearney, and Scottsbluff campuses supported statewide

New program milestones achieved this year.

- Faculty and students from Dental Hygiene and Genetics, Cell Biology & Anatomy participated in the e-learning program for the first-time
- Participation and support extends to the Scottsbluff campus

## Externally funded e-module development

E-Learning partnered with experts across the UNMC campus and outside institutions; professionally developing 33 e-modules for education and training programs, including:

- BHECN Resiliency Training Series  
Partner: Behavioral Health Education Center of Nebraska (BHECN)
- Deployment Safety Academy for Field Experiences (D-SAFE)  
Partners: Global Center for Health Security, U.S. Public Health Service
- 10 Essential Services of Public Health: Learning Series  
Partner: College of Public Health, Office of Public Health Practice
- IMPOWR Publishing Training Modules  
Partners: UNMC, Wake Forest University Health Sciences, Harvard Medical School
- NEP MAP Care Coordination Access  
Partner: Munroe-Meyer Institute



The 2024 Innovators in Education E-Learning Showcase receives positive feedback. Participants demonstrated their new curricular e-modules at this record attendance event.

## Noncredit Learning and Microcredentialing

The Office of Noncredit Learning, overseen and supported by the Office of Interactive E-Learning, leads and supports the microcredentialing initiative to strengthen University-wide efforts to deliver microcredentials for students and graduates in the workforce. As part of the NU system, UNMC is committed to supporting this initiative through the development of microcredential courses to provide critical health care related workforce development resources throughout the state. Under the UNMC Office of Accreditation and Assessment Badging and Microcredentials for Workforce Development and Co-curricular Learning is the approved UNMC HLC Quality Initiative.

Milestones achieved this year:

- Established the UNMC Noncredit Badging Governance Taskforce
- Developed definitions and standards for noncredit learning
- Created a Digital Badging Framework for noncredit courses hosted in NU Advance
- Launched digital badging in NU Advance
- Awarded three grants for noncredit course development



## uBEATS continued growth

UNO & UNMC Building Excellence in Academics Through Stem (uBEATS) is a series of 93 free, online STEM and health science modules introducing 6-12 grades to health sciences and health careers. Topics include cancer, genetics, pathology & microbiology, pharmacology, public health, careers in health, and academic success.

- 56,300 + students enrolled from 44 states during 2020-2024
- 275 digital badges awarded to uBEATS students representing their competency in foundational knowledge of five pathways to health sciences and health careers
- Five new modules added to the library including topics in Behavior Health, Public Health, and Careers in Nursing
- uBEATS is endorsed by the National Consortium for Health Science Education and
- is aligned with the Nebraska and national Health Science standards, and the Nebraska and Next Generation Science Standards

## Impact of the E-Learning awards program continues to spread



### 759 individuals participated

Since 2013, faculty, students, and staff from 170 teams have participated in Cohorts 1-13.



### 306 e-modules created

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



### 419,940 E-Gallery page views since 2017

Users represent 182 countries.

For more information visit [unmc.edu/elearning](https://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, Graduate Studies, Nursing and Public Health provide a combined total of 30 online health sciences degree or certificate programs for local, national and international students. UNMC online courses and programs have shown steady increases, reflective of the growth seen at other University of Nebraska campuses and national trends.



CERTIFICATE PROGRAMS	BACHELOR'S DEGREE PROGRAMS	MASTER DEGREE PROGRAMS	DOCTORAL PROGRAMS
<ul style="list-style-type: none"><li>• Applied Biostatistics</li><li>• Applied Health Informatics</li><li>• Emergency Preparedness</li><li>• Health Care Quality Improvement</li><li>• Health Professions Teaching and Technology</li><li>• Infectious Disease Epidemiology</li><li>• Maternal and Child health</li><li>• Occupational Safety and Health</li><li>• Public Health</li></ul>	<ul style="list-style-type: none"><li>• Medical Imaging and Therapeutic Sciences Degree Advancement option</li><li>• Medical laboratory Science Degree Advancement Option</li><li>• RN to BSN</li></ul>	<ul style="list-style-type: none"><li>• Applied Behavior Analysis</li><li>• Biostatistics</li><li>• Health Administration</li><li>• Health Professions Teaching and Technology</li><li>• Healthcare Delivery Science</li><li>• Medical Physiology</li><li>• Perfusion Science</li><li>• Public Health<ul style="list-style-type: none"><li>◦ Biostatistics</li><li>◦ Emergency Preparedness</li><li>◦ Environmental and Occupational Health</li><li>◦ Epidemiology</li><li>◦ Maternal and Child Health</li><li>◦ Public Health Administration and Policy</li></ul></li></ul>	<ul style="list-style-type: none"><li>• Doctor of Medical Science-Physician Assistant</li><li>• Doctor of Nutrition and Dietetics</li><li>• Doctor of Public Health<ul style="list-style-type: none"><li>◦ Advocacy and Leadership</li><li>◦ Emergency Preparedness</li><li>◦ Epidemiology</li></ul></li></ul>

## 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

Our mission 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 Mentor Training Program

A cohort of 10 Graduate Studies basic-sciences faculty are being trained to facilitate a nationally recognized mentoring training program.

The “Entering Mentoring” facilitator training is held through the Center for the Improvement of Mentored Experiences in Research (CIMER). The cohort of UNMC facilitators will then bring the training back to their colleagues at UNMC.

The process-based, interactive training is intended to help mentors develop skills for engaging in productive, culturally responsive, research mentoring relationships. Over 270 faculty mentors have been trained, with plans to train 100 more by the end of May 2025.

This training is part of a larger initiative by Graduate Studies to improve the learning experience of students and ensure graduate faculty have ongoing support and growth opportunities.

## Increased focus on student professional development

Graduate Studies provides monthly professional development opportunities to students throughout the semester. Topics include communication, financial or organizational skills, along with career path information, teaching and wellness.

**More than 280 students attended** at least one UNMC professional development event during the 2023-2024 academic year. The most popular events were:

- Science Communication 101: Communicating Science to Non-Experts (143 attendees)
- Effective Self Care (124 attendees)

Additionally, graduate students have access to a new professional development training platform. **Beyond the Professoriate** is online, self-paced training that provides students with resources on career planning, job searches, and webinars and certification for professional development activities.

## Fellowship writing boot camp

UNMC Graduate Studies has held dissertation boot camps since 2016. In Summer 2023, a fellowship writing boot camp was developed for PhD students to support submission of extramural predoctoral fellowship applications.

The boot camp provided guidance on how to prepare each section of the fellowship, insight on how fellowships are reviewed, dedicated writing time, and a faculty writing mentor to provide advice and feedback. Eight out of ten boot camp participants submitted a fellowship application.



144 students graduated in 2023 – 2024, with 82 students earning doctoral degrees and 68 earning master's degrees.

## 721 students

Fall 2024 saw the largest number of students in the history of Graduate Studies and an **increase of 7%** over 2023. This makes Graduate Studies the third largest student body at UNMC.

## 46 different countries

Students come from all over the world, and **46%** of students are from Nebraska.

## 11 new Graduate Students of Distinction

A total of **84 students** have been awarded **95 national awards** since the program began in 2013.

## 443 student peer-reviewed publications

Of these publications, **33%** listed graduate students as **first authors**.

## 9 new student patents

Students collaborated with faculty to apply for or receive approval on patents that bring ideas to life. Plus, **faculty filed or received 55** new patents.

## 6 NIH-funded institutional training grants

Our students also receive research support from six T32 grants with total funding of more than **\$3 million**.

# 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 initiative. 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 future for rural Nebraska and beyond.

## Rural Pathway Programs

The Rural Health Opportunities Program (RHOP), and Kearney Health Opportunities Program (KHOP) 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 applicant access, student success, and disciplines of health professions programming offered to develop Nebraska's health care workforce, particularly in the state's rural and underserved areas.

### TOTAL HEALTHCARE PROVIDERS - NEBRASKA UNMC GRADUATES - NOVEMBER 30, 2024

	PRACTICING IN NEBRASKA			PRACTICING IN NEBRASKA DOUGLAS OR SARPY COUNTIES			PRACTICING IN NEBRASKA LANCASTER COUNTY			PRACTICING IN NEBRASKA RURAL		
Profession	UNMC Practicing	UNMC Educated	%	UNMC Practicing	UNMC Educated	%	UNMC Practicing	UNMC Educated	%	UNMC Practicing	UNMC Educated	%
Medicine												
Physician (MD)	4,122	2,225	54%	2,394	1,265	53%	647	406	63%	1,102	572	52%
Physician / Dentist (dual licensed)	21	18	86%									
Osteopathic Physician & Surgeon (DO)	342	81	24%									
Dentist	984	662	67%	428	202	47%	204	174	85%	352	286	81%
Pharmacist	2,002	1,086	54%	1,013	495	49%	283	159	56%	706	732	61%
Physician Assistant	1,227	678	55%	526	328	62%	253	105	42%	448	245	55%
Advanced Practice Registered Nurse												
Nurse Practitioner	1,950	885	45%	982	425	43%	374	209	56%	634	279	44%
Clinical Nurse Specialist	40	28	70%									
Physical Therapist	1,642	772	47%	714	310	43%	300	129	43%	628	333	53%
<b>Total</b>	<b>12,330</b>	<b>6,435</b>	<b>52%</b>	<b>6,220</b>	<b>3,079</b>	<b>50%</b>	<b>2,124</b>	<b>1,182</b>	<b>56%</b>	<b>3,986</b>	<b>2,147</b>	<b>54%</b>
<b>UNMC does not have program</b>												
Certified Registered Nurse Anesthetist	396			199			60			137		
Certified Nurse Midwife	33			*			*			*		
Occupational Therapist	1,031			474			172			385		

\*counts/percentages omitted if count <20

#### 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
- Data presented is based upon professional/facility survey responses, licensure data and research





Pathway students received emergency training through the Stop the Bleed program

For group photos from the event, see: <https://www.unmc.edu/newsroom/2023/10/05/pathway-students-get-a-glimpse-of-their-future-unmc-education/>

Participating professional programs at UNMC include:

- Dentistry
- Dental Hygiene
- Medical Laboratory Science
- Medicine
- Nursing
- Occupational Therapy
- Pharmacy
- Physician Assistant
- Physical Therapy
- Public Health
- Radiography

Each fall, the incoming pathway program students are invited to Omaha to get a preview of their upcoming UNMC education. During the annual on-campus experience, nearly 200 pathways students hear about their importance in filling needed roles in the health care workforce — particularly in rural areas. They discuss the their importance to public health in the post-pandemic world and participate in hands-on emergency training.

The Rural Health Opportunities Program (RHOP) began in 1989 as a partnership between UNMC and Chadron State College. In 2008, Wayne State College was added as an undergraduate partner and Peru State College was added in 2015, to include all Nebraska State Colleges in the RHOP. Additionally, in 2010 the University of Nebraska Kearney began the Kearney Health Opportunities Program (KHOP), as an early admission partnership between UNK and UNMC, modeled after RHOP. A similar partnership was established between UNO and the UNMC College of Medicine in 2016, called the Urban Health Opportunities Program (UHOP). Inclusive of these various start dates, as of November, 2024, these programs have collectively produced 842 UNMC graduates, with 63% remaining in Nebraska to practice, with 43% practicing in rural communities.

In addition to the fall visit, all pathway students can join the “The Virtual Quarterly Connections” held on Zoom. Sessions include: Financial Planning for Success: The Ins and Outs of Financial Aid, Financial Wellness, Aiming for Success: Navigating Perfectionism, Imposter Syndrome, and Stress in a Learning Environment.

## Expansion of UNMC Presence in Central and Western Nebraska

Legislative Resolution 139 (2019) sought 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.” A related Legislative Resolution (392) was introduced in 2020, and the UNMC Office of Rural Health Initiatives emerged as a liaison and coordinating figure within UNMC for rural health initiatives. In partnership with UNMC leadership, deans, 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 (ultimately named, the Douglas A. Kristensen Rural Health Education 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 educate 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 increased 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 will 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, 10-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 spring 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 iXCEL on the Omaha campus will 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 will also 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 care access and health outcomes equity.

### Center for Community-based Learning and Preceptor Excellence

The Office of Rural Health Initiatives launched the Center for Community-Based Education and Preceptor Excellence in January 2024. The newly developed Center will develop and deploy resources and opportunities in collaboration with UNMC's college and training programs to recruit, retain, and recognize preceptors and volunteer faculty across Nebraska and beyond that provide the community-based clinical and non-clinical training for our students. A manager was hired to oversee the Center in May 2024. The manager, along with an interprofessional taskforce of UNMC clinical coordinators and others began implementing the portfolio of recommendations intended to bolster existing efforts to recruit, recognize, and retain preceptors.

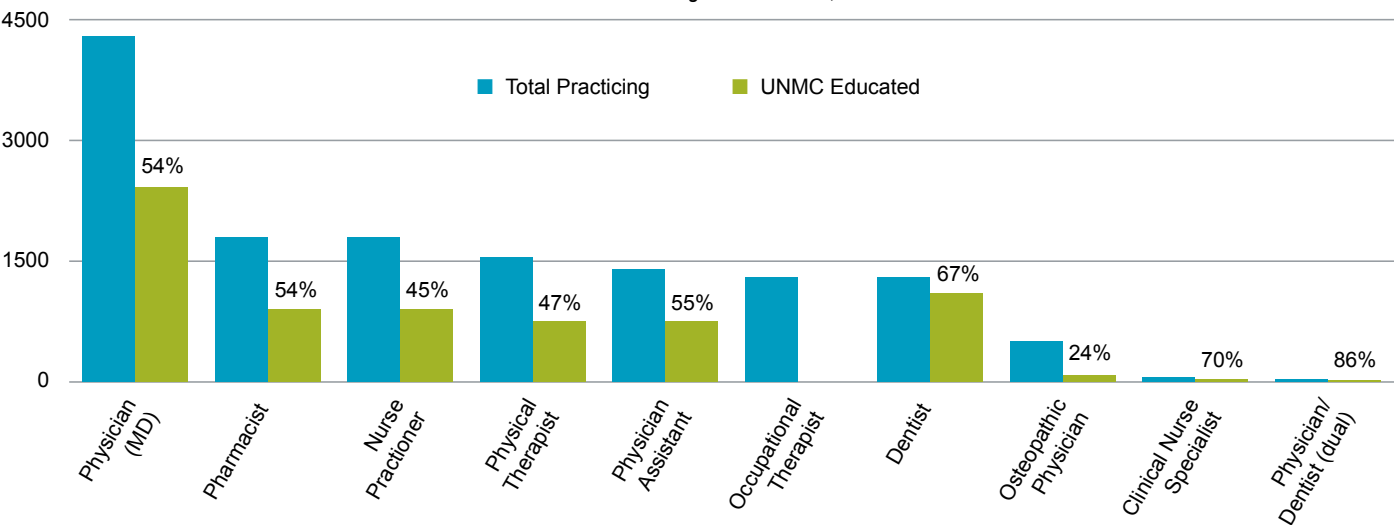
Additionally, the Office of Rural Health Initiatives, with support from the Chancellor's Office has purchased a and begun implementation of a UNMC-wide learning management system (CORE) that will track and manage all student clinical and non-clinical rotations in addition to track and manage master affiliation agreements with partner health systems, clinics, and others. The learning management system will offer the opportunity to collectively and more strategically develop and employ institution-wide strategies to recruit, retrain, and recognize faculty volunteers and the health systems that accept and train UNMC students. The CORE license was finalized in the first quarter and colleges and programs were phased into its use throughout FY 23-24.

### Rural Health Delivery and Education Quality Indicators Report 2024

Data collected by UNMC's Health Professions Tracking Service, Department of Health Services Research & Administration, CPH, December 2024

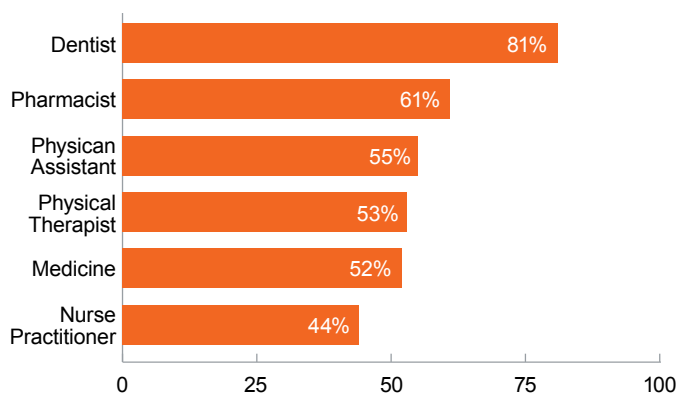
#### Total Practicing vs UNMC Educated Healthcare Professionals

\*Data collected through November 30, 2024



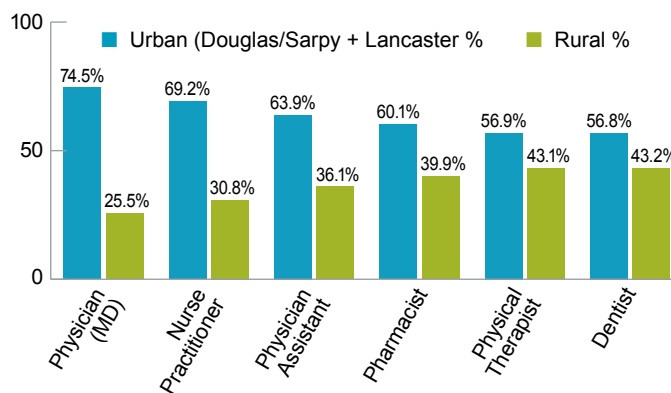
## Percentage of Rural Healthcare Providers that are UNMC Graduates

\*Data collected through November 30, 2024



## UNMC Graduates: Urban vs Rural Practice Distribution (%)

\*Data collected through November 30, 2024



## UNMC Health Opportunities Program-End of Year 2023

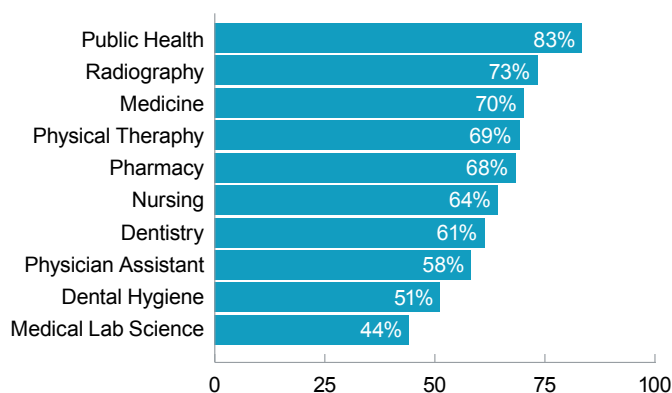
(RHOP, KHOP, UHOP)

Occupational therapy program was started in 2021. Graduates will be included in 2024 data.

### Percentage of HOP Graduates Practicing in Nebraska – EOY 2023

\*Data collected through End of Year 2023.

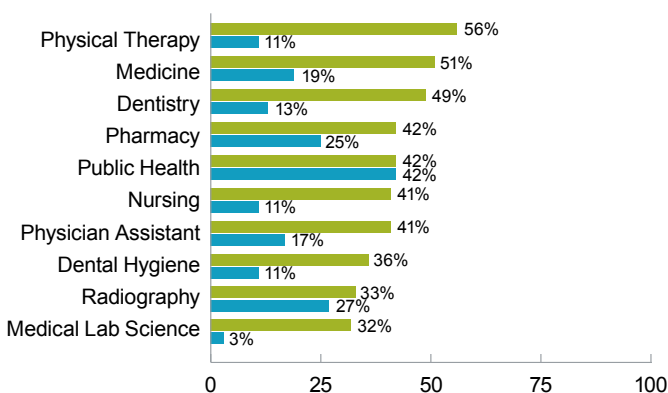
Sorted by retention percentage in Nebraska.



### Percentage of HOP Graduates in Rural vs Urban Practice – EOY 2023

\*Data collected through End of Year 2023.

Sorted by retention percentage in Nebraska.



## EOY 2023 – HOP TOTAL CHADRON, PERU, WAYNE, KEARNEY, OMAHA

Profession	Total	Nebraska Rural	Nebraska Urban	Working in Another Healthcare-related Field in Nebraska	% of HOP Graduates Practicing in Nebraska
Medicine	165	84	31		70%
Medicine – Resident/Fellow	20		7		35%
Physician Assistant	76	31	13		58%
Physical Therapy	81	45	9	2	69%
Radiography Programs	55	18	15	7	73%
Medical Laboratory Science	59	19	2	5	44%
Dentistry	88	43	11		61%
Dentistry – Resident/Fellow	1				
Dental Hygiene	55	20	6	2	51%
Nursing	101	41	11	13	64%
Pharmacy	129	54	32	2	68%
Public Health (PHEAST)	12	5	5		83%
<b>Total</b>	<b>842</b>	<b>360</b>	<b>142</b>	<b>31</b>	<b>63%</b>

Provided by the UNMC Office of Rural Health Initiatives and the UNMC Health Professions Tracking Service

# MCGOOGAN HEALTH SCIENCES LIBRARY

## Achievements

### LIBRARY SPACES

The library seeks to provide all library users with a welcoming, productive, and safe environment. We continue to solicit and receive generous feedback from users about library spaces and facilities. Based on recommendations from users, the library provided desk fans for temperature augmentation and white noise, desk lamps with wireless cell phone charging pads, and more whiteboard pens and highlighters.

The library offers 42 individual and 11 group study rooms for reservation 24/7. In FY 2023-24, students made 13,015 study room reservations, compared to 17,440 in FY 2022-23 — a 25% decrease. In FY 2023-24, we saw a 16% increase in the number of students who physically entered the library. We provide students with 147 special reservations for students to complete interviews.

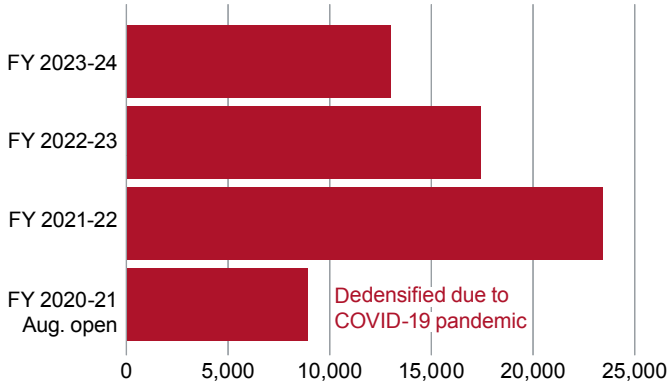
Through the Nebraska Healthcare by Design Collaboration Initiative faculty grant, the library partnered with UNMC, UNO, UNL, and national design thinking leaders to establish a UNMC campus design thinking hub. The Design Hub, located in the library on level 6, provides space, tools, and communication resources to support the growth of design thinking applications. The Design Hub is open to UNMC faculty, staff, and students.

### CAMPUS AND COMMUNITY ENGAGEMENT

The library led and cosponsored events that brought members of the UNMC community together for learning and conversation.

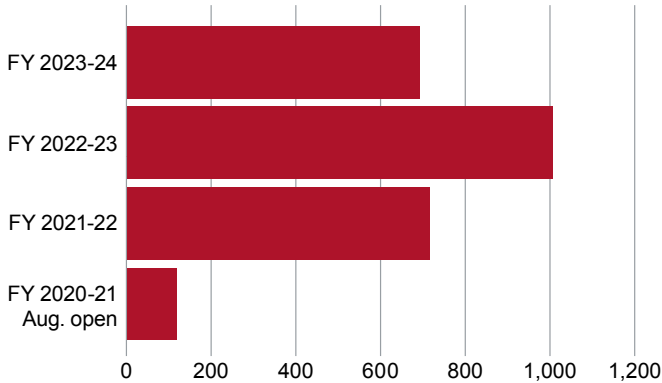
- The 15th Annual Richard B. Davis, MD, PhD, History of Medicine Lecture was presented by Dr. Jay Baruch: “Humanities as Critical Medicine: The Necessary Practice of Uncertainty, Adaptability, and Discovery.” Baruch is the author of *Tornado of Life: A Doctor’s Journey Through Constraints and Creativity in the ER*.
- Monica M. Schmidt presented an author talk, “Late of the 5th Northumberland Fusiliers: Dr. John H. Watson’s Invisible War,” reflecting on the portrayals of what is now known as post-traumatic stress disorder. Schmidt is a Sherlockian and invested member of The Baker Street Irregulars.
- The library’s second Living Library event provided an opportunity for ten “living books” — people who share their unique experiences and inspiring stories — to connect with Omaha community members in a small-group setting. “Living Library: Bringing Stories of Women’s Health to the Forefront” was funded in part by a grant from Humanities Nebraska and the Nebraska Cultural Endowment.
- Experts from UNMC, Nebraska Medicine, and the Omaha community presented a panel titled “Confronting Domestic Violence: What Providers Need to Know.” This talk accompanied the National Library of Medicine traveling exhibit “Confronting Violence: Improving Women’s Lives”.

## Study Room Reservations



Library study room reservations made by students.

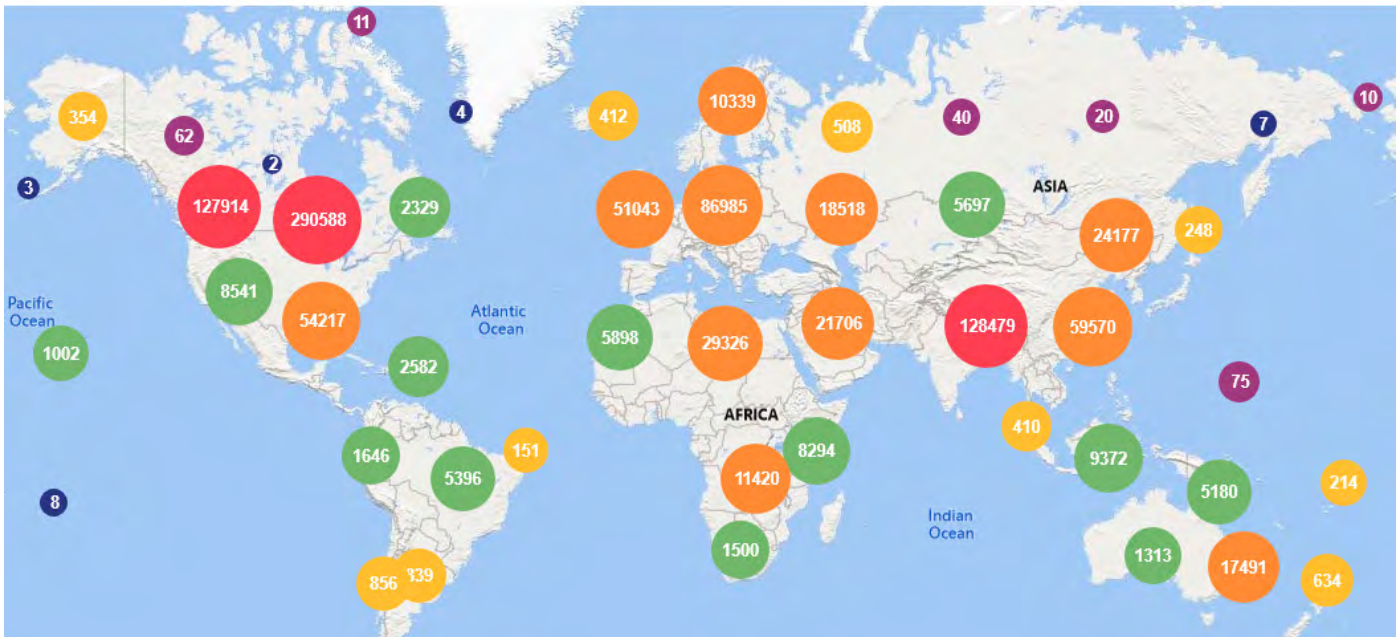
## Reflection Room Reservations



Library reflection room reservations made by all users.

- Mary Lou Falcone, author of *I Didn’t See It Coming: Scenes of Love, Loss and Lewy Body Dementia* engaged the UNMC community in an intimate conversation about dementia. This event was cosponsored by the Office of the Chancellor and the McGoogan Health Sciences Library.
- Dirk Chatelain, author of *24th & Glory*, shared the inspiring story of significant American social movements through the lens of five Black professional athletes and the Omaha neighborhood that lifted them to success. This event was co-sponsored by the Office of Faculty Development, Office of Community Engagement, and McGoogan Health Sciences Library.
- Eileen Wirth, author of *The Women Who Built Omaha*, shared the history of groundbreaking women and their contributions to the growth of Omaha and health care in Western Nebraska. This event was cosponsored by the Office of Faculty Development, Campus Engagement, and McGoogan Health Sciences Library.

## Number of Items Downloaded from DigitalCommons@UNMC, by Location (FY 2023-24)



Location of downloads UNMC works in DigitalCommons.

The library participates in UNMC wellness events that reach students across the state. We are known for having hearty end-of-semester and De-Stress Week snacks available in the library and sending snacks to other campuses. De-Stress week events included puzzles and a wellness pop-up.

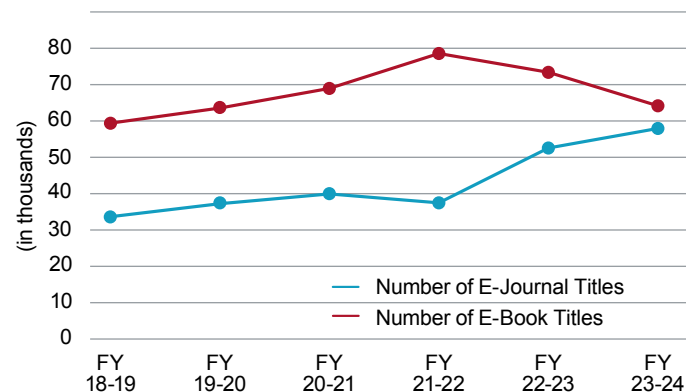
To acquaint students with library spaces and services, we host an annual in-person Library Open House. At the fall 2023 open house, we reached over 150 students. The library welcomed students Nebraska-wide by sending UNMC swag bags to students at non-Omaha UNMC locations.

The library promoted its UNMC Health Information Service and participated in health fair outreach opportunities with tribal members at the Umonhon Nation Public School Community Night and Health Fair and refugee populations at the Bridge to Care Health Fair Refugee Health Fair. We also joined the UNMC community to share information at the Omaha Women's Health & Wellness Conference and Highlander Community Days. We delivered a webinar "Accessing Reliable Health Information Online" to Northeastern Nebraska Public Health Department, which was also promoted to public libraries and residents of the area.

### COLLECTIONS

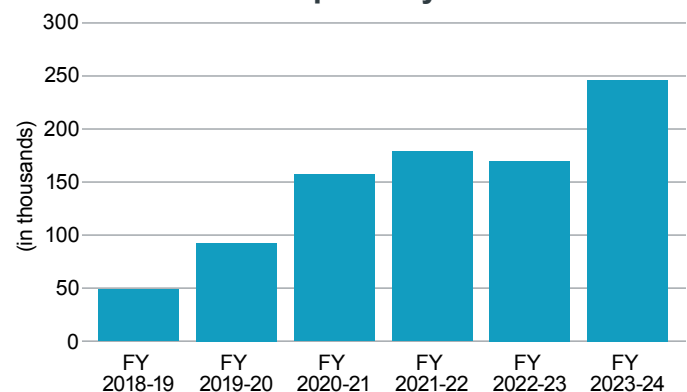
Developed and managed by experts in health sciences collections, the McGooan Library's resources include online journals, ebooks, print books, bibliographic and other databases and anatomical models. Since last year, the number of ejournal titles in our collection grew by 46%.

### Library E-Collections



Library online collection growth.

### Institutional Repository Downloads



Trends of downloads of UNMC works in DigitalCommons.

The library's institutional repository, DigitalCommons@UNMC, contains theses, dissertations, posters, UNMC e-journals and other digital materials. In FY 2023-24, we saw a 45% increase in the number UNMC-hosted journal content downloads. This year we celebrated reaching over 1,000,000 downloads, ending with 1,055,592 downloads through end of FY23-24.

In 2020, the University of Nebraska's Open Nebraska program aimed to increase student affordability by supporting faculty in adopting free or reduced-cost digital course materials. In FY23-24, the library provided textbook savings of \$384,200 for students via e-book collections and acquired 47 new books for curriculum-based instruction. Collaborative efforts for utilizing Open Educational Resources and library-provided e-books have saved UNMC students \$1,104,000 since Spring 2022. Across the NU system, the Open Nebraska has provided cumulative savings of over \$15 million for students.

## INCLUSION AND BELONGING

Library faculty and staff demonstrate their commitment to an inclusive campus environment where our services, resources, spaces, and staff interactions make people feel welcomed, valued and respected.

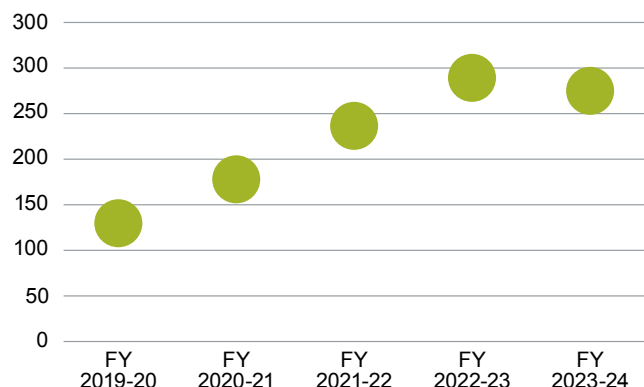
- Library staff participated in the Student Involvement Fair, sharing swag and helping connect students to library resources.
- Library staff co-facilitated Olson Center's "Wellness Through Doing" Book Club, with Center for Healthy Living staff. Participants read and discussed *The Joy Choice: How to Finally Achieve Lasting Changes in Eating and Exercise*, by Michelle Segar.
- We sought to include more diverse voices in our oral history program by kicking off a plan to document UNMC student experiences. This year we conducted interviews with two student leaders.

## EDUCATION AND RESEARCH

The library prioritizes instruction, education and research support for students, staff, faculty, and clinicians across our 500-mile Nebraska campus. Librarians are embedded in curriculum-based courses to instruct on information literacy topics. The library's general instruction series, McGoogan Sessions, offers unique topics highlighting resources available for research, educating on best practices in information literacy and academic medicine, and inspiring innovation through instruction about advancements in healthcare history. This year we:

- Delivered 275 instruction sessions on information literacy, citation management, data management, copyright, systematic reviews and preserving historical materials to over 9300 learners.
- Taught a third spring semester session of 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.

## Remote Access Educational Sessions



Library-led instruction sessions for all learners in all settings.

- Constructed and delivered results for 775 literature searches.
- Collaborated with research teams to develop and publish 58 literature reviews that used systematic search strategies.
- Delivered 14 information literacy and health sciences research-focused courses to 90 Summer Undergraduate Research Program learners.
- Bolstered data literacy through an NU Advance Grant for the development and implementation of a course, "Biomedical Research Data Management: The Basics."
- Contribute to the uBEATS catalog through the development of a Health Information module.
- Worked with the University of Nebraska Consortium of Libraries (UNCL) to launch a data curation and sharing service pilot through its Research Data Services team.
- Presented 16 instruction sessions on generative AI and hosted one international prompt-a-thon event, reaching 417 UNMC faculty, staff, and students.

The library contributed to the leadership of the UNMC AI Task Force, bringing together 65 faculty, staff, and students to develop the first framework for UNMC to prepare for the new AI-influenced future across the academic medical center. The UNMC AI Task Force report was shared with the UNMC community in November 2023.

The library's Jim and Karen Linder Maker Studio is equipped with technology and tools for creating and prototyping educational, clinical, and research materials. In FY 2023-24, we created 971 3D-printed items requested by students, faculty and staff from across UNMC's colleges and institutes. Innovators continue to come to the Maker Studio for help with prototypes of their ideas. We have worked with a faculty member and student in the College of Public Health on filters for an agricultural ventilation project, and with several clinicians on potential improvements for tools used in patient care. A postdoc 3D printed parts for a community garden sprinkler



system in support of a UNMC community outreach project. Highlights of our collaborative prints include:

- Working with Dr. Sara Bills, Associate Director, Physical Therapy Education, we created five 3D models of wound-shaped task trainers for use in Physical Therapy courses. Multiple copies of each model were 3D printed to allow more students to practice skills at the same time.
- Evie Ehrhorn, a student in the Cancer Research Program in the Eppler Institute, designed and printed tissue matrix holders used to help section tumors into consistent width segments.

## SPECIAL COLLECTIONS AND ARCHIVES

The library's Robert S. Wigton Department of Special Collections and Archives collects information and archival materials on the history of medicine, and the other health professions in Nebraska, and the history of the UNMC campus community. It is Nebraska's repository for medical-related archival materials, artifacts, and rare books. McGoogan Library houses 1,500 linear feet of physical university records and archives, 10,000 rare books, 2,000 artifacts and art, and almost 6 terabytes of digitized and born-digital files. Our accomplishments include:

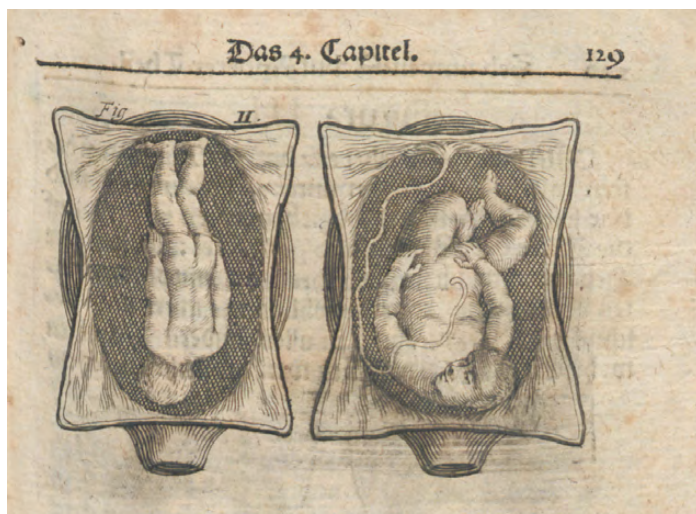
- Developed four new special exhibitions within the library:
  - "Confronting Violence: Improving Women's Lives" focused on the story of nurses' work to reform a medical profession that failed to acknowledge domestic violence as a health issue and not a legal matter. Presented in partnership with the Student Senate, this exhibit was accompanied by a panel presentation, "Confronting Domestic Violence: What Providers Need to Know."
  - "Life and Limb: The Toll of the American Civil War," a National Library of Medicine traveling exhibit, highlighted experiences of men whose lives were saved by sacrificing limbs during the war and disabled veterans in the post-war period. In conjunction with this exhibit, the library hosted a viewing of Civil War-era medical artifacts from the collections.
  - "A Life Well Lived: Remembering Dr. Stanley M. Truhlsen" online exhibit opened, following the June 2023 installation of the physical exhibit honoring Dr. Truhlsen, located in the Truhlsen Eye Institute.
  - The "Recent Acquisitions" exhibit, introduced this year, is designed to demystify the collecting mission of McGoogan Library's special collections and archives. Twice a year, the library will rotate newly acquired items into an exhibition space on Level 4 of the Wigton Heritage Center. This year, the exhibition opened with an artifact related to the history of biopreparedness at UNMC: a Ford Motors Powered Air-Purifying Respirator (PAPR) Mask and Accessories, c. 2020.
- Launched the Health Sciences History Hour program with four sessions led by archivists and a rare books



From *The Dance of death: from the original designs of Hans Holbein* by Hans Holbein, 1816

librarian from the McGoogan Library's Robert S. Wigton Department of Special Collections and Archives.

- "Stories from the Collection: Women of UNMC" explored women who shaped UNMC's early history.
- "Plague, Pox and Pestilence: How Humans Interpret Disease," invited attendees to travel through the 16th – 20th centuries with the library's rare books curator and discover how theories and knowledge of different infectious diseases has changed through time.
- "Native Healers: Susan La Flesche Picotte, MD, America's First Native American Physician" explored Dr. Susan La Flesche Picotte's life, her causes and legacy.
- "Civil War Objects from the Collection" presented highlights from the collections and a history of battlefield medicine in the 1860s.
- Recorded oral histories with 24 individuals, including a six-part interview with Dr. Stanton Harn regarding the College of Dentistry Dental Museum, and some second interviews.
  - John Aita, MD, PhD
  - Virginia Aita, MS, PhD
  - Ann Berger, PhD, APRN-CNS, AOCNS, FAAN
  - Laura Bilek, PT, PhD
  - Ally Dering-Anderson, PharmD, RP, FAPhA
  - Ayman El-Mohandes, MBBCh, MD, MPH
  - Kate Fiandt, PhD
  - Brandon Grimm, MPH, PhD
  - Vicki Hamm
  - Stanton D. Harn, PhD
  - Susan B. Hassmiller, RN, FAAN, PhD
  - John Ingraham
  - Jordan Knapp, MPH
  - Jillyn Kratchovil, MD
  - Louise LaFramboise, PhD, RN
  - Pat Leuschen, PhD
  - James McClurg, PhD



Illustrations include the fetus *in utero* from *Neueröffnete Hebammen-Schul, oder nützliche Unterweisung christlicher Hebammen und Wehmüttern*

- Emily McElroy, MLIS
- Beth Olsen
- Karen Roesler, RN
- Rick Sacra, MD
- Katie Schultis, MD
- Virginia Tilden, DNSc
- Angela Vasa, MSN, RN
- Digitization efforts continue as we carry out 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. This year we ingested 156,667 items into Preservica, the library's cloud archiving digital preservation platform, including 16 legacy oral histories that were not previously available online. We used the large-format Zeutschel A1 12000 overhead scanner to digitize 496 items including numerous rare books for presentations and class composites for exhibits.
- Collection growth
  - This year we completed reviewing a backlog of rare books originating from mid-1900s acquisitions and transfers, including many non-English titles in Chinese with Japanese text cues. This work resulted in 260 newly cataloged items.
  - Acquired one rare book in obstetrics and midwifery: *Neueröffnete Hebammen-Schul, oder nützliche Unterweisung christlicher Hebammen und Wehmüttern*. [Newly opened midwifery school, or useful instruction of Christian midwives and midwives.], by Christoph Volter, published in 1722. Its illustrations include the fetus *in utero*, a birthing chair, instruments, and a scene from the birthing chamber.
  - Pamela Pietz donated artifacts and archival materials related to her mother Mary A.J. Pietz, a 1941 College



The DeVilbiss No. 6 Atomizer, McGoogan Health Sciences Library Robert S. Wigton Department of Special Collections and Archives.

of Nursing graduate who served as an Ensign with the U.S. Navy Nurse Corps from 1943 to 1945.

- UNL's Love Library Archives transferred a pharmacology collection belonging to Dr. James M. Dille, a 1930s UNL pharmacy graduate, from their holdings to ours. The College of Pharmacy was part of the Lincoln campus, but after 1976, it came under the administration of UNMC.

### WIGTON HERITAGE CENTER

The Wigton Heritage Center exhibits serve as a catalyst for understanding, experiencing, and appreciating UNMC's history and other Nebraska health professionals. On three floors of Wittson Hall, exhibits feature images and artifacts from McGoogan Health Sciences Library's Special Collections and Archives, UNMC College of Nursing, UNMC College of Dentistry, and cultural institutions across the state. We proudly host tours for members of the UNMC community, special guests, pathways programs, and school groups. In FY 2023-2024, we provided 72 tours for 351 visitors.

- "Breathe Easy: Respiratory Therapists and the Evolution of a Profession," launched within the Wigton Heritage Center and as online as an exhibit, shows the history of respiratory care from ancient times to the relatively new profession of respiratory therapy.

# 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.

Mentoring plays a key role in both personal and professional development — both for the mentee and for the mentor. Because we all continue to learn and grow, having a mentor is a necessity no matter where you are in your career.

At UNMC, we are dedicated to the mentoring of our faculty members and ensuring you succeed, whether you are the one receiving or providing the guidance. We help match mentees and mentors based on common interests for career development — or provide you with the tools you need to establish your own match.

## UNMC Mentoring Program Vision

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

## Mission and Goals

- Increase retention rates of new faculty
- Enhance their personal satisfaction of their career choice
- Improve faculty morale
- Assist in leadership development of early career faculty
- Reduce stress and prevent burnout

## Resources

The UNMC mentoring website (<https://www.unmc.edu/academicaffairs/faculty-affairs/mentoring/index.html>) provides information on benefits of a mentoring program, being a mentor, being a mentee and establish satisfying relationships between mentors and mentees. The UNMC Mentoring Manual for New Faculty ([https://www.unmc.edu/academicaffairs/\\_documents/mentoring/mentoring-manual.pdf](https://www.unmc.edu/academicaffairs/_documents/mentoring/mentoring-manual.pdf)) describes provides information about choosing a mentor, how to be a mentee, and making the most of the mentoring relationship. The website is user-friendly and focuses on mentoring education with links to mentoring forms such as meeting agendas, mentoring agreements, mentoring goals and mentoring self-assessment.

The link to the UNMC promotion and tenure website (<https://www.unmc.edu/academicaffairs/faculty-affairs/promotion-tenure/index.html>) includes the necessary documents for rank advancement and links to all the UNMC and all college and institute guidelines.



## Continuing and Emerging Efforts

- Establishment of a UNMC mentoring committee
- Assistance with mentor-mentee/mentee matching
- Continued growth of the UNMC Retiree Association (<https://www.unmc.edu/alumni/getinvolved/retirees.html>), 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 (UNMC) 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. through this 192,000 sq. ft. center 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.

## 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 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 students, faculty and iEXCEL staff to improve training for all health care professionals.

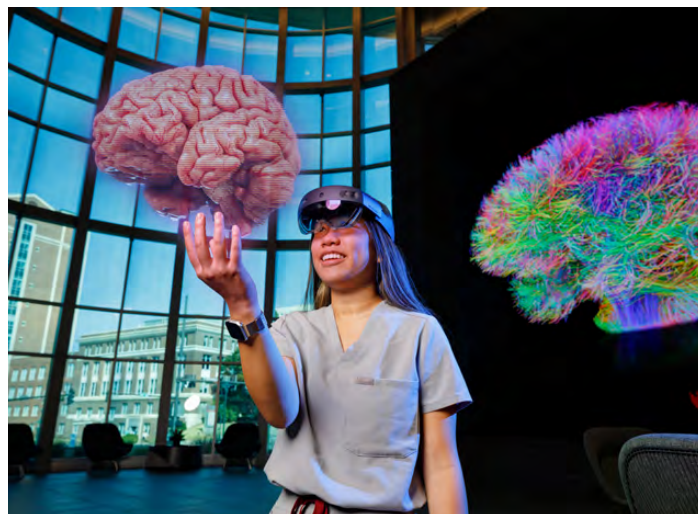
## CLINICAL SIMULATION HIGHLIGHTS

### Reaching Rural

Led by Dr. Kaitlin Dougherty, the Department of Emergency Medicine hosted a Rural Emergency Medicine course by creating hands-on activities in the Davis Global Center. Bringing health care providers from across Nebraska together ensured that participants engaged in high-fidelity simulations, ultrasound training and clinical skills stations. Interprofessional teams of physicians, nurse practitioners and physician assistants practiced a wide variety of procedures, enhancing their skills in adult and pediatric emergencies.

### Competences Completed!

iEXCEL hosted a series of essential competency-based training sessions for Nebraska Medicine practitioners. Nurses practiced critical skills related to patient mobility and safety, while specialized teams, such as the Women's and Infant Services team, engaged in challenging simulations in creative



ways—including a water birth scenario set on an island. This immersive approach to simulation allows learners to demonstrate both their skills and creativity.

## Advanced Surgical Simulation

The iEXCEL program and Davis Global Center provide unique opportunities for learners at all levels to enhance surgical skills. This surgical resource uses donor 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, practice current skills and learn new procedures, while industry collaborators leverage this world-class facility for research and development as a clinical testbed.

### SURGICAL SIMULATION HIGHLIGHTS

#### Engineers in the Surgical Lab

The iEXCEL team collaborated with UNL Biological Systems Engineering students on a capstone project to address challenges with cadaver placement during surgical simulations. Their objectives included securing cadavers in the lateral position, similar to the actual OR, to prevent tipping, minimizing sliding during procedures, and stabilizing the cadaver on the operating beds. The students developed a prototype device to enhance surgical simulation and mitigate these challenges. This student project represents a valuable advancement in surgical simulation technology through utilization of the Davis Global Center for research and development.

#### Father and Son Demonstrate Surgical Teamwork

Dr. Ned Amendola, a sports medicine surgeon at Duke University, was a guest lecturer for the UNMC Department of Orthopaedic Surgery and Rehabilitation. Following the lecture, his son, Dr. Richard Amendola, an orthopaedic surgeon at UNMC, joined him for a surgical simulation education session for residents. This special, intergenerational simulation featured the father-son surgical duo conducting an osteotomy lab for practicing clinicians and students.

## 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 the role of patients, family members or other health care providers involved in various simulated scenarios. These actors are trained to provide communication and skills-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 other UNMC programs, outside health care systems and other external partners to enhance simulation-based learning throughout the state of Nebraska and beyond.



### STATEWIDE EXPANSION

#### SP Expansion & Telehealth Learning

The iEXCEL Standardized Patient program continues to grow! College of Nursing students practiced telehealth scenarios reaching across the state. Meanwhile the College of Allied Health Professions' Physician Assistant students utilized Standardized Patients for genitourinary and rectal exams in Kearney and Omaha, ensuring experiential learning opportunities for students on both campuses.

#### UNMC-Kearney Expansion

iEXCEL has been actively involved in developments on the UNMC-Kearney campus to support the expansion of Rural Healthcare training. iEXCEL leadership was involved in the planning and design phases of the HSEC II building, construction and operational budgets as well as the selection of simulation and visualization technologies to be incorporated into the training programs. The iEXCEL program will manage the simulation training components for the UNMC-Kearney campus when the new HSEC II building starts engaging students in January 2026.





## GROWING PARTNERSHIPS

### Physicists Practice Communication Skills

Dr. Megan Hyun, Medical Physics residents from the Department of Radiation Oncology collaborated with iEXCEL Standardized Patients to engage in simulated patient-provider communication exercises. Through this human simulation activity, physicists practiced articulating the intricacies of radiation treatment to oncology patients, fostering enhanced interactions, comprehension of the experience, and patient care delivery.

### Standardized Patient Statistics

July 1, 2023 – June 30, 2024

- 5 generations of SP actors
  - SPs bilingual in the following languages:
    - » English
    - » Hindi
    - » Nepali
    - » Spanish
    - » Cantonese
    - » French
    - » West Africa dialects (Adja, Eve, Se, Fon, and Mina)
    - » Bengali
    - » Punjabi
    - » Igbo
    - » Portuguese
    - » French
    - » Vietnamese
  - 566 virtual and in-person sessions statewide
    - » Oversaw 42 intercampus simulations
  - 166 simulations utilized simulation capture system for video review and standardized patient grading
  - 2137 SP roles scheduled and filled



## CLINICAL, HUMAN PATIENT & SURGICAL SIMULATION ACTIVITIES

### Simulation Activities

July 1, 2023 – June 30, 2024

- Medicine
  - events 504
  - learners 18406
  - hours 1872.58
- Allied Health
  - events 421
  - learners 8046
  - hours 1320
- Dentistry
  - events 10
  - learners 149
  - hours 20.5
- Nursing
  - events 79
  - learners 2446
  - hours 500.75
- Public Health
  - events 5
  - learners 91
  - hours 12.75
- Pharmacy
  - events 39
  - learners 1341
  - hours 123.75
- GME
  - events 400
  - learners 4551
  - hours 1261
- NM
  - events 401
  - learners 9694
  - hours 1937.5



## 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. Various types of interactive educational platforms are utilized, including Virtual and Augmented Reality (VR/AR), Web, Mobile, Stereoscopic 3D and Holographic formats.

## VISUALIZATION PROJECT HIGHLIGHTS

### A New Way to Train

Nebraska Medicine nurses led by Karen Townsley and Caitlin Hagen adopted the iWalls to understand how to manipulate chest tubes. Session organizers worked with the iEXCEL visualization team to create interactive 3D models and a lesson plan that enabled identification of equipment components, as well as overcome any challenges involved with the various models of chest tube devices.

### 3D Brain Scan

Dr. Robert Norgren's neuroscience educational block embraced cutting-edge technology with iEXCEL to "step inside" a 3D MRI scan to explore the brain in immersive virtual reality.

## 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

### Girls, Inc. Rad Girls

Girls, Inc. students visited UNMC with the College of Medicine's Radiology Interest Group. Using iEXCEL technologies, UNMC students led the Girls, Inc. visitors in experiencing hands-on instruction for both clinical and surgical radiology with the goal of exposing them to various career opportunities in the field.

## MEDIA HIGHLIGHT

### CONNECT MAGAZINE FEATURE

The Magicians of Medical Imagery

The Spring 2024 issue of Connect Magazine highlighted the iEXCEL Visualization team. This article explores the evolution of medical imagery while spotlighting the team of artists, animators and programmers who create ground-breaking teaching experiences for UNMC health care professionals. This team works each day with faculty to create virtual and augmented reality experiences for our students, residents and faculty to bring learning alive.



## Community & Business Engagement Activities

July 1, 2023 – June 30, 2024

- 3063 high level visitors to the Davis Global Center
- 368 tours & 56 community events
- This year's many partners include AIM Institute, Bio Nebraska, Omaha STEM Ecosystem, UNMC High School Alliance, UNMC UBEATS, Rural Pathways, SHPEP, Omaha Chamber of Commerce, Girls, Inc., NorthStar, North High School, Central High School, Omaha Public Schools, Bryan High School, Buena Vista High School, Millard Public Schools, Kiewit Luminarium, University of Nebraska — Omaha Scott Scholars, and more!







# RESEARCH AWARD SUMMARY

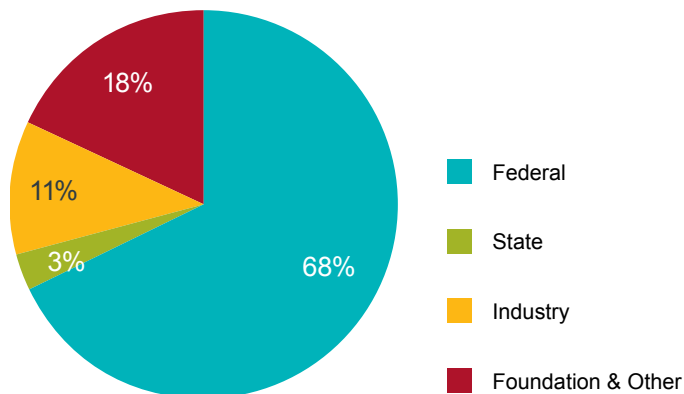
## TOTAL RESEARCH AWARDS FY 2014-15 through FY 2023-24 As Reported to the Board of Regents

NET AWARDS	AMOUNT	INCREASE/ (DECREASE)	# PRINCIPAL INVESTIGATORS	# RESEARCH GRANTS
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
FY 2022-23	\$173,446,305	2%	349	647
FY 2023-24	\$171,560,584	(1%)	350	660

## Research Funding by Sponsor Category

	FY 2022-23	FY 2023-24	Increase/ (Decrease)
Federal	\$111,013,647	\$116,132,677	4.6%
)State	\$12,677,774	\$5,435,460	(57.1%)
Industry	\$22,325,211	\$19,405,015	(13.1%)
Foundations & Other	\$27,429,673	\$30,587,433	11.5%
<b>Total</b>	<b>\$173,446,305</b>	<b>\$171,560,585</b>	<b>(1.1%)</b>

## Percent of Total Funding by Sponsor Category FY 2023-24



# NATIONAL INSTITUTES OF HEALTH FUNDING AND NATIONAL RANKING

National Institutes of Health Research Funding and College Rank Federal Fiscal Year Ending September 30, 2023							
COLLEGE	ALLIED HEALTH	DENTISTRY	MEDICINE (a)	NURSING	PHARMACY	PUBLIC HEALTH	UNMC TOTAL (c)
2024 Rank	NR	41st	59th	31st	23rd	38th	90th
2023 Rank	85th	36th	55th	44th	16th	40th	84th
Total Colleges (b)	88	72	160	92	148	67	2,845
2024 NIH Funding	\$0	\$399,198	\$74,709,217	\$2,868,579	\$7,381,775	\$2,960,178	\$89,167,951
2023 NIH Funding	\$151,144	\$1,197,293	\$84,272,334	\$1,609,320	\$8,909,282	\$2,629,244	\$98,617,473
Increase/(Decrease)	(\$151,144)	(\$798,095)	(\$9,563,117)	\$1,259,259	(\$1,527,507)	\$330,934	(\$9,449,522)
% Change in Funding	(100.00%)	(66.66%)	(11.35%)	78.25%	(17.15%)	12.59%	(9.58%)

- 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 <sup>(a)</sup> Ranked by NIH Funding Federal Fiscal Year Ending September 30, 2024			
Department	2023 Rank	2024 Rank	2023 NIH Funding
Anesthesiology	27	20	\$455,521
Biochemistry	23	29	\$10,120,692
Emergency Medicine	30	18	\$2,181,009
Genetics	39	36	\$2,509,506
Internal Medicine/Medicine (b)	52	54	\$19,383,666
Neurology (c)	18	27	\$10,645,119
Obstetrics & Gynecology	29	NR	-
Orthopaedics	NR	60	\$234,732
Pathology	37	43	\$6,739,121
Pediatrics (d)	74	57	\$2,119,600
Pharmacology	26	32	\$7,656,185
Physiology	48	39	\$5,263,083
Psychiatry	NR	76	\$230,250
Radiation Oncology	55	65	\$341,465
Surgery	40	40	\$2,733,268

- a) Rank among the 158 LCME Accredited Programs
- b) Internal Medicine/Medicine includes Eppley Institute awards
- c) Pediatrics includes Munroe-Meyer Institute awards
- d) Neurology includes Neuroscience and Neurosurgery
- Note: Departments without NIH funding are unranked (Family Medicine, Otolaryngology, Orthopaedics, Psychiatry)

# CLINICAL RESEARCH AWARDS

## Clinical Research Award Comparison to Extramural Research Funding by Funding Category

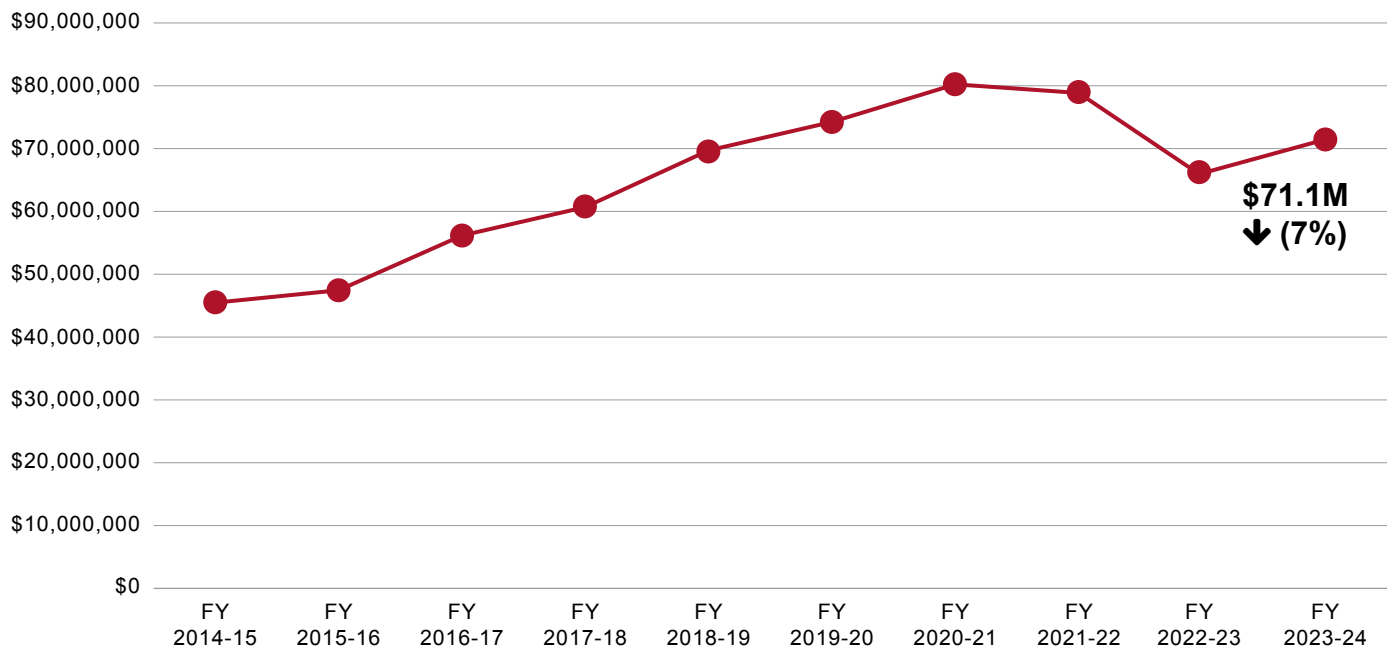
### Total Clinical Research Awards

	FY 2022-23		FY 2023-24	
Clinical Research Totals <sup>(a)</sup>	Projects	Funding	Projects	Funding
Federal	42	\$35,693,501	39	\$42,340,553
State	9	\$1,192,547	5	\$376,975
Industry	95	\$21,042,068	104	\$20,321,628
Other	78	\$8,025,210	90	\$8,082,800
<b>Total</b>	<b>224</b>	<b>\$65,953,326</b>	<b>238</b>	<b>\$71,121,956</b>

UNMC Fiscal Year July 1 - June 30

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

### Total Clinical Research Awards

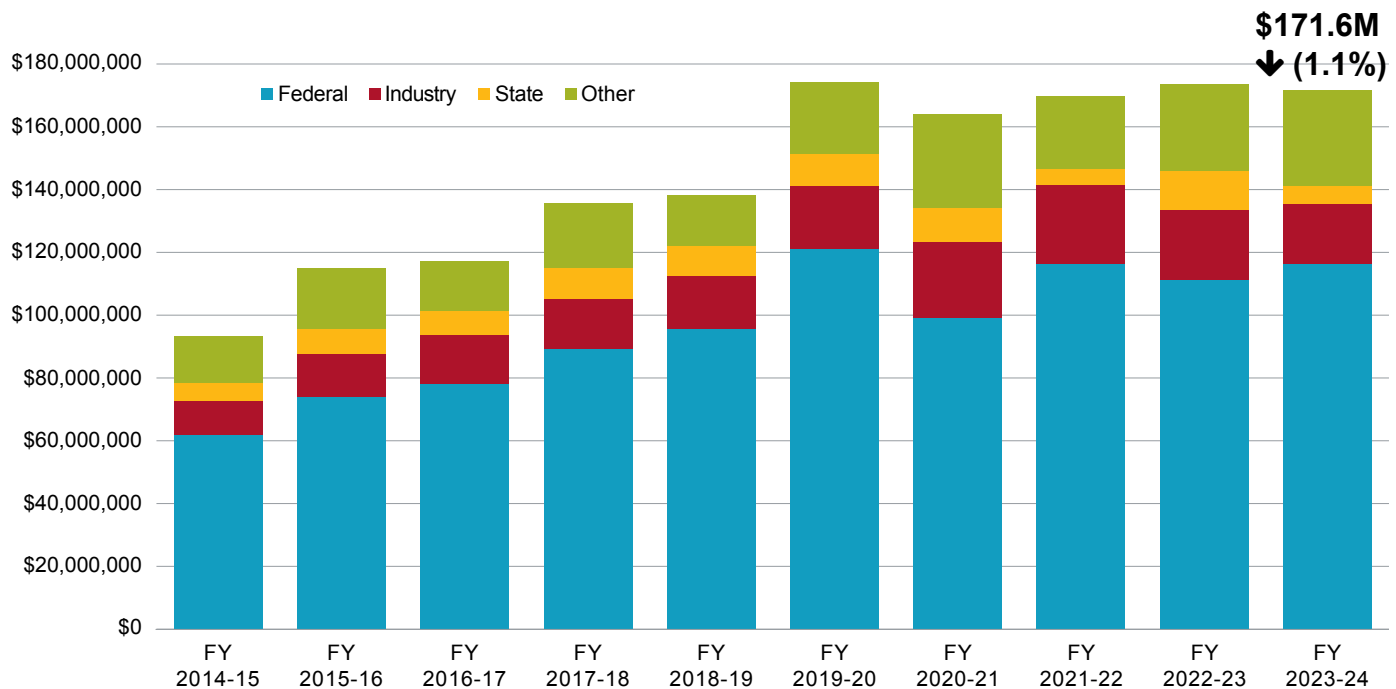


# RESEARCH AWARDS BY CATEGORY

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

Colleges	FY 2022-23	FY 2023-24	% Change
Academic Affairs	-	\$394,026	-
College of Allied Health Professions	\$1,610,311	\$373,629	(77%)
College of Dentistry	\$1,158,012	\$727,773	(37%)
College of Medicine	\$125,667,209	\$124,864,407	(1%)
College of Nursing	\$3,021,605	\$2,636,604	(13%)
College of Pharmacy	\$12,393,728	\$9,502,074	(23%)
College of Public Health	\$14,739,807	\$12,723,313	(14%)
Eppley Institute	\$12,655,575	\$17,985,448	42%
McGoogan Health Science Library	-	\$7,772	-
Munroe-Meyer Institute	\$2,200,057	\$2,345,538	7%
	<b>\$173,446,304</b>	<b>\$171,560,584</b>	<b>(1%)</b>

**Extramural Research Award Totals by Category**



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



# OVERALL RESEARCH FUNDING STRATEGY



1. **Recruitment of Funded Investigators and Leaders.** Continue to recruit funded faculty and leaders with a history of research funding. This approach increases overall funding, expands the research mentor pool, and reinforces a culture supportive of research. Focus on a diverse range of funded faculty, from early-career to unit leaders.
2. **Expansion of Translational Teams.** Maintain the emphasis on team development for innovative grant application strategies and accelerated translation. Promote team formation through collaborative seminars, multi-PI grants, retreats, and research interest groups.
3. **Diversification of Funding Portfolio.** While federal funding, particularly from NIH, remains primary, continue exploring diverse funding avenues:
  - *Large Grant Programs:* Pursue center, program project, specialized programs of excellence grants, and non-IDeA Center grants, focusing on sustainable research programs and shared resources.
  - *DoD and NSRI Collaborations:* Expand research contracts in areas like combatting WMDs, consequence management, and development of drugs for mitigating radiation and infectious diseases exposure.
  - *Global Center for Health Security (GCHS):* Strengthen roles in national leadership, emergency training preparedness, and research, including programs like NETEC, TSQC, and the Regional Disaster Health Response Ecosystem.
- *Child Health Research Institute (CHRI):* Continue collaboration with Children's Nebraska, expanding pediatric health research funding.
- *Clinical Trials:* Enhance recruitment and streamline processes using systems like Advarra® CTMS, focusing on diverse population participation.
- *Training Grants:* Increase submission and award of individual and institutional training grants (F, K, and T grants).
- *Commercially Sponsored Research:* Work closely with commercial sponsors for funding negotiation and collaboration opportunities.
4. **Mentoring.** Strengthen mentoring programs like the Mentored Scholar Program for Clinical-Translational Research and large grant training workshops to assist early career faculty in achieving independent funding.
5. **Streamlining Research Processes.** Continue re-evaluating processes in Sponsored Programs Administration, UNeHealth, the IRB, Clinical Research Center, and other regulatory units to speed contracting, enhance transparency, and reduce inefficiencies.

# BUILDING AND SUSTAINING RESEARCH RESOURCES



Service centers and core facilities remain vital elements of UNMC's research infrastructure. Many of the "latest and greatest" technologies and equipment used in cutting-edge biomedical research are often far too expensive and complex for a single investigator to purchase and operate on their own. The prioritization of high-end technologies and equipment that are available for the entire research community, alongside expert guidance on their usage, continues to be crucial for maintaining state-of-the-art facilities and research programs.

## INSTRUMENT CORES

- The range of cores, including Flow Cytometry Research Facility, Genomics Core, Advanced Microscopy Core, and Bioimaging (MRI) for small animals, supports a broad spectrum of research activities.
- Nebraska Research Initiative (NRI) funds play a key role in operating critical core facilities, serving most federally funded investigators.

## CLINICAL RESEARCH RESOURCES

- The Clinical Research Center offers space for conducting clinical trials and resources for research coordinators.
- The Nebraska Biobank, with an extensive collection of biological samples, aids in testing new diagnostics and therapies.
- Advanced MRI technology enables participation in national initiatives and clinical trials.

## DATA ANALYTICS CORES

- Center for Collaboration on Research Design and Analysis (CCORDA): Provides biostatistical analysis and design, essential for NIH's Scientific Rigor and Reproducibility requirements.

- Bioinformatics & Systems Biology Core: Offers comprehensive data analysis, increasingly applying AI and machine learning.
- Electronic Health Record Access Core: Facilitates the use of clinical data for various research projects.
- Research IT Office (RITO): Specialized IT support for data integration, movement, and secure storage.

## ADDITIONAL RESOURCES

- Nanomedicine GMP Facility: Developed for translating therapeutics from animal models to clinical trials.
- Biomedical Informatics Navigator: Assists researchers in finding and utilizing appropriate informatics resources.
- Animal Behavior Core: Directed by Mystera Samuelson, PhD, provides comprehensive assessments in animal behavior studies.

As UNMC research continues to grow, the emphasis on enhancing service centers and core facilities remains a top priority. The integration of machine learning and AI across various cores indicates a forward-thinking approach to research methodologies. Continued investment into the latest advancements in instrument cores, clinical research resources, data analytics capabilities, and specialized cores remain central to UNMC's commitment to cutting-edge research and technology.



# COLLABORATIONS AND COMMUNITY OUTREACH



Community engagement and collaborative efforts remain vital for addressing complex health problems and advancing research at UNMC. These partnerships are crucial for developing impactful research and building trust within the community.

## INTERCAMPUS COLLABORATIONS

- **NIGMS-funded INBRE Grant:** Enhances research capacity across Nebraska's undergraduate institutions, fostering collaboration between UNMC and institutions like Nebraska Wesleyan, Wayne State, Chadron State, and others.
- **NIGMS-funded Great Plains IDeA-CTR:** Involves a consortium of institutions across Nebraska for clinical-translational research development, including UNL, UNK, UNO, Creighton, and Boys Town National Research Hospital.
- **NIGMS-funded Centers of Biomedical Research Excellence (COBRE):** Engages faculty across regional institutions in collaborative research, with focuses ranging from neuroimaging to nanomedicine and neurosensory development.
- **Bioengineering and Regenerative Medicine Program:** Joint initiative between UNL engineers and UNMC biomedical researchers, fostering product development and research partnerships.

## INDUSTRY & OTHER COLLABORATIONS

- **Drug Discovery and Development:** Partnerships between the College of Pharmacy, Department of Pathology and Microbiology, the Fred & Pamela Buffett Cancer Center, and others, focusing on therapeutics for infectious diseases, cancer diagnostics, and new treatment modalities.

- **Global Center for Health Security:** Working with several federal, military, and industry partners, the GCHS has become an invaluable national and international resource for the management of high-consequence infections, including research and training efforts.
- **Genomic Insights Project:** UNMC and Nebraska Medicine, along with an industry partner, Helix, have begun a 5-year, large-scale community health research and population genomics program that will drive precision medicine research and clinical care for all individuals in Nebraska.
- **Nanomedicine GMP Facility:** Collaborates with industry to translate therapeutics from animal models into clinical trials, bolstering commercial drug development efforts.

## COMMUNITY OUTREACH

- **Fred & Pamela Buffett Cancer Center:** Engages communities in cancer prevention initiatives, involving regional efforts and events like the Cattleman's Ball to raise research funds.
- **Health Disparities Programs:** Collaborates with community groups on research aimed at understanding and reducing health disparities, soliciting community input on research priorities for the community.
- **Central States Center for Agricultural Safety and Health:** Conducts research to mitigate health risks in agricultural communities, emphasizing education and effective strategies for risk reduction.

- Center for Patient, Family and Community Engagement in Chronic Care (CENTRIC): Focuses on community-engaged research, especially during patient transitions from health facilities to home environments.
- Office of Community Engagement and Office of Rural Health Initiatives: Facilitate connections and collaborations between UNMC, community members, and rural health partners.

UNMC continues to strengthen its collaborative efforts in research across intercampus initiatives, industry partnerships, and community outreach. The institution's commitment to fostering multidisciplinary collaborations and deepening community ties is evident in its diverse range of programs and initiatives. These collaborative efforts are crucial for advancing research, enhancing education, and improving health outcomes across Nebraska and beyond.



# RESEARCHER HIGHLIGHT: HEART AND VASCULAR RESEARCH AND RESOURCES

In 2019, Rebekah Gundry, PhD, came to UNMC after nine years at the Medical College of Wisconsin and after completing a postdoctoral fellowship at Johns Hopkins University, where she studied mass spectrometry in cardiovascular research. The Wisconsin native was recruited here to further her studies on diseases of the heart, serve as professor and vice chair of the UNMC Department of Cellular and Integrative Physiology, and serve as the inaugural director of the CardioOmics Program, which fosters research that leads to improved clinical cardiovascular medicine and patient care.

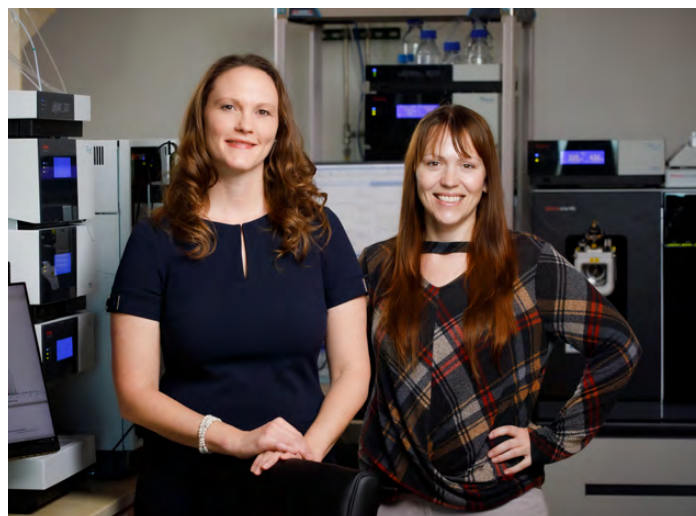
Today, Dr. Gundry is principal investigator on grants totaling \$20.3 million. Her portfolio and impact expand further when you include her prior funding, other current grants that the CardioOmics program supports and the leadership roles she holds. Among her many achievements, Dr. Gundry is director of the UNMC Center for Heart and Vascular Research, and principal investigator of an \$11.8 million Centers of Biomedical Research Excellence (COBRE) award from the National Institutes of Health. The COBRE award elevates UNMC's reputation for outstanding heart and vascular disease research, and enables UNMC to develop the next generation of outstanding heart and vascular disease investigators.

Since its founding in 2019, the Center for Heart and Vascular Research has helped UNMC cardiologist Dan Anderson, MD, expand a one-of-a-kind repository for collecting heart and vascular tissue and blood for research, provided funding to early career faculty, and implemented multiple programs to educate its members about cutting-edge approaches and promote new collaborations across departments and institutions.

At UNMC, Dr. Gundry has become one of UNMC's research leaders. In addition to leading the COBRE, she serves as the Stokes-Shackleford professor, chair of the UNMC Department of Cellular and Integrative Physiology and scientific director of UNMC's Multiomics Mass Spectrometry Core Facility alongside the core's manager, Melinda Wojtkiewicz.

Dr. Gundry's research work continues to excel and impress. She is one of only a few scientists nationwide, and the first at UNMC, to receive an NHLBI Emerging Investigator Award, which requires applicants to be principal investigator on two active R01-equivalent awards at the time of application. In 2023, she was named UNeMed's Emerging Inventor in recognition of her innovations and accomplishments in the field of mass spectrometry, bioinformatics and the cell surfaceome. She also is an inventor on two new inventions over the past five years and has licensed one of her technologies to industry.

When asked how her work directly impacts Nebraskans, Dr. Gundry replied, "Heart disease is the leading cause of death in Nebraska, and many patients would benefit from personalized approaches that address their unique needs. UNMC provides a unique environment for research not possible elsewhere – we have the perfect combination of clinicians, surgeons, technology transfer specialists and researchers to bring our technologies and applications to life for the benefit of Nebraskans, and beyond.



Rebekah Gundry, PhD, and Melinda Wojtkiewicz

"In collaboration with Dr. Anderson, our research is directly studying the hearts of Nebraska patients. In doing that, we are uncovering new molecules in the heart that can effectively serve as mapping agents to help physicians deliver therapies to the right place. With the support of UNeMed, we are beginning to work with companies who have expressed interest in further developing our innovative technology pipelines and discoveries into new therapeutics. Our research is truly of Nebraskans and for Nebraskans."

# 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 15 University Affiliated Research Centers (UARC) designated by the U.S. 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.

Additionally, NSRI received a \$25 million IDIQ contract from the National Nuclear Security Administration (NNSA) in October 2021. In total more than 50 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](https://nsri.nebraska.edu/capabilities).

## UNMC and NSRI Collaborations

Throughout FY 2024-24, NSRI welcomed UNMC researchers into its mission through two primary initiatives — NSRI Fellows and the NU Collaboration Initiative. Fellows who joined in spring 2024 are marked with an \*.

### NSRI FELLOWS

- Christopher Barrett, Surgery
- Ken Bayles, Pathology and Microbiology
- Elizabeth Beam, Nursing
- Jesse Bell, Environmental, Agricultural & Occupational Health
- \*Nathan Bills, Surgery
- David Brett-Major, Epidemiology
- Mara Broadhurst, Pathology & Microbiology
- Keely Buesing, Surgery
- \*Siddappa Byrareddy, Pharmacology & Experimental Neuroscience
- Eric Carnes, Environmental, Agricultural & Occupational Health
- Rao Chundury, Ophthalmology & Visual Sciences
- \*Shaun Cross, Environmental, Agricultural & Occupational Health,
- Rebecca Deegan, Biochemistry & Molecular Biology
- \*Benson Edagwa, Pharmacology & Experimental



NSRI Science & Technology Advisor Dr. Joshua Santarpia, UNMC professor of pathology and microbiology, provide program updates at the 2024 NSRI Fellows Conference, April 2024, Nebraska Innovation Campus, Lincoln, Nebraska.

### Neuroscience

- \*Jared Evans, Pathology & Microbiology
- Edward Fehringer, Orthopedic Surgery & Rehabilitation
- Babu Guda, Genetics, Cell Biology & Anatomy
- Mark Hamill, Surgery
- Angela Hewlett, Infectious Disease
- Corey Hopkins, Pharmaceutical Sciences
- Kevin Kemp, Surgery
- Victoria Kennel, Allied Health Professions
- Joseph Khoury, Pathology & Microbiology
- Chris Kratochvil, Clinical Research, Psychiatry
- Ronald Krueger, Ophthalmology & Visual Sciences
- Marilyn Larson, Microbiology & Pathology
- James Lawler, Internal Medicine
- Bethany Lowndes, Neurological Sciences
- Miguel Matos, Surgery
- Aaron Mohs, Pharmaceutical Sciences
- Daniel Monaghan, Pharmacology & Experimental Neuroscience
- \*DJ Murry, Pharmacy Practice & Science
- Stephen Obaro, Infectious Disease
- Nicholas Palermo, Computational Chemistry
- Gurudutt Pendyala, Anesthesiology
- St. Patrick Reid, Pathology & Microbiology

- Stephen Rennard, Pulmonary, Critical Care & Sleep Medicine
- Matthew Rizzo, Neurological Sciences
- Eleanor Rogan, Environmental, Agricultural & Occupational Health
- Michael Rosenthal, Physical Therapy Education
- Anthony Sambol, Pathology & Microbiology
- Alicia Schiller, Anesthesiology
- Micah Schott, Biochemistry & Molecular Biology
- Paul Sorgen, Biochemistry & Molecular Biology
- \*Lauren Sauer, Environmental, Agricultural & Occupational Health
- Denis Svechkarev, Pharmaceutical Sciences
- James Talmadge, Pathology & Microbiology
- Dong Wang, Pharmaceutical Sciences
- Steven Yeh, Ophthalmology & Visual Sciences
- -Sowmya Yelamanchili, Anesthesiology

### NU COLLABORATION INITIATIVE

NSRI Fellows Dr. Elizabeth Beam (pictured), associate professor of nursing at the University of Nebraska Medical Center (UNMC), and Dr. Bethany Lowndes, UNMC assistant professor of neurological sciences, led the NUCI project, “Prototyping of a ruggedized powered air purifying respirator (PAPR) for healthcare use in austere conditions.” Continuing Dr. Beam’s previously funded efforts, the team aimed to develop a better PAPR design to be used in complex healthcare environments during ground and air transport by military teams.

### NSRI All-Time Impact

As of November 2024

**188** contracts and grants

**\$293 million** total contract awards

During FY23-24, NSRI surpassed the milestone of \$150 million in total revenue. The institute earned 17 awards totaling \$31,874,159, including a nearly \$25 million award from the Defense Health Agency for a project co-led by UNMC Vice Chancellor for Research Dr. Ken Bayles.

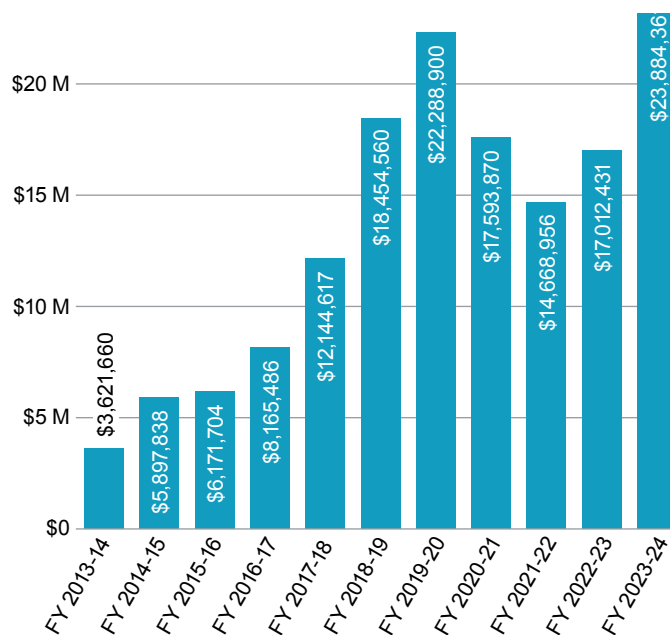
### Continued Defense-Related Projects

The following projects, led by UNMC principal investigators who are noted, were active during the reporting period. Information provided includes customer, initial award amount and year the project was funded.



Dr. Elizabeth Beam

### NSRI Annual Revenue





From left: Dr. David Berkowitz, Willa Cather professor of chemistry at the University of Nebraska–Lincoln (UNL); Maj. Gen., USAF (Ret.) Rick Evans, NSRI executive director; Dr. Ken Bayles, vice chancellor for research at the University of Nebraska Medical Center. Each represent a team involved in supporting ongoing research for the Defense Health Agency. They are shown in front of UNL's new 15-Tesla ICR-MS instrument on campus in Hamilton Hall, Lincoln, Nebraska.

- Ken Bayles, “Medical Countermeasure Drug Discovery and Development Increment II,” Defense Health Agency, \$10,799,794, 2018
- Ken Bayles, “Medical Countermeasures Drug Discovery and Development Increment III,” Defense Health Agency, \$24,475,150, 2023
- Keely Buesing, “Fielding Proof of Concept: En Route Care Acute Respiratory Distress System (ARDS) Mitigation Using Oxygenated Microbubbles,” Air Force Medical Support Agency, \$3,811,302, 2018
- Jared Evans, “Biosurveillance (‘Motmot’), ICWERX, \$1,200,000, 2023
- James Lawler, “Persimmon,” Draper Labs, \$996,644, 2024
- John Lowe, “Surveillance of Pathogens Causing Severe Infections and Associated Antimicrobial Resistance (GEIS Phase II),” Defense Health Agency, \$5,803,149, 2018
- Joshua Santarpia, “Biological and Chemical Threat Characterization and Medical Countermeasure Development,” Defense Threat Reduction Agency, \$10,379,916, 2020
- Mark Wiley, “Targeted Acquisition of Reference Materials Augmenting Capabilities (TARMAC) Initiative,” JPEO-CBD, \$9,974,116, 2018
- Mark Wiley, “Targeted Acquisition of Reference Materials Augmenting Capabilities (TARMAC) Initiative Next Generation Sequencing (NGS) Research Support,” JPEO-CBD, \$2,730,264, 2023



# 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 education programs, innovative research and extraordinary patient care. This was demonstrated through a variety of activities this past fiscal year.

## Together, we're extraordinary

Nebraska Medicine launched its new employment brand promise "Together. Extraordinary." It's a refresh of "Be Extraordinary," the previous brand promise of the last eight years. "Together. Extraordinary." is the culmination of dedicated research that included stakeholder interviews, colleague deep-dive surveys, focus groups with colleagues and students, Colleague Pulse Check and exit interview data, and social and competitor listening. The goal was to strengthen our understanding of what this organization means to you, what it takes to attract and retain the right people, and what the future could look like. "Together. Extraordinary." does not replace the Nebraska Medicine brand promise of "Serious Medicine. Extraordinary Care." That brand promise is the health system's commitment to patients and community.

## Expanding health care career access

Nebraska Medicine made history. For the first time, the organization is sponsoring free health care education for underrepresented populations in Douglas County. This effort will help Nebraska Medicine address workforce needs while strengthening career pathways. This initiative is made possible by grant funds from the American Rescue Plan Act to establish the Health Care Collaborative Academy. Over the next 2.5 years, these grant funds provide free education for certified nursing assistants, medical assistants, surgical technologists and radiology technologists. As part of the sponsorship, the students will work for Nebraska Medicine for a minimum of two years. The students take online coursework through





Clarkson College and complete labs at Clarkson College and UNMC. The Nebraska Medicine/UNMC Community Wellness Collaborative (CWC) serves as the host site for the academy and is a space for students to study and complete group work. The mission of the CWC is to connect the people who live in the area with health resources. Those who work at the CWC provide support and resources through education, training and building career pathways.

### **We ask because we care**

Nebraska Medicine launched an important initiative called “We Ask Because We Care.” We Ask Because We Care is a way for patients to tell the health system about themselves, including their race, ethnicity and preferred language, so that the health system can better meet the needs of all the patients and address health care disparities in community. With additional demographic data, it is easier for providers to tell if certain patient groups have unequal outcomes. Providing this information is optional but highly encouraged for all patients.

### **Additional clinic operations added to the health system**

Two primary care clinics were added into the Nebraska Medicine health network. Premier Family Medicine in Papillion, Nebraska joined in March 2024 and is now Papillion Health Center. In February 2024, the newly renovated UNMC Student Health Clinic opened with Nebraska Medicine handling clinic operations.

### **New fall reduction wins improve patient safety**

Patient falls resulting in serious injury are on the rise at health systems across the U.S., but Nebraska Medicine is doing its part to help reverse the trend. The next step in the health system’s fall-reduction efforts began with the implementation of two quick wins in the inpatient and Emergency Department settings to help mitigate patient harm:

- Increasing use of new high-low beds (inpatient only) and fall mats to decrease injuries from falls.
- Improving post-fall huddle documentation and process to reduce repeat falls.

In addition to new equipment, the team also streamlined the post-fall documentation process to make it more succinct. It removes the need for paper forms and makes it easier for clinical staff to record all the information needed.





## New signage gives hope to those in crisis

Guests and colleagues will now see a powerful message displayed on 149 new signs that were installed throughout parking structures on the Nebraska Medical Center/UNMC campus. They will be placed inside stairwells on each level and staggered across the top level of each garage. The signs direct people to call or even text the 988 Suicide and Crisis Lifeline (<https://go.unmc.edu/988-suicide-and-crisis-lifeline>), which

quickly connects the caller to a trained counselor who can address their immediate needs and help them with ongoing care. Most 988 calls get resolved over the phone, but if someone needs additional support, the counselor can direct them to Nebraska Medicine Psychiatry Emergency Services or another nearby service.



## Nebraska Medicine priorities to guide and focus strategy in the years ahead

The mission and values of Nebraska Medicine remain unchanged, but how the health system is going to accomplish that mission is being stated more clearly with four co-equal priorities. The four priorities, in no particular order, are Together. Extraordinary., Provide extraordinary patient care, Harness our academic power, and Grow with purpose.

## Nebraska Medicine Holds a Variety of Awards and Recognitions

- U.S. News & World Report Best Hospital in the State
- U.S. News & World Report nationally ranked Oncology (No. 45) and Gastroenterology and GI Surgery (No. 48)
- U.S. News & World Report rated the following as Geriatrics, Neurology and Neurosurgery, Orthopaedics, Pulmonology and Lung Surgery, and Urology
- Nebraska Medicine was named to the Forbes Best-in-State Employers list
- Becker's Hospital Review listed Nebraska Medicine as one of the Top 150 places to work in health care
- Becker's Hospital Review selected Nebraska Medicine as one of its 100 Hospitals and Health Systems with Great Heart Programs
- Nebraska Medicine earned the LGBTQ+ Healthcare Equality High Performer designation in the Healthcare Equality Index
- Nebraska Medicine earned Magnet redesignation for its nursing expertise and dedication



# HEALTH CARE VOLUME AND PATIENT SATISFACTION

NEBRASKA MEDICINE — CLINIC VISITS	FY 2021-22 ACTUAL	FY 2022-23 ACTUAL	FY 2023-24 PROJECTED
Primary Care	261,368	245,188	256,297
Specialty Care	571,452	629,018	664,542

NEBRASKA MEDICINE — HOSPITAL ACTIVITY	FY 2021-22 ACTUAL	FY 2022-23 ACTUAL	FY 2023-24 PROJECTED
Source - Census Days File (Excludes Newborns)			
Discharges	29,506	30,630	30,910
Patient Days	199,603	210,451	210,387
Average Length of Stay	6.76	6.87	6.81

NEBRASKA MEDICINE — PATIENT SATISFACTION SCORES	FY 2021-22		FY 2022-23	
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	84.78%	58th	85.53%	57th
Nebraska Medicine overall inpatient recommending the hospital (HCAHPS)	75.60%	72nd	72.23%	59th
Nebraska Medicine Bellevue inpatient recommending the hospital (HCAHPS)	76.42%	75th	71.43%	57th



From left front, Evelyn Grixby, Employee Relations Program Coordinator who facilitates the program at UNMC, Justice Ochia, Valeri Medrano-Najera, Randy Smith and Sarah Gloden Carlson (at right), JD, Assistant Vice Chancellor and Director for Human Resources. From left back, Emanuel Paul, Curtis Somado and Niara Berry. Not pictured: Marcus Sherrod.

## Step-Up Omaha!

With our collaborative partner, the Empowerment Network, summer interns ages 16-21 participated in a paid internship on campus at UNMC for the seventh year since 2016. Interns were able to test drive career opportunities that gave them a chance to experience UNMC through their eyes as an employee. Sarah Gloden Carlson, JD, Assistant Vice Chancellor and Director for Human Resources, encouraged the interns to find their passion and to take advantage of every opportunity provided along the way. As part of their onboarding and enrichment, interns participated in events and tours across campus such as a meet and greet, new hire orientation, Enneagram in the workplace assessment (is a model of human psychology and personality theory, that is based on the idea that each person has a unique and innate personality structure, or "essence," that shapes the way they see the world and themselves), a tour of the Davis Global Center & iEXCEL. The summer internship program ended with a graduation ceremony at the Wigton Heritage Center. Interns experienced soft skills training in their various roles, in the department of Human Resources, Chancellor's Office, Academic Affairs, Munroe-Meyer Institute, Global Center for Health Security, Orthopedic Surgery and Hospital Medicine/Internal Medicine.



# COMMUNITY ENGAGEMENT AND HEALTH CARE

## Science Cafe

Launched in February 2009, the UNMC Science Cafés involve a face-to-face conversation with a scientist about current science topics. Open to everyone 21 and older, they take place in casual settings like pubs and coffeehouses. A science café's casual meeting place, plain language and inclusive conversation create a welcoming and comfortable atmosphere for people with no science background. For more information, visit [www.unmc.edu/science-cafe](http://www.unmc.edu/science-cafe).

## Employee Giving Campaign

Each year, UNMC employees are encouraged to participate in the Employee Giving campaign, which provides the opportunity to support the community. Employees may donate to the United Way of the Midlands, which supports a variety of human-service program providers across the Omaha/Council Bluffs area, or Give Nebraska, which connects donors to more than 70 non-profit agencies. In November 2023, the UNMC drive netted \$89,777.36 (and UNMC recorded a campus participation goal of 14%).

## 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 Clinics

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 – generally a monthlong focus each April - is designed to make science accessible, interactive, relevant and fun for kids and adults alike. Organizers also do pop-up events throughout the year.

## 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 2023-24



## Alumni Statistics as of October 2024

All UNMC graduates are automatically members of the UNMC Alumni Association.

### GRADUATE DATA

- All Living UNMC Alumni = 54,281
- College of Allied Health Professions Alumni = 17,478
- Nursing Alumni = 15,697
- Medicine Alumni = 8,913
- Dentistry Alumni = 4,450
- Pharmacy Alumni = 3,676
- Public Health Alumni = 1,012
- Graduate Studies Alumni = 654

### ALUMNI COUNCILS

Seven alumni councils with more than 80 volunteers met regularly to plan engagement strategies in alignment with campus priorities. Six councils have student representatives.

### STUDENTS

More than 1,500 students participated in alumni-sponsored professionalism and matriculation ceremonies, welcoming them to their profession and introducing them to their role as future alumni.

### EVENTS

The UNMCAA hosted 47 in-person events and eight virtual events with a total of 2,753 alumni, students, and guest attendees.

The student engagement contacts are through UNMCAA hosted or sponsored events including professional development activities like mock interviews, CV development, networking, and more.







### CONSTITUENT GROUPS

The UNMCAA engaged external constituents with the University, including 556 family members of medical students through the Parents & Family Association as well as more than 325 UNMC retirees through the Retiree Association.

### ONLINE COMMUNITY

UNMC Alumni Connections hit a milestone of 1,734 alumni, students, and faculty/staff users. This led to an average of 67 active users each month and 127 messages exchanged. The community facilitates customized connections for networking, mentoring, and more.

### SOCIAL MEDIA

UNMCAA social media followers grew to a total of 7,723, across Facebook, X, and Instagram - an increase of 6.25%. Among the more than 950 posts published, followers engaged more than 4,500 times through likes, comments, and shares.

These interactions help to build pride, share information, and engage alumni where they already spend time online.

### ENGAGEMENT

- 247 emails were sent to alumni with strategically aligned news from the colleges and University.
- These communications are the main conduit
- for graduates to stay informed and learn about engagement opportunities.
- 167 alumni submitted news to be included in UNMC's Connect Magazine and the UNMCAA's Special Edition of Class Notes.
- 472 alumni completed the University of Nebraska Alumni Survey.

### AWARDS

Nineteen alumni and friends were recognized for their distinguished accomplishments through the UNMCAA's awards program.

Provided by UNMC Alumni Association







# OFFICE OF GLOBAL ENGAGEMENT | FY2023-24



Fall 2023 International Student Orientation

## Mission

The Office of Global Engagement promotes 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, staff, faculty and scholars;
- Facilitating and coordinating 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.



The UNMC community enjoyed Holi, a Hindu festival that celebrates spring, love and new life. It's a colorful festival, with dancing, singing and throwing powder paint and colored water. Holi is also known as the "festival of colors".



Entertainment during Diwali, festival of lights.



Diwali, the festival of lights, is celebrated annually at UNMC.

## FY 2023-2024 Activity Highlights

### INTERNATIONAL STUDENTS

UNMC welcomed 106 new international students, bringing the total to 426 international students, including those in Optional Practical Training (OPT) and medical residents through the Office of Global Engagement in FY 2023-24. These students represented 54 countries and participated in 37 different academic programs across all colleges.

Approximately half of UNMC's international students, OPT students and residents came from India (n=143, 33%) or China (n=82, 19%).

### INTERNATIONAL STUDENT ORIENTATION

On August 10-11, 2023, the Office of Global Engagement hosted a two-day orientation, attended by 77 international students. The event was held both in-person and via Zoom. Three pre-arrival sessions held via Zoom covered topics such as housing, transportation in Omaha and visa/immigration. During September, Office of Global Engagement sponsored the International Student Welcome Lunch and Ambassador Appreciation event.

Eight international students participated, in person and via Zoom, in the 2024 spring orientation, which was held in January. Pre-arrival Zoom sessions preceded the in-person orientation.

### INTERNATIONAL STUDENT ASSOCIATION

The OGE supports the International Student Association (ISA), which organizes annual events such as Holi and International Education Week activities.

ISA kicked off the 2023-2024 academic year by co-sponsorship of the India Day Celebrations, a community event. Other fall events in which ISA participated were the UNMC Involvement Fair, UNMC BBQ, Moon Cake and Mingle, and Dandiya Night.

The annual International Education Week held in November included an internationally themed Bingo Night, intramural ping



UNMC students, staff, faculty, friends and their families enjoy Diwali.

pong and badminton tournament, and a Cultural Expo, which featured customs, foods and attire from various ethnicities and cultures represented at UNMC. This event is organized in collaboration with the Office of Global Engagement.

The Diwali Festival (celebration of lights), held in December, has become an annual event organized by ISA. The festival featured crafts, singing, dancing and Indian food.

The annual Holi celebration was held March 30, with approximately 150 students, staff and faculty and their families in attendance. In April, ISA organized a catered dinner for an Eid celebration, supplemented by potluck contributions from attendees.

Other spring events hosted or co-sponsored by ISA were the Trivia and Board Games Night and the Chopstick Carnival.

For the third consecutive year, ISA received a Collaboration Award, presented at the Student Awards Ceremony in April





International students enjoy the International Student Welcome Lunch and Ambassador Appreciation held in September.

2024. This award recognizes organizations that have successfully collaborated to sponsor or host an event or program that has benefitted the UNMC campus community. Additionally, ISA received an award for promoting and fostering a cross-cultural learning environment through its programs.

## Global Learning

### GLOBAL LEARNING OPPORTUNITIES

Increasing numbers of students are participating in global health opportunities. Thirty-five UNMC students representing the colleges of allied health, medicine, nursing, pharmacy and public health pursued learning experiences in 12 different countries. These countries included Brazil, Cambodia, Costa Rica, Ethiopia, India, Italy, Japan, Mexico, Peru, Rwanda, Thailand and Uganda.

### MEDICAL SPANISH/GLOBAL HEALTH COURSE

In conjunction with the linguistics professors at Universidad Anáhuac Veracruz, Xalapa campus, UNMC continues to support a virtual version of UNMC's well-known Medical Spanish/Global Health Course. The virtual version is typically three weeks long, although other variations are available. In a few select cases, the instruction has been in-person on the Xalapa campus.

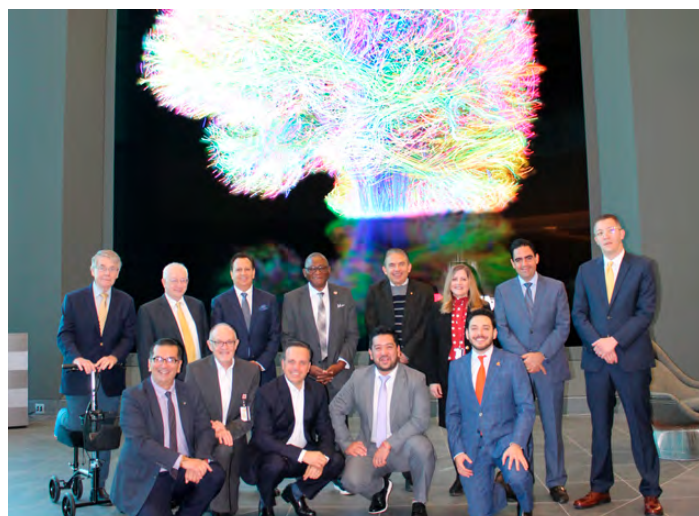
During the FY 2023-2024 year, 27 fourth-year medical students, one pharmacy student, four medical residents and one fellow completed the UNMC/UAV Medical Spanish/Global Health courses in the virtual or in-person format.

### MEDICAL SERVICE TRIP

The Student Alliance for Global Health (SAGH) sponsored the annual medical service trip in March 2024, sending six nursing and two physical therapy students to Mexico for a week-long program hosted by Universidad Anahuac Veracruz, a partner institution of UNMC.



The Office of Global Engagement hosted a graduation reception for the fall 2023 international student graduates.



A delegation of leadership from the Universidad Anáhuac Veracruz visited UNMC in October 2023.

## Programs

### SUMMER EXPERIENTIAL EDUCATION IN PHYSICAL THERAPY

In July 2023, 12 physical therapy students from four 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 2021, is the sixth 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) continued to offer fall classes in beginning and intermediate Spanish levels. All classes were offered via Zoom format. SAGH continued to organize UNMC student volunteers to





During International Education Week, a Cultural Expo was held where many tables displayed different country's attractions, food and noteworthy information.



UNMC international students who helped during the Cultural Expo.

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.

### **BEN NELSON FELLOWS**

UNMC welcomed five healthcare/administrative professionals from Ukraine to learn about treatment of battlefield injuries from the university's medical experts.

From Nov. 12-17, the delegates spent time at UNMC and Nebraska Medicine and were personally welcomed by then Chancellor Jeffrey Gold, MD. The group met with Ali Khan, MD, MPH, MBA, dean of the college of public health, visited the emergency department at Nebraska Medical Center, met with psychiatry faculty and toured the Fred & Pamela Buffett Cancer Center. The Veteran's Administration and Lutheran Family Services also hosted tours for the delegation.

At the Davis Global Center, the delegation visited the Training, Simulation and Quarantine Center and the National Quarantine Unit, watched a training exercise by the Nebraska Biocontainment Unit and toured medical simulation spaces with the iEXCEL program.

The week concluded with a dinner in honor of the delegates with special guest Ben Nelson, who served as Nebraska's Governor from 1990-1998, and as Senator from 2001-2013. Currently, Mr. Nelson serves as the Chairman of the Open World Leadership Center.

### **Partnerships**

The OGE's partnership activities include reviewing and documenting all international agreements, strengthening relationships with existing partners and developing new strategic partnerships. Currently, UNMC has 49 international academic agreements with partners in 21 countries. In FY2023-24, eight new agreements were signed or renewed with partners around the world.



Five physicians from Ukraine were welcomed to UNMC as part of the Open World Leadership Ben Nelson Fellows program and spent a week learning about treating battlefield injuries. The physicians are shown here with Former Senator Ben Nelson (middle) and James Wright, Representative Don Bacon's District Director (right).

UNMC hosted delegations from Hamamatsu University, Japan; Universidad Anahuac, Veracruz, Mexico; and Tashkent Medical Academy, Uzbekistan. Visitors also included the Consul-General of Japan, Chicago, IL; and members of the Embassy of the Sultanate of Oman, Washington, DC.

### **CONFERENCE CO-SPONSORED BY UNMC**

UNMC co-sponsored the World Health Congress on Post-Pandemic Readiness: Transformation — Innovation — Education, February 4-8, 2024, in Casablanca, Morocco. Nearly 200 attendees from 16 countries attended.

Many UNMC representatives gave presentations on their areas of expertise.





"Eye of Andros" by Jaime Yrastorza, earned the grand prize of the 2024 International Photo Contest, sponsored by the Office of Global Engagement.

## Support Services

### VISA SPONSORSHIP

In 2022, the Office of Global Engagement assisted and sponsored 886 international employees, students and visitors representing 78 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 136 international visitors representing 35 countries.

### TAX PREPARATION ASSISTANCE

The OGE offered free virtual tax preparation assistance to the UNMC international community with 238 individuals participating.

## Business Development

- Advanced strategic relationships to reduce health care disparities and access globally.
- Progressed discussions in pursuit of global opportunities in Asia-Pacific, Middle-Asia, Middle East and South America regions.
- Continued to maintain and explore vital international relationships.

Provided by UNMC Office of Global Engagement



During the service trip to Universidad Anáhuac Veracruz (UAV), Mexico, Jocelyn Cheek, UNMC nursing student, is helping a UAV student conduct a check-up on a little girl.

## Activities and Events

### LUNAR NEW YEAR CELEBRATION

The Third Annual Celebrate Culture event was held Feb. 29, 2024, to celebrate the Lunar New Year, Year of the Dragon. More than 225 people participated in activities such as calligraphy, lantern making, Origami and toys/games, trivia and Yunnori. Attendees received Asian ornaments and partook in Asian dishes.

Celebrate Culture was coordinated by the Office of Global Engagement with the help of campus organizations including the Asia American Pacific Islander Student Association, Asia American Pacific Islander Employee Resource Group and the UNMC Chinese Students and Scholars Association.

### INTERNATIONAL PHOTO CONTEST

The fourth annual International Photo Contest, coordinated by the Office of Global Engagement, was available to the UNMC community. The contest was held from March 10-31, 2024. Categories were cityscapes/architecture, landscapes/nature, and people/animals. Prizes included one overall Grand Prize with a first-place award for each category in both the student/resident and faculty/staff divisions. The contest had 17 faculty/staff and 12 student/resident participants, for 83 photos submitted.

# INTERNATIONAL PERSONNEL ON NON-IMMIGRANT VISAS AT UNMC

The total international participant population in 2023 was 886.

- Six continents are represented: Africa, Asia, Europe, North America, Oceania, and South America.
- Seventy-eight different countries are represented.
- Participants from India (359) account for 41% and China (141) account for 16% of the 886 total international participant population.
- Participants from Asia (691) represent 78% of the total.
- Other major geographical/ethnic areas represented:
  - Africa – 74
  - North America – 40
  - Europe – 53

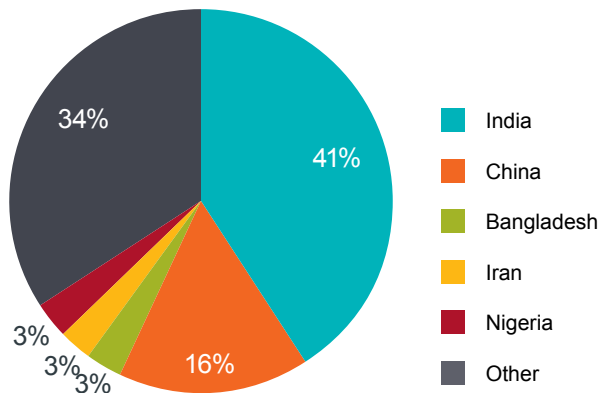
From UNMC's 2023 International Participant Analysis

## International Participation at UNMC

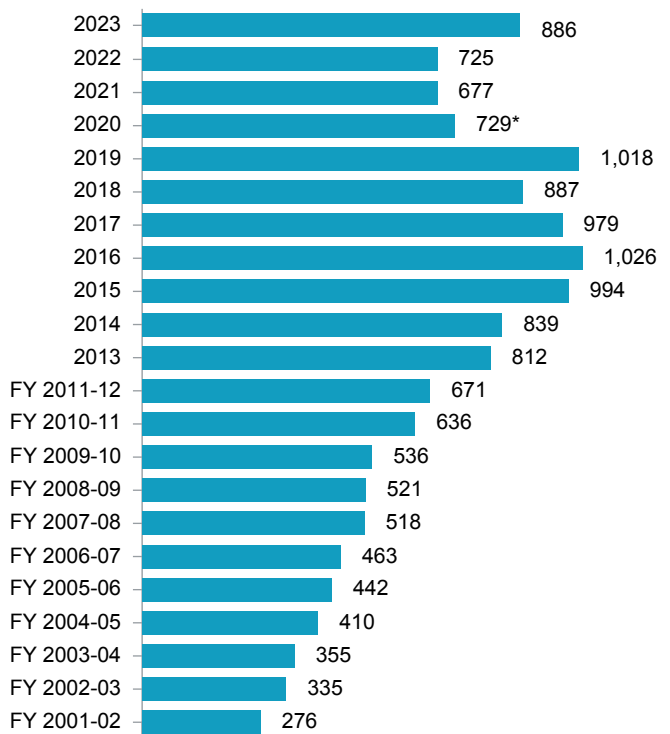
INDIA	359	GERMANY	8	UZBEKISTAN	3	COLOMBIA	1	MOZAMBIQUE	1
CHINA	141	GHANA	8	COSTA RICA	2	CONGO (BRAZZAVILLE)	1	NIGER	1
BANGLADESH	30	LEBANON	6	HAITI	2	CONGO (KINSHASA)	1	PANAMA	1
IRAN	30	RWANDA	6	INDONESIA	2	CURACAO	1	PORTUGAL	1
NIGERIA	27	UKRAINE	6	ITALY	2	DENMARK	1	SAMOA	1
SOUTH KOREA	21	JAPAN	5	PHILIPPINES	2	ECUADOR	1	SERBIA	1
BRAZIL	20	TAIWAN	5	POLAND	2	FRANCE	1	SINT MAARTEN	1
NEPAL	19	TURKEY	5	THAILAND	2	GUATEMALA	1	SLOVAKIA	1
PAKISTAN	19	ETHIOPIA	4	UGANDA	2	HONG KONG	1	SLOVENIA	1
CANADA	18	PERU	4	ANGOLA	1	IRAQ	1	SOUTH AFRICA	1
JORDAN	13	RUSSIA	4	ARMENIA	1	IRELAND	1	SPAIN	1
MEXICO	13	SRI LANKA	4	BAHAMAS, THE	1	KENYA	1	SUDAN	1
EGYPT	12	CAMEROON	3	BELARUS	1	LESOTHO	1	TANZANIA	1
UNITED KINGDOM	12	NORWAY	3	BELGIUM	1	MACAU	1	ZAMBIA	1
VIETNAM	10	OMAN	3	BULGARIA	1	MADAGASCAR	1		
SAUDI ARABIA	9	SYRIA	3	CHILE	1	MALAYSIA	1		

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

## Top Five Countries



## Graph of International Population (Students, Faculty, Staff, Visitors – 2001-2023)



# UNMC COMPARATIVE 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)	
<b>Full-time Faculty</b> (inc. Admins. who hold academic rank, 2023)	98	237	3	36	41	4	1,156	16	13	1,604	337	84	768
	6.1%	14.8%	0.2%	2.2%	2.6%	0.2%	72.1%	1.0%	0.8%	100.0%	21.0%	5.2%	47.9%
<b>Asst Prof &amp; Above</b> (no Admin or NRA, only tenured/HP Appt-LB 389, 2023)	69	219	3	35	39	4	1,095	15	12	1,491	315	81	77
	4.6%	14.7%	0.2%	2.3%	2.6%	0.3%	73.4%	1.0%	0.8%	100.0%	21.1%	5.4%	5.2%
	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)	
<b>All Employees</b> (Workforce Analysis - see exclusions on next pg, 2023)	0	610	4	164	159	9	3,557	52	0	4,555	998	336	2,778
		13.4%	0.1%	3.6%	3.5%	0.2%	78.1%	1.1%	0.0%	100.0%	21.9%	7.4%	61.0%
	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)	
<b>Students Fall, 2024</b> (see Education section)	405	299	2	157	303	5	3,323	149	60	4,703	915	467	3,158
	8.6%	6.4%	0.04%	3.3%	6.4%	0.11%	70.7%	3.2%	1.3%	100.0%	19.5%	9.9%	67.1%
<b>Peer Comparisons</b>													
<b>Faculty</b> LB 389 peers, 2020 Full and part-time	1,520	3,992	21	983	1,382	86	19,981	326	928	29,219	6,790	2,472	11,443
	5.2%	13.7%	0.07%	3.4%	4.7%	0.3%	68.4%	1.1%	3.2%	100.0%	23.2%	8.5%	39.2%
<b>Students</b> at peer institutions (IPEDS, Fall 2021)	21,025	23,509	167	16,436	26,712	663	158,688	10,315	8,553	266,068	77,802	43,978	147,662
	7.9%	8.8%	0.1%	6.2%	10.0%	0.2%	59.6%	3.9%	3.2%	100.0%	29.2%	16.5%	55.5%
<b>All NE Higher Education Students</b> (IPEDS, Fall, 2021)	3,962	4,420	209	6,853	15,296	1,086	92,515	4,373	4,773	133,487	32,237	23,444	75,949
	3.0%	3.3%	0.2%	5.1%	11.5%	0.8%	69.3%	3.3%	3.6%	100.0%	24.1%	17.6%	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
<b>Douglas County</b> (586,327), 2022	4.4%	0.1%	11.4%	13.5%	1.3%	68.1%	3.0%	101.8%					50.3%
<b>Nebraska</b> (1,967,923), 2022	2.8%	0.1%	5.3%	12.0%	1.6%	77.4%	2.4%	101.6%					49.7%
<b>United States</b> (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 2024

DEPARTMENT	TOTAL	TOTAL MINORITY	FEMALE (as of 10/01/2024)							
			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	152	26 17.1%	103 67.8%	86 56.6%	4 2.6%	6 3.9%	3 2.0%	0 0.0%	0 0.0%	4 2.6%
Business and Finance	349	58 16.6%	126 36.1%	103 29.5%	9 2.6%	7 2.0%	6 1.7%	1 0.3%	0 0.0%	0 0.0%
Chancellor's Office	34	6 17.6%	23 67.6%	19 55.9%	2 5.9%	2 5.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Child Health Research Institute (CHRI)	45	5 11.1%	39 86.7%	35 77.8%	2 4.4%	1 2.2%	1 2.2%	0 0.0%	0 0.0%	0 0.0%
College of Allied Health Professions	130	9 6.9%	110 84.6%	102 78.5%	3 2.3%	3 2.3%	2 1.5%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	201	33 16.4%	130 64.7%	105 52.2%	3 1.5%	7 3.5%	11 5.5%	2 1.0%	0 0.0%	2 1.0%
College of Medicine	2,291	610 26.6%	1264 55.2%	967 42.2%	60 2.6%	33 1.4%	183 8.0%	0 0.0%	1 0.0%	20 0.9%
College of Nursing	222	14 6.3%	195 87.8%	183 82.4%	9 4.1%	1 0.5%	1 0.5%	0 0.0%	1 0.5%	0 0.0%
College of Pharmacy	89	33 37.1%	32 36.0%	22 24.7%	0 0.0%	0 0.0%	9 10.1%	0 0.0%	0 0.0%	1 1.1%
College of Public Health	197	56 28.4%	138 70.1%	101 51.3%	6 3.0%	6 3.0%	17 8.6%	3 1.5%	0 0.0%	5 2.5%
Eppley Institute	118	42 35.6%	60 50.8%	42 35.6%	3 2.5%	3 2.5%	12 10.2%	0 0.0%	0 0.0%	0 0.0%
Information Technology	69	7 10.1%	14 20.3%	12 17.4%	0 0.0%	0 0.0%	2 2.9%	0 0.0%	0 0.0%	0 0.0%
Library	22	0 0.0%	19 86.4%	19 86.4%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Munroe-Meyer Institute	459	66 14.4%	401 87.4%	345 75.2%	8 1.7%	29 6.3%	11 2.4%	0 0.0%	0 0.0%	8 1.7%
Research (Vice Chancellor for Research)	177	33 18.6%	124 70.1%	100 56.5%	7 4.0%	4 2.3%	13 7.3%	0 0.0%	0 0.0%	0 0.0%
UNMC Total		998	2778	2241	116	102	271	6	2	40
% of Total	4,555	21.9%	61.0%	49.2%	2.5%	2.2%	5.9%	0.1%	0.0%	0.9%

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



MALE (as of 10/01/2024)								
DEPARTMENT	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
<b>Academic Affairs</b>	49 32.2%	40 26.3%	4 2.6%	3 2.0%	2 1.3%	0 0.0%	0 0.0%	0 0.0%
<b>Business and Finance</b>	223 63.9%	188 53.9%	16 4.6%	12 3.4%	2 0.6%	0 0.0%	0 0.0%	5 1.4%
<b>Chancellor's Office</b>	11 32.4%	9 26.5%	1 2.9%	0 0.0%	0 0.0%	1 2.9%	0 0.0%	0 0.0%
<b>Child Health Research Institute</b>	6 13.3%	5 11.1%	0 0.0%	0 0.0%	1 2.2%	0 0.0%	0 0.0%	0 0.0%
<b>College of Allied Health Professions</b>	20 15.4%	19 14.6%	0 0.0%	0 0.0%	1 0.8%	0 0.0%	0 0.0%	0 0.0%
<b>College of Dentistry</b>	71 35.3%	63 31.3%	0 0.0%	1 0.5%	6 3.0%	1 0.5%	0 0.0%	0 0.0%
<b>College of Medicine</b>	1027 44.8%	714 31.2%	17 0.7%	28 1.2%	262 11.4%	1 0.0%	2 0.1%	3 0.1%
<b>College of Nursing</b>	27 12.2%	25 11.3%	0 0.0%	1 0.5%	0 0.0%	0 0.0%	0 0.0%	1 0.5%
<b>College of Pharmacy</b>	57 64.0%	34 38.2%	0 0.0%	2 2.2%	21 23.6%	0 0.0%	0 0.0%	0 0.0%
<b>College of Public Health</b>	59 29.9%	40 20.3%	6 3.0%	0 0.0%	12 6.1%	0 0.0%	0 0.0%	1 0.5%
<b>Eppley Institute</b>	58 49.2%	34 28.8%	0 0.0%	0 0.0%	24 20.3%	0 0.0%	0 0.0%	0 0.0%
<b>Information Technology</b>	55 79.7%	50 72.5%	1 1.4%	3 4.3%	1 1.4%	0 0.0%	0 0.0%	0 0.0%
<b>Library</b>	3 13.6%	3 13.6%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<b>Munroe-Meyer Institute</b>	58 12.6%	48 10.5%	1 0.2%	4 0.9%	4 0.9%	0 0.0%	0 0.0%	1 0.2%
<b>Research (Vice Chancellor for Research)</b>	53 29.9%	44 24.9%	2 1.1%	3 1.7%	3 1.7%	0 0.0%	0 0.0%	1 0.6%
<b>UNMC Total</b>	<b>1777</b>	<b>1316</b>	<b>48</b>	<b>57</b>	<b>339</b>	<b>3</b>	<b>2</b>	<b>12</b>
<b>% of Total</b>	<b>39.0%</b>	<b>28.9%</b>	<b>1.1%</b>	<b>1.3%</b>	<b>7.4%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.3%</b>

# COMPARISON OF UNMC POPULATION

## 2023 AND 2024 EMPLOYEE DATA

As of 10/01/24																	
FEMALE											MALE						
UNMC	TOTAL	TOTAL MINORITY	TOTAL	WHITE-NOT HISPANIC OR LATINO	BLACK OR AFRICAN AMERICAN-NOT HISPANIC OR LATINO	HISPANIC OR LATINO	ASIAN-NOT HISPANIC OR LATINO	AMERICAN INDIAN OR ALASKA NATIVE-NOT HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER-NOT HISPANIC OR LATINO	TWO OR MORE RACES-NOT HISPANIC OR LATINO	TOTAL	WHITE-NOT HISPANIC OR LATINO	BLACK OR AFRICAN AMERICAN-NOT HISPANIC OR LATINO	HISPANIC OR LATINO	ASIAN-NOT HISPANIC OR LATINO	AMERICAN INDIAN OR ALASKA NATIVE-NOT HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER-NOT HISPANIC OR LATINO
Facility Total	455	998	2778	2241	116	102	271	6	2	40	1777	1316	45	57	339	3	2
% of Total		21.9%	61.0%	49.2%	2.5%	2.2%	5.9%	0.1%	0.0%	0.9%	39.0%	28.9%	1.1%	1.3%	7.4%	0.1%	0.3%

10/1/2022																	
FEMALE											MALE						
UNMC	TOTAL	TOTAL MINORITY	TOTAL	WHITE-NOT HISPANIC OR LATINO	BLACK OR AFRICAN AMERICAN-NOT HISPANIC OR LATINO	HISPANIC OR LATINO	ASIAN-NOT HISPANIC OR LATINO	AMERICAN INDIAN OR ALASKA NATIVE-NOT HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER-NOT HISPANIC OR LATINO	TWO OR MORE RACES-NOT HISPANIC OR LATINO	TOTAL	WHITE-NOT HISPANIC OR LATINO	BLACK OR AFRICAN AMERICAN-NOT HISPANIC OR LATINO	HISPANIC OR LATINO	ASIAN-NOT HISPANIC OR LATINO	AMERICAN INDIAN OR ALASKA NATIVE-NOT HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER-NOT HISPANIC OR LATINO
Facility Total	4503	1048	2764	2182	121	128	277	9	4	43	1739	1273	50	66	335	2	2
% of Total		23.0%	60.7%	47.9%	2.7%	2.8%	6.1%	0.2%	0.1%	0.9%	38.2%	27.9%	1.1%	1.4%	7.4%	0.0%	0.2%

COMPARISON																	
FEMALE											MALE						
UNMC	TOTAL	TOTAL MINORITY	TOTAL	WHITE-NOT HISPANIC OR LATINO	BLACK OR AFRICAN AMERICAN-NOT HISPANIC OR LATINO	HISPANIC OR LATINO	ASIAN-NOT HISPANIC OR LATINO	AMERICAN INDIAN OR ALASKA NATIVE-NOT HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER-NOT HISPANIC OR LATINO	TWO OR MORE RACES-NOT HISPANIC OR LATINO	TOTAL	WHITE-NOT HISPANIC OR LATINO	BLACK OR AFRICAN AMERICAN-NOT HISPANIC OR LATINO	HISPANIC OR LATINO	ASIAN-NOT HISPANIC OR LATINO	AMERICAN INDIAN OR ALASKA NATIVE-NOT HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER-NOT HISPANIC OR LATINO
GAIN +	5		14	59							38	43			4	1	
LOSS -		-50			-5	-26	-6	-3	-2	-3			-2	-9			

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

# EMPLOYEE GROWTH & RECRUITMENT STRATEGIES AND SUCCESSES

## 5-Year Employment Growth

UNMC experienced significant growth from 2019 through 2023, with an increase of 16.11% in regular employees and an increase of 18.82% 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 2019 Through 2023

	January 2019	December 2023	Total Difference	
	Count	Count	Count	% Growth
Regular Full- and Part-Time Employees	3,897	4,525	628	16.11%
Total Employment*	5,340	6,345	1,005	18.82%

\* 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 2019		December 2023		Total Difference	
	Count	% Total	Count	% Total	Count	% Growth
Clerical/Secretarial	484	12.42%	495	10.94%	11	0.227%
Executive/Administrative	74	1.90%	69	1.52%	-5	-6.76%
Faculty	1,696	43.52%	2,047	45.24%	351	20.70%
Professional/Managerial (non-faculty)	1,158	29.72%	1,380	30.50%	222	19.17%
Service Maintenance	172	4.41%	150	3.31%	-22	-12.79%
Skilled Crafts	64	1.64%	55	1.22%	-9	-14.06%
Technical/Paraprofessional	249	6.39%	329	7.27%	80	32.13%
<b>Total</b>	<b>3,897</b>	<b>100.00%</b>	<b>4,525</b>	<b>100.00%</b>	<b>628</b>	<b>16.11%</b>

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
<b>Total</b>	<b>910</b>	<b>900</b>	<b>1810</b>	<b>933</b>	<b>949</b>	<b>1,882</b>

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
<b>Total</b>	<b>1,586</b>	<b>224</b>	<b>1,810</b>	<b>1,611</b>	<b>271</b>	<b>1,882</b>

# EMPLOYEE ENGAGEMENT, RETENTION AND WELLNESS

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



## Employee Assistance Program (EAP) Arbor Family Counseling

### EAP UTILIZATION REPORT (JANUARY 1, 2023 – DECEMBER 31, 2023)

Traditional EAP Services					
Demographics	Totals	%	Referral Breakdown	Totals	%
Total Cases	409	100%	Employees	295	72%
Returning Clients	116	28%	Dependents	69	17%
Mandatory	7	2%	Spouse of Employee	45	11%
Females	277	68%	On-Site Client Sessions	114	
Males	132	32%	On-Site Attendees	49	
Totals	409	100%	On-Site Training/ Debriefing	7	
			<b>Total Served</b>	<b>458</b>	<b>100%</b>

### EAP SERVICES UTILIZATION BY COLLEGES/UNIT

Breakdown of Departments/Colleges	Totals	Percent
College of Medicine	131	37%
College of Nursing	24	6%
College of Pharmacy	7	2%
College of Allied Health Professionals	17	4%
College of Public Health	44	11%
College of Dentistry	5	1%
Office of Academic Affairs	0	0%
Munroe-Meyer/Postdoctoral Program	66	16%
Graduate Medical Education	9	2%
Business and Finance	12	3%
ITS	13	3%
Research	61	15%
PAC Management and Planning	3	1%
Not Sure	17	4%
<b>Total</b>	<b>409</b>	<b>100%</b>
<b>Locations</b>		
Omaha	391	96%
Other	18	4%
<b>Total</b>	<b>409</b>	<b>100%</b>

**Referral Source:** The top 5 referral sources were: Former client (28%), Contact Form (19%), Human Resources (13%), Family Member (11%), and Internet (6%).

### TOTAL SESSIONS

Between January and December 2023, a total of 1,417 sessions were scheduled for employees and their families. Of these, 993 appointments were held in person, while 424 were conducted via telehealth (phone or virtual). On average, each employee or family member used 3 out of their 5 available EAP sessions.

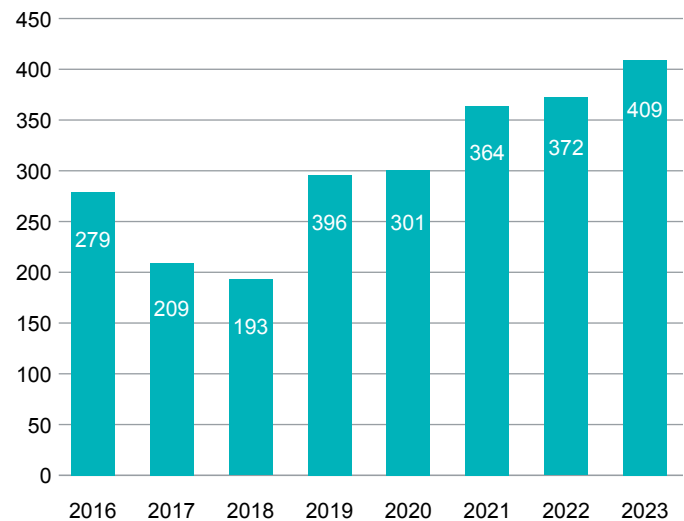
### UTILIZATION GROWTH

Since 2016, employees and their family members have consistently utilized the program, with participation growing by 20% over the years.

### REFERRAL GROWTH

The number of employees and/or family members utilizing the program increased by approximately 46.6% from 2016 to 2023, with the following growth each year:

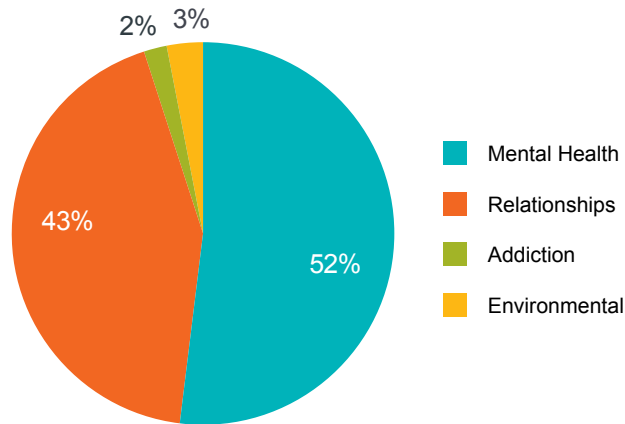
Referral Growth by Year



2016 to 2017	-25.1%	decrease
2017 to 2018	-7.7%	decrease
2018 to 2019	53.4%	increase
2019 to 2020	1.7%	increase
2020 to 2021	20.9%	increase
2021 to 2022	2.2%	increase
2022 to 2023	9.9%	increase



## Presenting Concern Categories by Total Occurrence



### PRESENTING CONCERN CATEGORIES WITH BREAKDOWN OF SPECIFIC CONCERNS

The data presented in this report represents aggregate utilization figures for the Employee Assistance Program (EAP) and does not include any personally identifiable information. All information has been anonymized to protect the privacy of employees and their family members.

Of the 409 client referrals, presenting concerns were broken down into the following categories: Mental Health (52%), Relationships (43%), Addition (2%), and Environmental (3%).

Top 5 presenting concerns included Anxiety (18%), Depression (11%), Stress (9%), Relationship Counseling (9%), and Family Conflict (9%).

### PROGRAM OUTCOMES AND EFFECTIVENESS

From January 1, 2023, to December 1, 2023, a total of 409 employees and their families utilized the EAP program. We attempted to survey all clients who accessed the program during this period and successfully contacted 103 families. Of those surveyed, 100% reported that the program was helpful and beneficial. The average satisfaction rating from participants was 9.4.

### SPECIAL SERVICES AND FORECAST FOR GROWTH IN UTILIZATION

#### ON-SITE VISITS

- Arbor is available to coordinate on-site visits with employees identified as "at risk" and will continue to be available to address this need.
- Counselors provided support for seven trainings and debriefings from January 2023 – December 2023.

## Presenting Concern Categories with Breakdown of Specific Concerns

Mental Health	Referrals	%
ADHD/ADD	13	3%
Anger	8	2%
Anxiety	75	18%
Depression	45	11%
PTSD/Trauma	18	4%
Psychological/Other	8	2%
Stress	39	9%
Suicidal Risk	5	1%
TOTALS	211	52%
Relationships	Referrals	%
Behavior Concerns	13	3%
Divorce	12	3%
Relationship Counseling	35	9%
Family Conflict	36	9%
Grief/Loss	26	6%
Marital Issues	34	8%
Social/Peers	5	1%
Work Conflict	15	4%
TOTALS	176	43%
Addition	Referrals	%
Alcohol Concerns	3	1%
Drug Concerns	1	0%
Family Alcohol	3	1%
Family Drugs	0	0%
Family Gambling	0	0%
CD Evaluations	1	0%
Other Addictions	1	0%
TOTALS	9	2%
Environmental	Referrals	%
Academic	0	0%
Child Care	0	0%
Debriefing	0	0%
Eldercare	1	0%
Financial	0	0%
Legal	2	0%
Medical	3	1%
Parenting	7	2%
TOTALS	13	3%
<b>GRAND TOTAL</b>	<b>409</b>	<b>100%</b>

## CONSULTATIONS

- Arbor is available for consultations with management surrounding assessments and referrals.

## NEWSLETTER

- Arbor is available to provide newsletters to be made available to employees. This newsletter is interactive which means that any employee can suggest topics for future articles.

## WEB SITE

- The Arbor website is available for employees and their families to educate themselves about services, learn about Arbor's professional counselors, and find articles and archived editions of the newsletter.  
[www.arborfamilycounseling.com](http://www.arborfamilycounseling.com)

## PRESENTATIONS AND TRAINING

- Arbor is available for presentations to support the UNMC workforce and provides presentations for as needed.

## SPECIAL SERVICES

- Arbor works to increase program awareness among employees and families and partners with Human Resources to offer department-specific consulting, orientation services, and materials for fairs.

## Engagement and Retention

### EMPLOYEE LEARNING WEEK

Several professional development sessions were offered during Employee Learning Week, open to all employees across the University of Nebraska campuses. UNMC hosted "Change: The Only Thing Harder is Staying the Same," led by Anthony Ashby, president of CHI Health Immanuel. Other sessions included "How Past Experiences Shape Our Communication and Decision Making," "Adapting to Change and Managing Work-Related Stress," and "Elephant, Rider, Path."

The HR Employee Development Center of Excellence committee sponsored this professional development series.

### KEEP CALM AND SOUP ON

This collaborative effort among UNMC Human Resources, UNMC's wellness program and medical nutrition staff, and Metropolitan Community College's Institute for the Culinary Arts' Open Kitchen featured three virtual cooking demonstrations. Each 90-minute session included nutritional insights and a live Q&A segment. Sodexo also offered each featured soup for purchase: Lemon Chicken Orzo, Turkey and Black Bean Chili, and Minnesota Wild Rice Soup.

Explore some "Keep Calm and Soup On" recipes here:

- Lemon chicken orzo ([unmc.edu/newsroom/wp-content/uploads/2024/01/Lemon-Chicken-Orzo.pdf](http://unmc.edu/newsroom/wp-content/uploads/2024/01/Lemon-Chicken-Orzo.pdf))
- Turkey and black bean chili ([unmc.edu/newsroom/wp-content/uploads/2024/01/Turkey-Black-Bean-Chili.pdf](http://unmc.edu/newsroom/wp-content/uploads/2024/01/Turkey-Black-Bean-Chili.pdf))
- Minnesota wild rice soup ([unmc.edu/newsroom/wp-content/uploads/2024/01/Minnesota-Wild-Rice-Soup.pdf](http://unmc.edu/newsroom/wp-content/uploads/2024/01/Minnesota-Wild-Rice-Soup.pdf))

### ADMINISTRATIVE PROFESSIONALS DAY

To celebrate Administrative Professionals Day, UNMC hosted an Administrative Professionals Day Launch event, followed a week later by a full-day of programming with a virtual morning session and in-person afternoon activities. This year's theme, "Lead From Where You Are," featured Deborah Dogba, founder, and CEO of Business Seals Consulting Firm. Attendees participated in a DISC assessment with opportunities to win an individual consultation, completed trivia, received UNMC swag, and competed for prizes.

Each year, Administrative Professionals Day highlights the vital contributions of administrative assistants, receptionists, and other support professionals. HR collaborates with a dedicated committee of administrative professionals to plan an event that is both enjoyable and offers professional development and networking opportunities, honoring their dedication to UNMC.

Administrative Professionals Day is celebrated annually on the Wednesday of Administrative Professionals Week to recognize the hard work and commitment of these essential office professionals.

### CULTUREFEST

CultureFest is UNMC's annual celebration of culture across campus. This free, campus-wide event highlights the diverse talents of UNMC employees and community members. This year's CultureFest, themed "Rhythm of the Islands," highlighted the islands of Australia, Hawaii, and Jamaica with interactive booths, food, and live entertainment.

Attendees enjoyed free samples at several food and beverage stations, featuring items inspired by each island, such as jerk chicken wings, Australian snag sausage, loco moco, and Hawaiian Sun beverages. The event kicked off with a special presentation on the history of hair braiding by Chris Brookins of No Limit Hair Salon and Jayida Moore of The Braid Fix. St. Patrick Reid, PhD, an associate professor in the Department of Pathology, Microbiology, and Immunology at UNMC, performed a spoken word piece.

Throughout the day, attendees joined a hula hoop contest, enjoyed a ukulele performance, and watched a cultural dance by the Filipino American Organization of Metropolitan Omaha. Faculty, staff, and students also participated in online trivia to celebrate the day.

## EMPLOYEE APPRECIATION

UNMC Human Resources hosted its first Employee Appreciation Day, aligning with National Employee Appreciation Day, which has recognized employee contributions nationwide since 1995. The event celebrated UNMC faculty and staff for their vital roles in making UNMC a great workplace and advancing the university's mission and values.

To maximize accessibility, multi-location events across campus offered a range of appreciation activities. Each location provided free UNMC Swag, food, prizes, and opportunities to meet with UNMC leadership. Notably, this was also a zero-waste event.

Highlights included a wellness-themed appreciation event at the Durham Research Center, featuring yoga, financial consultations, chair massages, and meditation sessions. At Eppley Science Hall, the Star Search Talent Show showcased community talents and was live streamed to other event locations. The Center for Healthy Living hosted a game zone with cornhole, ladder ball, ping pong, and minute-to-win-it competitions.

## EMPLOYEE APPRECIATION POP-UP

UNMC Human Resources hosted an Employee Appreciation pop-up event on the Omaha campus. The inaugural event received such enthusiastic feedback from staff and leadership that it will now be held quarterly instead of just once a year.

These events are designed to show appreciation to employees by offering them a chance to enjoy a snack, engage in fun activities, and connect with colleagues in a relaxed and welcoming environment.

The pop-up featured carnival games, line dancing, a popcorn station, The Brownie Bar and DonutNV food trucks, prizes, and more. UNMC leaders—including Interim Chancellor Dr. H. Dele Davies; Anne Barnes, vice chancellor for business, finance, and business development and interim University of Nebraska vice president and chief financial officer; and Dr. Jane Meza, interim vice chancellor of UNMC Academic Affairs—shared words of encouragement and thanks.

In addition to the in-person event on the Omaha campus, all employees had the chance to participate in an online carnival-themed word search for a chance to win People Are Everything points. Appreciation packages with giveaways were also sent to other UNMC campuses, and employees who sent a colleague an appreciation e-card through the People Are Everything platform were entered into a drawing for additional points.

## Community Engagement

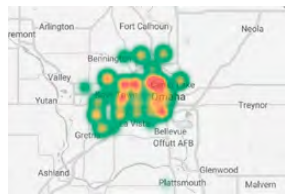
**Step-Up Omaha!** With our collaborative partners in Human Resources and at the Empowerment Network, summer interns ages 16-21 participated in a paid internship on campus at UNMC. Interns were exposed to career opportunities, transformative soft skills training, HBDI assessments, wellness and physical activity events, and tours across campus. UNMC worksite partners included the Human Resources, Chancellor's Office, Academic Affairs, Vice Chancellor for Research Office, MMI-Community Engagement, MMI-Trailblazers Program; UCEDD & MMI Administration, Office of Inclusion, Global Center for Health Security, Facilities Management & Planning.



## Performance Update– Map of Nebraska Providers

Current

### Location of All Omaha Providers



Total Omaha Providers

723

Omaha Daycares

328

Omaha Nannies/  
Sitters

217

Omaha Preschools

182

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## Performance Update– Care Requests

Year to Date

67/77  
Served Requests

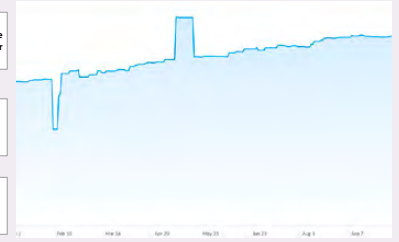
Number of requests that we "supported," or were able to price match, explain the benefit, and/or find care.

82%  
+2%

% Care Matches provided to caregiver

10

Active Requests still underway.



PRIVILEGED AND CONFIDENTIAL

## Performance Update– Summary

Year to Date

5,334  
EMPLOYEES

Number of employees the Upwards program was communicated to

741  
(13.9%)  
REGISTERED EMPLOYEES

Number of employees that opted into the Upwards program.



PRIVILEGED AND CONFIDENTIAL

## Performance Update– Care Request Fulfillment

Year to Date

Average CSAT Score

4.9/5

26 Responses

### Fulfillment Time

Needs to Matching

1.7

Days

Needs to Candidates

4.7

Days

Needs to Enrolled

17.5

Days

Minimum Time to Candidates Sent: 0 Days  
Maximum time to Candidates Sent: 6 Days



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## UNMC Childcare Development Center

The UNMC Childcare Development Center remains committed to delivering high-quality childcare services that address the physical, emotional, social, and intellectual needs of children. Currently, the center is operating with limited enrollment due to ongoing challenges in recruiting and hiring qualified staff.

## UPWARDS – EMPLOYEE CHILD CARE NETWORK RESOURCE

UNMC and Nebraska Medicine maintain a partnership with Upwards, the largest child care network in the United States.

Benefits-eligible UNMC employees have access to the Upwards platform and its network at no additional cost. Actual cost of child care is not included.

Upwards offers 24/7 dedicated support to connect families with licensed and high-quality home child care providers, babysitters, nannies, and backup care. The services provided by Upwards include the assignment of a dedicated care manager who works with employees to identify the best options for their child care needs. This support encompasses weekend and nighttime care, tailored to individual preferences, price ranges, and locations.

Upwards provides employees with a range of flexible child care options. Upon opting into the Upwards program, employees

## Employee Feedback



Gina was very quick and responsive on helping me find what I need for childcare!  
-Jacob Dines

OVERALL SATISFACTION  
4.9/5  
28 Responses

Testimonial:

Upwards made the process of finding a new nanny seamless. They provided multiple candidates who all had background checks already completed.  
-Sydney Blount



Lylana is attentive to my daycare needs and always asks questions to find the service I'm looking for. I'd recommend her to other parents who are seeking daycare.  
-Giovanni Consolino

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are assigned a personal Care Manager who assists in identifying care solutions tailored to the unique needs of the employee and their family.

The Upwards network currently includes 723 child care providers in Omaha, with enrollment continuing to grow. Employees are matched with providers based on their specific needs and preferences, whether that's proximity to their home or workplace, ensuring a convenient and tailored child care solution.

Usage of the program increased over the past year. Eligible employees who opt-in to use the program increased from 11.8%(558) in 2023 to 13.9% (741) in 2024.





Upwards program Care Managers work diligently to connect employees with the caregiver services they need. They assist by aligning with the employee's requested budget, providing information on available resources, and identifying care options that best meet the employee's specific needs..

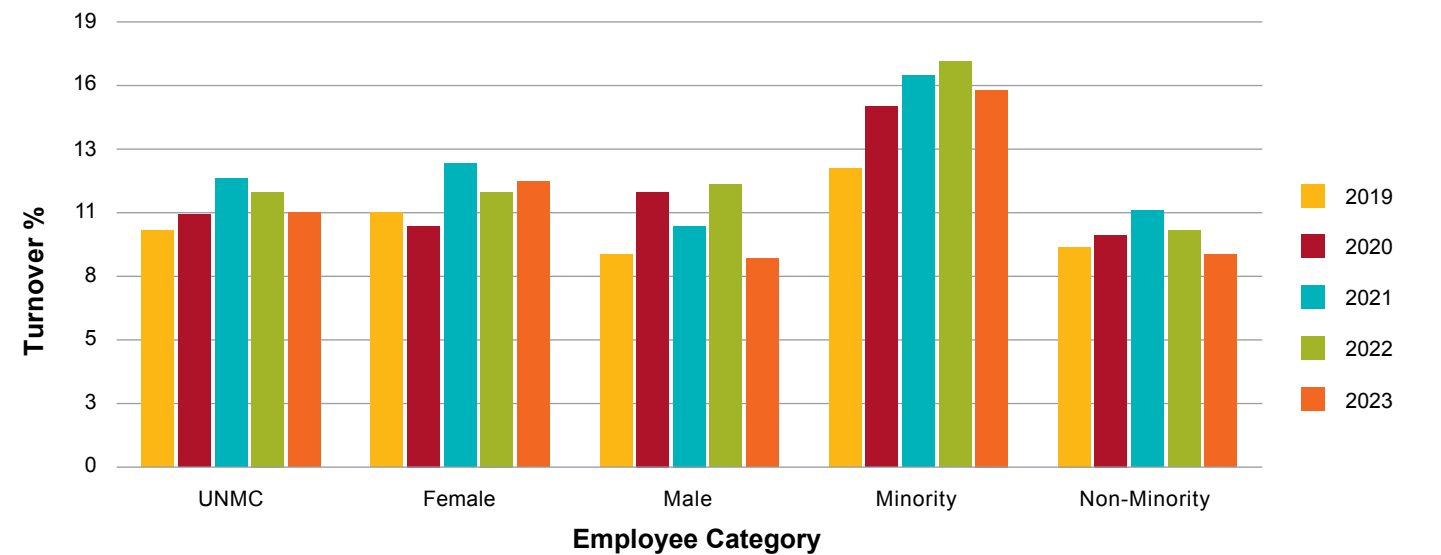
Upwards was able to match employees with the care they need in an average of just 1.7 days in 2024, which is crucial for supporting work-life balance and ensuring employees can access reliable care when they need it most.

Employee feedback continues to indicate high satisfaction with the service, with many highlighting the responsiveness of the program in effectively matching their child care needs to providers that best meet their preferences and locations.

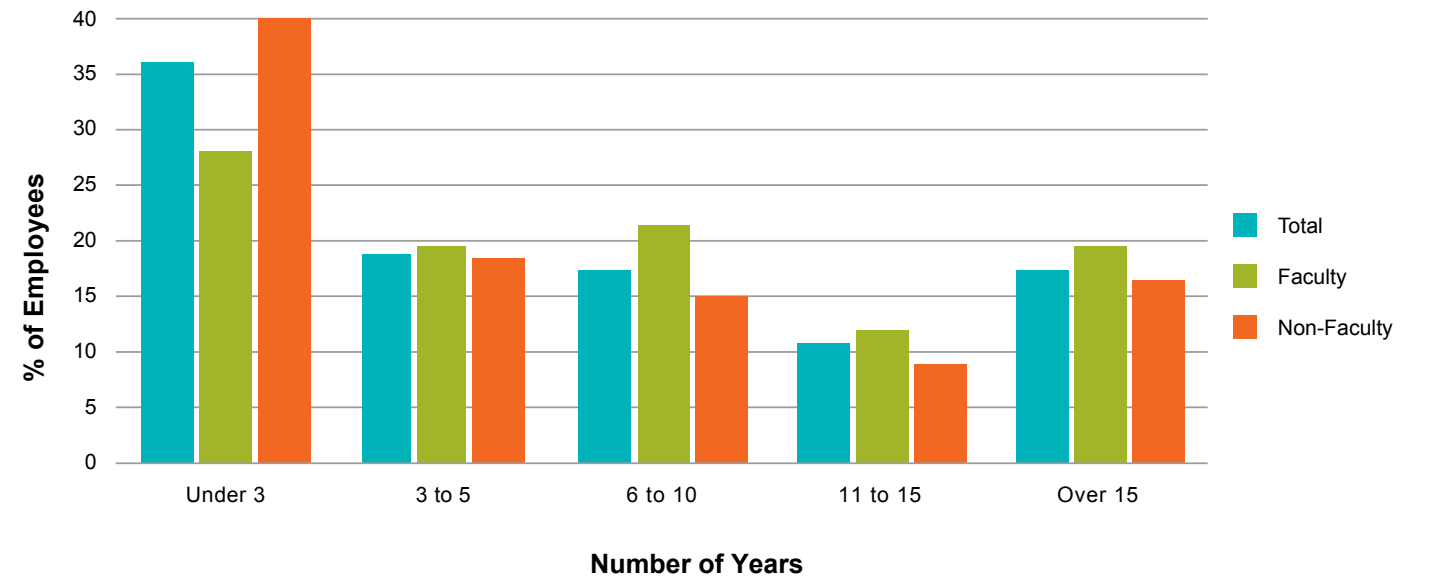
# EMPLOYEE TURNOVER AND LENGTH OF SERVICE

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



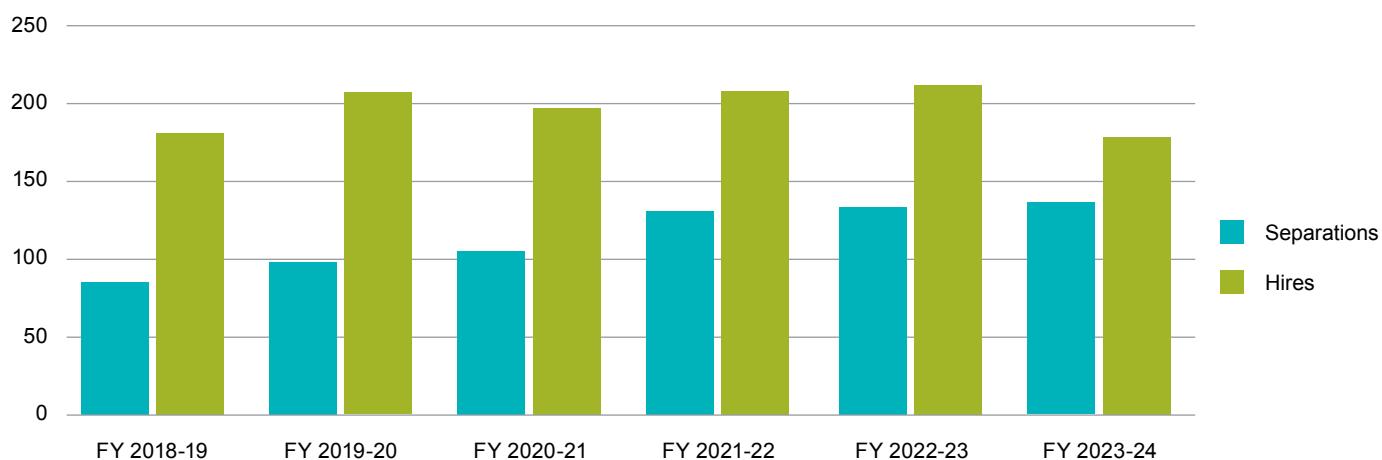
\*Turnovers include resignations, retirements, appointment expirations, terminations and deaths.

\*\*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	FY 2022-23
McGoogan Health Sciences Library	0%	7%	7%	7%	6%	0%	6%	0%
College of Allied Health Professions	13%	9%	9%	2%	5%	3%	4%	4%
College of Dentistry	16%	2%	4%	7%	7%	8%	22%	12%
College of Medicine	5%	4%	6%	6%	6%	6%	7%	9%
College of Nursing	6%	8%	11%	5%	10%	7%	10%	13%
College of Pharmacy	3%	4%	7%	4%	4%	23%	8%	15%
College of Public Health	7%	7%	7%	7%	3%	7%	7%	2%
Eppley Institute	6%	14%	11%	16%	3%	3%	22%	5%
Munroe-Meyer Institute	11%	9%	9%	6%	16%	10%	7%	3%
<b>Total UNMC Campus</b>	<b>6.5%</b>	<b>5.5%</b>	<b>6.9%</b>	<b>6.2%</b>	<b>6.7%</b>	<b>6.9%</b>	<b>7.8%</b>	<b>8.6%</b>

## Faculty Turnover Comparison



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

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

## Faculty Turnover Comparison

	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
<b>Separations</b>	85	98	105	131	135	140
<b>Hires</b>	181	207	207	208	211	178

Increase in number of female faculty for 5-year period:	
New hires	548
Resignation	273
Net Gain	275

Increase in number of male faculty for 5-year period:	
New hires	453
Resignation	336
Net Gain	117

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, David Carver has served as a campus ombuds throughout the 26-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. Sue Swindells retired from the ombuds role in July 2022, and Dr. Jessica Koran-Scholl joined the ombuds team in August 2022. Dr. Koran-Scholl accepted a job offer in Florida and departed from UNMC at the end of May 2023.

With the support of Chancellor Gold and Senior Vice Chancellor Davies, Dr. Kristie Hayes joined the ombuds team in September 2023. Dr. Hayes is an Emeritus Professor and former program director in the UNMC Department of Dermatology. She previously served as Assistant Dean for Students and Multicultural Affairs in the College of Medicine. In 2023 Dr. Hayes was the winner of the UNMC Unsung Hero Award. She is very well-known and highly respected across the entire UNMC community.

This report will describe the unique aspects of the organizational ombuds role and highlight the ongoing outreach and growth of our ombuds program and related activities during 2023-24.

## IOA Standards of Practice

The International Ombudsman Association (IOA) **Code of Ethics and Standards of Practice** provide the core values and fundamental practice principles for the UNMC Ombuds Program and hundreds of higher education institutions worldwide. Dr. Carver served recently on the IOA Board of Directors and co-chaired the Task Force that updated the IOA Code and Standards. 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 ombuds role 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 source, 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 behind-the-scenes. The ombuds does not participate in any formal complaint, grievance, appeal, or disciplinary process. The ombuds is not an officer of notice for the organization but may provide information to “visitors” (service users) 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 **1)** work or school-related problem clarification; **2)** relevant policy identification and explanation; **3)** generating a range of potential problem-solving options; **4)** interpersonal communication guidance; and **5)** 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 ombudspersons will 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

During 2023-24, Dr. Carver continued to meet with numerous UNMC campus groups to expand the awareness of the Ombuds Program. In addition to ombuds talks, Carver presented on other related “primary prevention” topics including faculty advising skills, handling difficult conversations, psychological first aid, peer counseling, and stress management. The following is a partial list of these presentations.

- Various new student orientation talks
- Student Senate
- Faculty Senate
- Academic Success Program Peer Mentors (2 presentations)
- Graduate Student Association
- Deans and Directors meeting led by Dr. Davies
- Physician Assistant Program faculty & staff
- Medical Anatomy students
- Pharmaceutical Science faculty
- Rheumatology fellows
- Graduate students and faculty (difficult conversations presentation)
- UNMC Critical Incident Team
- Occupational Therapy faculty
- Clarkson Family Medicine



- College of Medicine Phase 1 faculty
- COM Phase 2 faculty
- COM Phase 3 faculty
- Comparative Medicine staff (two presentations)
- Faculty Development: New Faculty Mixer
- College of Nursing Norfolk faculty
- Dr. Davies' Academic Affairs staff
- College of Public Health "All Hands" faculty/staff meeting
- College of Pharmacy Faculty Development
- Anesthesiology faculty
- College of Allied Health faculty & staff
- Medical Anatomy students
- Dermatology Department faculty & staff
- College of Public Health "JEDI" team
- MMI Severe Behavior Unit faculty & staff
- College of Dentistry faculty advisors
- Immunology, Pathology, & Infectious Disease students
- Urology Residents and Faculty
- Neurosciences department residents

### **UNMC Committees and Work Groups — Meeting Planning and Attendance**

- UNMC Incident Command Team (psychological first aid)
- UNMC Wellbeing Committee (co-chaired with Dr. Wengel)
- College of Medicine Student Evaluation Committee (ex officio)
- DEI/Inclusive Communities/Safe Space training
- Design Thinking for Equity
- Design Thinking Sprint and Showcase
- Design Thinking for K-12 Wellbeing (small group coach)
- Summer Health Professions Education Program (SHPEP) Executive Committee

### **College of Medicine Group Facilitation**

Since 1992, Dr. Carver has led small group communication skills and ethics classes for first- and second-year medical students. He facilitates the groups but does not participate in grading or formal evaluation of students. In 2023-24 he co-facilitated 23 hours of M-1 and M-2 classes with Mary Gallagher Jansen, MD (Internal Medicine) and Aaron Barksdale, MD (Emergency Medicine). Starting in July 2023, Carver facilitated 5 hours of Balint discussion groups for Family Medicine residents. He also facilitated two Interprofessional Education sessions.

### **Recent State and National Professional Association Leadership Roles (Carver)**

- International Ombuds Association: IOA Board of Directors (2016-22-two terms), Nominations and Governance Committee, Standards of Practice Task Force Co-chair
- Consultations with other higher education and healthcare ombuds (38 hours)
- American Psychological Association Council of Representatives (COR): Chaired the Council Effectiveness Plan-Implementation Oversight Task Force (2022-23). This task force was asked to implement 17 multi-faceted Council improvement recommendations that emerged from a two-year COR self-study; presented a COR new business item to establish a COR Ombuds Program (adopted and implemented October 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 Leadership Development Academy
- Nebraska Justice Behavioral Health Committee: Designated psychology representative – longest serving committee member since 2008
- Depression & Bipolar Support Alliance (Omaha chapter): Program advisor
- Association of State & Provincial Psychology Boards (ASPPB): State Leadership Award

### **Continuing Education Completed (Carver)**

Active Shooter Response Training; Gender Affirming Care; Active Listening Skills, Asking Difficult Questions; Psychological Risk Reduction; AI for Higher Education; AI in Behavioral Health

### **Continuing Issues and Emerging Trends — Overview**

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 formal 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. In some cases, the ombuds program offers an informal, off-the-record alternative to filing a formal complaint or pursuing legal action.

Some ombuds consultations are brief one-session encounters, while other cases are more time-consuming and complicated, utilizing multiple resources. Faculty/student or supervisor/employee power differentials often contribute to fear of retaliation or negative consequences for the lower status individual. The ombuds 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 2023-24

1. Our UNMC campuses have returned mostly to normal operations as the COVID concern continues to lessen. However, the lengthy period of remote work and virtual teaching continues to have some impact on the quality of interpersonal communication within some academic programs, departments, and individual office units. Some faculty and staff, especially those with childcare responsibilities, continue to benefit from more flexible, virtual work schedules. Most administrative units have found ways to successfully integrate in-person and virtual schedules, although this is still a source of conflict in some cases.
2. One change we have seen in our ombuds consultations this past year is more requests for interventions at the dyadic, small group, and program levels. In these cases, we utilize informal mediation; shuttle diplomacy where the ombuds goes back and forth between parties; or informal small group sessions focused on facilitating conflict reduction and teamwork. This may involve offering training on skills such as assertive communication and handling difficult conversations.
3. UNMC continues to be recognized as a world-class academic health sciences center with many notable achievements in 2023-24. Our Strategic Plan outlines areas for organizational growth as we move forward from excellence to eminence. Despite this widely noted, publicly acknowledged record of achievement, some of our UNMC ombuds "visitors" still feel over-worked, under-appreciated, and disrespected. In their eyes, the interpersonal and systemic challenges that affect the UNMC social climate have not been addressed adequately. The Ombuds Program offers informal alternative dispute resolution services that focus on these systemic social climate challenges rather than personal psychological problems. Individual mental health diagnosis and treatment is helpful in many cases, but not always the best option for campus community members who feel isolated, confused, misunderstood, and disrespected. Ombuds visitors are often struggling to deal effectively with unhealthy work relationships exacerbated by extreme power differentials.
4. During 2023-24, faculty in some UNMC Colleges/Academic Departments continue to experience inconsistencies regarding promotion, tenure, and salary increases. Their perspective is that discrepancies when compared with colleagues at the same career stage are not explained or justified. The formal processes for challenging these perceived discrepancies are not defined clearly.
5. UNMC has made significant strides in developing innovative programs that emphasize creating a supportive social climate for all students, faculty, and staff. These efforts have had a positive impact on all campus community members, especially those who are under-represented and marginalized.
6. Residents, post-docs, fellows, non-tenure-track doctoral level researchers, and some early career faculty continue to report initial onboarding career information and orientation that is incomplete, confusing, or inaccurate. This is more often the case when they did not train or work at UNMC previously or when they come to UNMC from other countries. One possible solution would be to establish a mentoring program where all new doctoral staff are assigned an experienced mentor in addition to their formal supervisory relationship. These mentors would be chosen for their recognized skills in active listening, empathic understanding, and providing helpful feedback.
7. Students in some clinical training programs continue to report problems receiving timely, specific, helpful evaluations from their clinical preceptors and clinical faculty program coordinators. Student evaluation and grading policies are not always clearly stated or followed consistently, and formative evaluation is not provided during the learning experience in time for students to improve their performance. Some academic programs have made positive changes to their clinical evaluation process, while others have not addressed this concern sufficiently.
8. Kudos to the Academic Affairs/Graduate Studies leaders Drs. Davies, Meza, Schmid, and Gould for implementing several programs to enhance the faculty advising and wellness of graduate students. Enhanced student advising has been an organizational systems recommendation of the Ombuds Program in recent years. The UNMC community is also fortunate to have extensive continuing education options; excellent faculty development offerings; strong student success programs; and a sustained positive emphasis on wellness.
9. We congratulate Dr. Gold on his appointment as the next University of Nebraska President. No one is better qualified to assume this crucial system-wide leadership role. Dr. Gold has been a champion for programs designed to enhance the social climate and sense of belonging for all UNMC students, faculty, and staff. And we are confident that these programs will continue to grow under the excellent leadership of Interim Chancellor Davies.
10. Many thanks to Vice Chancellor Barnes, Susan Kraft Mann, and Amy Lamer for their strong administrative guidance and support for the Ombuds Program.

## Ongoing and Future Goals for 2024-25

11. Continue frequent individual communication and group presentations about the Ombuds Program to the entire UNMC community including the Colleges/Institutes, Student Senate, Faculty Senate, academic departments, campus support offices, new student and faculty orientation programs, and campus organizations.
12. Provide timely individual and group ombuds services to any member of our UNMC community upon request, including informal mediation and shuttle diplomacy at the program and departmental levels of intervention.
13. Working with Strategic Communications and UNMC leaders, continue to identify and “brand” 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 administrative intervention or mental health diagnosis/treatment. The Ombuds Program will continue to offer an informal dispute resolution alternative to formal complaints, grievances, and legal action.
14. Utilizing innovative constructive change programs such as Design Thinking, continue our ongoing active collaborations with UNMC social climate enhancement leaders such as Sheritta Strong, Linda Cunningham, Brandy Clarke, Stacey Coleman, Phil Covington, the Deans/Directors/administrators and staff from all our fine academic programs, and our student senate and faculty senate leaders. Despite possible external threats to some programs, we will remain a strong ally in promoting a UNMC social climate of belonging, respect, fairness, and dignity for all current and future members of our campus community.
15. Continue our ongoing, long-term collaboration with Dr. Steve Wengel on various campus wellness initiatives, including the Campus Wellbeing Committee. Dr. Carver will work with Drs. Wengel and Sarah Fischer to continue to offer our one-hour short course on First Responder Skills Training (FiRST) that incorporates basic psychological first aid principles. Our goal is to eventually offer this training to all campus departments.
16. Provide basic training and consultation to UNMC Colleges, departments, and student organizations on topics such as enhanced faculty advising skills, assertive conflict resolution, and peer support. These programs build upon the existing knowledge and skills of our faculty, staff, and students. They can be offered live or virtually in 1-2 hours. We are very pleased that this year enhanced faculty/student advising is once again included in the UNMC Strategic Plan. We have offered training on this topic to numerous departments over the past five years and would like to share our advising guidelines with additional audiences in 2024-25.
17. As co-chair of the International Ombuds Association Standards of Practice Task Force and nationally recognized expert on organizational ombuds practice, Dr. Carver has provided guidance and consultation to several academic ombuds programs including the newly developed ombuds role for the American Psychological Association Council of Representatives. Over the next 12 months, Dr. Carver will continue to consult with higher education ombuds in the Midwest and across the country.
18. Make appropriate referrals to programmatic allies such as Counseling & Psychological Services (CAPS), Student Success, Employee Assistance Program (EAP), Human Resources, Faculty Development, Global Engagement, Public Safety, and other campus programs that enhance UNMC’s organizational effectiveness.





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

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



## MISSION

UNeMed 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, 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 for the public good.

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 often filed.

UNeMed then employs a marketing plan to identify and establish a commercial partnership for the technology. These technologies can also be used to form a new startup company that can ultimately help improve the local and state economies.

YEAR	GROSS REVENUE	SPONSORED RESEARCH	LICENSES ISSUED	IP RELATED AGREEMENTS	INVENTIONS EVALUATED	PATENT APPLICATIONS
2013-14	\$1,172,805	\$334,427	14	408	79	100
2014-15	\$1,949,649	\$1,106,241	20	417	63	89
2015-16	\$1,731,121	\$649,028	20	507	87	99
2016-17	\$2,270,973	\$910,917	26	514	81	118
2017-18	\$1,501,164	\$883,223	22	472	111	122
2018-19	\$2,510,640	\$2,178,746	16	409	101	151
2019-20	\$2,575,607	\$1,931,110	16	474	105	155
2020-21	\$2,147,145	\$1,462,707	19	406	105	159
2021-22	\$1,691,743	\$829,345	18	426	90	142
2022-23	\$883,041	\$177,594	12	325	110	135
2023-24	\$1,403,013	\$200,00	15	337	104	141

	5-year Average	FY 2022-23	FY 2023-24
Gross Revenue	\$1,740,110	\$883,041	\$1,403,013
Sponsored Research	\$920,151	\$177,594	\$200,000
Licenses Issued	16	12	15
IP Related Agreements	377.6	325	337
Inventions Evaluated	102.8	110	104
Patent Applications	132.6	135	141

### FDA approves UNMC innovations

Within weeks of each other, in early in 2024, a pair of UNMC innovation reached a critical milestone: FDA approval. Both born from highly collaborative projects, the Carecubes isolation unit and Virtual Incision’s surgical robotics platform are now available in the open market.

#### VIRTUAL INCISION CORPORATION

Virtual Incision gained FDA authorization to use its ground-breaking surgical robotics platform, called MIRA, for adult patients undergoing colectomy procedures. FDA clearance finally opens the door for the Nebraska-born innovation to be used in hospitals, possibly enabling wider access to minimally invasive procedures to millions of Americans.

“While this is an important milestone, there’s always more to do,” said Michael Dixon, PhD, president and CEO of UNeMed, the tech transfer and commercialization office at UNMC that helped establish Virtual Incision. “The surgical robots need to be made and surgeons need to be trained to use them. But for patient safety and functionality, it’s passed the major hurdles. It’s been a long, decade-plus odyssey to go from an idea to an approved product, so this didn’t happen overnight. And getting to widespread adoption probably won’t happen overnight either; however, I am optimistic that this technology will have a major impact on healthcare over the next decade.”

MIRA, short for Miniature In vivo Robotic Assistant, is the product of a cross-campus collaboration between University of Nebraska-Lincoln robotics professor, Shane Farritor, PhD, and former UNMC surgeon Dmitry Oleynikov, MD.

It will be initially limited to colectomies, also referred to as a colon resection. Considered a major surgery, colon resections are among treatment options for patients with lower gastrointestinal diseases including diverticulitis, colon lesions and inflammatory bowel disease. Colon resections often involve a large incision so the surgeon may remove the damaged or diseased portion of the bowel.

It may take months to recover fully from such an open procedure, but recovery would be significantly reduced when the same procedure is performed laparoscopically. A surgical robot like MIRA, can provide that option to more patients.

Other surgical robotic options exist, but they are massive units that take up an entire room and reach into the body from outside the patient. MIRA, however, is a small, self-contained surgical device that is inserted through a single midline



umbilical incision in the patient’s abdomen. It does not require a dedicated operating room or specialized infrastructure, so it is expected to be significantly less expensive than existing robotic alternatives for laparoscopic surgery. Virtual Incision’s technology promises to enable a minimally invasive approach to surgeries performed today with a large open incision.

Virtual Incision said it will begin commercializing MIRA in select centers across the United States, and will eventually ramp up to additional sites over time. Virtual Incision added that it will seek additional approval for uses in other conditions related to gynecology, general surgery, urology and other soft tissue and solid organ surgery.

Studies of MIRA in gynecological procedures are already planned for later this year; and a new version of MIRA that is designed for general surgery is expected to be used in a first-in-human study outside the U.S., also later this year.

#### CARECUBES, INC.

Carecubes was created through the work between UNMC’s world-renown infectious disease team and a San Francisco-based research and development lab, Otherlab.

The original designs were initially created in a response to concerns related to Ebola outbreaks in Africa. But the recent COVID-19 pandemic sparked the creation of Carecubes as a path to commercialize the new technology for wider use. The Carecube now provides a better way to treat patients with highly infectious diseases, particularly for care providers that work in areas that lack the kind facilities found at UNMC or other major medical centers.

The Carecube can be rapidly deployed, setting up in less than 20 minutes. Some key features of the Carecube include lean-in glove walls and “pass-throughs.” The glove walls allow for rapid and improved patient access. The “pass-throughs” provide a safe and easy route delivering food, personal items, and equipment into the unit without breaking airborne isolation precautions.

The UNeTech Institute is an entrepreneurial support organization and startup incubator affiliated with the University of Nebraska Omaha (UNO) and the University of Nebraska Medical Center (UNMC). Over the past year, UNeTech has demonstrated significant success in fostering medical technology innovation and entrepreneurship in the Omaha region.

UNeTech has successfully concluded several externally funded initiatives that have transformed the regional medical technology ecosystem:

## The EDA-funded Omaha Medical Technology Pipeline (OMTP)

This collaborative initiative involving UNO, UNMC, and Metropolitan Community College (MCC) has achieved remarkable success in creating a localized innovation ecosystem. Key accomplishments include:

- Development of validated medical technology prototypes
- Launch of multiple startup companies
- Creation of a robust local supply chain for medical technology production
- The successful commercial launch of products like the MicroWash system

## The EDA-funded UNeTech Deploy!

Building on OMTP's foundation, the EDA-funded Deploy! has established an organizational framework to expand capital deployment in the medical technology sector:

- Provided critical support for University Medical Devices and RespirAI, helping raise over \$2.5 million in funding
- Built close relationships with local manufacturers RD Tool and Major's Plastics, providing a path for future medical technology startups.
- Created a complete local ecosystem where inventions can be developed at UNMC, prototyped at MCC, and manufactured in Omaha

## The Kauffman-funded Opportunity Corps

- Building on UNeTech's mission to support diverse entrepreneurs, Opportunity Corps established a framework to expand entrepreneurship opportunities to underrepresented founders in Omaha:
- Provided mentorship and entrepreneurial training to three cohorts focused on women in STEAM and Black entrepreneurs
- Created awareness of existing women leaders while building networks between mentors and aspiring entrepreneurs
- Established pathways to leadership and startup formation through dedicated curriculum and support services
- Successfully integrated program graduates into UNeTech startups like AntiBiogram and IMPOWER in key leadership

## Ongoing Programs

### The EDA-funded Omaha Medical Technology Development Alliance

Building on the success of both OMTP and Deploy!, the Alliance focuses on expanding capital deployment and investor networks in the medical technology sector:

- Established relationships with the Angel Capital Association and Nebraska Angels for building new investor networks
- Created frameworks for preparing startups for investment readiness
- Planning investor summit events for 2025 to further expand the regional investment network

### The EDA-funded Omaha VR Pipeline

This new collaboration between UNO and MCC focuses on developing medical training simulations in virtual reality. The program has achieved several early milestones:

- Training of 6 initial developers with 14 certifications achieved
- Completion of 24 development sprints
- Progress on first product: an intubation simulation module
- Establishment of collaboration with UNMC's department of physical therapy

## Looking Forward

UNeTech is strategically expanding its investor and employer networks through multiple channels. Building on the success of programs like UNeTech Deploy! and the Medical Technology Development Alliance, which have helped raise over \$2.5 million for medical technology startups like University Medical Devices and RespirAI, UNeTech will expand engagement with investors interested in medical technology. This capital development strategy is complemented by deep partnerships with local manufacturers like RD Tool and Major's Plastics, creating a complete ecosystem where medical innovations can move seamlessly from concept to market. UNeTech will build out from UNMC's global leadership and make Omaha a destination for Medical Technology innovation.

The institute's collaboration with researchers and students continues to grow through its successful pipeline programs, with an emphasis on software development. The Omaha VR Pipeline has already demonstrated significant progress, with 6 developers earning 14 certifications and completing 24 development sprints. This program, which focuses on medical training simulations including an intubation module, showcases how UNeTech effectively bridges academic research with practical applications. By partnering with UNMC's physical therapy department and other clinical faculty, UNeTech ensures that its VR and software development projects directly address real healthcare needs.

Building on these achievements, UNeTech is now embarking on an ambitious expansion into AI through the Omaha AI Pipeline (OAIP). This new initiative will leverage UNeTech's proven model of collaboration between UNMC, UNO, and MCC to create transformative AI solutions in healthcare. The program will focus on several key areas: developing natural language processing for clinical decision support in emergency medicine, creating automation tools for healthcare administration, and building AI applications that can analyze complex medical datasets. Through its Employer Steering Committee, OAIP will ensure these innovations directly address healthcare challenges while creating new career pathways in AI. The program is particularly exciting because it leverages UNMC's significant computational resources, including the Center for Intelligent Healthcare and the Holland Computing Center, while building on UNeTech's successful track record of making advanced technology careers accessible to diverse populations. By combining healthcare expertise with AI innovation, UNeTech aims to position Omaha as a leader in intelligent healthcare solutions while fostering an inclusive, technology-driven economic future.



# COMBINED FINANCIAL STRENGTH

## University of Nebraska Medical Center and Nebraska Medicine

	UNMC (in thousands)	NEBRASKA MEDICINE (in thousands)	COMBINED (in thousands)
<b>ASSETS AND LIABILITIES, JUNE 30, 2024 (a)</b>			
Current Assets	\$561,531	\$1,104,932	\$1,666,463
Noncurrent Capital and Other Assets	1,958,860	1,359,417	3,318,277
Total Assets	2,520,391	2,464,349	4,984,740
Liabilities	175,100	1,043,306	1,218,406
Net Assets	\$2,345,291	\$1,421,043	\$3,766,334
<b>OPERATING HIGHLIGHTS, FY 2023-24</b>			
Total Revenues and Transfers (b)	\$604,853	\$2,606,744	\$3,211,597
Total Expenses	841,044	2,465,255	3,306,299
Excess of Revenues over Expenses	(236,191)	141,489	(94,702)
Other changes in Net Assets (b)	(2,503)	9,818	7,315
Increase in Net Assets	90,008	151,307	241,315
Net Assets at Beginning of Year	2,255,283	1,269,736	3,525,019
Net Assets at End of Year	\$2,345,291	\$1,421,043	\$3,766,334
<b>OPERATING BUDGETS, FY 2023-24 (c)</b>			
State General Fund (d)	\$167,915,616		\$167,915,616
Grants, Contracts and Gifts	561,100,000		531,100,000
Patient and Professional Services Revenue	41,600,000	\$2,159,043	43,759,043
Tuition, Auxiliaries and Other Income	229,649,237	188,518	229,837,755
<b>Total Revenue Budget</b>	<b>\$970,264,853</b>	<b>\$2,347,561</b>	<b>\$972,612,414</b>
Personal Services	482,100,080	1,223,905	483,323,985
Operating Expenses & Anticipated Awards	488,164,733	1,096,050	489,260,823
<b>Total Operating Expense</b>	<b>970,264,853</b>	<b>2,319,955</b>	<b>972,584,808</b>
<b>Revenue Over Expense</b>	<b>\$0</b>	<b>\$27,606</b>	<b>\$27,606</b>

a) per FY 2023-24 audited financials, for UNMC is per blended audit report, including UNeHealth, UNMC SRF and UDA; for Nebraska Medicine is June 30, 2024 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 2023-24 University of Nebraska General Operating Budget; Nebraska Medicine is per Nebraska Medicine Statement of Operations - Budget FY23

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

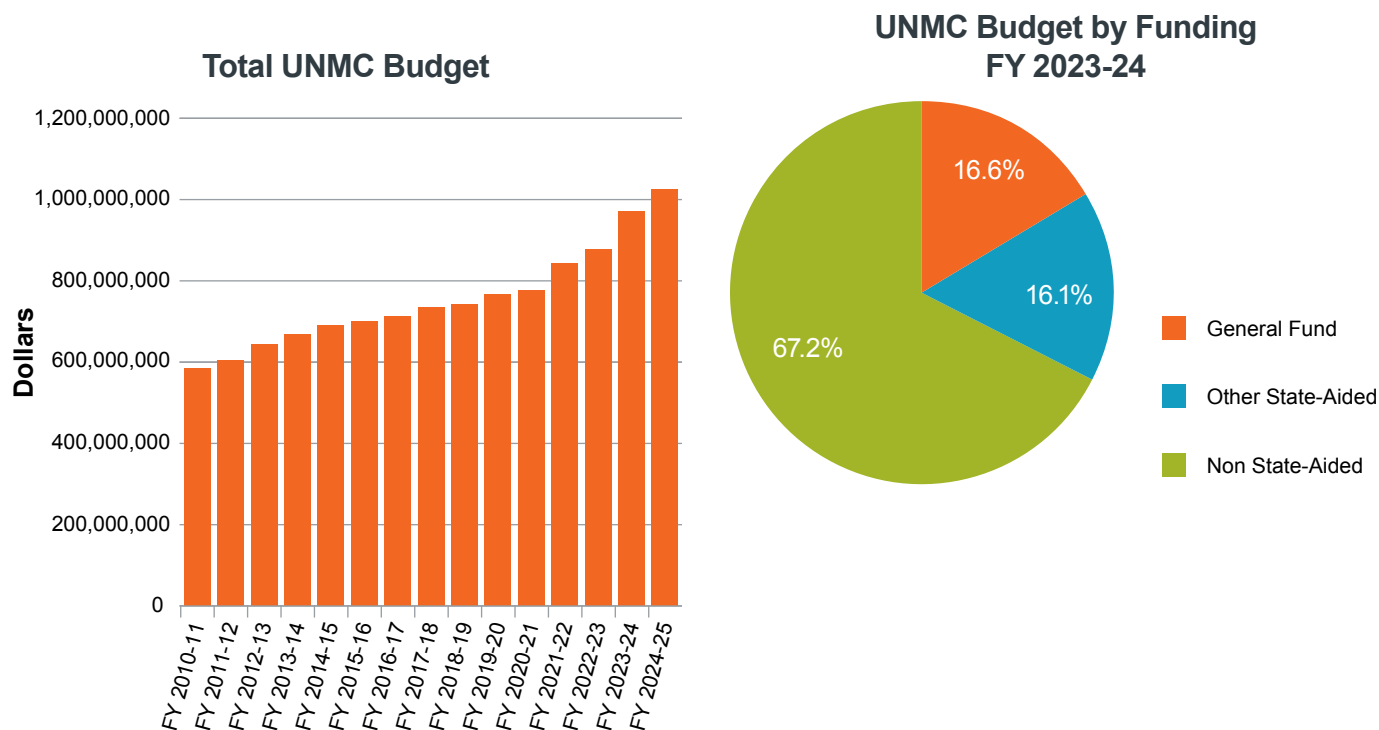
<b>PER APPROVED UNIVERSITY BUDGET</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>FY 2021-22</b>	<b>FY 2022-23</b>	<b>FY 2023-24</b>
<b>Growth in state general fund appropriation</b> State support underpins key instructional and operational activities.	2.7%	0.8%	1.0%	2.5%	2.0%
<b>Growth in non-state general fund revenues</b> 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.	3.2%	1.4%	11.1%	4.3%	13.0%
<b>Ratio of non-state general fund revenues to total revenues</b> 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.	79.1%	79.3%	80.9%	81.8%	82.7%
<b>ACTUAL FINANCIAL RESULTS</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>FY 2021-22</b>	<b>FY 2022-23</b>
<b>Ratio of current assets to current liabilities</b> 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	6.1	6.5	7.1	5.6
<b>Growth in net assets</b> This ratio measures total economic return and growth in UNMC's financial capacity to achieve its mission; positive growth is expected.	5.6%	7.9%	(0.3%)	3.7%	4.0%
<b>University credit ratings</b> 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 2009-10 THROUGH FY 2024-25

YEAR	GENERAL FUND	STATE-AIDED BUDGET	TOTAL BUDGET	GENERAL FUND AS % OF TOTAL BUDGET
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%
FY 2023-24	\$167,915,616	\$313,164,853	\$970,264,853	17.3%
FY 2024-25	\$170,167,818	\$335,473,688	\$1,024,173,688	16.6%

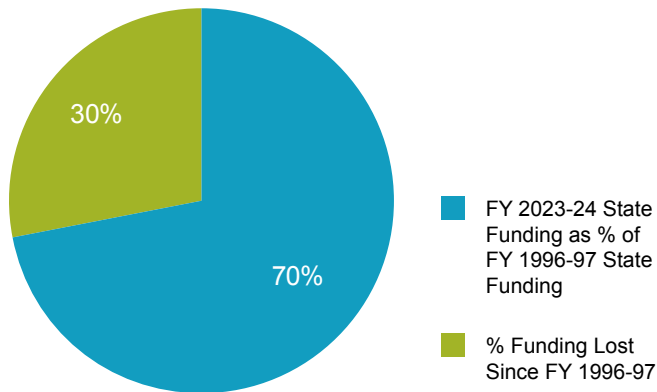
State-aided funds include state general fund, tuition, investment income, indirect cost reimbursement, patient revenue, state cigarette tax and state tobacco settlement funds.

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

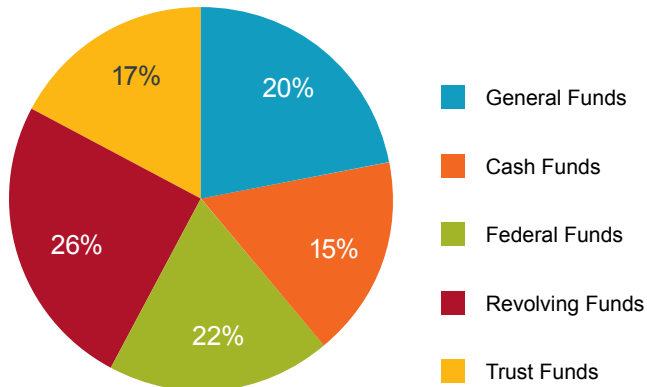


# STATE AND UNIVERSITY BUDGETS

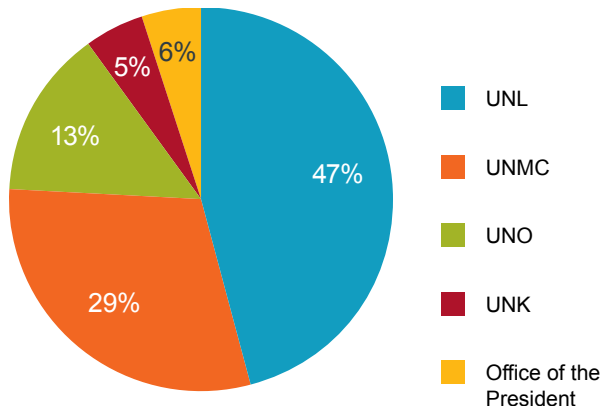
**Share of State Funding Lost from  
FY 1996-97 to FY 2023-24**



**University Revenue Budget by Source  
FY 2023-24**



**University Expense Budget by Campus  
FY 2023-24**



**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%
FY 2023-24	12.4%	70%

**UNIVERSITY REVENUE BUDGET BY SOURCE  
JULY 1, 2023**

General Funds	\$664,144,540
Cash Funds	494,517,058
Federal Funds	717,460,000
Revolving Funds	868,195,000
Trust Funds	567,752,000
<b>Total</b>	<b>\$3,312,068,598</b>

**UNIVERSITY EXPENSE BUDGET BY CAMPUS  
JULY 1, 2023**

UNL	\$1,554,940,981
UNMC	970,264,853
UNO	438,702,384
UNK	165,855,695
Office of the President	192,304,685
<b>Total</b>	<b>\$3,312,068,598</b>



# 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 2023-24 (THOUSANDS)	FY 2022-23 (THOUSANDS)
<b>SOURCES OF FUNDS</b>		
Gifts, bequests and life insurance proceeds	\$280,948	\$280,656
Investment income	32,725	41,995
Change in value of split-interest agreements	376	666
Realized and unrealized gains (losses) on investments, net	334,409	166,013
<b>Subtotal Sources of Funds</b>	<b>\$648,458</b>	<b>\$489,330</b>
<b>USE OF FUNDS</b>		
Academic support	\$95,039	\$100,400
Student assistance	37,989	35,287
Faculty assistance	9,062	8,371
Research	10,725	10,573
Museum, library and fine arts	6,194	3,309
Campus and building improvements	132,657	129,289
Alumni associations	598	598
<b>Subtotal Use of Funds</b>	<b>\$292,264</b>	<b>\$287,827</b>
Management and fundraising	43,853	40,361
Other operating expenses		
<b>Total Use of Funds</b>	<b>\$336,117</b>	<b>\$328,088</b>
Increase (decrease) in net assets	161,242	161,242
Plus: beginning net assets	2,790,614	2,629,372
<b>Ending net assets</b>	<b>\$3,102,955</b>	<b>\$2,790,614</b>

### UNIVERSITY OF NEBRASKA FOUNDATION UNMC STATEMENT OF ACTIVITIES

	FY 2023-24 (THOUSANDS)	FY 2022-23 (THOUSANDS)
<b>SOURCES OF FUNDS</b>		
Gifts & Pledges	\$41,925	\$57,467
<b>USE OF FUNDS</b>		
Academic support	\$14,645	\$9,665
Student assistance	4,673	3,987
Faculty assistance	4,295	3,459
Research	7,959	8,382
Museum, library & fine arts	238	380
Campus & building improvements	20,986	20,249
Alumni associations	230	230
<b>Total Disbursements to UNMC</b>	<b>\$53,026</b>	<b>\$46,352</b>

# UNIVERSITY OF NEBRASKA FOUNDATION

During fiscal year 2024 (July 1, 2023-June 30, 2024), **57,603 donors** committed a record **\$388.8 million** in new funds to the University of Nebraska Foundation to benefit the University of Nebraska.

## Highlights of the fundraising year included the following:

- The University of Nebraska ranked No. 15 nationally for funds received among public universities.
- The university ranked No. 25 nationally for total endowment among public universities.
- 99% of gifts to the foundation were restricted by donors to a specific university use.
- \$7.61 were generated in gifts for every \$1 spent.
- The foundation's one-year endowment return of 14.5% was the third highest in the Big Ten.

## Featured UNMC Gifts

During fiscal year 2024, 6,005 benefactors committed \$89.8 million in support of the University of Nebraska Medical Center. Philanthropic gifts supported students, faculty, programs and capital projects. Following are a few examples of these gifts.

- The Richard D. Holland Presidential Chair in Public Health was established at UNMC.
- A gift from a living trust will support UNMC research to further the understanding and treatment of retinitis pigmentosa, a rare genetic eye disease.
- A gift commitment from an anonymous donor will support the Mary Eliza Mahoney Nursing Mentoring Program, which provides mentoring and academic support to first-generation students in the College of Nursing.
- The second annual UNMC/Nebraska Medicine Giving Day was a tremendous success, with donors from across the country making a record-setting 2,062 gifts to raise \$767,919 to support UNMC and Nebraska Medicine.

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

Gifts received during fiscal year 2024 were part of the university's *Only in Nebraska: A Campaign for Our University's Future*, a historic effort to engage 150,000 benefactors to raise \$3 billion and build the future Nebraska needs now. As of June 30, 141,677 donors had committed \$2.35 billion.

Of these funds, 24,672 donors had contributed more than \$730 million toward the UNMC and Nebraska Medicine \$1 billion campaign goal. Campaign priorities include:

- Scholarships and other student support to help make education affordable and attract more students and keep them in Nebraska;
- Endowed faculty professorships and chairs to help recruit and retain the best and brightest minds to Nebraska to inspire and guide future generations;
- 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 Health: Building the Healthiest Nebraska will provide a modern platform to create the best possible learning environment for health professionals while expanding clinical research and community service to continue the trajectory of health care excellence in Nebraska; and
- 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@nufoundation.org](mailto:amy.volk@nufoundation.org) or 402-502-4112

# UNMC SPACE FACTS

	# OF BLDGS.	GROSS SQ. FT.	# RESEARCH LABS	LAB & LAB SUPPORT SQ. FT.	ACRES
UNMC-Nebraska Medical Center	56	4,613,784	537	565,761	147.24
UNMC-Residential	25	117,958			
Nebraska Medicine-Nebraska Medical Center*	7	893,182			29.00
<b>Subtotal</b>	<b>88</b>	<b>5,624,924</b>	<b>537</b>	<b>565,761</b>	<b>176.24</b>
UNMC Parking Structures	6	1,118,383			
Nebraska Medicine Parking Structures	7	1,027,201			
<b>Subtotal</b>	<b>13</b>	<b>2,145,584</b>			
<b>UNMC-Off Campus</b>					
Gehring	1	3,472			
Kearney	1	52,372			
Lincoln	4	234,796	16	7,741	
Norfolk	1	22,890			
Omaha	7	395,819			
Scottsbluff	1	6,282			
<b>Subtotal</b>	<b>15</b>	<b>715,631</b>	<b>16</b>	<b>7,741</b>	
<b>Nebraska Medicine-Off Campus</b>					
Nebraska Medicine-Clinics	20	232,484			
Nebraska Medicine-Other	4	167,719			
Nebraska Medicine-Village Pointe	4	281,857			
Nebraska	2	333,000			21.00
<b>Subtotal</b>	<b>30</b>	<b>1,012,531</b>			<b>21.00</b>
<b>Grand Total</b>	<b>146</b>	<b>9,498,670</b>	<b>553</b>	<b>573,502</b>	<b>197.24</b>

\*Clarkson College data is no longer included in this report (177,097 GSF)







# UNMC FACILITIES DEVELOPMENT PLAN

	SIZE (SQ. FT.)	FUNDING (MILLIONS)	STRATEGIC ALIGNMENT	STATUS
<b>PROVIDE FACILITIES TO ACHIEVE CAMPUS VISION AND STRATEGIC GOALS</b>				
<b>EXPAND PATIENT CARE:</b>				
Project NeXT/Project Health	1,100,000	\$2,200.00	Increased academic, research and patient care capacity in new facilities; Expand residency opportunities; Increased Emergency Department capacity	Program Statement for Project Health approved. Design is underway. Construction to start late 2025.
Farnam Health Clinic	80,000	\$92.60	Expand ambulatory care for key programs including Dermatology, Internal Medicine, and Gastrointestinal departments.	Planning and development.
Bennington Health Center		TBD	Expand ambulatory care in Northwest Omaha region.	Design and construction underway. Anticipated completion Fall 2025.
Fred & Pamela Buffett Cancer Center Kearney, NE	53,000	\$52.30	Comprehensive cancer care facility.	Facility opens Winter 2024.
<b>RENEW AND EXPAND EDUCATION SPACE:</b>				
Center for Operations and Research Excellence (CORE)	180,000	\$104.90	Create a shared facility including wet labs, dry computational research labs, shelled space for future growth, and optimal work environments.	Construction in progress. Anticipated completion summer 2026.
Catalyst Innovation Hub	40,800 UNMC; 170,000 TOTAL	\$29.00	The Innovation Hub will relocate UNeMed to facilitate growth for research and innovation by housing within the larger Catalyst facility where entrepreneurs, investors, and innovators will serendipitously intersect. The space includes new team workspace as well as shared amenities including collaboration space and training rooms.	Construction in progress. Anticipated completion April 2025.
College of Dentistry - Renewal and Exterior Modifications	119,000	\$17.50	Replace critical envelope infrastructure including roof and curtain walls; modernize classrooms and lecture spaces; improve energy efficiency and occupant safety through mechanical upgrades; update egress and other compliance items.	Final phases of project to be completed August 2025
Health Sciences Education Center II	113,000	\$85.00	Expand UNK's Health Sciences Education program offerings with expanded space for College of Medicine, College of Public Health, College of Pharmacy, and College of Allied Health programs.	Construction in progress. Anticipated completion January 2026
Center for Health Professions Education	TBD	TBD	The Center for Health Professions Education will provide additional educational and teaching laboratory space for expanding allied health profession education programs. Educational spaces, clinical research spaces, multi-purpose spaces, and faculty/staff spaces comprise the core functions of the facility. A new facility will co-locate allied health departments from various campus locations.	Program and planning to occur in 2025, pending approval by Board of Regents and CCPE in 2025.
Research space and utilization study & development plan		TBD	Analyze utilization and typology of research spaces. Determine needs for future development.	Initial space study underway.
Execute LB384 Infrastructure Projects	TBD	\$72.00	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). Renovation of two levels of the College of Dentistry.	Projects to be completed spring 2024

	SIZE (SQ. FT.)	FUNDING (MILLIONS)	STRATEGIC ALIGNMENT	STATUS
<b>DEVELOP FUTURE CAMPUS CONFIGURATION</b>				
Student Residence Hall	203,000	\$66.00	Construct a six-story residence hall to accommodate approximately 300 students on the east end of UNMC campus. The residential facility will include studio, one-bedroom and two-bedroom units, as well as first floor meeting and study spaces open to all UNMC students, including non-tenants.	Design and construction underway. Project to be completed August 2026.
42nd Street Pedestrian Improvements		TBD	Pedestrian and safety improvements to 42nd Street Corridor between Emilie and Dewey streets, including paving, landscaping, and site improvements. Work to coincide with MUD infrastructure updates under street.	Planning underway.
Leavenworth Services Center	44,600	\$11.90	Renovate former Community Alliance building on 40th & Leavenworth to house Public Safety, Parking, and Human Resources departments of UNMC.	Programming and planning underway. Construction completion estimated for Nov. 2026
Ongoing strategic acquisitions		TBD	Future community and campus development	Complete Master Plan.
<b>IMPROVE CAMPUS QUALITY AND EFFECTIVENESS</b>				
Joint Campus Traffic & Wayfinding Update		TBD	Develop plan to align area traffic circulation and wayfinding	Complete Master Plan. Work on campus connectivity and wayfinding.
Edge District Parking Facility			City-owned parking facility within Edge District	Design and construction underway. To be completed October 2025.
Edge District Public Improvements (Saddle Creek campus)		\$20.00	Public Improvements through public-private partnerships.	Horizontal infrastructure construction underway
Midtown Medical Bikeway & Pedestrian Improvements		\$15.12	Construction of dedicated bikeway along Emile and Jones Street, between Saddle Creek Road and 39th Street, including pedestrian infrastructure across Leavenworth Street and Saddle Creek road. Project will be developed as a Public-private partnership.	Planning underway.

# SUSTAINABILITY INITIATIVES

The Office of Sustainability works closely with the Executive Sustainability Council, comprised of stakeholders from each of the Sustainability Master Plan (SMP) goal-areas, to achieve the institutional sustainability goals. The SMP guides the campus as an integrated effort to consume fewer resources, even while expanding the campus, and to provide strategic direction across business units while representing the two organizations' ongoing commitment to work together toward common goals.

UNMC and Nebraska Medicine have built a solid foundation in environmental stewardship over the past two decades. Sustainability supports the health care mission of the institution by protecting human and environmental health by using resources responsibly to provide for the future while meeting current needs. Efforts such as reducing energy use, managing waste streams, conserving water, and supporting alternative modes of transportation reduce the amount of climate pollution produced by the organization's daily operations. Mitigating the release of harmful pollution helps prevent chronic bronchitis, asthma attacks, emergency room visits, lost workdays, and premature death, among others. Managing greenhouse gas emissions directly supports our mission to create and foster a healthy future for all individuals and communities. Additionally, these initiatives help lower the institution's energy spend, protect water, and land resources that are vital to our State and help attract and retain students, staff, faculty and colleagues who share similar values.

The Campus Sustainability Goals and quarterly updates are available at <https://dashboard.livegreennebraska.com/>

## Emissions

**Baseline:** 153,964 metric tons of carbon dioxide equivalent (CO<sub>2</sub>eq).

**Goal:** Net zero building emissions. Reduce operational emissions to 15,396 MtCO<sub>2</sub>e annually.

**Progress:** 113,576 MtCO<sub>2</sub>e (26.6% reduction).

Campus planners are challenged to balance responsible campus growth with energy (and associated emissions) reduction strategies to accommodate new square footage while

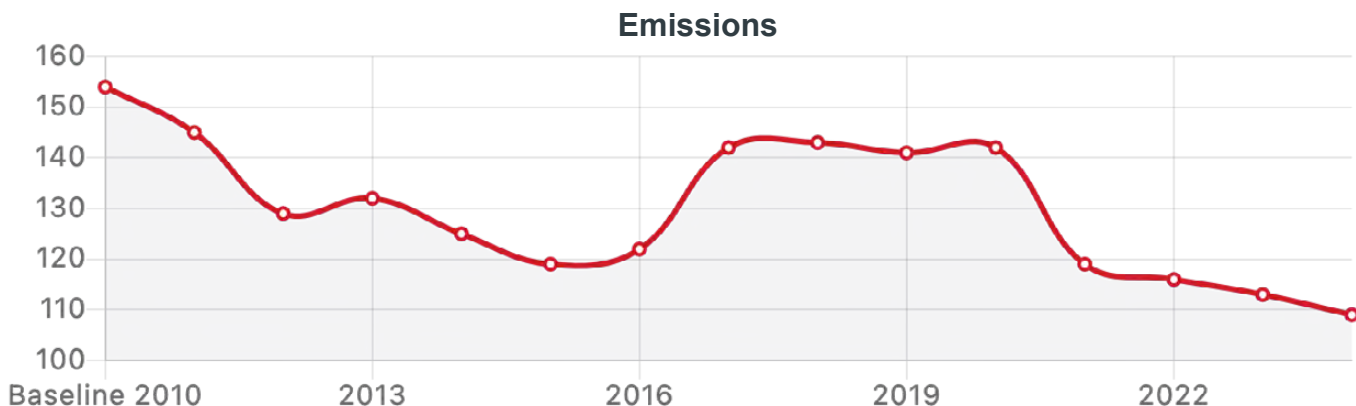
driving toward net zero building emissions by 2030. Overall emissions and per square foot emissions has declined over the past year and is below the baseline, signaling efficiencies in resource use. Since 2010, the medical center has reduced more than 313,150 mtCO<sub>2</sub>e of emissions. That is equivalent to the climate pollution from 39,490 homes for an entire year.

The med center's Scope 2 emissions continue to decline as OPPD works to implement their own net-zero emissions plan. Since 2019, OPPD has increased the percentage of renewable energy generation like wind and solar, lowering their emissions footprint and in turn that of organizations purchasing electricity from OPPD.

Tracking energy consumption is imperative to properly managing resources and the med center has leveraged useful insights from EnergyCap — a detailed software that can help find trends, anomalies and data sets that will help to further reduce energy use. At the beginning of CY24 the Office of Sustainability began using the CarhonHub module within the EnergyCap software to conduct a Scope 3 inventory which estimates supply-chain related emissions. The inventory will provide a more comprehensive analysis of the med center's emissions footprint. The inventory is on track to be completed by the end of CY24.

In February of 2022, staff at the med center helped inform and develop the institution's net zero pathway. The modeled scenarios 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 fleet vehicles.

In FY24 the net zero pathway was used to inform common sense decision making at the medical center to bring the net zero emission goal into view. Equipped with a better understanding of campus energy usage and associated emissions, staff are now investigating and implementing strategies to reduce both. Modeling considers cost, feasibility, timelines, and financial return-on-investment of each identified project. Strategies like electrification, heat-pumps, thermal energy storage, advanced building design and construction are some aspects that inform the roadmap.



All measurements in thousand metric tons of carbon dioxide equivalent

Water

**Baseline:** 225,164,787 gallons of water.

**Goal:** Achieve net zero water use by 2030. Reduce annual water use by 120M gallons.

**Progress:** 207,101,004 gallons (8.0% decrease).

The medical center continues to monitor water on campus, taking a proactive approach to any increases in consumption or correcting maintenance issues. In addition to monitoring irrigation systems and planting native, drought-tolerant plants, the campus is working to install low-flow fixtures where appropriate, upgrading to more efficient equipment and is vigilant in fixing leaks.

Cumulatively, efforts have saved an impressive 342,600 million gallons of water since 2010. Implementing a variety of strategies reduces spend on municipally supplied water, associated infrastructure and wastewater processing for both the medical center and the City of Omaha.

In early CY24 the Office of Sustainability conducted a water conservation campaign through the LiveGreen Ambassador program. The campaign named “See a Leak, Report a Leak” was designed to raise awareness about water waste on campus and provide the campus community the resources and

know-how to report a leak and submit a maintenance request through the appropriate channels. The results from the 2024 Sustainability Engagement Survey (SES) indicate water conservation awareness increased four percent compared to the 2022 SES results.

Materials/Waste

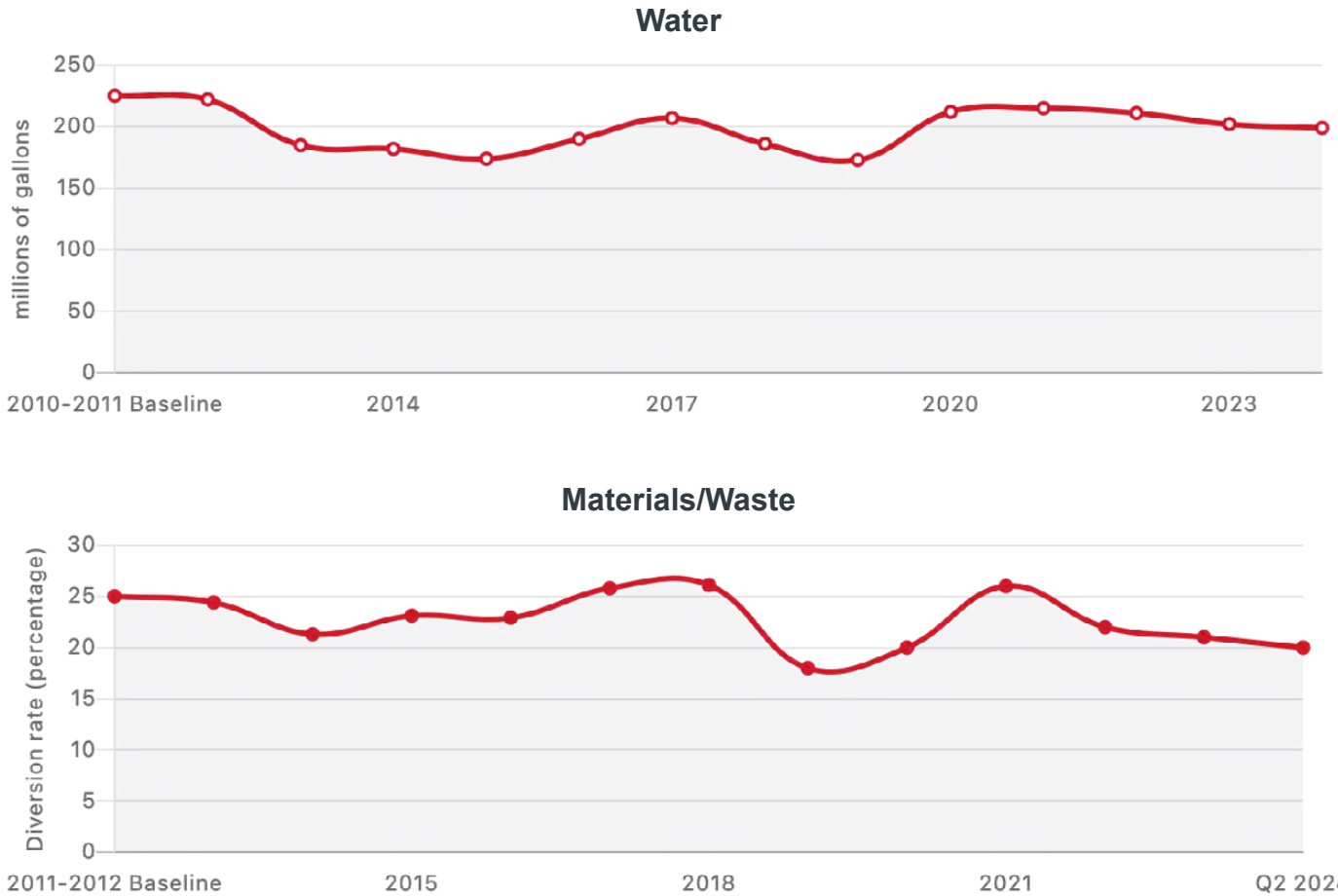
**Baseline:** 25% of materials diverted from landfill.

**Goal:** Net zero waste by 2030. Increase annual diversion rate to 90%.

**Progress:** 20% of materials diverted.

In FY24 waste management continued to be focal point of the sustainability mission on campus. A focus team was established to evaluate the current goal and explore and identify ways to operationalize high-impact solutions. One area of focus was to expand and standardize recycling infrastructure across the med center portfolio. In late FY24 work began to bring this vision to the Bellevue Medical Center (BMC) campus. The installation of nearly 70 recycling bins will be completed in early FY25.

A new area of focus was addressing waste generated in research spaces. The Office of Sustainability launched the Green Labs pilot program in May 2024 to address responsible





resource use in four pillars: waste, water, energy and procurement (upstream waste). The Green Labs program was designed to promote sustainability to researchers through awareness and access to opportunities while maintaining safety, productivity and innovation. Participating researchers were asked to assess their current lab operations and protocols and were challenged adopt more sustainable actions. For example, the program encourages labs to participate in the existing campus recycling program and consider additional actions such as installing bins to leverage the Hefty® ReNew® program, which accepts soft plastics and expanded polystyrene — items not included in the med center's current recycling stream.



## 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 by 2030.

**Progress:** 40% (achieved in 2022).

TravelSmart, a program developed to increase participation in more sustainable modes of transportation, was launched in June 2015. TravelSmart continues to be a fundamental program to reduce parking pressure and congestion on campus by promoting active transportation such as public transit, carpooling, walking and biking. Over the past few years, work from home has increased at the med center and has significantly contributed to meeting the 2030 goal ahead of schedule.

Campus planners continue to explore options for adding more electric vehicle (EV) charging infrastructure to promote low-carbon commuting among students, faculty and staff. In FY24

parking services continued to provide the campus community with free Heartland Bike Share memberships. Bike share memberships give campus community members access to over seventy stations throughout the city of Omaha equipped with electric assist bicycles, making it much easier for users to navigate hills and in some cases overcome the first/last-mile challenge associated with public transit.

## Campus Engagement

**Baseline:** Sustainability Engagement Score was 45 (out of a possible 100).

**Goal:** Achieve a Sustainability Engagement Score of 75 by 2023.

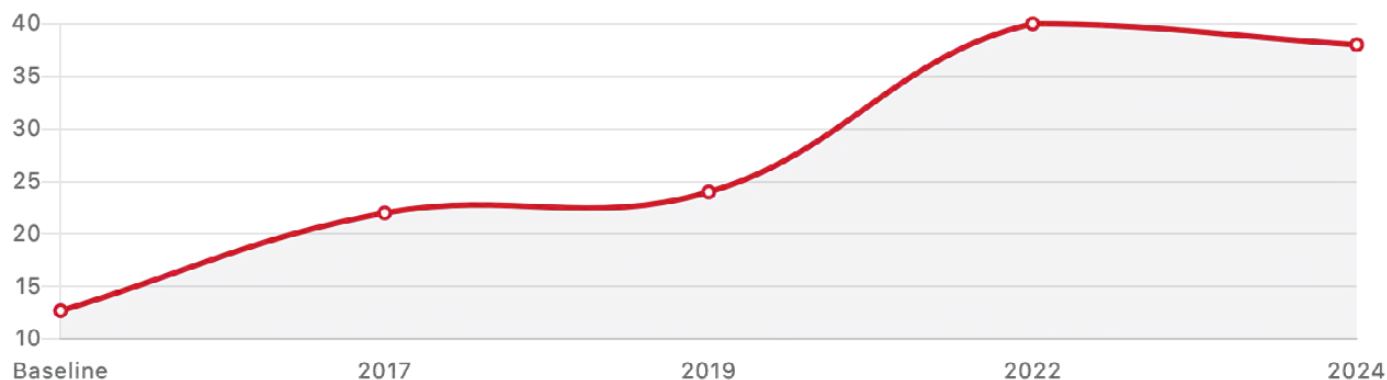
**Updated Goal:** Achieve a Sustainability Engagement Score of 85 by 2030.

**Progress:** Current Sustainability Engagement Score is 58.

The LiveGreen Ambassador program continues to be an effective way to promote sustainability awareness and initiatives on campus as indicated by the latest Sustainability Engagement Survey results. Any interested student, faculty or colleague can become a LiveGreen Ambassador, which was officially converted to an Employee Resource Group (ERG) in late FY24 with a leadership team voted in and charter adopted to strategically steer efforts of the LGA to align with and support campus sustainability goals. Throughout the year, LiveGreen Ambassadors are invited to engage with 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.

In Earth Month 2024 a variety of activities were planned, including our annual two-day personal electronic-waste recycling and document shredding event, a campus clean-up and a webinar with local experts discussing the benefits of native pollinator habitat in urban settings and the release of UNMC's first-ever Planetary Health Report Card score — an effort led by individuals in the Healthy Earth Alliance (HEAL) student group. UNMC had an overall grad of B- and ranked 15th in the nation among 53 other schools. Review the med center's summary report and see the scores here.

## Transportation





The annual recycling event held on May 7 and 8 collected \$782 and 290 food items to be donated to the food pantry.

Materials diverted from the landfill were:

- 3,969 pounds of electronic waste
- 2,850 pounds of personal documents
- 86 pairs of glasses
- 64 pounds of assorted media
- Nine pounds of pop tabs
- 135 pounds of alkaline batteries
- 30 pounds of rechargeable/button batteries

In collaboration with the Blue Bucket Project (<https://www.bluebucketprojectomaha.com/>), the UNMC Office of Sustainability hosted a “Flash Trash Mob” on April 24 to collect litter from the native prairie area surrounding Parking Lot 64. Participants collected two full bags of landfill waste, one of recycling and one of Hefty Renew Bag materials.

## 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

Provided by LiveGreen



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. This year the med center celebrated 11 years of being certified as a “Tree Campus.”

At the Arbor Day tree planting event, students and staff planted a Japanese Lilac tree named “Kibo,” which means “hope” or “aspiration” in Japanese. It is located near Williams Science Hall in the Ruth and Bill Scott Student Plaza. 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.

## Looking Forward

**CAMPUS SUSTAINABILITY GOALS REEVALUATION:** The Office of Sustainability will conduct a reevaluation of campus goals using the Science Based Target initiative (SBTi) — a framework that defines and promotes best practices for emissions reductions and net-zero targets, providing standards, tools, and guidance to help companies and financial institutions align with the latest climate science. Though not seeking SBTi verification, the rigor inherent in this methodology will be utilized to reexamine all campus goals.

# INFORMATION TECHNOLOGY SERVICES



## FY 2023-24 Review

Last fiscal year, the IT department prioritized digital technology adoption, improved connectivity, enhanced academic learning environments, supported unique events through technology, and made significant progress on modernization efforts.

### INFRASTRUCTURE

The core infrastructure technologies were upgraded to support remote and hybrid teaching and learning. This includes HD projection or large format video displays, integrated control touch panels, multiple HD cameras, high-quality microphones, Zoom capability, and a lecture capture system.

### NETWORKING

Significant improvements were made in networking, including network switch replacements, improved Wi-Fi coverage, and upgraded DAS head-end units. Cellular coverage was also enhanced in several buildings.

### END USER EXPERIENCE

The rollout of OneTap for quicker access to applications continued, and standardization of image creation and management of end-user devices was achieved through Microsoft's InTune. Windows 11 upgrades began, and standard device configurations were provided for equipment ordering.

### SERVICENOW

Two major ServiceNow upgrades were implemented, along with several security features and an IT intake process within the service catalog.

### DATA CENTER

Preventive maintenance was conducted on all data center air handlers, cooling units, UPS, and battery systems.

### SERVICE DESK

The Service Desk is now completely staffed with in-house employees, leading to improved security and quicker resolution times.

### TELEPHONY

Upgrades to the Avaya Phone system were completed, and a proof of concept for telephony replacement from Avaya to Cisco at the Bellevue Medical Center was conducted.

### INFORMATION SECURITY

The focus for the fiscal year included risk assessments, user training and awareness, access control and privilege account management, network and biomedical device security, vendor management, and data security.

### DEVOPS AND PROJECT MANAGEMENT

The modernization effort emphasized an agile mindset, collaboration, continuous learning, and ongoing improvements. Key achievements include migrating the UNMC Campus Database from legacy Sybase to MS SQL Server, implementing central IRB system, implementing the Liaison Client Relationship Management system, and modernizing DevOps CICD processes.

Enhancements to IT Project Intake and IT Assessment processes directly support the organization's strategic plan by fostering efficiency, transparency, and collaboration.

### ENTERPRISE APPLICATIONS

Supporting research enrollment remained a top priority, with the Encore CTMS managing numerous protocols and subject visits.

### ENTERPRISE DATA WAREHOUSE, ENTERPRISE DATA ANALYTICS, CAPACITY MANAGEMENT, AND REFERRAL CORE

Efforts focused on developing collaborative partnerships to support research goals, enhancing capacity management, and achieving target goals in internal referral conversion rates and e-consults.

### ACADEMIC TECHNOLOGY

Enhancements included strategic alignment, increased data and informatics organizational maturity, and deployment of a



secure research enclave within the cloud ecosystem.

- **Digital Skills:** Workshops and training were conducted to support students, faculty, and staff, and emerging education technologies were promoted through various platforms.
- **Analysis & Decision Support:** Efforts to expand the University Digital Campus concept continued, with the establishment of the UNMC Factbook providing valuable insights.

## FY 2024-25 Preview

Looking ahead to the next fiscal year, IT will continue to build on the progress made last year by advancing various initiatives. A key focus will be on the adoption of digital technologies within the academic and research community. This aligns with the UNMC IT Strategic Direction, which aims to revolutionize healthcare, education, and research delivery through a cloud-forward approach, platformization, and a commitment to reducing complications, increasing resiliency, and ensuring reliability. By leveraging innovative technology and innovative processes, the mission is to enhance operational efficiency, foster a culture of continuous improvement, and deliver exceptional value to patients, students, researchers, and stakeholders. IT strategic pillars will include:

### CLOUD-FORWARD APPROACH

- **Adoption of Cloud Technologies:** Transition to cloud-based solutions to enhance scalability, flexibility, and accessibility of education, research, and healthcare services.
- **Data Security and Compliance:** Implement robust security measures and ensure compliance with healthcare and university regulations to protect patient, student, and employee data.

### PLATFORMIZATION

- **Integrated Health Platforms:** Develop and deploy integrated platforms that unify patient data, streamline workflows, and facilitate seamless communication across departments and colleges.
- **Interoperability:** Ensure systems are interoperable to enable efficient data exchange and collaboration among healthcare providers, educators, and researchers.

### REDUCING COMPLICATIONS:

- **Process Redesign:** Re-engineer clinical and administrative processes to eliminate inefficiencies and reduce the risk of errors.
- **Stakeholder-Centric Focus:** Focus on student, researcher, and patient outcomes by implementing evidence-based practices and processes.

### INCREASING RESILIENCY AND RELIABILITY:

- **Disaster Recovery and Business Continuity:** Establish comprehensive disaster recovery plans and business continuity strategies to maintain operations during disruptions.

- **System Redundancy:** Implement redundant systems and failover mechanisms to ensure continuous availability of critical services.

### OPERATIONAL EFFICIENCY:

- **Lean Methodologies:** Apply lean principles to streamline operations, reduce waste, and improve service delivery.
- **Automation:** Utilize automation technologies to enhance efficiency and reduce the burden of repetitive tasks on staff and students.

### CULTURE AND VALUE:

- **Continuous Improvement:** Foster a culture of continuous improvement by encouraging innovation, feedback, and professional development.
- **Patient and Staff Engagement:** Engage stakeholders in decision-making processes to ensure their needs and perspectives are considered.

By aligning our IT strategy with these pillars, we aim to create a resilient, efficient, University and Healthcare system that leverages the power of technology to deliver superior experience and operational excellence.

## Infrastructure

Looking ahead to the current fiscal year, the IT department is set to implement significant changes to the core infrastructure. These changes are designed to enhance the overall efficiency, security, and reliability of our systems. By adopting advanced technologies and innovative processes, we aim to support the evolving needs of our organization and ensure seamless operations.

- UNMC wireless access points that go to the end of support will be replaced. Currently there are 1,275 wireless access points that need replacement in FY25.
- Continue to implement the Active Expert Wi-Fi survey recommendations throughout campus.
- The internet edge infrastructure (internet connectivity to campus) will be modernized and replaced.
- Replacement of Avaya and Iwatsu phones begin. Expected to be a 2-year replacement process.
- Continued maturation of AWS and Microsoft Azure environments for adoption as potential landing zones for systems, applications, and data.
- Continue evaluation of internal audit of installed applications to ensure license compliance.
- Replace Windows 10 with Windows 11 and develop a plan for systems that are incapable of running Windows 11.
- Invest in resources necessary to run day 2 operations resulting from new buildings, projects, and priorities to meet the needs of the business.
- Technologically Advanced Distance Equipped Classrooms - Currently, "advanced technology" is implemented when



a specific requirement arises within a particular class or teaching model.

- Potential enhancements shown below being evaluated to become baselines in distance equipped classrooms.
  - Zoom Rooms: Replace software-based Zoom with dedicated Zoom Rooms
  - 360-Degree Cameras: Multiple high-resolution cameras strategically placed to capture instructors from different angles, providing a more dynamic view for remote students.
  - Auto-Tracking Cameras: Cameras equipped with auto-tracking technology to focus on the speaker and follow their movements automatically.
  - Augmented Reality Overlays: Augmented reality (AR) overlays on shared content, enhancing explanations and annotations for remote students.
  - Virtual Reality Integration: Integration of virtual reality (VR) technology for immersive field trips, lab simulations, and interactive learning experiences.
  - Interactive Digital Whiteboard: Digital whiteboard with multi-user support, allowing both in-person and remote students to collaborate simultaneously.
  - Network Operations Center (NOC): Remote monitoring center equipped with hardware capable of supervising the live health/operation of classroom technologies throughout the state.

## Information Security

The Information Security Office has identified 4 strategic initiatives for the next fiscal year.

- Policy compliance with CMMC and NSF for grant compliance
- Modernizing the infrastructure for the Identity Management system to a SaaS based solution
- Modernization of network security
  - Wired Segmentation
  - VPN modernization
  - Microsoft Active Directory and Microsoft 365 hardening
- Outsource the 24/7 monitoring of the Security Operations Center and build the alerting in the centralized logging system

## DevOps and Project Management

As UNMC strives to foster a more inclusive culture and seize opportunities to positively impact the lives of faculty, staff, and students, our modernization efforts, centered on an Agile culture, will continue into FY25.

- Streamline the onboarding process for non-faculty volunteers, graduate faculty, and students from other campuses.

- Leverage cloud forward thinking to move Research Support System (RSS) to a cloud deployment to support national and international user base for IRB protocols.
- Isolate and containerize business (Management Resources, BRAIN) and research (RSS) applications to provide more targeted services in a more secure architecture.
- Enable modern workflows that streamline and automate form related workflows to improve efficiencies and reduce storage needs for the ADIS application.
- Implement remaining Liaison CRM instance to bring all programs online.
- Implement Application Performance Monitoring for UNMC business applications to improve efficiency, stability, and proactive performance response. This process is in alignment with university policies and will impact all business applications managed by DevOps.

To align with the strategic goals of improving efficiency, enhancing transparency, and driving business value, the IT Project Intake and IT Assessment processes will be redesigned in ServiceNow. These updates aim to provide a streamlined approach for evaluating, prioritizing, and managing IT projects and assessments.

- Centralized Management: A single location for submitting and tracking IT projects and assessment requests.
- Simplified Process: Clear categorization ensures that requests are directed to the appropriate teams for faster processing.
- Better Visibility: Track the progress of IT Intake and Assessment requests directly in ServiceNow via automated notifications and real-time updates.
- Efficient Evaluation: Standardized assessment criteria to ensure alignment with our organizational priorities and standards.

Evaluation of ServiceNow's Strategic Portfolio Management module to help enhance alignment to strategic planning, business goals, delivery governance, technology portfolio management, resource planning and enhanced tracking for both IT intake and IT assessment processes.

## Enterprise Applications

The Application Services Team will focus on digital innovation throughout 2025. The Innovation Design Unit will be an example of collaboration between UNMC and Nebraska Medicine. A digital master plan has been created to service the opening in January of 2025 as well as expanding the teaching, research, and clinical care mission into the future.

- AI generated documentation will be introduced for clinicians. This documentation will support AI generated summarizations for multiple use cases.
  - Nurse handoff
  - Identification of study candidates

- Educational feedback to learners
- Studies will be conducted on the effectiveness of different technology tools and published to the community to expand the body of knowledge.
- Virtual Assistants and Robotics will be investigated to support the bedside clinicians with data retrieval and simple physical tasks.

AI will continue to be a driving force in 2025. AI tools will be introduced into the EHR that support:

- Responses to patient medical advice requests
- Creating denial appeals
- Drafting letters for UM Review

System maintenance is an ever-present priority. To ensure access to the most secure and modern tools, all core systems will be upgraded with routine maintenance schedules.

Being educated in the safe and effective use of all systems is a priority. The Application Training team will continue to offer efficiency training for all physicians and APPs.

The Laboratory Information System will be replaced in 2025. This massive modernization effort will impact every part of the Health System, creating new opportunities for laboratory research and operational efficiency. Over this one-and-a-half-year transformation project, Beaker will be introduced for the Clinical Lab, Anatomic Pathology, NPHL, and the Outreach lab.

## Enterprise Data Warehouse, Enterprise Data Analytics, Capacity Management and Referral CORE

### ENTERPRISE DATA WAREHOUSE AND ENTERPRISE DATA ANALYTICS

The team will concentrate on enhancing collaborative partnerships to support UNMC's research objectives. Their efforts will include providing diverse data elements, comprehensive data reports, and advanced data visualization tools.

Specific focus with dedicated support includes:

- Dashboard design, build, implementation, and enhancement
  - Research
  - READI
  - CRANE
  - PCORnet
  - NIH/Open Health
  - PCORI
    - Readiness Assessment Workflow
    - Best ICU (Intensive Care Unit) grant support
      - » ABCDE dashboard elements and EHR / EPIC logic documentation

### » ICU Liberation Bundle Compliance Dashboard

≈ Data source, purpose, data mapping, criteria

- Data Governance: Implement comprehensive security protocols and ensure adherence to healthcare regulations to safeguard patient data.
- Implement a single point of entry for data requests through ServiceNow.

### CAPACITY MANAGEMENT: AMBULATORY ACCESS DELTA TEAM

- Reducing new patient median lag time to FY25 target 17 days
- Digitalization acceleration pathway- Increase patient self-directed online scheduling
  - Primary Care target 17%
  - Specialty Care target 2%

### REFERRAL CORE

Focused efforts and support to increase referral conversion rate (from referral order to scheduled appointment)

### ACADEMIC TECHNOLOGIES

Transformational and innovative efforts continue across UNMC to help guide IT planning and execution focused on the five pillars detailed below:

- Extraordinary Teaching & Learning
- Extraordinary Research and Creative Activity
- Extraordinary Partnerships and Engagement
- Extraordinary Culture and Environments
- Extraordinary Stewardship and Effectiveness

Academic Technologies partnership with Faculty Development related to teaching philosophies to continue transition away from student memorization & apply models to competency-based education by focusing on:

- Enhancements within Canvas LMS to further competency tracking.
- Alignment of IT best practices between cross-campus focus and industry.
- Increased visibility around data analytics to help identify areas where additional support is required.
- Increase focus on Instructional Design, faculty training, and curriculum development.

Focus and alignment on emerging technologies will allow for continued advancement and increased economic opportunities across academic and research areas.

- Improve upon foundational process and functions across IT assessments exploring all avenues to drive efficiencies to positively impact our students, faculty, and staff.

- Continued review of existing technologies to enable AI to increase efficiencies and productivities which directly impact students, faculty, and staff.
- Exploration and development of AI chatbot and other innovative solutions to seek improved communication.
- Increase economic opportunities through grant funding engagements to drive efficiencies through process and successful execution.





# 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 ACCOMPLISHMENTS

- Rewrote the UNMC Research Compliance Service Center Policy and analyzed the need for a Sales and Services Policy.
- Submitted the Fringe Benefits Proposal to Cost Allocation Services, a division within the Department of Health and Human Services.
- Reviewed 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.
- Implemented the NIH mandated Childcare Reimbursement process.
- The Federal Facilities and Administrative (F&A) Proposal with the federal government was extended to FY2025.

## FY 2023-24 ACCOMPLISHMENTS

- Prepared for the space survey to be completed in March of 2025 and the Facilities and Administrative (F&A) Proposal with the federal government due December of 2025.
- Submitted the FY24 Fringe Benefits Proposal to Cost Allocation Services, a division within the Department of Health and Human Services.



## FY 2024-25 GOALS

- Submitted the UNMC Research Compliance Service Center Policy to the Policy Review Committee.
- Submit the FY25 Fringe Benefits Proposal to Cost Allocation Services, a division within the Department of Health and Human Services.
- Submit the Facilities and Administrative (F&A) Proposal by December 2025.
- Approve for one additional FTE in Sponsored Programs Accounting.
- Conduct a study on the Graduate Student rates & charges on Sponsored Projects.
- Review Sub Recipient Monitoring process changes with the Sponsored Projects Offices.



# ECONOMIC OUTLOOK



## Global

Global growth is expected to steady at 2.7 percent in 2025-26. However, the global economy appears to be settling at a low growth rate that will be insufficient to foster sustained economic development—with the possibility of further headwinds from heightened policy uncertainty and adverse trade policy shifts, geopolitical tensions, persistent inflation, and climate-related natural disasters. Against this backdrop, emerging market and developing economies are set to enter the second quarter of the twenty-first century with per capita incomes on a trajectory that implies substantially slower catch-up toward advanced economy living standards than they previously experienced. Without course corrections, most low-income countries are unlikely to graduate to middle-income status by the middle of the century. Policy action at both global and national levels is needed to foster a more favorable external environment, enhance macroeconomic stability, reduce structural constraints, address the effects of climate change, and thus accelerate long-term growth and development.

Open Knowledge Repository (<https://openknowledge.worldbank.org/entities/publication/11e10c6d-6587-477b-a69c-f368cfb3a0a4>) World Bank Group, *Global Economic Prospects January 2025*

## 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.** According to CBO's projections, the federal budget deficit will grow from \$1.6 trillion in fiscal year 2024 to \$2.6 trillion in 2034. Deficits also expand the size of the economy, from 5.6 percent of gross domestic product (GDP) in 2024, when certain postponed tax payments temporarily boost revenues, to 6.1 percent of GDP in 2025. In 2026 and 2027, revenues increase faster than outlays,

causing the deficit to shrink to 5.2 percent of GDP by 2027. Thereafter, outlays rise faster than revenues. By 2034, the deficit returns to 6.1 percent of GDP — significantly larger than the 3.7 percent deficits have averaged over the past 50 years.

Debt held by the public rises yearly about the size of the economy, reaching 116 percent of GDP in 2034 — an amount greater than at any point in the nation's history. From 2024 to 2034, increases in mandatory spending and interest costs outpace declines in discretionary spending and growth in revenues and the economy, driving up debt. That trend persists, pushing federal debt to 172 percent of GDP in 2054.

Federal outlays in 2024 total \$6.5 trillion, which is 23.1 percent of GDP. They stay close to that level through 2028 and then increase, reaching 24.1 percent of GDP by 2034. Growth in spending on programs that benefit elderly people and rising net interest costs drive those increases. Revenues in 2024 total \$4.9 trillion, or 17.5 percent of GDP. They reach 17.9 percent of GDP in 2027, in part because of the expiration of provisions of the 2017 tax act, and remain near that level through 2034.

- **Changes in CBO's Budget Projections.** The deficit for 2024 is \$0.1 trillion (or 4 percent) smaller in CBO's current projections than in the agency's May 2023 projections, and the cumulative deficit over the 2024–2033 period is smaller by \$1.4 trillion (or 7 percent). The biggest factor contributing to smaller projected deficits over the 10 years is a \$2.3 trillion reduction in projected discretionary outlays stemming from the combination of the Fiscal Responsibility Act and the Further Continuing Appropriations and Other Extensions Act, of 2024.
- **The Economy.** In calendar year 2023, the U.S. economy grew faster than in 2022, even as inflation slowed. Economic growth is projected to slow in 2024 amid increased unemployment and lower inflation. CBO expects the Federal Reserve to respond by reducing interest rates, starting in the middle of the year. According to



CBO's projections, economic growth will rebound in 2025 and then moderate in later years. A surge in immigration that began in 2022 continues through 2026, expanding the labor force and increasing economic output. Interest rates rose in 2023 as the federal funds rate (the rate financial institutions charge each other for overnight loans) increased to its highest level since 2001. In CBO's projections, that rate begins to decline in the second quarter of 2024. Interest rates on 10-year Treasury notes rise in 2024 and fall through 2026. Inflation slowed markedly in 2023. In CBO's projections, inflation as measured by the price index for personal consumption expenditures (PCE) slows further in 2024, to a rate roughly in line with the Federal Reserve's long-run goal of 2 percent. It then ticks up in 2025, before declining slightly.

- **Changes in CBO's Economic Projections.** Since February 2023, when CBO published its last full economic forecast, the agency has lowered its projections of economic growth and inflation (as measured by the PCE price index) for 2024. CBO also expects interest rates to be higher from 2024 to 2027 than it projected last year. After 2027, CBO's current and previous economic forecasts are generally similar.

<https://www.cbo.gov/publication/59710>, Congressional Budget Office "The Budget and Economic Outlook: 2024-2034" February 2024

## Midwest

Mid-America Manufacturing Economy Ends Year on Down Note with Job Losses, Rising Inflation, and Trade Issues

### DECEMBER 2024 SURVEY HIGHLIGHTS:

- For the seventh time this year, the overall, or Business Conditions Index, fell below growth neutral.
- For a third straight month, the wholesale price inflation gauge rose.

- Concern was raised regarding the potential of a January 15 longshoremen port strike.
- The region's employment index slumped below growth neutral for the 12th straight month.
- Despite falling manufacturing employment, approximately one in five firms reported labor shortages.
- U.S. Bureau of Labor Statistics data shows that regional manufacturing employment fell by 4,500 jobs (-0.4%) for 2024. During the same period, U.S. manufacturing employment sank by 73,000 jobs or -0.6%.
- According to the latest U.S. International Trade Administration data, the regional economy expanded 2024 year-to-date manufacturing exports by \$922.3 million from the same period in 2023 for a 1.2% gain.

Mid-American Economy (<https://www.creighton.edu/economicoutlook/midamericaneconomy>) Ernie Goss, Jack A. MacAllister Chair in Regional Economics at Creighton University's Heider College of Business Mid-America Business Conditions Index, January 2024

## Nebraska

The Leading Economic Indicator-Nebraska fell by 0.69% in August 2024, after rising in both June and July. The decrease in the leading indicator, designed to predict economic growth six months into the future, implies that the Nebraska economy will grow at a moderate pace through the end of 2024 and in early 2025. There was a decrease in manufacturing hours worked in August, as weakness in the national manufacturing sector spread to Nebraska. There was also a drop in building permits for single-family homes, suggesting that state home-building activity remains subdued.

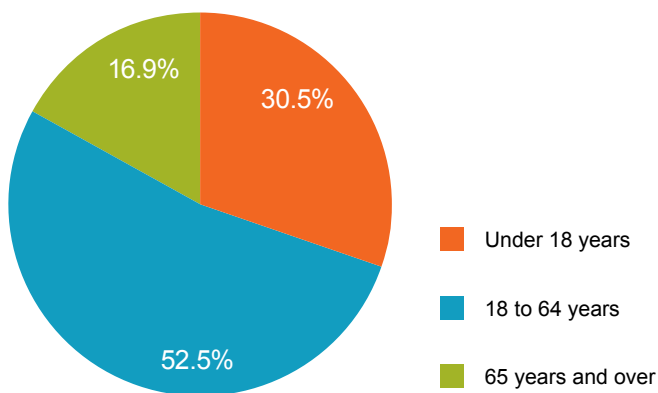
Nebraska Monthly Economic Indicators: September 27, 2024 (<https://business.unl.edu/research/bureau-of-business-research/documents/LEI-N-240927.pdf>)



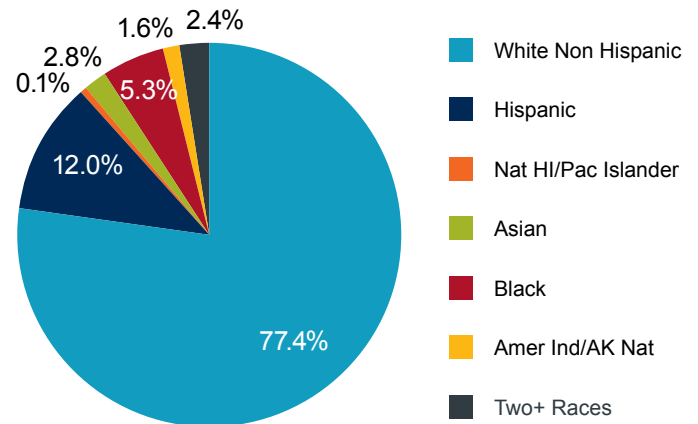
# POPULATION CHARACTERISTICS OF NEBRASKA

TOTAL INCREASE 2014-2023	GEOGRAPHIC AREA	POPULATION ESTIMATES									
		July 1, 2023 Est.	July 1, 2022 Est.	July 1, 2021 Est.	April 1, 2020	2019 Estimate	2018 Estimate	2017 Estimate	2016 Estimate	2015 Estimate	2014 Estimate
	Nebraska	1,978,379	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
5.3%	% Increase from previous yr	0.5%	0.2%	0.1%	1.4%	0.3%	0.5%	0.7%	0.6%	0.8%	0.7%
	United States	334,914,895	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
5.3%	% Increase from previous yr	0.5%	0.4%	0.2%	1.0%	0.3%	0.4%	0.8%	0.5%	0.8%	0.7%

Age Estimates of Nebraskans, 2023



Nebraska Residents by Race/Ethnicity, 2023



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 108th Legislatures first session convened on January , 2024. Short sessions – 90 working days – are historically spent on passing the state aided budget appropriations and introducing new legislation. On June 1, the Legislature adjourned sine die.

## Biennial Budget

With every 90-day legislative session, the top NU System legislative priority is the biennial state appropriation as requested by the Board of Regents.

- The 2023-2025 biennial budget for the State of Nebraska increased the University's state appropriations by 2.5% in FY2024 and 2.5% in FY2025. While this is lower than our original request of 3.0% annual increase, this final amount was a compromise between the NU System President, the Executive Branch, and the Appropriations Committee.
- The biennial budget package includes \$667,939,406 in FY2023 and \$698,937,285 in FY2024 for core operations (salaries, benefits, and utilities).
- The biennial budget package included increases in funding for the Nebraska Career Scholarship (\$2M) and operating funds for the UNK-UNMC Rural Health Education Facility (\$14.5M).
- The biennial budget package also included ongoing appropriations from the Health Care Cash Fund for pediatric cancer (\$2.7M) and the Nebraska Cancer Network (\$500K), both directed to the University of Nebraska Medical Center.

## NU System Legislative Agenda

Aside from the mid-biennial budget requests, there were other critical priorities for the NU System in 2023.

- **LB201** was a legislative proposal by Senator Tony Vargas that sought to require all public high school students to complete the FAFSA prior to graduation. Justin Chase Brown, UNLs Director of Scholarships and Financial Aid, testified in support on behalf of the NU System. LB201 was amended into LB705, passed by the Nebraska Legislature on May 30, 2023 by a 47-0 vote, and was signed into law by Governor Pillen on June 1, 2023.
- **LB273** is a legislative proposal introduced by Senator Tony Vargas that seeks to increase funding to the Coordinating Commission on Postsecondary Education (CCPE) by \$7.5M annually to increase Nebraska Opportunity Grant (NOG) funding. UNL Student Regent Jacob Drake and UNO Student Regent Tori Simms testified in support of the legislation on behalf of the NU System. LB273 was held in committee, but the biennial budget package included a modest annual increase of \$500K for NOG.
- **LB297**, known as the Personal Privacy Protection Act, is a legislative proposal introduced by Senator Rita Sanders

that seeks to prohibit state and local governments from requiring the NU Foundation, among other nonprofit organizations, to release donors' personal information. Heath Mello submitted a letter of support on behalf of the NU System. LB297 was voted out of the Government, Military and Veterans Affairs Committee on a 6-0 vote and is currently on General File

- **LB382** is a legislative proposal introduced by Senator Eliot Bostar on behalf of the NU System that would define the scope of authority of the NU system police departments to match that of other law enforcement agencies operating in and protecting the State of Nebraska. UNL Police Chief Hassan Ramzah and UNO and UNMC Police Chief Charlotte Evans testified in support of the legislation on behalf of the NU System. The Judiciary Committee held LB 382 in committee, giving Senator Bostar and the University of Nebraska System time to work on an amendment to address concerns brought forward by committee members and outside groups.
- **LB407** was a legislative proposal introduced by Senator Lou Ann Linehan on behalf of the NU System to extend the Nebraska Transformational Projects Act application deadline, which impacts the NExT Project at UNMC. UNMC Chancellor Jeff Gold testified in support of the legislation on behalf of the NU System. LB407 was amended into LB727, passed by the Nebraska Legislature on June 1, 2023 by a 46-0 vote, and was signed into law by Governor Jim Pillen on June 6, 2023.
- **LB703** was a legislative proposal introduced by Senator Dave Murman that updated inventory and surplus property sections related to procurement. Doug Carlson, Chief Procurement Officer, testified in support of the white copy amendment on behalf of the NU System. LB703 was amended into LB705, passed by the Nebraska Legislature on May 30, 2023 by a 47-0 vote, and was signed into law by Governor Jim Pillen on June 1, 2023.
- **LB705** was a legislative proposal introduced by Senator Dave Murman that initially sought to change statutes related to lottery fund distribution and later served as the omnibus vehicle for the Education Committee. Heath Mello testified in support of the legislation on behalf of the NU System. LB705 was passed by the Nebraska Legislature on May 30, 2023 by a 47-0 vote and was signed into law by Governor Pillen on June 1, 2023.
- **LB771** is a legislative proposal introduced by Senator Rita Sanders that seeks to establish a pilot grant program to award funding to qualifying postsecondary institutions that partner with the DPAA to assist in accounting for POW/MIA remains. LB297 was voted out of the Government, Military and Veterans Affairs Committee on an 8-0 vote and is currently on General File.

## UNMC Monitored Bills

UNMC bills monitored in the 2023 session include:

- **LB12**, introduced by Senator Blood, creates the Nebraska Human Breast Milk Bank.
- **LB13**, introduced by Senator Blood, requires coverage of human breast milk under the Medical Assistance Act.
- **LB68**, introduced by Senator Slama, increases limits on medical malpractice liability and changes provisions of the Nebraska Hospital-Medical Liability Act.
- **LB123**, introduced by Senator Fredrickson, adopts the Behavior Analyst Practice Act.
- **LB145**, introduced by Senator Bostar, changes provisions relating to coverage for screening mammography and breast examinations.
- **LB169**, introduced by Senator Hunt, prohibits discrimination based upon sexual orientation and gender identity
- **LB179**, introduced by Senator Fredrickson, prohibits conversion therapy.
- **LB181**, introduced by Senator B. Hansen, provides for filling and refilling of prescriptions in certain circumstances.
- **LB200**, introduced by Senator Brieze, adopts the Canadian Prescription Drug Importation Act.
- **LB202**, introduced by Senator Walz, provides for vaccine administration by pharmacy technicians.
- **LB204**, introduced by Senator Riepe, provides for reimbursement for pharmacy dispensing fees under the medical assistance program.
- **LB216**, introduced by Senator Hughes, provides certification requirements for optometrists performing certain procedures.
- **LB256**, introduced by Senator Brewer, changes provisions related to insurance coverage of telehealth.
- **LB273**, introduced by Senator Vargas, states intent regarding appropriations to the Coordinating Commission for Postsecondary Education. This was a NU Priority Bill.
- **LB286**, introduced by Senator Walz, provides for confidentiality of a physician wellness program under the Uniform Credentialing Act.
- **LB351**, introduced by Senator Dorn, states intent regarding appropriations for a rate increase for behavioral health services.
- **LB382**, introduced by Senator Bostar, provides powers and duties for University of Nebraska police departments and police officers. This was a NU Priority Bill.
- **LB407**, introduced by Senator Linehan, extends an application deadline under the Nebraska Transformational Projects Act.



- **LB419**, introduced by Senator Wishart, requires submission of a Medicaid state plan amendment to extend postpartum coverage.
- **LB421**, introduced by Senator Kauth, provides procedures for directive health measures.
- **LB444**, introduced by Senator Linehan, provides for a one-time grant for a health sciences education center, infrastructure costs, and a community athletics complex.
- **LB458**, introduced by Senator Ballard, allows for certain fill pharmacies to deliver to a patient under the Prescription Drug Safety Act.
- **LB503**, introduced by Senator Aguilar, adopts the Rural Nebraska Nursing Workforce Act.
- **LB517**, introduced by Senator Walz, requires the Department of Health and Human Services to pay discharge incentives to post-acute placement facilities.
- **LB526**, introduced by Senator Fredrickson, states intent to appropriate funds to the Department of Health and Human Services for Developmental Disability Aid.
- **LB574**, introduced by Senator Kauth, adopts the Let Them Grow Act.
- **LB575**, introduced by Senator Kauth, adopts the Sports and Spaces Act.
- **LB626**, introduced by Senator Albrecht, adopts the Nebraska Heartbeat Act.
- **LB657**, introduced by Senator McDonnell, appropriates funds to the University of Nebraska for comprehensive cancer support.
- **LB680**, introduced by Senator Day, changes provisions of the Parkinson's Disease Registry.
- **LB683**, introduced by the Transportation and Telecommunications Committee, creates the Nebraska Broadband Office and provides duties.
- **LB689**, introduced by Senator Linehan, changes provisions relating to an income tax credit for community college taxes paid.
- **LB783**, introduced by Senator Murman, eliminates the levy authority of community college areas.
- **LB794**, introduced by Senator Wayne, adopts the Nursing Incentives Scholarship Act.
- **LB802**, introduced by Senator Vargas, states intent to appropriate funds to the Board of Regents of the University of Nebraska for pediatric cancer research.
- **LB812**, introduced by Senator Clements, states intent to appropriate funds to the Department of Administrative Services.
- **LR6CA**, introduced by Senator Erdman, is a constitutional amendment to prohibit governmental entities from imposing any taxes and excise taxes.
- **LR18CA**, introduced by Senator Hunt, is a constitutional amendment to protect the right to reproductive freedom.
- **LR19CA**, introduced by Senator Hunt, is a constitutional amendment to protect the right to reproductive freedom and prohibit the state from taking adverse action exercising or assisting in the exercise of such right.



# UNMC FEDERAL ISSUES



## FY2024 Federal Priority Requests

- **DOD National Disaster Medical System (NDMS) Modular Surge Component**

The University of Nebraska Medical Center requested \$28.48 million and report language for the final installment in the NDMS Modular Surge project to be improving NDMS medical surge capability and immediate capacity. The Modular Surge project is a component of the FY21 National Defense Authorization Act (NDAA) Sec. 741 pilot program to establish “Civilian and Military partnerships to enhance the Federal Medical Surge Capability and Capability of the National Disaster Medical System.”

- **U.S. Air Force Infectious Disease Air Transport (IDAT)**

The University of Nebraska Medical Center requested \$16 million for the Air Force to establish the Air Force Infectious Disease Air Transport (IDAT) program, which would expand the work scope of CSTARS Omaha from principles of biocontainment care training to include en route care infectious diseases air transport.

- **Partnership Agreement for Military-Civilian Medical Surge Capability and Capacity**

The University of Nebraska Medical Center requested \$15 million to fund a partnership agreement that will include direct contracts to implement, coordinate, and plan programs and training of military and civilian employees for National Disaster Medical System (NDMS) capability and capacity. This request would build on the modular surge component request and begins local pilot site planning and preparation for the FY21 NDAA Sec. 741

military-civilian partnership to enhance NDMS capability and capacity to improve national readiness and resilience in responding to catastrophic events.

- **National Emerging Special Pathogen Training & Education Center (NETEC) Coalition**

The NETEC/RESPTC coalition requested \$45 million in FY24 to be designated to sustain the existing NETEC/RESPTC, and support HHS intentions to further increase the number of RESPTC sites and the National Special Pathogen System of Care (NSPS). NSPS is the overall HHS effort to better prepare and standardize care protocols in future outbreak of large-scale highly infectious disease in the United States.

- **Regional Disaster Health Response System (RDHRS)**

The University of Nebraska Medical Center requested, in collaboration with Massachusetts General Hospital in Boston, Emory University in Atlanta, and University of Colorado Medical Center in Denver, \$15 million in the Department of Health and Human Services Public Health Social Services (PHSS) account for the National Disaster Medical System and its support of the Regional Disaster Health Response System (RDHRS).

## Training and Treatment for Global Health Security Overview

COVID-19 has demonstrated the critical need for a more proactive and collaborative national approach to preparing for highly infectious diseases, unexpected pathogens, biomedical

attacks, and public health threats. The University of Nebraska Medical Center (UNMC) is a national leader training healthcare providers, preparing clinical resources, and developing strategies to fight emerging infectious disease threats. Over the past decade, UNMC has built a prominent reputation in public health preparedness and global health security:

- People worldwide know Nebraska's Biocontainment Unit team, which developed the "**Nebraska Method**" to safely treat highly infectious pathogens during the 2014 Ebola outbreak. With Emory University in Atlanta and New York City's Bellevue Hospital, UNMC founded the **National Emerging Special Pathogens Training and Education Center (NETEC)**, which now includes ten regional hospitals strategically located around the nation.
- The **Global Center for Health Security** at UNMC is home to the **National Training, Simulation, and Quarantine Center (TSQC)**, the nation's only federal quarantine unit and simulated biocontainment units for advanced experiential training. TSQC encompasses an entire floor of the Dr. Edwin G. & Dorothy Balbach Davis Global Center and is funded by a long-term contract by the U.S. Department of Health and Human Services.
- **Drug Development Pipeline:** In 2017, UNMC, UNL, and NSRI researchers launched a drug development pipeline program with the U.S. Armed Forces Radiobiological Research Institute to advance drug compounds with a national need to clinical trials, starting with a drug to mitigate severe radiation exposure.
- **Military training and transport:** in 2018, the Air Force established a C-STARS (Center for the Sustainment of Trauma and Readiness Skills) Infectious Disease program at UNMC, stationing active-duty Air Force personnel on campus to train and work with our experts.
- Since 2018, UNMC has contracted with the U.S. Department of Health and Human Services Administration for Strategic Preparedness and Response (ASPR) to develop a **regional disaster health response system model** with partners in Boston, Denver, and Atlanta.
- The FY20 and FY21 National Defense Authorization Act (NDAA) under Section 741 authorized a new five-year **National Disaster Medical System (NDMS)** surge pilot program with five sites: Omaha, Denver, Sacramento, San Antonio, and Washington DC. Deloitte and UNMC were awarded management of the surge pilot program in summer 2021.
- During COVID, UNMC **development practical innovations to improve how day-to-day and medical surge care** is coordinated and provided in rural, remote, and low resource areas. Innovations like methods to decontaminate protective masks for re-use, the development of the Isolation System for Treatment and Agile Response for high-risk Infections (ISTARI), a disposable and sealed isolation cubicle, and others further position UNMC for a dedicated contractual agreement with HHS ASPR.

## Federal Programmatic Priorities in Health Sciences

- **National Institutes of Health (NIH)**  
NIH funds university-based biomedical research and half of NU's annual federal research and ¾ of UNMC's. NIH consists of 27 institutes and centers, each with a specific focus, funding research on nearly every disease and condition which has led to remarkable advances in earlier disease detection and better treatments. NIH research funded at the University of Nebraska includes: cancer, heart disease, digestive microbial communities, liver and pancreas regeneration, bacteria, viruses, obesity and diabetes, human movement, and neurodegenerative diseases.
- **National Institutes of Health – Institutional Development Award (IDeA) Program**  
Established by Congress in 1993, IDeA increases the geographic distribution of NIH funding (half of NIH funds go to only six states.) Nebraska receives over \$15 million annually with ten COBREs and INBRE: Center's of Biomedical Research Excellence (COBRE) thematic, multidisciplinary biomedical research centers; IDeA Networks of Biomedical Research (INBRE) for summer undergraduate lab experiences; and Clinical and Translational Research grants.
- **State Public Health Lab Training and Operations**  
Nebraska Public Health Lab (NPHL) is operated by UNMC with \$2 million annually from Centers of Disease Control (CDC) and Health Resources and Services Administration (HRSA) supporting operations and training. NPHL is part of CDC Laboratory Response Network to respond to biological, chemical, radiological, and public health threats.
- **Central States Center for Agricultural Safety & Health**  
UNMC College of Public Health operates 1 of 9 national centers funded by Centers for Disease Control/National Institute of Occupational Safety and Health (CDC/NIOSH), providing evidence-based research to improve health, safety, and reduce injury of farm and ranch operators.
- **Graduate Medical Education (GME)**  
Established by Congress in 1965 as part of Medicare, GME funds a national residency program for medical students to complete training. After receiving an MD, students are required to complete at least three years of residency to equip them before licensure as a practicing physician. GME includes Direct GME (DGME) to fund residents' salaries and Indirect Medical Education (IME) paid to the host hospitals. There are also GME programs in the Veterans Administration, Department of Defense, and Children's Health Insurance Program. Through GME, UNMC has 475 residency training positions, offers 29 residency programs, and partners with 20 Nebraska medical institutions.
- **Health Professions Education and Training Program**  
This program provides grants, loans, and support for students to enter health professions like physician assistants,

dentists, therapist, and optometrists, especially in rural/underserved areas, and supports grants/contracts to nonprofits. Nebraska's Title VII grants provide dental care for 2,000-3,000 patients annually in rural and underserved Nebraska communities and promote continuing education for healthcare professionals and community needs through Area Health Educational Centers. Nebraska receives about \$1.9 million annually through Title VII.

- **Nursing Workforce Development**

This program supports the nursing workforce, especially in underserved areas, through loan repayment, grants, and scholarships. Nebraska receives about \$1.5 million annually from Title VII funds.

- **Congressionally Directed Medical Research Program (CDMRP)**

CDMRP research addresses DoD needs and healthcare for warfighters, their families, and the public. Grants are peer-reviewed and competitively awarded. UNMC annually submits more than 100 proposals and is awarded at least \$2.5 million.

- **National Science Foundation (NSF)**

An independent federal agency created by Congress in 1950, NSF supports research and education in science and engineering. NSF funds 25 percent of all federal fundamental research at U.S. colleges and universities, receiving 50,000 funding requests annually.

The federal fiscal year runs from October 1 of the prior year through September 30 of the year being described. We are referencing what the federal government describes as FY2023 as FY2023-24, to be more consistent with the way fiscal year notation is listed throughout the Planning Information and Quality Indicators.





# SOURCES OF INFORMATION

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