

UNIVERSITY OF NEBRASKA MEDICAL CENTER

Planning Information and Quality Indicators

2025



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2025

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prepared by
UNMC Office of Budget and Fiscal Analysis



Interim Chancellor's Message



Since being named interim chancellor in July 2024, I've traveled the state and seen and heard the immense pride people have in UNMC and the entire University of Nebraska system. I am humbled and honored to 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. Our campuses in Omaha, Lincoln, Kearney, Norfolk and Scottsbluff continue to thrive. 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.

As the only public academic health science center for the State of Nebraska, we're proud of the partnerships we have with Nebraska communities to help grow our rural 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 locally and globally. You'll also see the impact we have and how we fulfill our mission to serve Nebraskans while reaching the world.

I am grateful to all who contributed to and helped produce this extensive document. Compiling this report requires a tremendous collaborative effort that has resulted in a valuable resource for our university community, partners and the public.

A special thank you to our faculty, staff, students and supporters for all you do every day to make UNMC a welcoming and thriving academic health science center.

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



Preface



This 27th annual edition of UNMC Planning Information and Quality Indicators is organized into 13 sections. The first section summarizes three major initiatives: Process Improvement Initiative, Creation of the Office of Industry Engagement, and Project Health, Innovation Design Unit.

The second section highlights UNMC's quality indicators, national rankings and accreditations. The next seven sections provide information related 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 mhurlocker@unmc.edu



Table of Contents



i	Interim Chancellor's Message
iii	Preface
iv	Table of Contents
vi	Mission, Vision and Values
vii	Strategic Framework
viii	Strategic Framework
x	Living the Brand
xi	Executive Summary

Major Initiatives

1	Process Improvement Initiative a 'Game-Changer'
2	UNMC Creates Office of Industry Engagement
3	Project Health, Innovation Design Unit Lead the Way

Quality Indicators

5	Quality Indicators
7	National Educational and Health Care Rankings
8	External Accreditations

Education

9	Admissions Statistics
10	GPA and Entrance Exam Scores of Matriculants
10	*Medicine GPA is shown as cumulative (science) of UNMC matriculants, national not shown.
11	Enrollment Statistics
12	Degrees Awarded 2020 – 2025
13	Performance of Students on Licensure, Certification or Board Exams
14	First Year Residencies – Classes of 2024 and 2025
15	Postdoctoral Fellows, Senior Research Associates and Research Associates at UNMC
16	Behavioral Health Education Center of Nebraska
18	Continuing Education
22	Interprofessional Education
23	Interactive E-Learning
24	Distance Learning

Research

25	Graduate Studies
26	Rural Health Delivery and Education
30	McGoogan Health Sciences Library
36	Academic Technology
38	Faculty Mentoring
39	iEXCEL: Bringing Learning to Life
45	Research Award Summary
46	National Institutes of Health Funding and National Ranking
47	Clinical Research Awards
48	Research Awards by Category
49	Overall Research Funding Strategy
50	Building and Sustaining Research Resources
51	Collaborations and Community Outreach
53	Improving Clinical Data Access: READi Core Serves as Health Informatics Hub
54	National Strategic Research Institute at the University of Nebraska

Health Care and Community

57	Nebraska Medicine Health Network Update
60	Community Engagement and Health Care
61	Alumni Association

Global

63	Office of Global Engagement, FY 2024-25
69	International Personnel on Non-Immigrant Visas at UNMC

Cultural Competence

71	UNMC Comparative Data
72	Work Force Analysis Summary 2025
74	Comparison of UNMC Population

Employee Loyalty

75	Employee Growth and Recruitment, Strategies and Success
76	Campus Engagement
84	Employee Turnover and Length of Service
85	Faculty Turnover
86	Ombuds Program

Economic Growth

91	UNeMed
93	UNeTech

Financial Strength

95	Combined Financial Strength
96	UNMC Summary Financial Indicators
97	General Fund, State-Aided and Total Budget
99	University of Nebraska Foundation Statement of Activities
100	University of Nebraska Foundation

Infrastructure

101	UNMC Space Facts
102	UNMC-Nebraska Medicine Main Campus Map
103	UNMC Facilities Development Plan
105	Sustainability Initiatives
109	Information Technology Services

Compliance

115	Financial Compliance and Cost Analysis
116	Compliance and Internal Audit Strategy

State and Federal

117	Economic Outlook
119	Population Characteristics of Nebraska
120	UNMC Federal Issues

Appendix

121	Sources of Information
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Mission, Vision and Values



Mission of UNMC & Nebraska Medicine

We are Nebraska Medicine & UNMC.

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

Vision






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

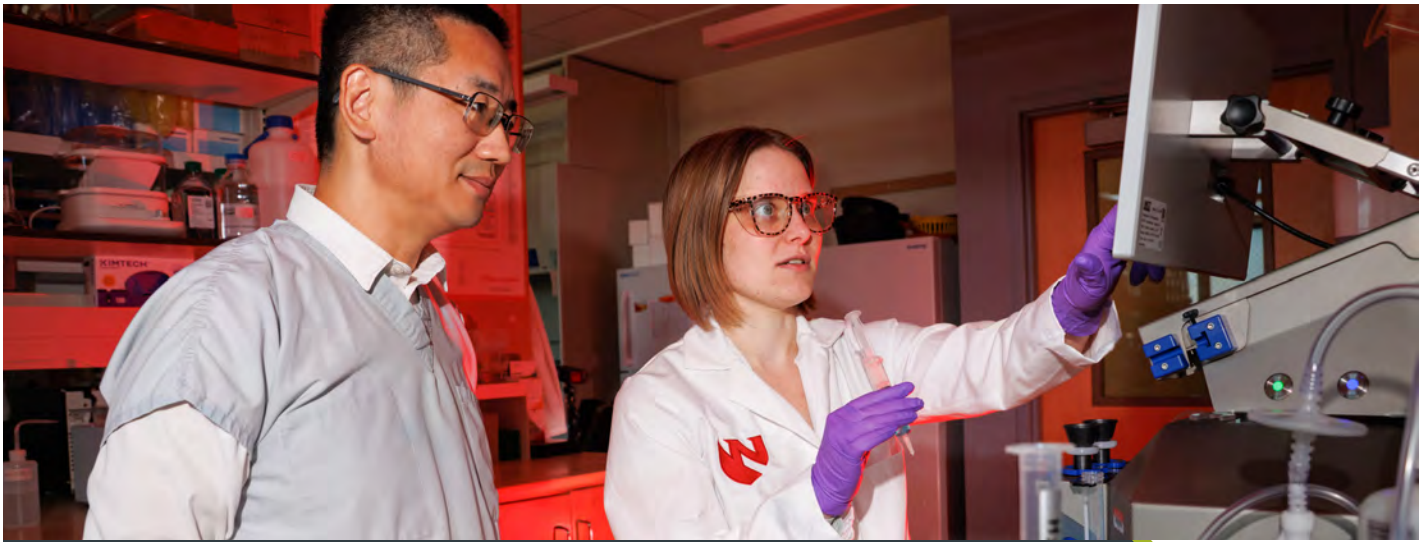
- Delivers state-of-the-art health care
- Prepares the best-educated health professionals and scientists
- Ranks among the leading research centers
- Advances our historic commitment to community health
- Embraces the richness of diversity to build unity
- Creates economic growth in Nebraska

Values

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

ITEACH

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



Strategic Framework



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.

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 U.S.

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.

CLINIC GIVES VETERANS REASON TO SMILE

Since opening its donor-funded VETSmile Dental Clinic in July 2024, the UNMC College of Dentistry has provided accessible dental services to more than 100 veterans. In collaboration with the Department of Veterans Affairs' VETSmile program, UNMC dental students and volunteer faculty offer affordable or free dental services to eligible veterans — and help them establish a dental home for ongoing care and preventive services.

NEBRASKAN FIRST TO RECEIVE NOVEL MS TREATMENT

Nebraska Medicine and UNMC are leading a first-of-its-kind clinical trial exploring the use of allogeneic CAR T-cell therapy for the treatment of multiple sclerosis. This innovative approach, previously applied to blood cancers, uses donor T-cells that are genetically engineered to target and eliminate the immune cells

driving MS. In 2025, Nebraskan Jan Janisch-Hanzlik became the first individual in the world to receive the therapy for MS. "I'm not just excited for me," she said. "I'm excited for the whole MS community."

ADDRESSING WORKFORCE NEEDS ACROSS NEBRASKA

The Douglas A. Kristensen Rural Health Education Complex in Kearney 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.

EDGE DISTRICT ANCHORED BY UNMC

The EDGE District — located just west of UNMC in Omaha — is a dynamic hub for health-focused scientific discovery, entrepreneurship and commercialization. UNMC owns much of the property in the triangle-shaped district and works with multiple developers on various projects. The 30-acre district includes Catalyst, a health care-focused tech hub that allows entrepreneurs, investors and businesses to collaborate within the renovated 1906 Omaha Steel Castings industrial tract; the CORE (Center of Research Excellence) building, a mixed-use facility that supports computer-based research and wet and dry lab-based research for drug discovery, oncology and other strategic areas; and a 750-stall parking garage owned by the city of Omaha.



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.

PROCESS IMPROVEMENT INITIATIVE A 'GAME-CHANGER'

Officially named the UNMC Better Processes Initiative, the efficiency approach will rely on "Lean" and "Six Sigma" methods. In short, it will analyze and address areas to eliminate waste, streamline workflows and maximize value.

Upon launch of the program in fall 2025, Dr. Davies said, more than 40 senior leaders at UNMC had signed up for an eight-hour workshop to outline the principles of continuous improvement; Nebraska Medicine, whose leaders and other personnel have undergone similar training, will assist with the training

efforts. Additional training will be offered as teams are formed, followed by the launch of pilot projects.

Dr. Davies said the program was structured for long-term sustainability through built-in outcome measurements, regular reporting and ongoing training designed to keep process improvement a permanent part of UNMC's culture.

UNMC CREATES OFFICE OF INDUSTRY ENGAGEMENT

The new UNMC Office of Industry Engagement, under a new director of strategic partnerships for UNMC, will lead a more coordinated approach to interacting with the biomedical research industry.

The office will become a liaison between UNMC and research collaborators in private industry and serve as a front door when those potential partners see an opportunity to work with UNMC.

To establish the Office of Industry Engagement, UNMC will leverage a share of its funding from



industry-sponsored clinical trials. Projections estimate that new revenue generated by the office will pay off the initial investment within five years.

Once established, the office will partner with UNeMed and UNeTech in developing UNMC's intellectual property and capitalize on the scientific expertise and resources of some of UNMC's core laboratory services, including building capacity to meet laboratory practice compliance in line with the industry standards.

As part of the initiative, the UNMC Office of the Vice Chancellor for Research will create a Faculty Innovation Council, with faculty from across colleges and institutes serving as advisors. The new council will inform strategy and help prioritize resources for faculty who are new to industry-sponsored research and ensure initiatives remain faculty-centric.

PROJECT HEALTH, INNOVATION DESIGN UNIT LEAD THE WAY

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

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,

Education

UNMC's fall enrollment in 2025 was 4,818, including 734 house officers. Total enrollment includes 3,247 females and 1,550 males. In FY 2024-25, budgeted net tuition amounts to \$64.53 million, 6.3% of the total revenue budget, slightly up from \$59.77 million or 6.2% of the revenue budget the previous year. UNMC's enrollment continues to increase and set a record enrollment for the 25th straight year, up over last year's record of 4,703. 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 2025, 58 College of Medicine graduates (46%) stayed in Nebraska for their first year of residency, with over half (53%) of the graduating class choosing primary care for their first-year specialty.

In October 2025, the NU Board of Regents approved the second design phase for Project Health, a transformational academic health care facility that will be based on the Omaha campus of UNMC and its primary clinical partner, Nebraska Medicine.

The project will serve as a state-of-the-art clinical learning center to educate and train future health care providers, conduct cutting-edge research and expand access to clinical trials.

In addition to serving as an ultramodern clinical learning and research environment, Project Health will become the primary in-patient clinical hospital for Nebraska Medicine. When the project is complete in 2031, more than 550 beds will be available in the facility.

As part of the first phase of Project Health, the med center developed and opened the Innovation Design Unit to serve as a hub for designing, testing and validating advanced care models, innovative technology and facility designs. The 17-room unit, located on level six of University Tower, welcomed its first patients in January 2025.

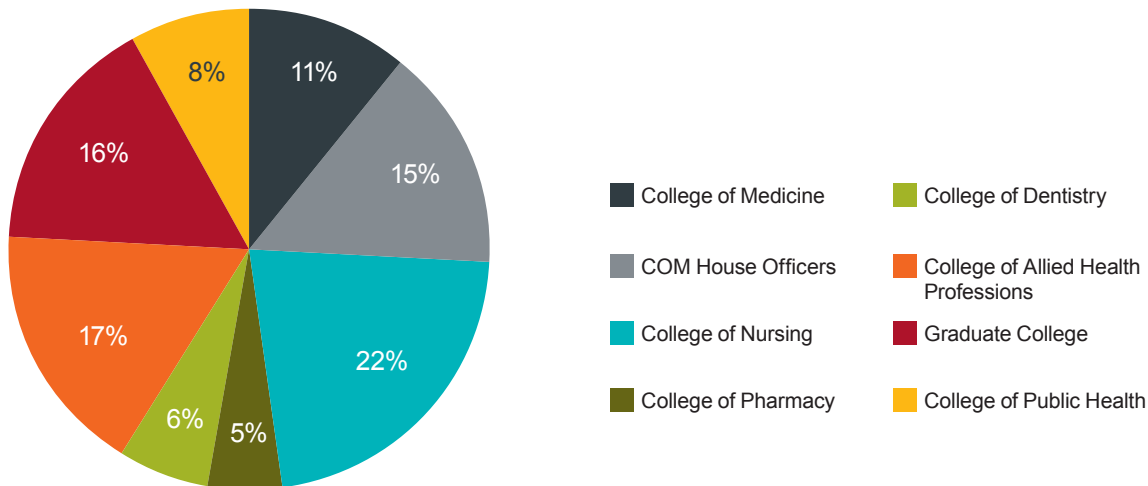
changes from prior year and subjective summary quality rating.

Most indicators remained stable or improved in 2025. Enrollment continues to increase. Total research awards maintained the same level by 0% to \$171 million in FY 2024-25.

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 2025 and generates \$175 million in state and local taxes annually.

ENROLLMENT, FALL 2025



Research

During FY 2024-25, 331 principal investigators received a total of 605 research grants or contracts for a total of \$70,768,634, a decrease of \$791,950 and .04% less than the previous fiscal year. UNMC earned a total of \$93.7 million in NIH funding in the federal fiscal year (FFY) which ended on September 30, 2025. NIH funding increased by 5.14% 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 decreased by 16%, from \$116.0 million to \$97.6 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.

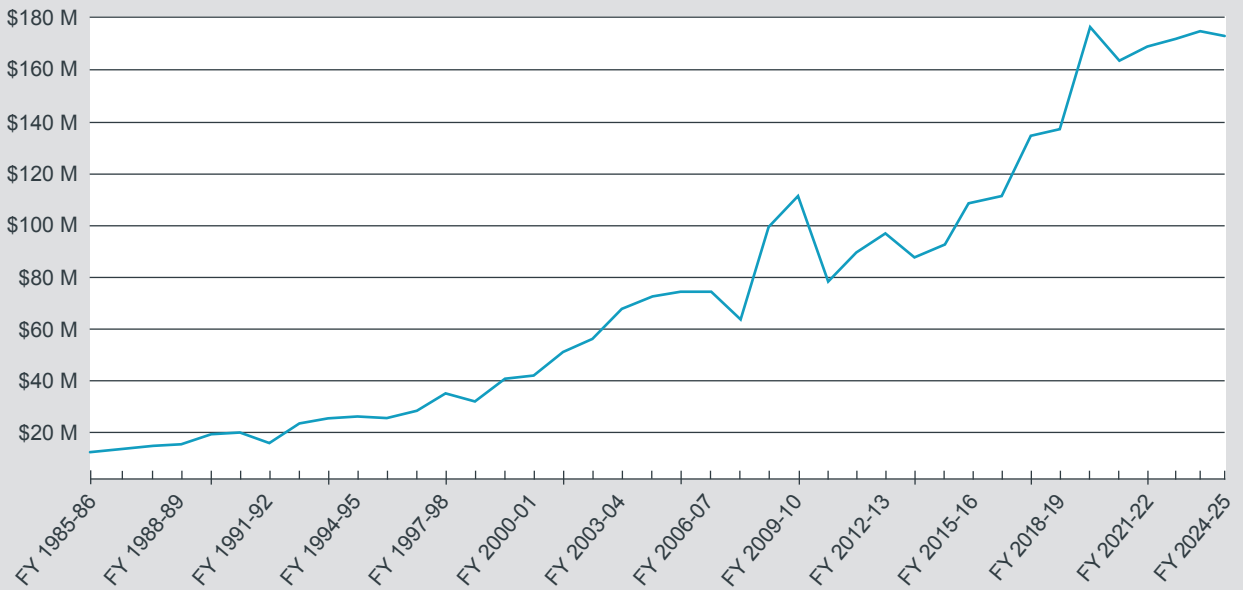
Global Engagement

The Office of Global Engagement promotes global understanding and awareness, and advances internationalization efforts throughout the UNMC community. UNMC welcomed 76 new international students, bringing the total to 319 international students, including those in Optional Practical Training (OPT) and medical residents through the Office of Global Engagement in FY 2024-25. These students represented 47 countries and participated in 35 different academic programs across all colleges

Increasing numbers of students are participating in global health opportunities. Seventeen UNMC students representing the colleges of allied health, medicine and pharmacy pursued learning experiences in Canada, Costa Rica, India, Kenya, Mexico and South Sudan.



TOTAL RESEARCH AWARDS



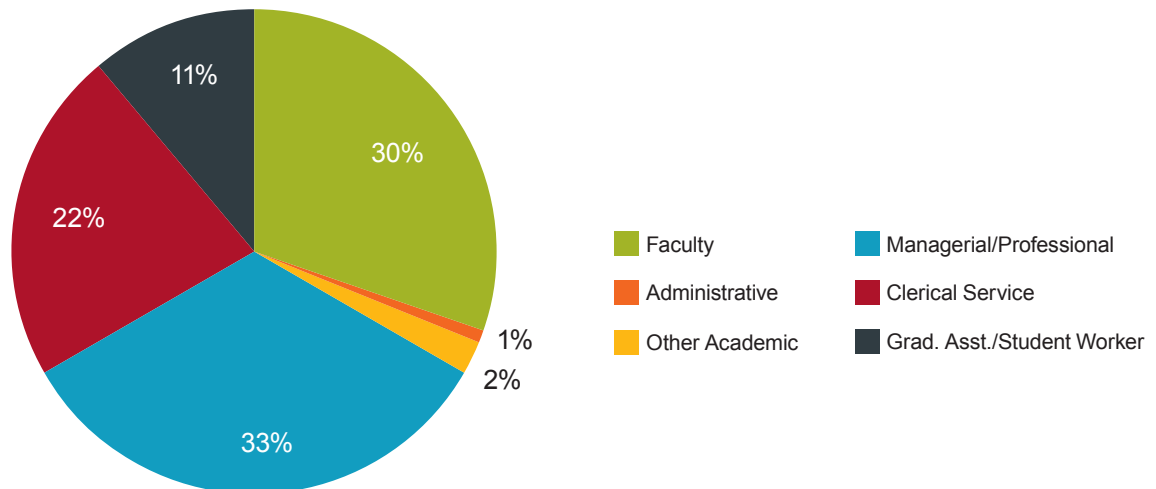
During FY 2024-25, 331 PIs received a total of 605 research grants or contracts for a total of \$171.5 million. This is a decrease of 1.0% from the prior year.

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 2025. As a result of UNMC's operations, 7,185 indirect and induced jobs were created in Nebraska.

UNMC employs 6,552 people, with an FTE of 5,632. Personnel costs amounted to 50% of expenditures (based on total operating expenditures from all funding sources through June 30, 2025).

EMPLOYMENT, DECEMBER 2025



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. In FY 2024-25. There were 127 inventions evaluated and 145 patent applications.

UNeMed Corporation serves as the technology transfer and commercialization leader for the University of Nebraska Medical Center, and the University of Nebraska at Omaha. Its mission is to foster innovation, advance research, and engage both entrepreneurs and industry leaders to move novel technologies from the laboratory to the marketplace — all with the goal of impacting health and welfare throughout Nebraska and beyond.

In 2025, UNeMed achieved several major milestones, reflecting the growing resilience and impact of the UNMC and UNO research enterprise. The office broke its previous record for new invention notifications, with 127 submitted ideas, signaling a robust culture of innovation across campus. UNeMed activities also included increases in patent filings, licensing agreements, and the creation of new startup companies, underscoring its critical role in translating academic scientific advances into real-world products and solutions.

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). The following summarizes UNeTech’s program successes and strategic advancements in 2025.

Financial Strength

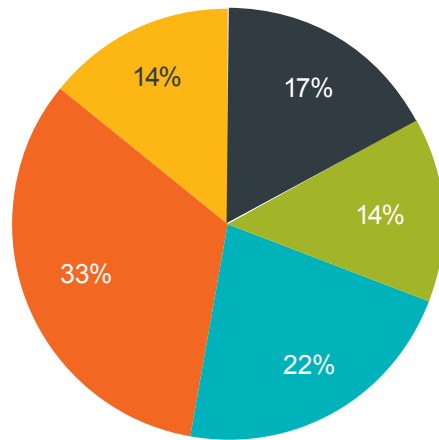
UNMC is 83% self-supporting. UNMC’s FY 2024-25 operating budget is \$1,024 billion, of which \$666.0 million, or 65%, is designated for instruction and research. The State provides \$170.2 million, or 17% of UNMC’s revenues.

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 2024-25.

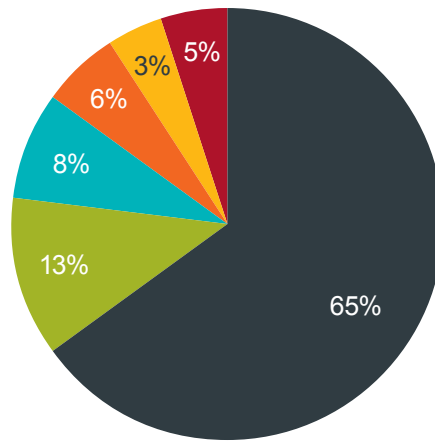
2025 Program Highlights UNeTech’s activities in 2025 were focused on building capital networks, developing the medical technology workforce, and providing a platform for innovation showcase in the Greater Omaha region.

REVENUE BUDGET FY 2024-25



State General \$170,167,818	Gifts, Grants, Contracts \$335,000,000
Cash Funds \$148,805,870	Auxiliaries & Revolving \$142,500,000
Federal \$227,700,000	

EXPENSE BUDGET FY 2024-25



Instruction & Research \$666,023,174	Institution Administration \$62,230,100
Public Service \$131,342,141	Physical Plant Operations \$34,019,406
Acad./Student Support \$76,318,227	Aux./Indep. Operations \$54,240,640



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.

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 user recommendations, we rearranged the Rudolph F. Sievers, MD, Technology Commons to provide more spaces to plug in laptops and use a second monitor.

The library offers 42 individual and 11 group study rooms for reservation 24/7. In FY 2024-25, students made 14,212 study room reservations, compared to 13,015 last year — a 9% increase. In FY 2024-25, we saw a 4% increase in the number of students who physically entered the library. An additional 171 reservations were made for interviews.

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.

Compliance

Compliance requirements ensure UNMC adheres to financial policies and procedures to protect federal funding. This section documents FY 2024-25 compliance accomplishments and presents FY 2025-26 compliance goals.

FY 2024-25 ACCOMPLISHMENTS

- In preparation for the FY25 Facilities and Administrative (F&A) Proposal with the federal government:
 1. Conducted space survey training sessions and reviewed space survey results for research labs/support rooms with college departments.
 2. Performed a walk-through validation to ensure non-research spaces' locations and ownerships in all UNMC buildings on campus.
 3. Analyzed service center revenues to determine the functional usages of their

space.

4. Compiled financial data and analyzed for the F&A cost allocation associated with building and equipment depreciation, interest, general administration, department administration, sponsored projects administration, operation & maintenance (O&M), etc.
 5. Reviewed space data and cost allocations at a detailed level.
 6. Updated the narrative to incorporate changes of O&M cost sub pools.
- Submitted the FY27 Fringe Benefits Proposal to Cost Allocation Services, a division with the Department of Health and Human Services.

FY 2025-26 GOALS

- Submit the Facilities and Administrative (F&A) Proposal with the federal government by the end of March in 2026.

- Submit the FY28 Fringe Benefits Proposal to Cost Allocation Services, a division with the Department of Health and Human Services.
- Respond to federal guidance change in the federal costing policies (Uniform Guidance, F&A)
- Review, revise, and submit the UNMC Disclosure Statement with the Cost Allocation Services.
- Conduct a study on the Graduate Student rates and 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 2025, the World Bank projected global economic growth to edge down to 2.6 percent this year as several supportive factors fade. In particular, trade growth is set to weaken as firms scale back inventory accumulation and tariff effects intensify. At the same time, the Congressional Budget Office (CBO) projects economic growth cools from an estimated 2.3 percent in calendar year 2024 to 1.9 percent in 2025 and 1.8 percent in 2026 amid higher unemployment and lower inflation. The overall growth of prices slows slightly in 2025. Inflation as measured by the price index for personal consumption expenditures (PCE) falls from an estimated 2.5 percent in 2024 to a rate roughly in line with the Federal Reserve’s long-run goal of 2 percent in 2027 and stabilizes thereafter.

The Creighton University Mid-America Business Conditions Index moved slightly below growth neutral but slumped below the 50.0 growth neutral threshold for February. Approximately 40% of supply managers indicated their wage growth over the past year had been less than the increase in the cost-of-living. Roughly, half reported that wage growth matched cost-of-living gains, with the remaining 10% indicating that wages and cost-of-living growth rates were equal.

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.

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

MAJOR INITIATIVES TAB

MAJOR INITIATIVES TAB

PROCESS IMPROVEMENT INITIATIVE A ‘GAME-CHANGER’



Small, incremental operational improvements can provide meaningful dividends.

That's one reason UNMC rolled out a campus-wide effort to enhance efficiency and satisfaction.

“If we are to become extraordinary, we have to make our processes better for everyone,” said UNMC Interim Chancellor H. Dele Davies, MD. “If we can get just 1% better, that represents \$10 million that we can invest to improve the lives of those we serve.”

“This will not only improve efficiency and save on costs, but it will lead to greater satisfaction for faculty, staff and students; enhance staff engagement and retention; and strengthen our compliance and safety indicators.”

Officially named the UNMC Better Processes Initiative, the efficiency approach will rely on “Lean” and “Six Sigma” methods. In short, it will analyze and address areas to eliminate waste, streamline workflows and maximize value.

Several “M Teams,” trained groups of employees from each unit, will work with areas to identify and solve workplace challenges. “M” stands for “mejor” or “melior,” which means “better” in Spanish and Latin, respectively. The M Team Central Coordinating Committee will be comprised of members from colleges and institutes, research, education, finance, IT, facilities, human resources and other areas.

Upon launch of the program in fall 2025, Dr. Davies said, more than 40 senior leaders at UNMC had signed up for an eight-hour workshop to outline the principles of continuous improvement; Nebraska Medicine, whose leaders and other personnel have undergone similar training, will assist with the training efforts. Additional training will be offered as teams are formed, followed by the launch of pilot projects.

Dr. Davies said the program was structured for long-term sustainability through built-in outcome measurements, regular reporting and ongoing training designed to keep process improvement a permanent part of UNMC’s culture.

“Ultimately, this initiative will be a game-changer for UNMC,” Dr. Davies said. “It will allow our employees to transform lives, not fight processes that are less than ideal. It will improve our work, lift employee morale and strengthen our organization.”

UNMC CREATES OFFICE OF INDUSTRY ENGAGEMENT



Seeing an opening to expand the research enterprise into exciting new areas, UNMC leaders announced a new initiative to strengthen UNMC's connections to private industry — and grow research dollars.

The new UNMC Office of Industry Engagement, under a new director of strategic partnerships for UNMC, will lead a more coordinated approach to interacting with the biomedical research industry.

The office will become a liaison between UNMC and research collaborators in private industry and serve as a front door when those potential partners see an opportunity to work with UNMC, said Ken Bayles, PhD, UNMC's vice chancellor for research, upon announcing the initiative in fall 2025.

UNMC has great promise to grow its connections with business and industry, said UNMC Interim Chancellor H. Dele Davies, MD, noting the 2025 opening of the Catalyst building and construction of the CORE (Center of Research Excellence) building in the EDGE District.

With the federal research funding landscape shifting, Dr. Bayles said industry grants and contracts have served as a developing strength for UNMC. Thanks to growing participation in industry-sponsored clinical trials, UNMC increased its private research funding more than 70% in the last fiscal year.

Over the past several years, UNMC has focused its resources to be quicker to work with industry-sponsored research. Building upon the work of the Clinical Research Center and

clinical trials teams, the new office also will expand opportunities for patients, said Russell McCulloh, MD, UNMC associate vice chancellor for clinical research.

Funding for the office is not tied to reductions or resources redirected from other colleges, institutes or programs, Dr. Bayles said. To establish the Office of Industry Engagement, UNMC will leverage a share of its funding from industry-sponsored clinical trials. Projections estimate that new revenue generated by the office will pay off the initial investment within five years.

Once established, Dr. Bayles said, the office will partner with UNeMed and UNeTech in developing UNMC's intellectual property and capitalize on the scientific expertise and resources of some of UNMC's core laboratory services, including building capacity to meet laboratory practice compliance in line with the industry standards.

As part of the initiative, the UNMC Office of the Vice Chancellor for Research will create a Faculty Innovation Council, with faculty from across colleges and institutes serving as advisors. The new council will inform strategy and help prioritize resources for faculty who are new to industry-sponsored research and ensure initiatives remain faculty-centric.

PROJECT HEALTH, INNOVATION DESIGN UNIT LEAD THE WAY



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

In October 2025, the NU Board of Regents approved the second design phase for Project Health, a transformational academic health care facility that will be based on the Omaha campus of UNMC and its primary clinical partner, Nebraska Medicine.

The project will serve as a state-of-the-art clinical learning center to educate and train future health care providers, conduct cutting-edge research and expand access to clinical trials.

The regents' action, which authorized construction of the shell and core of the facility, amounts to about \$1.22 billion of the entire \$2.19 billion project. Initial design phase approval, granted in April 2025, allowed for site preparation and foundational work to begin. By October 2025, 95,000 cubic yards of soil already had been removed from the site, with another 20,000 to go. When finished, the 1.4 million square foot building will have 30% of its space dedicated to education. A planned third phase, which also requires regental approval, will be necessary to complete the project. Funding for the project comes from several sources: philanthropy; the state of Nebraska; the city of Omaha; the university and Nebraska Medicine; and private financing.

In addition to serving as an ultramodern clinical learning and research environment, Project Health will become the primary in-patient clinical hospital for Nebraska Medicine. When the project is complete in 2031, more than 550 beds will be available in the facility.

As part of the first phase of Project Health, the med center developed and opened the Innovation Design Unit to serve as a hub for designing, testing and validating advanced care models, innovative technology and facility designs. The 17-room unit, located on level six of University Tower, welcomed its first patients in January 2025.

“UNMC must grow professional learner enrollment by 20-25% to meet the needs across our state,” said H. Dele Davies, MD, interim chancellor of UNMC. “This will be possible only with significant improvement of our physical environment, as these students will need a modern, cutting-edge space to practice and hone their skills. With 30% of the building dedicated for educational purposes, Project Health will truly help UNMC grow Nebraska’s health and medical workforce.”

Project Health will complement other initiatives to boost the health care workforce in Nebraska, Dr. Davies said. Notably, expansion of UNMC’s programs in Kearney will increase the number of graduates there by 75% — to more than 600 annually — within the next five years.

QUALITY INDICATORS TAB

QUALITY INDICATORS TAB

QUALITY INDICATORS



INDICATOR	PAGE(S)	STANDARDS	QUALITY STATUS	CHANGE FROM PRIOR YEAR	SUBJECTIVE PERFORMANCE RATING
		Desired Outcomes			
1. Certification/ licensure exams	13	100% pass rate; UNMC exceed the median performance	93% for MD Step 1, National Avg 93% 99% for MD Step 2, National Avg 98% 98% for Pharmacy, National Avg 78%	Stable Stable Improved	Very Good
2. Research funding and NIH rankings	45-50	Increase funding annually and improve NIH rankings annually	Net research awards remained at same level NIH research awards increased by 5.14% Indirect cost recovery decreased 3 of 6 colleges improved NIH ranking	Stable Increased Declined Stable	Good
3. Rural activities	26-29	> 60% rural practitioners from UNMC <i>Rural education sites and outreach</i>	54% of NE rural physicians, pharmacists, dentists, PAs, nurse practitioners & clinical nurse specialists are UNMC graduates	Increased	Good
4. Minority recruitment and retention	71-74	≥ 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	95-97 91-92	Economic impact: UNMC and Nebraska Medicine combined direct and indirect employment \$2 million of UNeMed income <i>Omaha & Nebraska economic growth Scientific and health care benefits</i>	\$7.9 billion in FY 2023-24 Approximately 56,050 (13,073 direct) \$1.6 million FY 2023-24 revenue Strong research & construction funding Advances in basic & clinical science	----- ----- Stable Continuing Continuing	Very Good
	84-85	90% retention rates	88.0% employee retention	Continuing	Very Good
6. Financial strength	95-99	≥ 4% non-general fund growth ≥ 4% growth in prior year net assets	6.4% growth in non-general fund revenue 3.8% growth in FY 2024-25 net assets	Continuing Continuing	Excellent

INDICATOR	PAGE(S)	STANDARDS	QUALITY STATUS	CHANGE FROM PRIOR YEAR	SUBJECTIVE PERFORMANCE RATING
7. Infrastructure	110-113	Meet annual construction and technology objectives <i>Implement facilities and ITS master plans</i>	Project NeXT/Project Health underway	Improved	Very Good
			Catalyst Innovation Hub – completed	Improved	
			Health Sciences Education Center Kearney – completed	Improved	
			IT infrastructure governance	Improved	
			Administrative Facility Planning/Design	Continuing	
8. Strategic objectives/ leadership	57-61	<i>Campus participation and community support and involvement</i>	Strong community support	Continuing	
			Campus growth and construction	Continuing	
			Global engagement	Continuing	
9. Compliance effectiveness	115	Satisfactory external compliance reviews <i>Compliance processes that advance UNMC's mission and vision</i>	Satisfactory external evaluations	Stable	Very Good
			Compliance improvements implemented and continuing	Stable	
10. Comprehensive national rankings	7	National recognition for academic programs, research activities and clinical services <i>High U.S. News and World Report rankings for academic programs and nationally recognized clinical services</i>	Primary Care ranked Tier 2	Continuing	Very Good
			Physician Assistant ranked 14th	Continuing	
			College of Pharmacy ranked 19th	Continuing	
			Doctor of Nursing Practice tied for 57th	Declined	
			Nebraska Medicine ranked #1 in state	Continuing	
			Ranked high performing in 3 specialties	Continuing	
			Ranked high performing in 12 procedures /conditions	Continuing	

CHANGES FROM PRIOR YEAR

IMPROVED = HIGHER INDICATOR VALUE

Continuing = The value continues to meet or exceed the desired outcome

Stable = No significant change from prior year

Declined = Lower indicator values

OVERALL SUBJECTIVE RATINGS:

Outstanding = Far exceeds standards and desired outcome; maintain exceptional quality

Excellent = Exceeds standards and desired outcome; maintain and improve excellent quality

Very Good = Close to standard and desired outcome; minor improvement required

Good = Somewhat below expectations; improvement required

Fair = Clearly below expectations; major improvement required

NATIONAL EDUCATIONAL AND HEALTH CARE RANKINGS

U.S. News and World Report

America's Best Graduate Schools 2025	Ranking	U.S. News & World Report # of Colleges/ Programs	Ranking Factors
College of Medicine — Research	Tier 2	197	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	197	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)	Unranked	603	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	169	
Nursing — Online Master's in Nursing	41	209	Rankings based on engagement; faculty credentials and training; student services and technology; student excellence; expert opinion.
Physical Therapy	37	264	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	206	Rankings are based on peer assessment survey results sent to physician assistant programs accredited by the Accreditation Review Commission on Education for the Physician Assistant.
College of Pharmacy 2020 Ranking	19	141	Based on academic quality of doctoral program.
College of Public Health	42	219	Rankings are based solely on the results of peer assessment surveys sent to deans, other administrators and/or faculty at accredited degree programs or schools in each discipline.

U.S. News & World Report Rankings

Nebraska Medicine	Ranked #1 in Nebraska
Nebraska Medicine	"High Performing" Ranking in 3 Specialties
Nebraska Medicine	"High Performing" Ranking in 12 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	2033
Allied Health	Cytotechnology	American Society of Cytopathology: Cytotechnology Programs Review Committee	2025 ¹
Allied Health	Genetic Counseling	Accreditation Council for Genetic Counseling	2028
Allied Health	Medical Laboratory Science	National Accrediting Agency for Clinical Laboratory Sciences	2027
Allied Health	Medical Nutrition	American Dietetic Association	2029
Allied Health	Occupational Therapy	Accreditation Council for Occupational Therapy Accreditation	2031
Allied Health	Physical Therapy	Commission on Accreditation in Physical Therapy	2025
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	2024 ²
	Radiography	Radiologic Technology	2024 ²
Dentistry	College of Dentistry	Commission on Dental Accreditation	2029
Medicine	College of Medicine	Liaison Committee on Medical Education	2029
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
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	2025

1 Extension to 2025 granted by accreditor.

2 Comprehensive evaluation with site visit completed during Fall of 2024. Final report pending

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

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

**American Dental Association

EDUCATION TAB

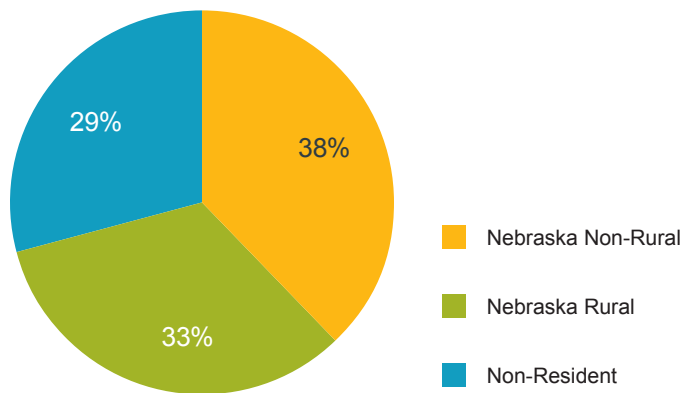
EDUCATION TAB

ADMISSIONS STATISTICS

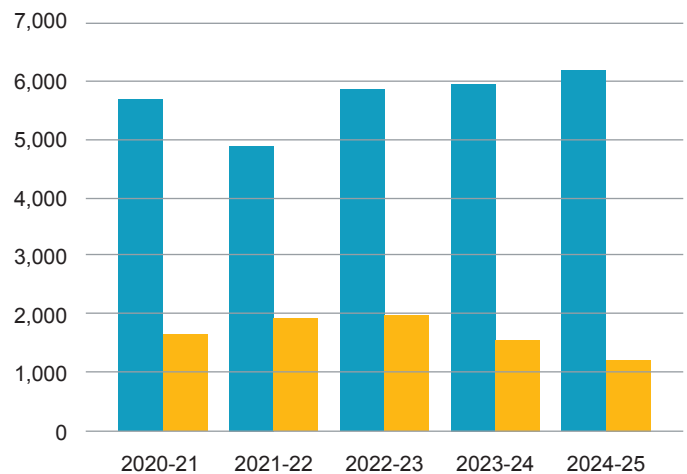
YEAR	TOTAL	NEBRASKA RESIDENTS	NON-RESIDENTS	MALE	FEMALE	UNKNOWN	MINORITY	UNDER-REPRESENTED MINORITY	RURAL NEBRASKA
	(a, b)						(c)	(d)	(e)
2024-25									
Applications Filed	6,011	1,959	4,052	2,240	3,767	4	1,912	827	641
Accepted	2,156	1,411	745	574	1,581	1	532	303	579
% Accepted	36%	72%	18%	26%	42%	25%	28%	37%	90%
Entered	1,740	1,236	504	445	1,294	0	385	214	577
2023-24									
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
2022-23									
Applications Filed	5,357	1,683	3,674	2,076	3,279	2	1,487	687	602
Accepted	2,038	1,209	829	556	1,481	1	425	211	457
% Accepted	38%	72%	23%	27%	45%	50%	29%	31%	76%
Entered	1,424	1,029	395	365	1,059	0	255	128	392
2021-22									
Applications Filed	5,789	1,881	3,902	2,149	3,638		1,630	696	467
Accepted	1,767	1,101	426	400	1,125		407	203	288
% Accepted	31%	59%	11%	19%	31%		25%	29%	62%
Entered	1,523	1,098	423	400	1,122		326	162	279
2020-21									
Applications Filed	5,700	2,292	3,278	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	108	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
2024-25**



**Entering Students
2020-21 through 2024-25**



Provided by UNMC Office of Institutional Research

GPA AND ENTRANCE EXAM SCORES OF MATRICULANTS

UNMC Educational Programs 2021 – 2025

National Data are in Parenthesis () unless otherwise noted.

PROGRAM	2021	2022	2023	2024	2025
College of Allied Health Professions					
Cardiovascular Interventional Technology (CVIT) GPA	3.34	2.95	2.92		3.77
Clinical Perfusion GPA	3.52	3.54	3.59	3.71	3.64
Cytotechnology GPA	3.21	3.25	3.20	3.23	3.42
Diagnostic Medical Sonography GPA	3.42	3.53	3.40	3.58	3.45
Genetic Counseling GPA	3.69	3.46	3.70	3.74	3.83
Magnetic Resonance Imaging GPA	3.59	3.36	3.71	3.51	3.68
Medical Laboratory Science GPA	3.38	3.22	3.38	3.42	3.25
Medical Nutrition Education GPA	3.45	3.89	3.74	3.61	3.57
Occupational Therapy GPA	3.50	3.72	3.62	3.53	3.58
Physical Therapy GPA	3.63	3.72	3.67	3.66	3.66
Physician Assistant GPA	3.68	3.77	3.74	3.75	3.71
Radiation Therapy GPA	3.39	3.51	3.54	3.68	3.44
Radiography GPA	3.48	3.64	3.68	3.72	3.79
College of Dentistry					
Dentistry GPA	3.67	3.64	3.64	3.77	3.84
Dentistry DAT	20 (NA)	NA	20	21	21.8
Dental Hygiene GPA	3.56	3.63	3.63	3.74	3.68
College of Medicine					
Medicine GPA*	3.85 (3.80)	3.85 (3.68)	3.88 (3.84)	3.8	3.88 (3.83)
MCAT - CHEM (chem & phys foundations)	128 (128.0)	128 (127.9)	128	128	128
MCAT - CARS (critical analysis & reasoning)	128 (127.0)	127 (127.0)	128	127	127
MCAT - BIO (biological & biochem foundations)	128 (128.0)	128 (128.2)	128	128	128
MCAT - PSYC (psychologic, soc & bio foundations of behavior)	128 (128.3)	129 (128.9)	128	129	129
College of Nursing					
Undergraduate Nursing GPA	3.67	3.63	3.64	3.57	3.61
Graduate GPA	3.30	3.44	3.48	3.57	3.54
College of Pharmacy					
Pharmacy GPA	3.59	NA	3.60	3.63	3.52
Pharmacy PCAT**	60	NA	NA	NA	NA
Graduate College***					
GPA	3.60	NA	3.67	NA	NA
College of Public Health					
GPA	3.38	NA	3.38	3.38	3.47

*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)								
2025	4,818	1,550	3,247	21	409	158	340	324	8	3,344	3	152	80
		32.2%	67.4%	0.4%	8.5%	3.3%	7.1%	6.7%	0.17%	69.4%	0.9%	3.2%	1.7%
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%

a) Alien = foreign, non-immigrant

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

Enrollment by Age Category

AGE	2023	%	2024	%	2025	%
18-19	28	0.61	21	0.45	34	0.71
20-21	509	11.17	523	11.12	557	11.56
22-24	1,219	26.76	1,338	28.45	1,412	29.31
25-29	1,486	32.62	1,462	31.09	1,434	29.76
30-34	710	15.59	711	15.12	708	14.69
35-39	317	6.96	321	6.83	316	6.56
40-49	226	4.96	258	5.49	271	5.62
50-64	58	1.27	65	1.38	81	1.68
65+/Unk	2	0.04	4	0.09	5	0.10
Total	4,555	100.00	4,703	100.00	4,818	100.00

Enrollment by College

COLLEGE	2022	2023	2024	2025
College of Dentistry	304	301	300	307
College of Medicine	520	527	522	542
House Officers	682	680	715	734
College of Allied Health Professions	723	755	792	816
College of Nursing	998	978	1,018	1,049
College of Pharmacy	191	189	200	217
College of Public Health	330	372	352	383
Graduate Studies	631	720	771	727
Visiting - Undergrad Non Degree	27	33	33	43
Total Enrollment	4,406	4,555	4,703	4,818

DEGREES AWARDED 2020 – 2025

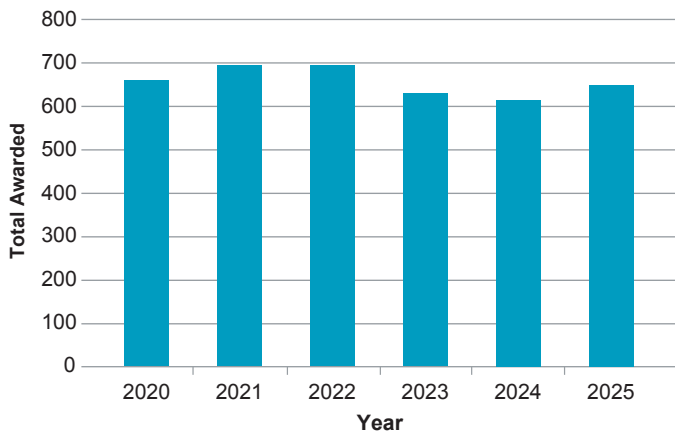
(a)	(b)		(c)				
2025	648 (175)	53	491 (173)	25	373	82	1,672
2024	614 (185)	53	504 (186)	25	378	82	1,662
2023	623 (188)	82	478 (184)	18	331	68	1,600
2022	696 (195)	85	454 (199)	20	362	93	1,710
2021	695 (211)	66	434 (13)	10	325	66	1,596
2020	659 (196)	63	432 (13)	13	345	64	1,576

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

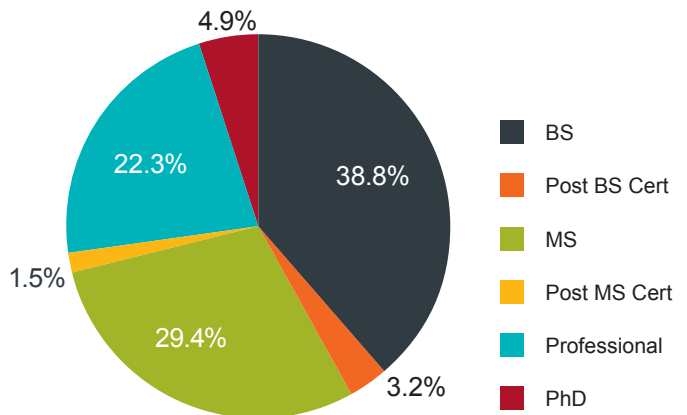
b) BS Degrees include degrees awarded to military PA students, listed in ().

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

BS Degrees Awarded 2020-2025



Degrees Awarded 2025



PERFORMANCE OF STUDENTS ON LICENSURE, CERTIFICATION OR BOARD EXAMS

	2022				2023				2024			
	Fail %		Mean Score		Fail %		Mean Score		Fail %		Mean Score	
	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l	UNMC	Nat'l
College of Allied Health Professions												
Clinical Perfusion	0	8.5	185	177	0	8.5	185	177	0	14.4		
Cytotechnology**	3.6	12.2	551	541	3.6	12.2	551	541	0.0	11.8	574	514
Diagnostic Medical Sonography												
Sonographic Principles & Instrumentation	0	29	NR	NR	0	29.0	NR	NR	0	29.0	NR	NR
Abdominal Sonography	0	30	NR	NR	0	30.0	NR	NR	0	27.0	NR	NR
OB/GYN Sonography	0	23	NR	NR	0	23.0	NR	NR	0	18.0	NR	NR
Adult Echocardiography	0	23	NR	NR	0.0	23.0	NR	NR	0.0	22.0	NR	NR
Genetic Counseling		0.0							14.3	33.0	NR	NR
Magnetic Resonance Imaging*	14.3	34.9	87.6	77.4	14.3	34.9	87.6	77.4	0.0	33.5	91.0	78.5
Medical Laboratory Science**	2.3	31.0	524	481	2.3	31.0	524	481	2.9	33.5		
Medical Nutrition**	0	36.0	27.4	27	0	36.0	27.4	27	0	37.5		
Physical Therapy	6.1	2.9	653.3	668.6	6.1	2.9	653.3	668.6	8.5	8.3	688.5	672.4
Physician Assistant*	0	11.0	502	500	0	11.0	502	500	1.6	11.0	502	500
Radiation Therapy**	25.0	20.6	83.0	80.6	25.0	20.6	83.0	80.6	0.0	NA	85.3	NA
Radiography*	0.0	16.5	88.0	82.4	0.0	16.5	88.0	82.4	3.3	14.8	87.9	82.9
College of Dentistry***												
DDS Part 1	****	****	****	****	****	****	****	****	****	****	****	****
DDS Part 2					NA	NA	NA	NA	NA	NA	NA	NA
Dental Hygiene					NA	NA	NA	NA	NA	NA	NA	NA
College of Medicine												
MD Step 1****	7	7	P/F	P/F	5	8	P/F	P/F	7	9	P/F	P/F
MD Step 2	2	2	252	248	0	2	254	249	1	2	253	250
College of Nursing												
BSN	15.15	20.09	NA	NA	2.99	9.8	NA	NA	2.03	8.1	NA	NA
College of Pharmacy*****												
NAPLEX	7.7	20.4	NR	NR	2.2	21.4	NR	NR	1.8	22.5	NR	NR

NA=Not Available NR=Not Reported

The scores are based upon information received by 03/22/25.

*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.

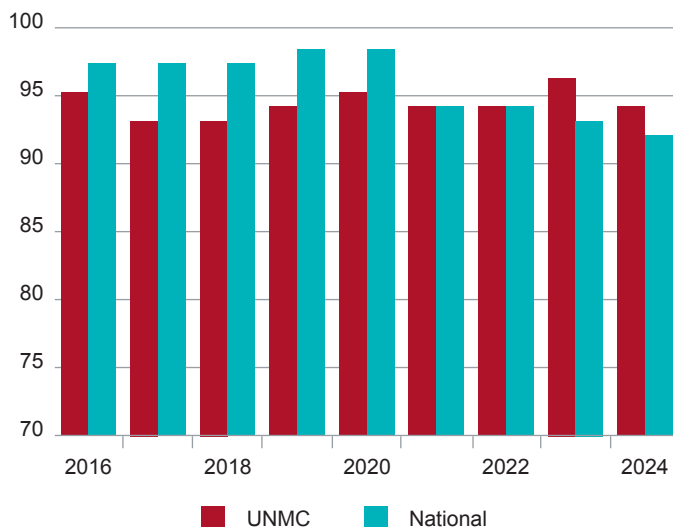
***Dental and Dental Hygiene scores are expressed as percentile rankings. Mean scores are no longer supplied.

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

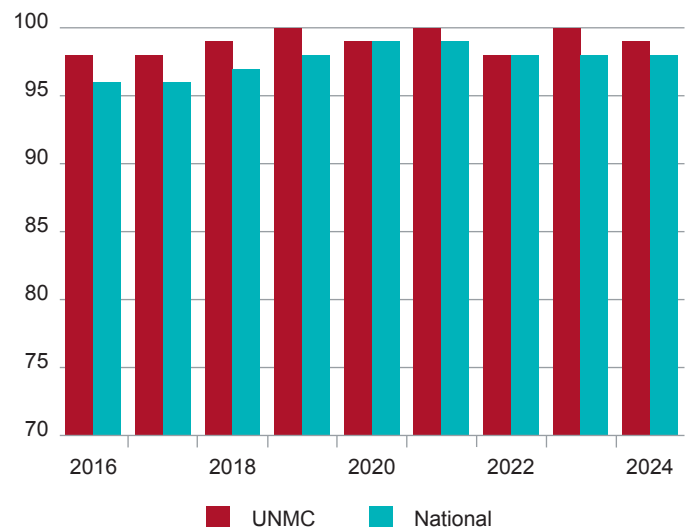
*****The MD Step 1 became Pass/Fail effective for graduates in 2021 and no UNMC or National scores are available.

*****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 2024 AND 2025

LOCATION OF FIRST YEAR RESIDENCY POSITIONS		
	2024	2025
Alabama	2	0
Arizona	4	5
Arkansas	0	1
California	6	4
Colorado	3	1
Connecticut	1	0
Delaware	0	0
District of Columbia	1	0
Florida	1	1
Georgia	1	1
Idaho	0	0
Illinois	5	3
Indiana	2	1
Iowa	2	3
Kansas	2	1
Kentucky	0	5
Louisiana	0	3
Maine	1	1
Maryland	0	0
Massachusetts	1	0
Michigan	5	3
Minnesota	3	2
Missouri	2	4
Mississippi	0	1
Montana	1	1
Nebraska	58 41% (staying in Nebraska)	58 46% (staying in Nebraska)
Nevada	3	0
New Hampshire	0	0
New Mexico	0	0
New York	5	0
North Carolina	1	3
New Jersey	2	1
Ohio	0	2
Oklahoma	3	2
Oregon	0	0
Pennsylvania	0	2
Rhode Island	1	0
South Carolina	1	3
South Dakota	1	0
Tennessee	7	2
Texas	1	7
Utah	1	1
Virginia	2	2
Washington	1	2
West Virginia	3	0
Wisconsin	0	0
Total	140	126

FIRST YEAR SPECIALTIES		
	2024	2025
ANES	12	7
CHILD NEUR	1	1
ERMD	2	9
*FMED	13	16
*FMED/PRCA	0	0
*IMED	34	26
*IMED PRE	11	6
*IMED/PRCA	1	1
*MED PEDS	9	4
*MED PRIMARY	0	0
NEUR	2	1
NSUR	0	2
*OBYG	7	4
*OBYG PRE	0	0
OPHTH	1	3
ORTH	3	2
OTOL	1	4
PATH	3	1
*PEDS	11	10
PSYC	4	9
PHYSICAL MED & REHAB	1	1
RADIOLOGY	0	1
RADI-DX	0	1
RAD ONC	0	1
SURG	9	6
SURG PLASTIC	0	1
SURG PRE	7	6
THORACIC SURG	1	0
TRANS	5	2
UROL	2	1
Total	140	126

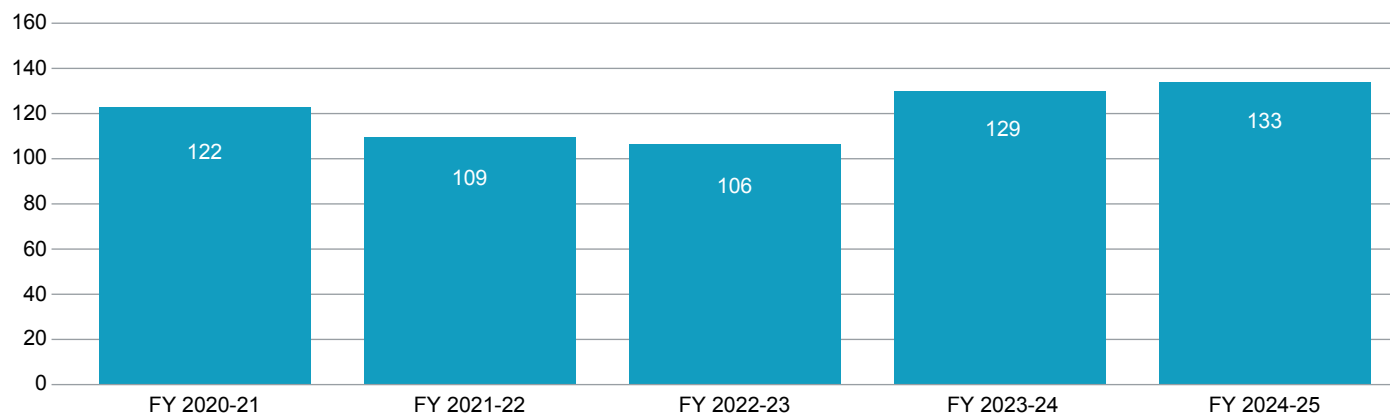
*Primary Care	86	67
% of class	61%	53%

Provided by UNMC College of Medicine

POSTDOCTORAL FELLOWS, SENIOR RESEARCH ASSOCIATES AND RESEARCH ASSOCIATES AT UNMC

Anesthesiology	4		2	3	3
Biochemistry and Molecular Biology	15	15	16	18	9
Cellular and Integrative Physiology	4	3	6	5	2
College of Dentistry-Oral Biology/Surgical Specialties					
College of Public Health	5	4	4	3	6
Dermatology				1	0
Emergency Medicine	1	1		2	4
Eppley Institute	14	12	5	9	12
College of Allied Health Research Administration					1
Genetics, Cell Biology and Anatomy	7	7	7	11	7
Internal Medicine	14	10	9	10	13
Munroe-Meyer Institute	1	3		1	1
Neurological Sciences	4	3	3	5	3
Neurosurgery		1			1
Nursing		1	1		0
Obstetrics/Gynecology	3	2	4	5	6
Ophthalmology	1	3	4	4	5
Pathology/Microbiology	15	13	11	11	9
Pediatrics	1	1	1	2	3
Pharmaceutical Sciences/Pharmacy Practice	15	12	16	14	19
Pharmacology and Experimental Neuroscience	7	9	7	10	15
Physical Therapy				1	0
Psychiatry	1	1	1	1	1
Radiation Oncology	1	1	1	3	0
Surgery	9	7	8	10	13
Total Postdocs/Research Associates	122	109	106	129	133
# of Citizens	23	21	11	21	24
# of Immigrants	4	5	10	8	12
# of Non-resident Aliens	95	83	85	100	97
	122	109	106	129	133

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 established by the Nebraska Legislature in 2009 to strengthen the state's behavioral health workforce. Guided by its mission to recruit, train, and retain behavioral health professionals, particularly in rural and underserved communities, BHECN continues to expand opportunities for students and professionals across Nebraska.

2025 Workforce Report and Data Snapshots

This year BHECN released The Licensed Behavioral Health Workforce Report 2025 and accompanying Data Snapshots. The report presents an in-depth look at Nebraska's behavioral health workforce trends from 2010 to 2024. Over that 14-year period, the number of licensed behavioral health providers increased by 49% statewide and by 24% in rural counties. Some of the most significant gains occurred among psychiatric physician assistants (267%), licensed independent mental health practitioners (225%), and psychiatric nurse practitioners (168%). While these trends are encouraging, persistent challenges remain, including high demand for services, long wait times, and uneven distribution of providers across the state. In some areas, residents still travel more than an hour to receive care. The new regional and provider-specific Data Snapshots enable policymakers and educators to focus their efforts where they are needed most.

Workforce Partners Conference A Step Towards Statewide Strategy

BHECN hosted the inaugural Nebraska Behavioral Health Workforce Partners Conference in June. At the event, Nebraska behavioral health leaders gathered to identify priorities and explore strategies for collaboration in order to ultimately craft a statewide behavioral health strategy. Following the event, BHECN published a summary report that captured key insights and outlined the next steps. The report outlined three initial priorities for strengthening Nebraska's behavioral health system:

- Enhancing access to training, preparation, and support
- Strengthening career awareness and entry pipelines
- Streamlining communication and systems alignment

Each priority is accompanied by specific actions and strategies to move the work forward. Planning is already underway for the next conference, scheduled for April 2026.

BHECN Launches National Alliance

In 2025, BHECN also launched the **Behavioral Health Workforce Center Alliance (BHWCA)**, a national collaboration that brings together regional workforce centers to address nationwide behavioral health workforce shortages. The Alliance promotes shared learning and coordinates action among academic institutions, policymakers, and providers to strengthen recruitment, training, and retention nationwide.



Trainings Help Support Youth in the Aftermath of Crisis

With support from the CDC Foundation, BHECN over the past year has held several events around the state focused on preparing behavioral health professionals to support youth in the aftermath of school shootings and other community crises. Hundreds of behavioral health professionals attended the events, which were held in Omaha, Lincoln, and Kearney. The Kearney event — which also was broadcast to Mary Lanning Hospital in Hastings — was organized to help provide support to professionals who worked with youth and others who were affected by a high-profile murder suicide that broadly impacted Central Nebraska in May.

Programs and Initiatives Continue to Progress

BHECN continues to invest in the behavioral health pipeline through innovative programs designed to prepare and support the next generation of providers.

The **BHECN Scholars Program** welcomed 11 new students in the 2025–2026 academic year, marking its second statewide cohort. Building on the success of the pilot Behavioral Health Opportunities Program (BHOP) at the University of Nebraska at Kearney, the Scholars Program supports undergraduate seniors planning to pursue master's degrees in behavioral health. Through tuition assistance, mentorship, and professional development, the program prepares students from different regional and cultural backgrounds to serve the needs

of Nebraska communities. Of the inaugural 2024–2025 cohort, nine students advanced to graduate programs and continued into a second year, bringing total participation to 20 students.

The **Mentoring Program** connects undergraduate and graduate students with experienced mental health professionals for yearlong guidance and support. Since its launch, the program has paired more than 116 mentor–mentee teams statewide, offering students valuable career insight and real-world experience.

Through the **Lifelong Learning Fund**, BHECN supports professional growth and continuing education for Nebraska’s behavioral health workforce. The fund ensures that students and professionals have access to high-quality training opportunities that enhance clinical skills, foster career advancement, and strengthen retention. In 2024–2025, the program supported 18 students and 23 professionals in their pursuit of ongoing development.

The **Graduate Trainee Support Program** provides financial assistance to graduate students completing practicum and internship placements in Nebraska. By reducing financial barriers and encouraging placements in rural, public sector, or justice-involved communities, the program helps grow the state’s workforce where it is needed most. In 2024–2025, the program supported 38 students completing clinical experiences in justice-involved, public-sector, or rural settings.

Sites Give BHECN Statewide Presence

To ensure programming is responsive to regional needs, BHECN has established sites in all six of Nebraska’s behavioral health regions: **BHECN Central** (2015), **BHECN Panhandle** (2019), **BHECN Northeast** (2023), **BHECN East** (2024), **BHECN Southwest** (2024), and **BHECN Southeast** (2025).

In 2025, BHECN sites hosted a wide range of student outreach, professional development, and networking activities. Key regional events included the Northeast Nebraska Behavioral Health Conference in Wayne, the Panhandle Annual Conference in Scottsbluff, the Behavioral Health Practitioners Retreat in Ashland, and the Provider Retention Workshop in Lincoln. Additional workshops and events were held across the state, including in Chadron, Columbus, Fremont, Gordon, Lincoln, Omaha, O’Neill, and Wayne. These opportunities provided continuing education, skill development, and collaboration among current and future behavioral health providers.

CONTINUING EDUCATION

Joint Accreditation and Collaboration

The UNMC College of Medicine, Center for Continuing Education (CCE), and UNMC College of Nursing Continuing InterProfessional Development and Innovation (CiPDI) 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 619 activities (live [in-person], webinars, enduring materials and regularly scheduled series activities) for the reporting cycle of July 2024-June 2025.

Of these activities, 261 activities were planned by and for an interprofessional audience, accounting for over 42% of all activities offered.

Serving as a Jointly Accredited Provider, UNMC plays 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 (CE) Programs is to provide specialized and interprofessional educational activities and support innovative research that facilitates individual skills and team-based performance that improves outcomes for patients and communities. UNMC's continuing education efforts aim to enhance the knowledge, skills, attitudes, competence, and performance of health care professionals, ultimately improving patient outcomes and community health.



During the reporting period, 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 Department of Health and Human Services
- Nebraska Infection Control Assessment and Promotion Program (ICAP)
- National Emerging Special Pathogens Training and Education Center (NETEC)
- Health Resources and Services Administration (HRSA)
- Society of Critical Care Medicine – Fundamental Critical Care Support

- Indiana Hemophilia and Thrombosis Center
- Medical Societies
- 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 UNMC College of Medicine, 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.

The launch of the inaugural Pan Pacific Leukemia Conference was held in July 2025. This conference was a dynamic spin-off of the renowned Pan Pacific Lymphoma Conference. Building on the success and momentum of PPLC, this conference developed into cutting-edge developments, innovative

treatments, and groundbreaking research that is shaping the future of leukemia therapy. This biannual conference was chaired by Drs. Vijaya Raj Bhatt, Matthew Lunning and Dr. Nitin Jain of MD Anderson Cancer Center. This inaugural conference was attended by 295 registrants and was comprised of physicians, advanced practice providers, pharmacists, nurses and industry representatives. The conference included a wide variety of components including presentations by internationally recognized experts, "meet the experts", debates and e-posters. This conference was 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.

The two-day 2025 Midwest Pediatric Cardiology Society (MWPCS) Annual Meeting was hosted by UNMC and dedicated to advancing cardiovascular care for young patients. This meeting highlighted innovative, multidisciplinary approaches to diagnosing, treating, and managing pediatric heart conditions. It also featured expert-led educational sessions, networking with peers and leaders in pediatric cardiology, a special zoo event with guest speaker presentation. This meeting was attended by 148 registrants comprised of physicians, advanced practice providers, students and others from Nebraska, and 15 other states.

The Center operates one of Nebraska's largest American Heart Association (AHA) and Trauma Education training programs, supporting both basic and advanced emergency care. Courses are delivered on campus and across more than 233 training sites, providing education throughout Nebraska and the surrounding region.

Currently, the Center is aligned with over 240 basic and advanced emergency care instructors. In the most recent fiscal year, the program issued approximately 5,453 certifications in basic and adult/pediatric advanced life support, along with 3,434 Heartsaver certifications for the community.

Additionally, 1,172 healthcare providers participated in blended learning skills testing, with continued efforts underway to expand access to this training model. The Center also partners with the National Association of Emergency Medical Technicians (NAEMT) as a state leader in delivering education in Trauma, Medicine, Leadership, Safety, Pediatrics, and Geriatrics for out-of-hospital healthcare providers.

Within the University of Nebraska Medical Center (UNMC), the Center provides American Heart Association (AHA) Basic Life Support (BLS) and Advanced Cardiac Life Support (ACLS) training for medical students, residents, faculty, and physician assistant (PA) students. In collaboration with Nebraska Medicine, the Center also delivers training to all clinical staff across the health system.

CiPDI

CiPDI, The UNMC College of Nursing Continuing InterProfessional Development and Innovation (CiPDI) office, provides agile, innovative, and evidence-based educational services to

nurses of all scopes of practice and healthcare professionals across disciplines as a Jointly Accredited provider. Recognizing the overlapping roles within healthcare teams, CiPDI emphasizes interprofessional competencies that strengthen communication, clarify roles, understand purpose and values, and possess functional team skills to improve team performance and patient outcomes. CiPDI provides interprofessional continuing education credits, and profession-specific contact hours/credits to nurses, pharmacists, social workers, psychologists, licensed mental health professionals, and physician associates.

CiPDI delivers education locally, regionally, nationally, and internationally supporting workforce development and practice improvement across Nebraska and beyond. Services include instructional design, curriculum consultation, content development and design, delivery across multiple formats, evaluation, and engagement in scholarship and dissemination. This work supports both internal UNMC initiatives and external partnerships.

Over the past five years, CiPDI has supported several Health Resources and Services Administration (HRSA)-funded projects focused on workforce development, including training for rural nurse practitioner preceptors, primary care nurses, military and veteran health nurses, as well as initiatives addressing nurse burnout and resilience. Currently, CiPDI is in its fourth year of a HRSA-funded initiative to build a regional professional development network to prepare nurses to support and use 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 2025, this work has expanded into the **Midwest Clinical Instruction Regional Network (MCIRN)**, which includes programs:

- **Process Precept:** *A live training that introduces clinical instruction concepts for nurses who train other nurses, grounded in an evidence-based, nationally recognized model.*
- **Facilitator Focus:** *A train-the-trainer program supporting Process Precept.*
- **Advanced Preceptor Fellowship:** *An interactive program that combines online learning and facilitated reflection discussions, using scenario-based training to address challenging trainee behaviors.*
- **MCIRN Innovation Summit:** *A conference focused on the latest evidence and best practices in preceptor and clinical instruction training.*
- **Innovation Summit:** *A rotating regional conference hosted in partnership with universities across different states (previously held in Kansas and Missouri, with Iowa planned next).*

These programs are designed to strengthen the clinical learning environment by preparing nurses to serve as preceptors and clinical instructors across a four-state region.

CiPDI partners with national organizations to deliver specialized education. In collaboration with the National Wound, Ostomy, and Continence Nursing (WOCN) Society, CiPDI hosted The Wound Treatment Associate (WTA) Program, offered since 2019, has trained over 300 healthcare professionals, including LPNs/LVNs, RNs, physical therapists, occupational therapists, physicians, physician associates, and advanced practice registered nurses. Participants are primarily from Nebraska, with additional representation from surrounding states.

Many organizations recognize the significant clinical and financial burden of pressure injuries particularly hospital-acquired pressure injuries (HAPIs), which develop during a patient's stay in an acute care setting. In response, organizations regularly send nurses to the WTA program to strengthen competency in wound assessment and management, support quality improvement initiatives, and reduce preventable patient harm.

The WTA program has been especially valuable in rural and underserved areas of Nebraska, where access to wound care specialists is limited. Training has increased clinician confidence and capability, reducing unnecessary patient transfers to higher levels of care and supporting more timely, effective treatment. This has helped minimize delays in care and improve patient management within local communities.

CiPDI's wound care education also includes ongoing conferences and workshops led by a certified CWOCN specialist within the CiPDI office. These include the ostomy workshop, now entering its 6th year, and the Nebraska WOC conference, which has been offered for 7 years. These large-scale conferences are multifaceted and highly engaging, serving as key opportunities for clinicians to maintain competencies and stay current with best practices, with many organizations sending employees for continued professional development.

CiPDI leadership has also extended regionally, with CWOCN leadership of the Midwest Chapter 5-state conference. Collectively, these efforts support access to specialized wound, ostomy, and continence education across Nebraska and surrounding states. CiPDI has also partnered with the **National Pressure Injury Advisory Panel (NPIAP)** to support podcast development, providing technical expertise in recording, editing, and distribution. This work expands access to education through additional formats.

Additional partnerships include a longstanding relationship with the United States Hemophilia Treatment Center Network (USHTCN), supporting interprofessional education on bleeding and clotting disorders. This collaboration includes instructional design support, hosting and maintaining an online learning platform for the network, and ongoing development and updating of educational modules as content evolves. CiPDI also provides accreditation support for USHTCN live educational programs.

This partnership also led to development of a 3D-animated “How Does Blood Clot” video in collaboration with iEXCEL and UNMC experts. The video is used to teach healthcare students and professionals using advanced technology and is featured as an exemplar within the iEXCEL holographic theater. Evaluation data from participants has demonstrated the value of this approach, with feedback indicating it helps “improve communication between multidisciplinary teams.”

CiPDI also supports gerontological nursing education through the **Gero Nurse Prep** program, developed in collaboration with the American Health Care Association and the National Center for Assisted Living. This program prepares registered nurses for ANCC board certification in gerontological nursing and has supported nurses across the country. 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.

These efforts are supported by a highly skilled interprofessional team, including educational program coordinators, instructional design and technology specialists, and project managers who collaborate to develop, implement, and evaluate programming. Together, the CiPDI team provides comprehensive services including program design, partner collaboration, technology support, financial planning and budget management, and accreditation ensuring high-quality, efficient, and impactful educational offerings for both internal and external partners.

To ensure that UNMC continues to set national best practices in interprofessional continuing education, both CiPDI and CCE maintain active involvement in accreditation, institutional governance, and professional leadership at the local, state, and national levels.

CCE Executive Director Kerri Gilson serves on the UNMC Conflict of Interest Committee and the Continuing Medical Education Committee, which, under the College of Medicine Bylaws, is charged with developing and overseeing policies, procedures, and initiatives for Continuing Medical Education, including interprofessional programming. Through this role, she contributes to the identification of continuing and interprofessional education needs; provides oversight and guidance related to educational programming, finances, accreditation, and strategic planning; and supports communication with faculty leadership regarding significant policy and procedural changes. Brenda Ram, Director of Educational Programs, serves on the UNMC Conflict of Interest Committee, the Staff Advisory Council, and the Nebraska Area Health Education Centers Statewide Advisory Board, contributing to institutional governance, staff representation, and statewide workforce development initiatives that strengthen alignment between health professions education and community needs across Nebraska.

Dr. Heidi Keeler, CiPDI Director, also serves on the Continuing Medical Education Committee, supporting alignment between nursing, interprofessional, and physician continuing education efforts. Dr. Keeler is faculty within the UNMC College

of Nursing and serves as the University’s Community Engagement Director, linking continuing education activities to broader academic, workforce, and community priorities

Beyond institutional leadership, CiPDI leaders contribute to national accreditation and professional leadership efforts. Dr. Keeler and Renee Paulin, CiPDI Nurse Planner, serve as Joint Accreditation site reviewers, supporting peer review and quality assurance activities across the country. In addition, Dr. Keeler is a member and past president of the Nebraska Affiliate of the Association for Nursing Professional Development and holds leadership roles within multiple nursing and workforce organizations. Renee Paulin has served as President of the Nebraska Wound, Ostomy, and Continence Nurses affiliate and continues to lead statewide and regional educational initiatives, including specialty conferences and workshops.

Collectively, these leadership roles ensure a broad array of expertise and experience that supports both collaborative interprofessional activities and unit-specific excellence, reinforcing UNMC’s commitment to high-quality continuing education.

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, Psychologists, licensed mental health professionals, 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 professional 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.

INTERPROFESSIONAL EDUCATION

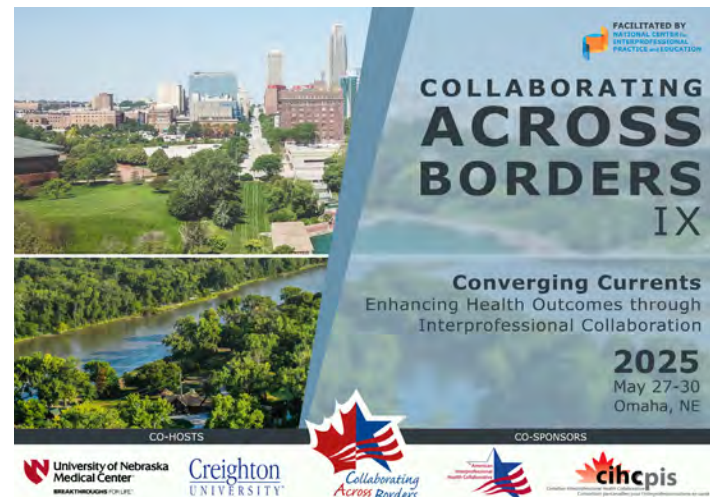
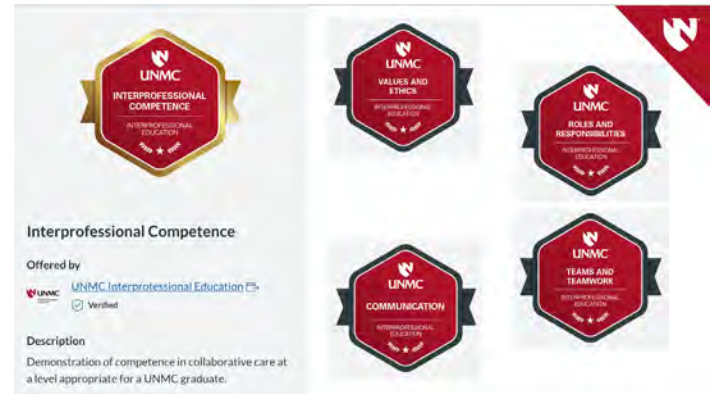
UNMC's Interprofessional Education program provides learners across the state with the skills needed for team-based care of patients and populations. Students participate in both large, statewide events and smaller activities within the clinical learning environment.

As part of the 2026-2029 UNMC Strategic Plan, UNMC will pilot an integrated, longitudinal, experiential IPE curriculum that prepares students to effectively participate in the delivery of team-based care, coupled with assessment of the program. Students will receive electronic badges to reflect their accomplishments in different competency domains as they progress through the pathway. These badges will be sharable by the students with future employers or with those institutions where they pursue additional phases of their professional training after graduation from UNMC.

In May 2025, the Collaborating Across Borders IX conference was 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 brought hundreds of U.S.-based and international attendees to Omaha. More information is available at the conference website: <https://cab.nexusipe.org/>

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>



INTERACTIVE E-LEARNING

Mission and Vision

Interactive E-Learning's mission is to inspire, guide, and support faculty, staff, and student partners in creating engaging digital experiences. Our vision is to elevate health sciences education through extraordinary digital experiences.

Curricular Support

Now in its 14th cohort, the E-Learning Funded Awards Program is generously supported by the Interim Vice Chancellor for Academic Affairs and continues to transform educators' approaches to digital teaching while enhancing students' educational experiences. A new microcredential, E-Learning Innovator, recognizes advanced skills in designing engaging educational content.

- **62 participants**, including faculty, students, residents, and fellows.
- **35% of developers earned the E-Learning Innovator microcredential.**
- **7 colleges and institutes** supported.
- **5 statewide campuses** supported: Omaha, Lincoln, Kearney, Norfolk, and Scottsbluff.

Noncredit Learning

The Office of Noncredit Learning, overseen by Interactive E-Learning, is an integral part of the University of Nebraska's system-wide microcredentialing initiative to meet fast-changing industry needs, grow a future-ready workforce and drive revenue for education providers.

- **13 courses** created for noncredit courses.
- **Over 400 learners enrolled**, with lifetime enrollments of 3,662.
- **3 digital badges** created: Munroe-Meyer Institute, College of Public Health and College of Medicine.
- **\$147,000 lifetime funding awarded** to support noncredit course development.

Milestones Achieved This Year:

UBEATS CELEBRATES 5 YEARS

Launched in 2020, uBEATS has become a nationally recognized STEM and health sciences resource for middle and high school students. Looking ahead, uBEATS will transition to a new web environment to expand accessibility for students across Nebraska, the United States, and worldwide.

- **101,145 total users** across all 50 states.
- **91% positive satisfaction rate from teachers.**
- **87% positive satisfaction rate from students.**
- **727 digital badges awarded** since 2024.



The 2025 Innovators in Education E-Learning Showcase offered developers the opportunity to present their modules to UNMC leadership, faculty, and students.

- **105 modules across 9 topics**; recent additions include Health Careers, Behavioral Health, and Medical Terminology.
- **Honored as the 1st place Transformative Program** through the Instructure Academic Excellence Awards in 2025.

CONTINUED INVESTMENT IN TECHNOLOGY AND SUPPORT

The E-Learning Lab and EZStudio remain valuable components of Academic Affairs' e-learning program. The E-Learning Lab is fully equipped with an audio recording room, a video and podcasting suite, and updated technology that faculty and students can use in-house or check out. E-learning capabilities will expand to the Kearney campus, with a new e-learning lab and audio recording room under construction in the newly remodeled Health Science Education Complex I.

With guidance from Interactive E-Learning, the College of Pharmacy piloted a new podcast, 'The Fun Zone,' aimed at sharing college news and updates in a dynamic, engaging format. The podcast's audience continues to grow, and the series recently released its 15th episode.

Impact of E-Learning Awards



821 faculty, students, staff, and fellows participated.

Since 2013, 183 teams have participated in Cohorts 1–14.



321 e-modules created.

Many teams developed multiple modules, with the majority available in the E-Gallery.



The E-Gallery has had 499,922 page views since 2017,

representing 197 countries.

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

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



Provided by UNMC Director of Distance Education

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.

Mentor Training Program

A cohort of 10 Graduate Studies faculty were trained to facilitate workshops using the nationally recognized “Entering Mentoring” mentor training curriculum. This evidence-based, interactive curriculum, developed by the Center for the Improvement of Mentored Experiences in Research (CIMER), is intended to enhance skills for engaging in productive, culturally responsive, research mentoring relationships. Over the past two years, 350 faculty mentors have participated in workshops led by these UNMC facilitators. 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 254 students attended at least one UNMC professional development event during the 2024-2025 academic year. The most popular events were:

- Financial Wellness (126 attendees)
- Managing the Personal Side of Change (105 attendees)

New Award Programs and Emergency Fund

Thanks to a generous gift from David Crouse, PhD, professor emeritus, and his wife, Sara (née Derry), UNMC Graduate Studies have established two new graduate student awards—the Derry-Crouse Campus Community Emerging Leader Award and the Derry-Crouse Student Organization Emerging Leader Award. Both awards recognize a graduate student who has not yet completed their third year at UNMC and are already making a significant contribution as a student leader. The gift was also used to create an Emergency Fund for graduate students who are experiencing an acute financial need due to an unanticipated, one-time expense. This fund is intended to support the continued academic progress and well-being of students experiencing short-term financial hardship and who cannot reasonably resolve their immediate financial needs through loans, aid programs, or personal resources.

Digital Badging

Graduate Studies has expanded its Service Learning and Professional Development Badge Program to include transferable skills digital badges. These microcredentials are verifiable, online representations of specific skills or achievements, such as leadership or teaching and mentoring. In the early roll out period, 10 students earned a total of 13 digital badges.



2025 Emerging Leader Award Winners

152 students graduated in 2024 — 2025

with 82 earning doctoral degrees and 70 earning master's degrees

727 students

Uncertainty in the federal funding landscape marked the first part of 2025. Because of this, fewer PhD students, who are primarily supported by federal research grants, were admitted for Fall 2025. Nevertheless, Graduate Studies remains the third largest student body at UNMC.

52 different countries

Students come from all over the world, and 44% of students are from Nebraska.

3 new Graduate Students of Distinction

A total of 87 students have been awarded 98 national awards since the program began in 2013.

451 student peer-reviewed publications

Of these publications, 32% listed graduate students as first authors.

13 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 28 new patents.

5 NIH-funded institutional training grants

Our students also receive research support from five T32 grants with total funding of more than \$2.5 million.

RURAL HEALTH DELIVERY AND EDUCATION

UNMC Health Workforce 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. In 2025 the office was incorporated into a new Office of Health Workforce Initiatives to reflect the breadth of work done by UNMC related to state-wide health workforce development. The Office of Health Workforce Initiatives serves as the umbrella under which most of UNMC's rural outreach and education activities are convened, aligned, and coordinated.

The Office provides vision, leadership, strategic and operational direction and support for various rural health programs, services, and initiatives that enhance the education of a health workforce to serve rural Nebraska and to improve 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 Health Workforce 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 at Kearney (UNK), designed to address the health care needs of rural Nebraska. The health professions pathway programs recruit, educate, and graduate students 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 Health Workforce 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 workforce, particularly in the state's rural and underserved areas.

Participating professional programs at UNMC include:

- Dentistry
- Dental Hygiene
- Medical Laboratory Science
- Medical Nutrition
- 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.



UNMC Pathway program annual visit. Students in the RHOP and KHOP programs visited campus Sunday and Monday October 5-6. On Monday, students had the opportunity to visit five areas of the Davis Global Center.

During the annual on-campus experience, over 200 pathways students hear about their importance in filling needed roles in the health care workforce — particularly in rural areas. They have the opportunity to engage with students from different universities and different professions to discuss the importance of professional development and discuss strategies and resources to promote their academic success.

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 University of Nebraska at Omaha (UNO) and the UNMC College of Medicine in 2016, called the Urban Health Opportunities Program (UHOP).

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 funding to UNMC to support ongoing operations and programming.

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 2026.

The expansion will allow for the development of interprofessional clinical education models that optimize clinical resources and help students work in, and lead teams in real-world clinical settings. Expanding simulation facilities

with high-fidelity mannequins, virtual and augmented reality, standardized patients and linkages with iEXCEL on the Omaha campus 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.

Office for Community-based Learning and Preceptor Excellence

The Office of Rural Health Initiatives launched the Office for Community-Based Education and Preceptor Excellence in January 2024. The newly developed program 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 program 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 purchased 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 2025

Data collected by UNMC's Health Professions Tracking Service, Department of Health Services Research & Administration, CPH, November 2025

UNMC GRADUATES WORKFORCE INDICATORS

Overall Impact: UNMC contributes 46.2% of Nebraska's healthcare workforce (6,875 of 14,883 providers)

Rural Healthcare Leadership:

- Rural Nebraska shows strong UNMC presence with 52% of practicing providers graduating from UNMC
- Over 2,200 UNMC graduates serve rural communities. Dentistry (81%) and Pharmacy (61%) show exceptional rural penetration
- UNMC has achieved **≥50% NE healthcare workforce penetration in 7 of 10 professions**
- Rural to urban ratio 1:1.9 indicating relatively strong rural distribution

TOTAL HEALTHCARE PROVIDERS - NEBRASKA UNMC GRADUATES - NOVEMBER 15, 2025

Profession	PRACTICING IN NEBRASKA			PRACTICING IN NEBRASKA DOUGLAS OR SARPY COUNTIES			PRACTICING IN NEBRASKA LANCASTER COUNTY			PRACTICING IN NEBRASKA RURAL		
	UNMC Practicing	UNMC Educated	%	UNMC Practicing	UNMC Educated	%	UNMC Practicing	UNMC Educated	%	UNMC Practicing	UNMC Educated	%
Medicine												
Physician (MD)	4,180	2,198	53%	2,422	1,252	52%	639	395	62%	1,096	565	52%
Physician / Dentist (dual licensed)	22	19	86%									
Osteopathic Physician & Surgeon (DO)	348	71	20%	174	47	27%	58	*	*	113	*	*
Dentist	991	669	68%	422	201	48%	209	176	84%	358	290	81%
Pharmacist	2,001	1,100	55%	92	492	50%	282	162	57%	707	434	61%
Physician Assistant	1,163	664	57%	474	301	64%	245	107	44%	438	254	58%
Advanced Practice Registered Nurse												
Nurse Practitioner	1,818	983	54%	903	465	51%	352	220	63%	579	317	55%
Clinical Nurse Specialist	41	28	68%									
Physical Therapist	2,566	1,110	43%	713	295	41%	310	138	45%	655	365	56%
Occupational Therapist	1,753	33	*	457	*	*	162	*	*	369	*	*
Total	12,330	6,435	52%	6,220	3,079	50%	2,124	1,182	56%	3,986	2,147	54%
UNMC does not have program graduates												
Certified Registered Nurse Anesthetist	386			179			62			141		
Certified Nurse Midwife	37			22			*			*		

*counts/percentages omitted if count <20

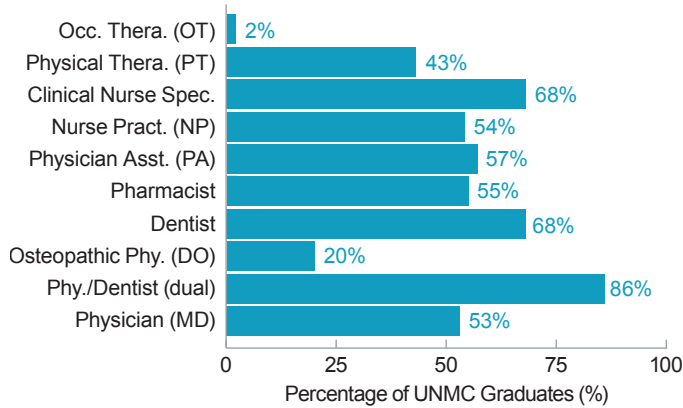
Notes:

- 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
- The first occupational therapy cohort at UNMC graduated May 2024. This marks the first graduating class for the UNMC Occupational Therapy Program.
- 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

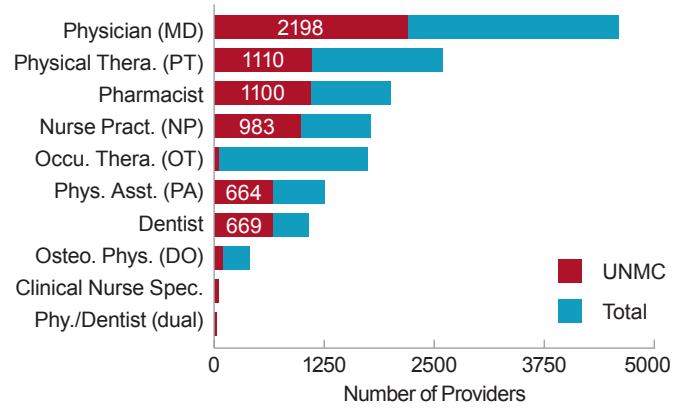
UNMC Graduate Outcomes Analysis – Healthcare Providers in Nebraska

November 15, 2025

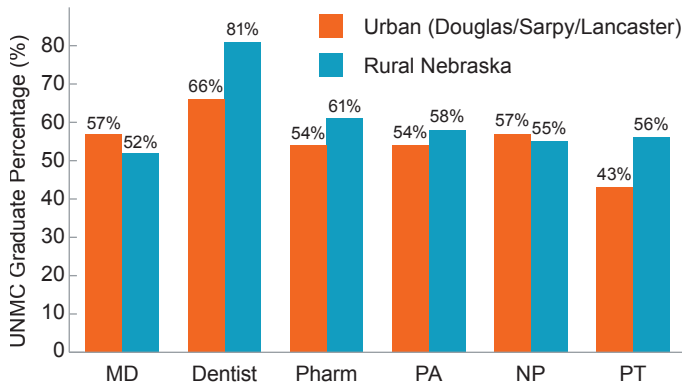
UNMC Graduate Representation by Profession



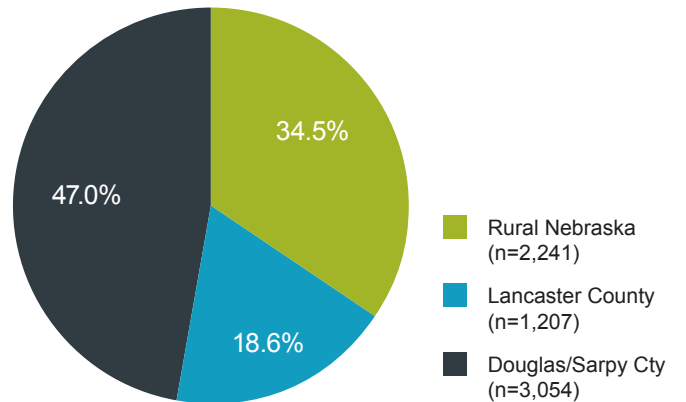
Total Providers vs. UNMC Graduates



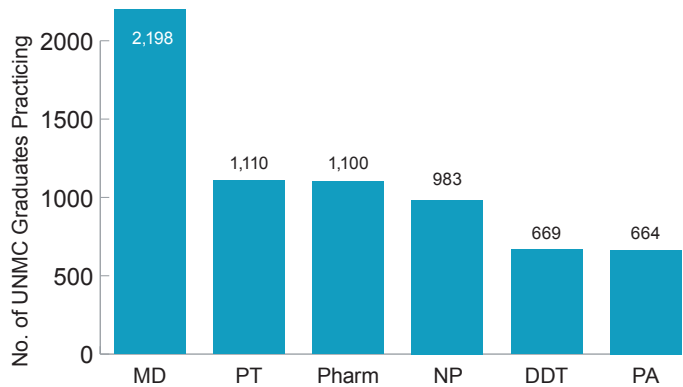
UNMC Graduate Distribution: Urban vs. Rural



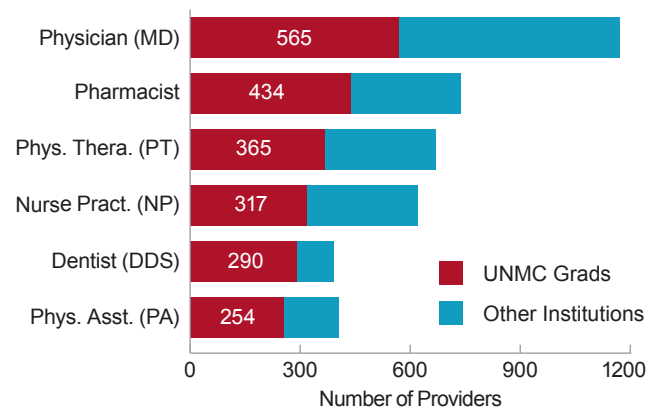
UNMC Graduates Geographic Distribution (n=6,502)



Top UNMC Programs Contributing to Nebraska Workforce



Rural Nebraska Healthcare Workforce Composition



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 user recommendations, we rearranged the Rudolph F. Sievers, MD, Technology Commons to provide more spaces to plug in laptops and use a second monitor. We also sourced new dry erase pens for whiteboards and started providing a wider range of highlighter colors.

The library offers 42 individual and 11 group study rooms for reservation 24/7. In FY 2024-25, students made 14,212 study room reservations, compared to 13,015 last year — a 9% increase. In FY 2024-25, we saw a 4% increase in the number of students who physically entered the library. An additional 171 reservations were made for interviews.

We opened the library-hosted Design Hub, a collaborative space for design thinking activities, and celebrated with an open house to promote awareness of campus design thinking resources. The Design Hub, funded in part by an NU Collaboration Initiative Grant awarded for 2023-25, features flexible workspaces, prototyping tools and supplies, and interactive digital platforms that enable brainstorming and rapid solution development.

This year, we also made essential changes to modernize and improve the safety of exhibit lighting on level 8. Since its installation in the late 1990s, the library vitrine on level 8 has showcased rare books. We installed a new LED lighting system to illuminate the space better and reduce glare, while preserving rare books. This new system will allow the lighting to be motion-activated and give flexibility to adjust the color temperature of the lights to protect the exhibitions on display.

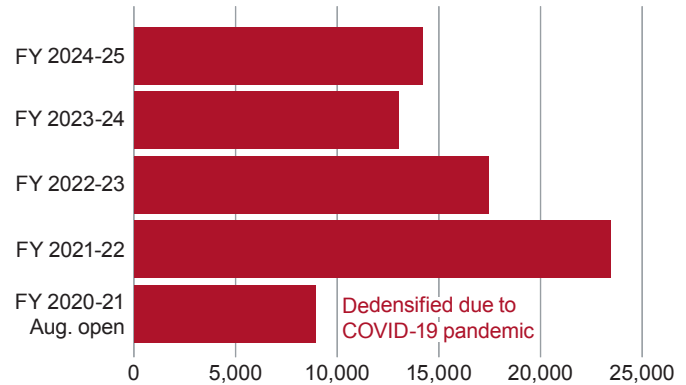
CAMPUS AND COMMUNITY ENGAGEMENT

The library participates in UNMC wellness events that reach students across the state. We share hearty snacks in the library for end-of-semester and De-Stress Week alongside a puzzle table. To acquaint students with library spaces and services, we host an annual in-person Library Open House. At the fall 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.

This year, we welcomed visitors from around the world and our local community, including delegations from Japan, Ukraine, and Mexico, as well as legislators, political candidates, the Faculty Women's Club, and students from Benson High School and Papillion Health Systems Academy. These visits provided valuable opportunities to showcase the library's resources and services.

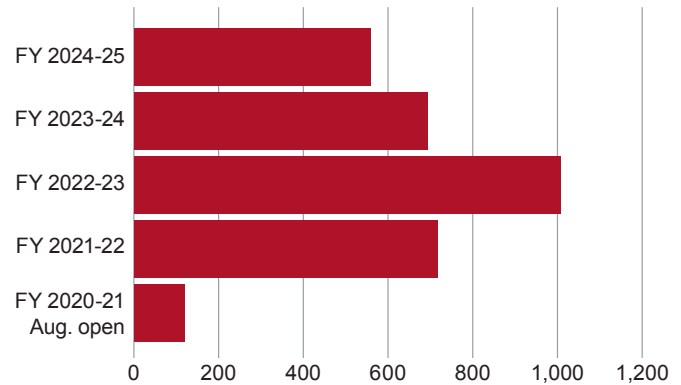
We led and cosponsored events that brought members of the UNMC community together for learning, conversation, and health information outreach. Maria Smilios, award-winning author of *The Black Angels*, presented the 16th Annual Richard

Study Room Reservations



Library study room reservations made by students.

Reflection Room Reservations

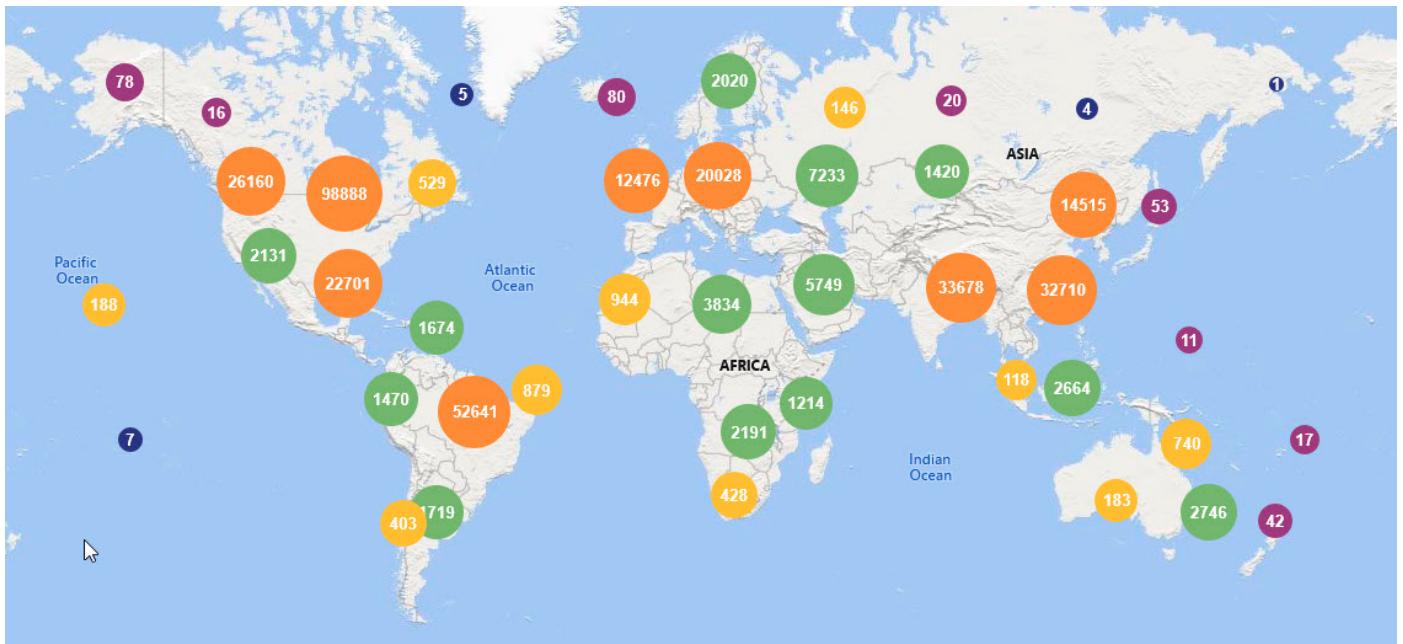


Library reflection room reservations made by all users.



B. Davis, MD, PhD, History of Medicine Lecture. During her talk, Smilios shared the powerful story of Black nurses who, beginning in 1929, left the Jim Crow South to transform patient care with courage and compassion at Sea View Hospital, an overcrowded tuberculosis sanatorium for New York's poorest residents.

Number of Items Downloaded from DigitalCommons@UNMC, by Location (FY 2024-25)



Location of downloads UNMC works in DigitalCommons.

Our collaboration with UNMC Campus Engagement to host *The Happiness of Pursuit* book club offered participants a space to connect and explore how small personal quests can bring greater meaning to their lives.

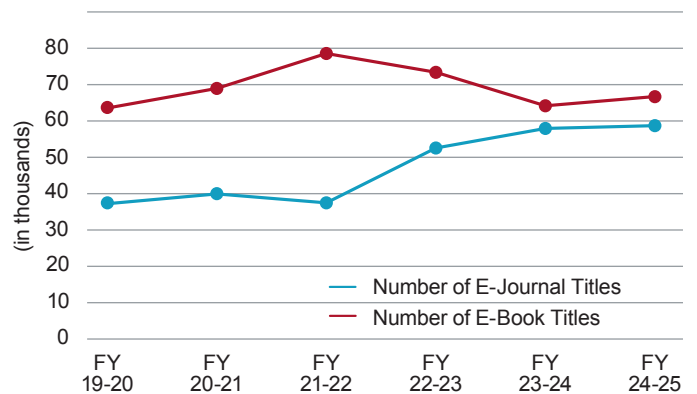
We continued working with the Indigenous and Rural Health Program, supporting Nebraska's Indigenous tribes. We tabled at the 2025 Santee Sioux Health Fair, themed Heun Oyate Kin Zanipi Kte ("For the Health of the People"), and led outreach at the University of Nebraska Pre-Health Symposium, Northwest Community College Career Night, and the Omaha Women's Health and Wellness Conference.

With the UNMC-led Community Wellness Collaborative at the Highlander in Omaha, we led a week-long session for 12 kindergarten through fifth-grade students. Using historical artifacts and exhibits, students examined infant feeding safety, learned about Susan La Flesche Picotte's innovations, studied Pasteur and Lister's germ theory, and explored how rural Nebraska physicians supported their communities. These sessions strengthened critical thinking about health information and its connection to communities.

COLLECTIONS

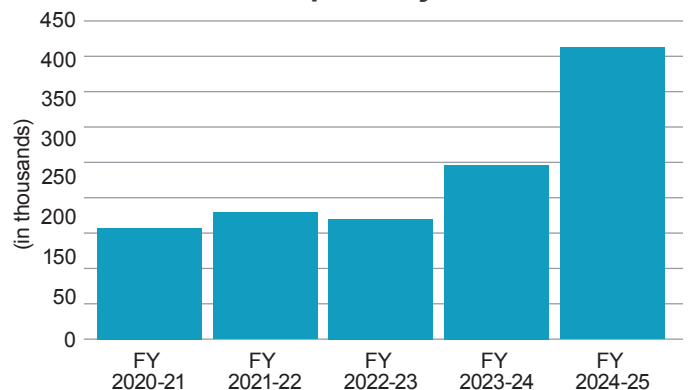
Developed and managed by experts in health sciences collections, the McGoogan Library's resources include online journals, e-books, print books, bibliographic and other databases and anatomical models. Since last year, the number of e-book titles in our collection grew by 3.4%.

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 2024-25, we saw a 67% increase in overall downloads.

We were also thrilled to see the continued success of The Art of Medicine, the annual publication of the UNMC Gold Humanism Honor Society. Hosted on the library's open-access platform, DigitalCommons@UNMC, this student-curated magazine provides a global platform for UNMC faculty, staff, and students to share their experiences through art. With over 3,000 downloads for its third volume (2024-25), this journal is a testament to the talent and creativity within our community.

Our three hosted scholarly journals, Graduate Research Journal, Innovation in Health Sciences Education Journal, and Translational Science in Occupation garnered 45,165 downloads in FY2024-25, an increase of 99% over last year.

In fall 2024, the library launched Leganto, a tool that helps instructors manage course materials while integrating seamlessly with Canvas, UNMC's Learning Management System. Locally branded as "Course Readings," this tool provides easy access to library and open-access resources, saving instructors time and supporting a curriculum-responsive collection.

During the 2024–2025 academic year, 12 courses across four UNMC colleges and institutes used Leganto. Together, these courses included 432 unique citations: 224 articles, 58 books or book chapters, and additional resources such as videos, websites, and audio recordings. The library already held 90% of the articles and 81% of the books, showing strong alignment between course needs and the collection.

By streamlining access and linking directly to resources, Course Readings has simplified course management for instructors and improved student access. As adoption grows, the library can continue refining collections to meet curriculum needs, strengthening its role as a partner in teaching and learning at UNMC.

INCLUSION AND BELONGING

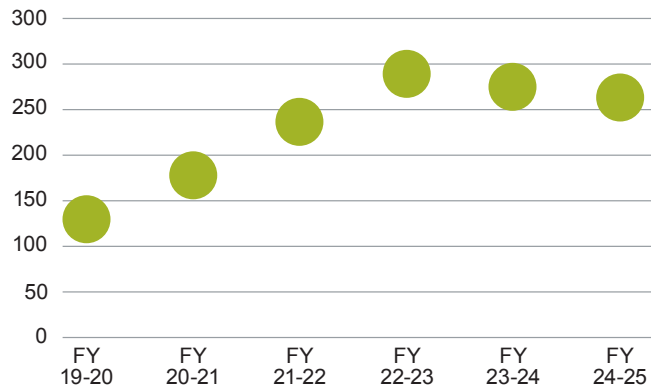
Library faculty and staff demonstrate their commitment to an inclusive campus environment where our services, resources, spaces, and staff interactions invite people to feel welcomed, valued, and respected.

- Library staff participated in the Student Involvement Fair and the #WeAreUNMC BBQ, sharing swag and helping connect students to library resources.
- Library staff co-facilitated book club discussions for The Happiness of Pursuit
- We expanded our oral history program to document more UNMC student experiences. This year, we conducted interviews with 11 student leaders.

EDUCATION AND RESEARCH

The library prioritizes instruction, education, and research support for students, staff, faculty, and clinicians across our 500-mile campus. Librarians are embedded in

Remote Access Educational Sessions



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

curriculum-based courses to teach information literacy. 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 281 instruction sessions on information literacy, citation management, data management, copyright, systematic reviews, and preserving historical materials to over 9900 learners.
- Taught a fourth spring semester session of the UNMC High School Alliance program "The Art and Science of Decision Making." This course explored professional identity formation through primary sources, guided student research on the historical contexts of professions, and provided context for the unique ethical dilemmas healthcare providers face throughout the medical decision-making process.
- Constructed and delivered results for 722 literature searches.
- Collaborated with research teams to develop and publish 33 literature reviews that used systematic search strategies.
- Supported 110 Summer Undergraduate Research Program learners, offering 13 classes such as "What Makes a Good Doctor...Patient...Caregiver...Person," "Literature Searching for EBP," and "Graphic Medicine: The Healthcare Experience and Empathy Learning." Students practiced research questions and citation management, preparing them to navigate complex medical literature and leverage institutional resources.
- Delivered a Data Carpentries Workshop for researchers and students, sponsored by the National Network of Libraries of Medicine, Region 3.
- Presented 11 instruction sessions on generative AI, hosted "What's New in AI?" monthly chats, and presented the first AI-focused all-staff conference, Generative AI

at UNMC | Summer Symposium. All events combined reached 807 UNMC faculty, staff, and students.

We continued to work toward establishing a new physical presence for the library in the Health Sciences Education Building II at UNMC Kearney, bringing resources directly to students, faculty, and researchers in the region. The library space, open in January 2026, features anatomical models, textbooks, historical exhibits, and space for in-person consultations, enhancing both learning and professional development.

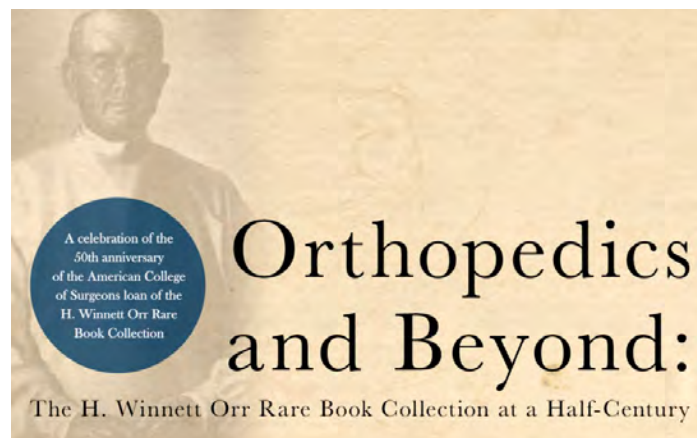
McGoogan Library's 3D printing services empower students and researchers across UNMC by providing hands-on support for complex models that enhance learning, experimentation, and innovation. In FY 2024-25, we created 1,204 3D-printed items requested by students, faculty and staff from across UNMC's colleges and institutes—a 24% increase over last year.

Through the Jim and Karen Linder Maker Studio, inventors gain access to 3D printing resources to create prototypes and educational models. Library staff assist with initial model production and connect creators with experts at UNeMed and UNeTech to advance prototypes into marketable products. During Innovation Week 2024, the library and UNeTech Institute partnered to offer an "Introduction to 3D Printing" workshop, further enabling the campus community to explore the possibilities of 3D technology. This year, the library helped students and faculty turn complex ideas into reality with projects like these:

- College of Public Health PhD student Ikenna Orji used 3D-printed headform models from NIOSH for research on powered air-purifying respirators (PAPRs). Their team modified the models, adding ear canals and internal spaces for microphones to measure user-experienced noise from ventilation fans. These custom models enable precise testing of comfort and safety for PAPR users.
- A Summer Undergraduate Research Program student 3D-printed a protein model for her research poster. The protein's intricate, folded ribbon-like geometry had thwarted previous attempts. Through careful iteration of print settings and strategic use of contrasting support structures, they produced a durable, accurate model that clearly illustrated her findings.
- Doctor of Physical Therapy student Brienne Gonzalez used a 3D-printed model of neurological pathways to study for her neuroscience exam. Designed for a magnetic whiteboard, the model lets students thread wires through the midbrain, pons, medulla, and spinal cord to trace ascending and descending pathways. Color-coded strings represent different neurons or pathways, with knots indicating synapses, providing an interactive tool for exploring normal physiology and the effects of spinal cord lesions.

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.

This year marked 50 years of the library's stewardship of the H. Winnett Orr Rare Book Collection, on permanent loan from the American College of Surgeons. A pioneer of orthopedic surgery in Nebraska and a contributor to military medicine during World War I, Dr. Orr entrusted his rare book collection to McGoogan in 1974, and it has since become a cornerstone of our special collections.

To celebrate, Erin Torell, Rare Books Librarian, curated *Orthopedics and Beyond: The H. Winnett Orr Rare Book Collection at a Half-Century*. The exhibition's eight rotating displays highlighted the breadth of Orr's interests—from orthopedics and military medicine to Shakespeare, Dickens, and physician travel narratives—with special attention to women's contributions to medical history. The online exhibition remains available for those who wish to explore this rich legacy.

We concluded the Council on Library and Information Resources-funded *Preserving Minds: Digitizing Historic Psychiatric Films of the University of Nebraska Medical Center* project, digitizing and preserving 65 rare 16mm films. This initiative safeguards a unique visual record of psychiatric education and treatment from 1937 to 1985. Drawn from the Abram Elting Bennett and Biomedical Communications Center collections, these films provide invaluable insight into mid-20th-century mental health practices.

Supported by grant funding from the Council on Library and Information Resources' Recordings at Risk program, we partnered with Preserve South to carefully digitize and rehouse these fragile reels. Staff reviewed each film for subject, privacy, and ethical concerns, ensuring compliance with HIPAA and institutional policies. The resulting high-resolution digital files are now accessible on Preservica, our digital preservation platform.

The project also integrated metadata systems, enabling seamless public access to unrestricted films through our digital

collections portal. By digitizing these historically significant works, McGoogan Library has preserved a vital chapter in psychiatric education— safeguarding both their integrity and the public understanding of how mental health care has evolved.

Building on our work preserving historic psychiatric films, we advanced access to the Wolf P. Wolfensberger Collection by digitizing 49 cassette tapes and 15 reel-to-reel films and creating detailed metadata for 229 recordings to improve global discoverability. We presented this work at the 2025 International Social Role Valorization Association (ISRVA) conference.

We present three National Library of Medicine (NLM) (<https://www.nlm.nih.gov/>) Traveling Exhibitions, which explore current themes in public health and connect visitors to trusted NLM health information. “Take Two and Call Me in the Morning: The Story of Aspirin Revisited”, was guest curated by Anne Rothfeld, PhD. The traveling exhibition and companion website examine how modern organic chemistry and technology isolated, then synthesized, nature’s properties into a medication now common worldwide. “Pick Your Poison: Intoxicating Pleasures & Medical Prescriptions,” was paired with a talk by Dr. Lydia Kang on the history and stigma of substance use. “And there’s the humor of it! Shakespeare and the Four Humors,” was accompanied by Dr. Davi Kallman’s lecture on the treatment of disability in early modern England and its continued impact on modern thought.

COLLECTIONS GROWTH

The UNMC Oral History Program preserves the experiences of the UNMC and Nebraska Medicine communities, documenting their history from the 1920s to today. More than 250 administrators, faculty, staff, and students have contributed, creating a rich record of the past and present, including voices from campuses across Nebraska. This year we recorded oral histories with 41 individuals, including some second interviews.

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 885 items (6.4 TB) into Preservica, the library’s cloud archiving digital preservation platform, including 33 oral histories that were not previously available online.

We added one new rare book to the collection: *Clinical Coordination of Anatomy and Physiology* (1959), written by registered nurse Martha Pitel, PhD, and Mildred Schellig, MD, and illustrated by Mine Okubo. Okubo was known for creating drawings of life while interred in relocation centers.

Notable additions to our collections also include:

- Jeffrey P. Gold, MD, donated a collection of papers, books, and artifacts related to his tenure as chancellor of UNMC.
- The College of Allied Health Professions donated papers, digitized assets, and books related to the Department of Physical Therapy.

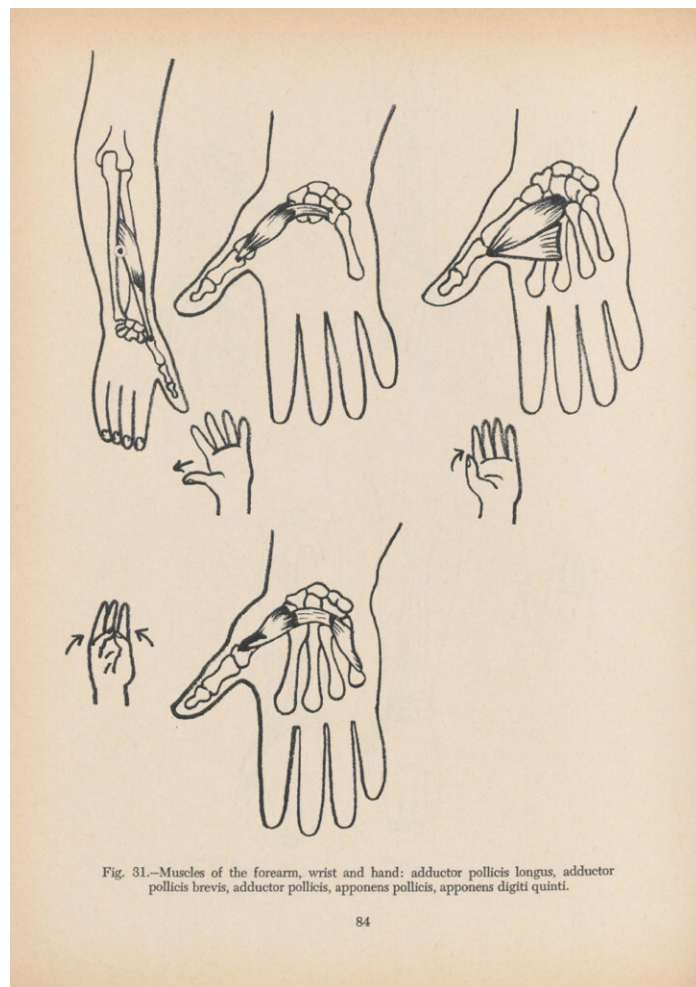


Fig. 31.—Muscles of the forearm, wrist and hand: adductor pollicis longus, adductor pollicis brevis, adductor pollicis, apponens pollicis, apponens digiti quinti.

84

Muscles of the forearm, wrist, and hand by Mine Okubo in *Clinical Coordination of Anatomy and Physiology*.

- Bob Bartee donated papers consisting of 117 boxes covering his tenure as vice chancellor for external affairs at UNMC.
- Timothy Greiner donated papers consisting of two boxes from his tenure as director of hematopathology.
- Paul Esposito, MD, donated WWI era artifacts from his personal collection
- The College of Pharmacy donated papers, books, and artifacts related to its history.

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 2024-2025, we provided 47 in-person tours for 262 visitors.

New Exhibits

Rx for an Enduring Future: Enduring Legacy of Pharmacy Education in Nebraska

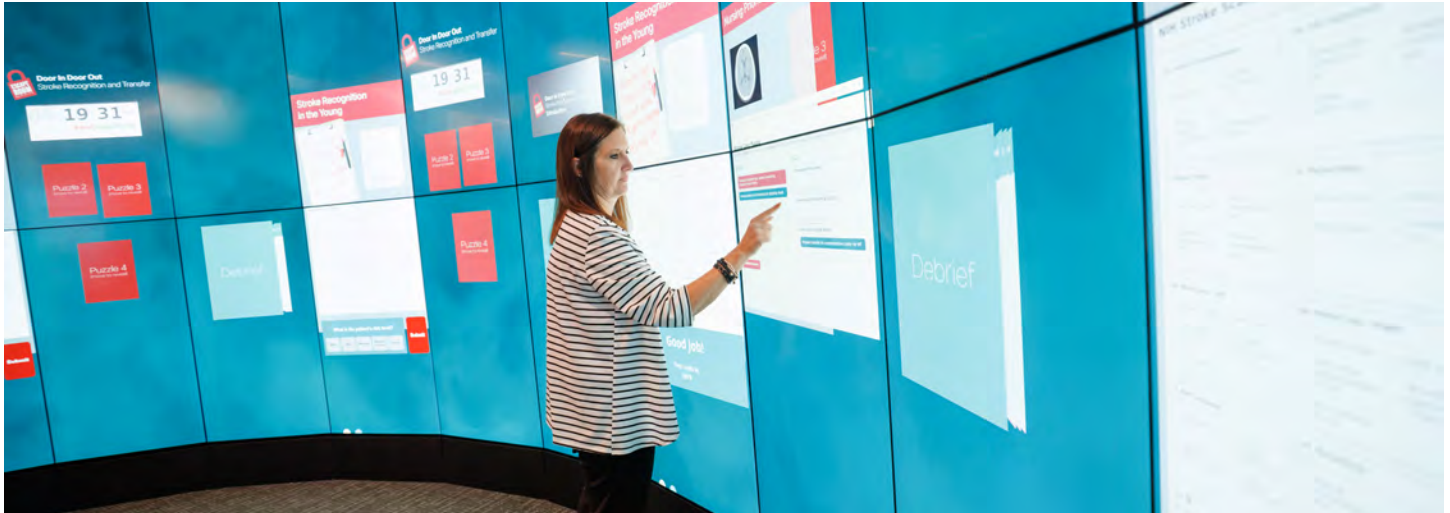
Throughout its history, UNMC's College of Pharmacy has focused its efforts on openness to and acceptance of all—from establishing the female fraternity Kappa Epsilon (1921), to graduating African American student Maurice Russell (1954), to consolidating pharmacy on the medical center campus in Omaha (1976), and now expanding instruction and access to rural Nebraskans (2026). This exhibit, created in partnership with College of Pharmacy faculty and alums, shares the history of the college through its leadership and achievements in education, clinical care, and research.

Recent Acquisitions

Two rotations to this exhibit space highlighted new additions to the library's Special Collections and Archives. The first exhibition included items from the library's collection of atomizers for respiratory therapy, many of them over-the-counter treatments dating as far back as the early 1900s. The second exhibition showcased items from Jeffrey P. Gold, MD, Collection, highlighting his leadership during the COVID-19 pandemic and UNMC's ongoing leadership in biopreparedness.



ACADEMIC TECHNOLOGY



The Academic Technology team enjoys having the opportunity to support UNMC faculty in using technology throughout their teaching in courses of all modalities. Our team directly supports faculty in gaining familiarity and developing high degrees of aptitude in using common learning technologies such as Canvas, Yuja, Respondus, and TurnItIn in their teaching practices by offering workshops and 1x1 consultation sessions.

- A total of 57 workshops were offered by the Academic Technology team in 2025
- In 2025, UNMC faculty taught 1,157 courses that utilized Canvas

We partner closely with faculty, academic leaders, and instructional designers to ensure our approach is closely and purposefully aligned with campus and university-wide goals. In 2025, Academic Technology largely aligned to the two top priorities as identified by UNMC's Education Council: Title II and Artificial Intelligence (AI). In addition, these strategies are directly aligned to and help support the University of Nebraska's five strategic pillars, in particular:

EXTRAORDINARY TEACHING AND LEARNING

- Supporting faculty success
- Curriculum innovation and alignment
- Transforming the learning environment

To support UNMC faculty in achieving the updated Title II accessibility requirements by the April 2026 deadline, the Academic Technology team executed targeted projects, trainings, and consultations including:

- Collaborating to ensure Ally (an accessibility checker tool) is in place in for all courses in Canvas. From May to December, we saw an increase in Ally's compliance score of 11%, with an overall end of 2025 score of 71% for the campus. This commitment to accessibility by the UNMC campus and its faculty is impressive and we are pleased to support these efforts. Ally is one tool in the toolbox that

faculty can use to ensure their course materials are compliant for all learners

- Offering group or 1x1 consultations to learn more about accessibility strategies needed for course materials
- Participating in campus Title II committees
- Co-creating webpages to help communicate Title II updates to the campus
- Co-creating and offering a self-enroll Title II training course in Canvas for faculty and staff to learn more about key accessibility strategies they should consider when creating course content
- Troubleshooting complex issues related to course content remediation
- Training and managing student workers hired by academic departments to help remediate various course materials

In order to assist UNMC faculty in piloting Artificial Intelligence (AI) in their teaching, staff in Academic Technology focused on:

- Creating and offering AI-related workshops under the promotion and coordination of UNMC Faculty Development
- Partnering to present numerous times during the "What's New in AI at UNMC" monthly AI engagement series
- Co-creating several AI-related online courses and trainings, including the "AI Essentials for Healthcare Educators" offering
- Participating in UNMC's AI taskforce
- Co-chairing Education Council's subcommittee focused on "Preparing for Implementation of AI"
- Conducting research on AI tools used in teaching and learning
- Assisting units in creating Microsoft Copilot AI agents
- Enabling AI options in Adobe Firefly, Khanmango Teacher Tools, Copilot, and Zoom

- Co-authoring AI for, with, and by Instructional Design: Cases in Practice, an eBook that will offer readers a way to understand AI in practice, when AI could support educators and learners through various circumstances, and how and what readers could do to rethink and reshape instructional design for teaching and learning in an AI age

In August 2025, our team began working directly with and as a part of the broader University of Nebraska systemwide Academic Technology group in NU ITS. This brought an opportunity to work alongside additional instructional technologists to support UNMC faculty in new ways as we move into 2026. University of Nebraska ITS Academic Technology is structured into subteams supporting the Learning Management System, Emerging Technologies, Assessment/Operations, and Training/Development, all of whom will support UNMC faculty in 2026. By having UNMC faculty served by University of Nebraska's systemwide Academic Technology group via NU ITS, we align to additional pillars of the University of Nebraska Strategic Plan, including:

EXTRAORDINARY TEACHING AND LEARNING

- Supporting faculty success
- Curriculum innovation and alignment
- Transforming the learning environment

EXTRAORDINARY PARTNERSHIPS AND ENGAGEMENT

- Partnerships and alignment across NU
- Partnerships across Nebraska

EXTRAORDINARY CULTURE AND ENVIRONMENT

- Workplace quality and experience

EXTRAORDINARY STEWARDSHIP AND EFFECTIVENESS

- Creating sustainable value, effectiveness and efficiency
- Data driven decisions and related communication
- Driving value from fiscal responsibility and stewardship

In 2026 and in support of UNMC faculty, the Academic Technology team will be more deeply and purposefully establishing itself as a service unit committed to excellence in customer service, real-time support, and ensuring UNMC faculty are well-positioned to teach with existing and emerging technologies using Canvas and various integrated tools. Key things we have planned for the year ahead include:

- Scaling up a live Zoom drop-in room for UNMC faculty and instructional designers to get real-time assistance from our team in using and troubleshooting common learning technologies including Canvas, Yuja, Respondus, TurnItIn, and more
- Creating additional, stackable trainings and professional development opportunities for UNMC faculty on important topics related to teaching with technology including AI

- Participating in the Canvas Convergence project which unifies all current for-credit instances of Canvas across the NU system into a single environment for streamlined utilization, heightened collaboration, and enhanced workflows
- Piloting additional tools helpful in teaching; identified in partnership with UNMC faculty, academic committees such as Education Council, academic leadership, and instructional designers across the campus
- Partnering with UNMC's Office of Faculty Development, Instructional Designers, and Academic Affairs to increase communication efforts as related to Academic Technology services and support
- Aligning to the top priorities of the campus as articulated by the Chancellor's Office, Education Council, Faculty Senate, Faculty Senate's IT Subcommittee, the Office of Academic Affairs, UNMC's colleges/Deans, and various academic leadership

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) 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 (<https://www.unmc.edu/academicaffairs/faculty-affairs/mentoring/resources.html>) 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/academicaffairs/faculty-affairs/promotion-tenure/index.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 Emerging Technology Lab Strategy

As iEXCEL enters its next phase of growth, iEXCEL 2.0, the program is strengthening its position as a leader in immersive health care education and simulation. Building on the foundation established with the Davis Global Center, iEXCEL 2.0 focuses on enhancing efficiencies, expanding statewide outreach and faculty engagement, and advancing research that improves human performance in health care.

A key element of this evolution is the new Emerging Technology Lab, created to accelerate innovation in areas such as artificial intelligence, intelligent digital twins, immersive 3D environments and prototyping of new simulation tools. This dedicated space will support faculty, students and partners as they explore cutting-edge technologies that shape the future of clinical training.

By expanding capabilities and adopting a more streamlined organizational model, iEXCEL 2.0 ensures UNMC remains on the forefront of experiential learning, advancing education, research and workforce development across Nebraska and beyond.

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

Collaboration in Emergency Response Training

The Department of Emergency Medicine, led by Dr. Elizabeth Reiche, partnered with the La Vista Police and Papillion Fire Departments to practice emergency preparedness. These teams worked with Standardized Patients (Human Patient



Simulation) and high-fidelity manikins to simulate rescuing multiple injured patients from a home setting. This collaboration enhanced real-world response, strengthened interdisciplinary coordination and improved lifesaving skills.

Collaboration in Emergency Response Training

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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

Experiential & Immersive Surgical Simulation

Under the guidance of Dr. Christie Barnes and Dr. Samuel Pate, with distinguished visiting professors from CHI and Mayo-Phoenix, the Department of Otolaryngology recently practiced intricate procedures such as nasoseptal flap, posterior septectomy, maxillary antrotomy and sphenopalatine artery dissection. Learners utilized virtual reality models created by the iEXCEL visualization team in tandem with hands on surgical practice to push boundaries in medical education and surgical excellence!



Dental Hygiene Practices Skills in the Operating Room

The Dental Hygiene program led by Jane Broekemeier from the UNMC College of Dentistry taught students the correct sequence of providing dental care in the operating room and helped them learn vital skills and build confidence, while practicing safe approaches to patient care

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

Portable Holographic Boxes come to UNMC

iEXCEL has launched portable holographic boxes that allow experts in Omaha and Kearney to teach and interact with learners anywhere in Nebraska. These compact systems deliver real-time, 3D instruction expanding access to consistent, high-quality training for healthcare professionals statewide.

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

Breaking Barriers: First Statewide Women’s Stroke Management Conference

Nebraska DHHS State Stroke Task Force’s Clinical and Rehabilitation Committee, in collaboration with iXCEL, hosted the first-ever statewide conference on the Multidisciplinary Management of Stroke: Hemorrhagic and Acute Ischemic in Women. This multi-site event was broadcast from the Davis Global Center on UNMC’s Omaha campus through live, interactive presentations from the Kearney and Norfolk campuses. Using the interactive digital walls between locations, attendees were able to engage in sessions and collaborate to understand how stroke manifests in women.

Standardized Patient Statistics

July 1, 2024 – June 30, 2025

- 5 generations of SP actors
 - SPs bilingual in the following languages:

» English	» Bengali
» Hindi	» Punjabi
» Nepali	» Igbo
» Spanish	» Portuguese
» Cantonese	» French
» Mandarin	» Vietnamese
» French	» Russian
» West Africa dialects (Adja, Eve, Se, Fon, Lingala, Tshiluba, and Mina)	
- 528 virtual and in-person sessions statewide
- Oversaw 56intercampus simulations



- 149 simulations utilized simulation capture system for video review and standardized patient grading
- 2740 SP roles scheduled and filled

CLINICAL, HUMAN PATIENT & SURGICAL SIMULATION ACTIVITIES

Simulation Activities

July 1, 2024 – June 30, 2025

- Medicine
 - events 576
 - learners 18970
- Allied Health
 - events 385
 - learners 8116
- Dentistry
 - events 2
 - learners 82
- Nursing
 - events 65
 - learners 2533
- Public Health
 - events 8
 - learners 71
- Pharmacy
 - events 37
 - learners 1574
- GME
 - events 361
 - learners 3587
- NM
 - events 365
 - learners 10873

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

Brachial Plexus: A Student Driven Project

The iEXCEL visualization team, in collaboration with first-year medical students from the College of Medicine, developed an interactive learning module focused on understanding the complexities of the brachial plexus. Widely embraced by this year's M1 students, this exercise garnered much positive feedback.

Dermatology Residents Explore Facial Anatomy

UNMC Dermatology residents led by Dr. Ronald Sulewski participated in a hands-on session that focused on skills training in facial anatomy and dermatology procedures. This hybrid simulation session utilized the interactive digital walls with the simulated operating room with the goal of providing deeper understanding of anatomical structures.

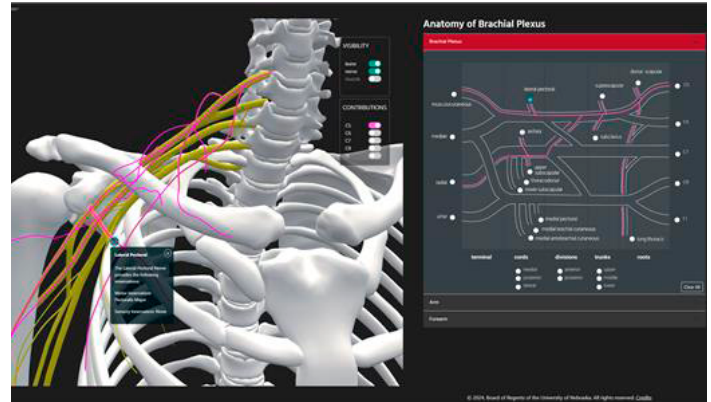
iEXCEL Community & Business Engagement

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

Healing Arts: Artist Hands as Instrument

iEXCEL collaborated with UNMC & Nebraska Medicine Healing Arts to host an inspiring event titled "Artist Hands as Instrument." The Artist Talk featured Dr. Dan Firestone from UNMC Department of Orthopaedic Surgery and Rehabilitation, and Omaha-based artist Laurie Victor Kay. During the presentation, Laurie shared her personal journey through a complex hand surgery, which helped restore her ability to create art. The Davis Global Center transformed into an interactive art gallery with immersive installations showcasing the impact of innovative orthopaedic care, as well as meaningful connections between art and science.



MEDIA HIGHLIGHT

iEXCEL moves into new phase of growth — 'iEXCEL 2.0'

UNMC's iEXCEL program is entering a new chapter with the launch of iEXCEL 2.0, building on its reputation as a leader in simulation and immersive learning. This next phase strengthens statewide outreach, expands research and academic opportunities, and enhances the use of advanced 3D and emerging technologies. The initiative also streamlines operations through an updated leadership structure, positioning iEXCEL for continued innovation. With iEXCEL 2.0, UNMC reinforces its commitment to preparing future health professionals through cutting-edge experiential education. (<https://www.unmc.edu/newsroom/2025/05/20/iexcel-moves-into-new-phase-of-growth-iexcel-2-0/>)

Community & Business Engagement Activities July 1, 2024 – June 30, 2025

- 8331 high level visitors to the Davis Global Center



- 281 tours & 79 community events

This year's many partners include:

- AIM Institute
- Autism Action Partnership
- Baird Holm
- Benson High School
- Bio Nebraska
- Boys & Girls Club
- Bryan High School
- Buena Vista High School
- Buffett Early Childhood Institute
- Central High School
- Conestoga High School
- Congressional Youth Advisory Academy
- Council Bluffs Community School District
- Creighton University
- Doane University
- Dorothy B. Davis Foundation
- EDGE District
- Girls Inc.
- HDR
- Holland Foundation
- I Be Black Girl
- iSPARK
- Kiewit Luminarium
- Latino Center of the Midlands
- Leadership Nebraska
- Mercy High School
- Millard Central Middle School
- Millard Public Schools
- NE SciFest
- North High School
- NorthStar
- Omaha Chamber of Commerce
- Omaha Performing Arts
- Omaha Public Schools
- Omaha STEM Ecosystem
- Partnership 4 Kids
- Rural Pathways Program
- SHPEP
- Step Up Omaha
- SURP - MMI
- Susan Thompson Buffett Foundation
- Tocqueville Women's Initiative
- University of Nebraska at Omaha Scott Scholars
- University of Nebraska - Presidential Scholars
- University of Nebraska at Kearney
- University of Nebraska-Lincoln
- University of Nebraska at Omaha
- UNMC High School Alliance
- UNMC UBEATS
- Visit Omaha
- Women in STEM
- Women of TEN
- Youth Leadership Omaha

Provided by UNMC Associate Vice Chancellor for Clinical Simulation, iEXCEL

RESEARCH TAB

RESEARCH TAB

RESEARCH AWARD SUMMARY

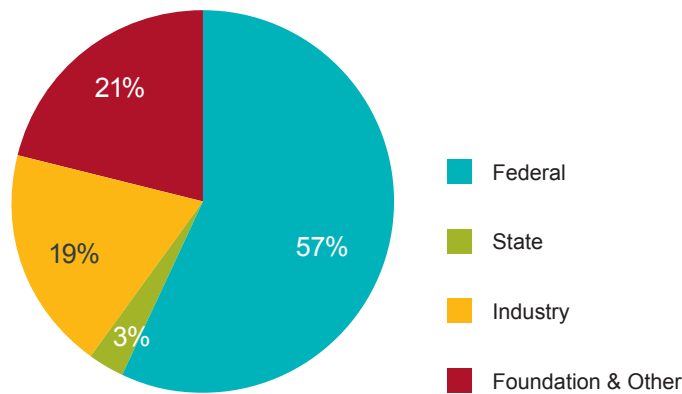
TOTAL RESEARCH AWARDS FY 2015-16 through FY 2024-25 As Reported to the Board of Regents

NET AWARDS	AMOUNT	INCREASE/ (DECREASE)	# PRINCIPAL INVESTIGATORS	# RESEARCH GRANTS
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
FY 2024-25	\$170,768,634	0%	331	605

Research Funding by Sponsor Category

	FY 2023-24	FY 2024-25	Increase/ (Decrease)
Federal	\$116,132,677	\$97,576,653	(16.0%)
State	\$5,435,460	\$4,285,000	(21.2%)
Industry	\$19,405,015	\$33,036,365	70.2%
Foundations & Other	\$30,587,433	\$35,870,616	17.3%
Total	\$171,560,585	\$170,768,634	0%

Percent of Total Funding by Sponsor Category FY 2024-25



NATIONAL INSTITUTES OF HEALTH FUNDING AND NATIONAL RANKING

National Institutes of Health Research Funding and College Rank Federal Fiscal Year Ending September 30, 2025

COLLEGE	ALLIED HEALTH	DENTISTRY	MEDICINE (a)	NURSING	PHARMACY	PUBLIC HEALTH	UNMC TOTAL (c)
2025 Rank	NR	32nd	58th	36th	22nd	42nd	89th
2024 Rank	NR	41st	59th	31st	23rd	38th	90th
Total Colleges (b)	83	79	163	85	148	67	2,714
2025 NIH Funding	\$0	\$1,611,298	\$79,504,778	\$2,124,232	\$7,748,618	\$2,630,244	\$93,749,399
2024 NIH Funding	\$0	\$399,198	\$74,709,217	\$2,868,579	\$7,381,775	\$2,960,178	\$89,167,951
Increase/(Decrease)	\$0	\$1,212,10	\$4,795,561	(\$744,347)	\$366,843	(\$329,934)	\$4,581,448
% Change in Funding	NA	303.63%	6.42%	(25.95%)	4.97%	(11.15%)	5.14%

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

b) Total Colleges is based on the number of reported accredited programs by college (Dentistry, CODA; Medicine, LCME; Pharmacy, ACPE; Public Health, CEPH). Allied Health Professions and Nursing are based on the number of schools with NIH funding in the reported federal fiscal year

c) UNMC total compares UNMC NIH funding against institutions that receive NIH funding: Domestic Higher Education including Academic Health Science Centers, Other Academic Hospitals, and both for- and not-for-profit corporations

College of Medicine Departments^(a) Ranked by NIH Funding Federal Fiscal Year Ending September 30, 2025

Department	2024 Rank	2025 Rank	2025 NIH Funding
Anesthesiology	20	19	\$4,147,124
Biochemistry	29	31	\$8,983,685
Emergency Medicine	18	16	\$2,205,533
Genetics	36	34	\$2,067,601
Internal Medicine/Medicine (b)	54	53	\$22,286,408
Neurology (c)	27	28	\$12,151,640
Obstetrics & Gynecology	NR	NR	-
Ophthalmology		50	\$809,634
Orthopaedics	60	NR	-
Pathology	43	42	\$6,614,916
Pediatrics (d)	57	52	\$2,516,584
Pharmacology	32	19	\$11,650,104
Physiology	39	41	\$4,555,764
Psychiatry	76	NR	-
Radiation Oncology	65	NR	-
Surgery	40	54	\$1,515,785

a) Rank among the 160 LCME Accredited Programs

b) Internal Medicine/Medicine includes Epley 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

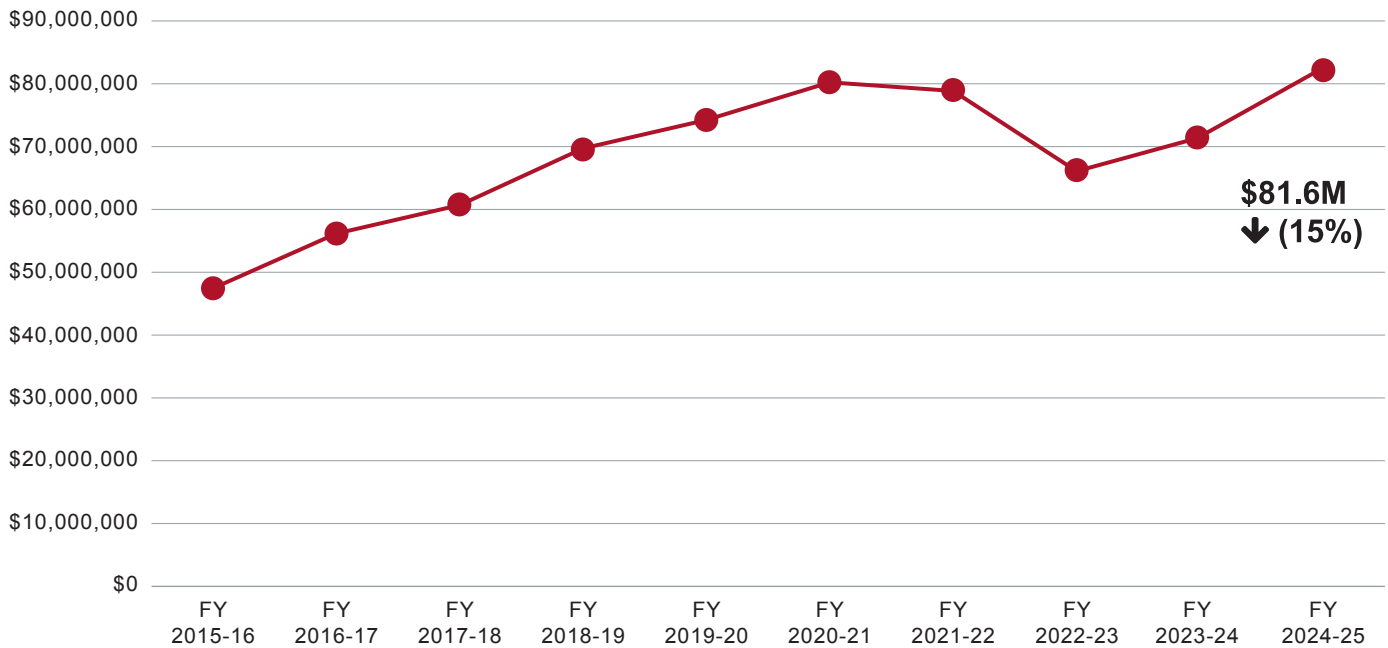
Total Clinical Research Awards

Clinical Research Totals ^(a)	FY 2023-24		FY 2024-25	
	Projects	Funding	Projects	Funding
Federal	39	\$42,340,553	45	\$33,133,588
State	5	\$376,975	5	\$2,926,259
Industry	104	\$20,321,628	94	\$34,121,659
Other	90	\$8,082,800	88	\$11,399,766
Total	238	\$71,121,956	232	\$81,581,242

UNMC Fiscal Year July 1 - June 30

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

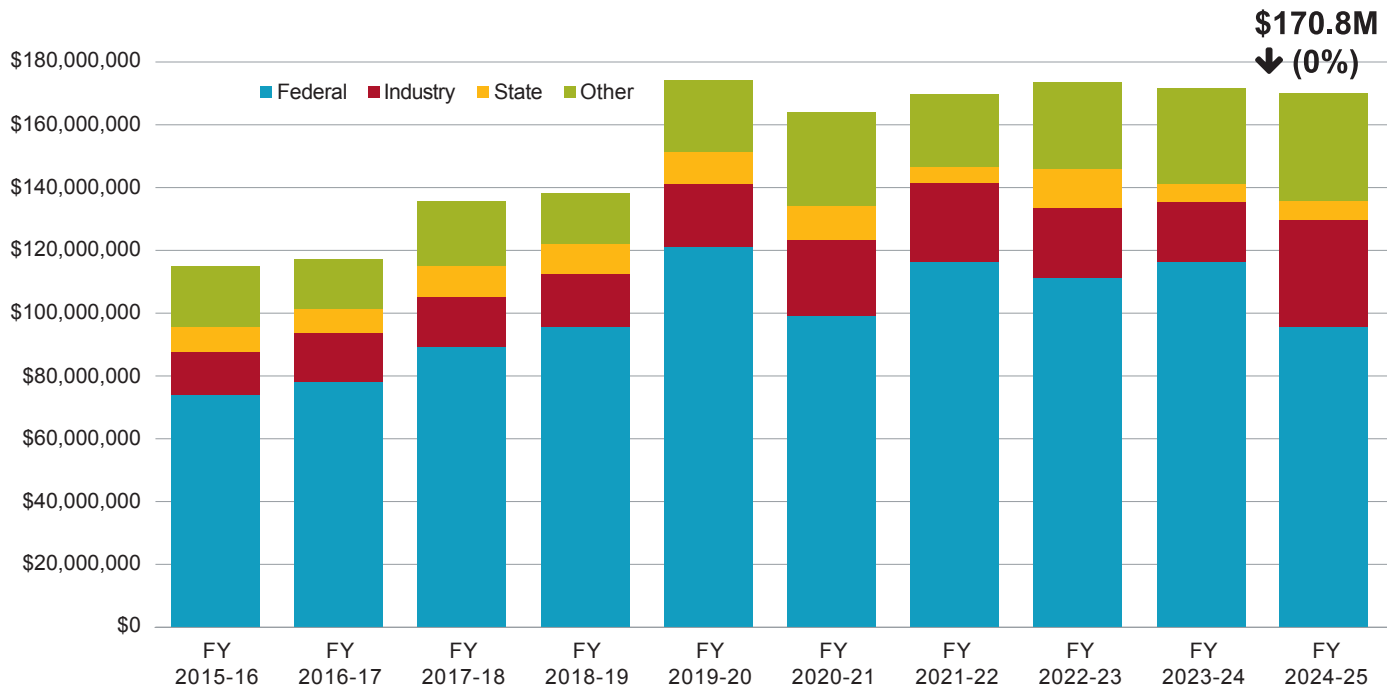
Total Clinical Research Awards



RESEARCH AWARDS BY CATEGORY

Colleges	FY 2023-24	FY 2024-25	% Change
Academic Affairs	\$394,026	\$793,246	101%
College of Allied Health Professions	\$373,629	\$320,885	(14%)
College of Dentistry	\$727,773	\$1,999,929	175%
College of Medicine	\$124,864,407	\$120,180,484	(4%)
College of Nursing	\$2,636,604	\$2,836,875	8%
College of Pharmacy	\$9,502,074	\$11,047,950	16%
College of Public Health	\$12,723,313	\$13,817,434	9%
Eppley Institute	\$17,985,448	\$17,355,988	(3%)
McGoogan Health Science Library	\$7,772	\$0	(100%)
Munroe-Meyer Institute	\$2,345,538	\$1,668,348	(29%)
Vice Chancellor for Research		\$747,495	
	\$171,560,584	\$170,768,634	0%

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 combating 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.
- READi Core: Single hub that 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.
- 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.
- **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 Chronic Illness Self-Management & Prevention (CRISP):** 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.

IMPROVING CLINICAL DATA ACCESS: READI CORE SERVES AS HEALTH INFORMATICS HUB



In a major milestone for UNMC’s research infrastructure, Fiscal Year 2024 saw the official launch and operationalization of the Research, Education, Administration, and Development of Biomedical Informatics (READi) Core. Since early 2024, READi now serves as the primary health informatics operations core, consolidating UNMC’s prior biomedical informatics and health record access services into a single, streamlined entity. By providing a “single front door” for researchers, the core has worked to reduce confusion and create a unified gateway for accessing critical clinical data.

Before the establishment of the READi Core, researchers often faced fragmented processes when attempting to access electronic health record (EHR) data. Today, the core provides a clear, four-step pathway to support clinical and translational research:

1. **Request Submission:** Investigators submit a project intake form after determining their research questions.
2. **Navigator Consultation:** In a key innovation for the facility, researchers meet with a Data Navigator to refine their data elements and ensure ethical access.
3. **Analyst Build:** Specialized data analysts build the necessary queries, datasets, and dashboards.
4. **Data Release:** Once finalized, high-quality data is released to the investigator.

This centralized organization provides administrative clarity and the tools necessary for faculty, students, and staff across the University of Nebraska system, Nebraska Medicine, and Children’s Nebraska to pursue informatics-driven discovery.

The READi Core provides access to a wealth of real-world clinical data from both local and national sources. Investigators can leverage data from:

- **Local EHR Systems:** Identified and de-identified health information from Nebraska Medicine and Children’s Nebraska.
- **Regional Registries:** Data from the Nebraska Hospital Association (NHA) and the Pediatric Hospital Information System (PHIS).
- **National Research Networks:** Engagement with multi-institutional initiatives like Epic Cosmos, PCORnet, OHDSI, N3C, and the NIH’s All of Us Research Program.

Through these resources, the core supports a wide variety of project types, including cross-sectional studies, health outcomes research, retrospective data analysis, and quality improvement projects.

The READi Core also maintains the Clinical Research Analytics Environment (CRANE), a flexible clinical data warehouse that provides researchers with standardized, patient-level data in compliance with HIPAA and best practices. The core also fulfills a vital educational mission by offering services that address data literacy, study design, and the effective use of real-world clinical datasets for clinicians and staff.

As biomedical research continues to become more complex, the READi Core provides a centralized framework to reduce administrative burdens and eliminate confusion for investigators. By consolidating these informatics services, UNMC is able to expand the reach of Nebraska’s clinical insights into national research networks while supporting faculty and students in their pursuit of data-driven discovery.

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 War (DOW). 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 DOW. 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 DOW and other federal agencies focused on strategic deterrence and countering weapons of mass destruction. Details about NSRI's core competencies and research focus areas are available at nsri.Nebraska.edu/capabilities.

UNMC and NSRI Collaborations

Throughout FY25, NSRI welcomed UNMC researchers into its mission through engagements with federal sponsors and its primary engagement strategy, the NSRI Academic Network. The institute also spotlights UNMC faculty expertise and capabilities regularly through its features, announcements and reports. Get details at nsri.Nebraska.edu/news.

CONNECTING WITH THE DOW

Each year the institute hosts an exhibit at the Military Health Systems Research Symposium (MHSRS) in Orlando, Florida. This is the premier military or civilian meeting that focuses specifically on the unique medical needs of the warfighter.

Valarie Hall, director of University Affiliated Research Centers (UARC) and Federally Funded Research and Development Centers for the Under Secretary of Defense for Research and Engineering (USD R&E), visited the NSRI to gain a deeper understanding of its research and operations. Her visit included a tour of the UNMC Davis Global Center and discussions with several UNMC representatives.



Dr. H. Dele Davies, UNMC Interim Chancellor, addressing faculty and government attendees at the 2025 NSRI Conference. April 2025. Nebraska Innovation Campus, Lincoln, Nebraska.



NSRI ACADEMIC NETWORK MEMBERS

- Christopher Barrett, surgery
- Ken Bayles, pathology & microbiology
- Beth Beam, nursing
- Jesse Bell, environmental, agricultural & occupational health
- Nathan Bills, surgery
- Keely Buesing, surgery
- Eric Carnes, environmental, agricultural & occupational health
- Ed Fehringer, orthopedic surgery & rehabilitation
- Babu Guda, genetics, cell biology & anatomy
- Jocelyn Herstein, environmental, agricultural & occupational health
- Angela Hewlett, internal medicine; infection control & epidemiology. NE Biocontainment Unit
- Corey Hopkins, pharmaceutical sciences
- Heather Jensen-Smith, genetics, cell biology & anatomy
- Victoria Kennel, allied health professions, education, research & practice
- Joseph Khoury, pathology & microbiology
- Chris Kratochvil, psychiatry
- Marilynn Larson, microbiology & pathology
- James Lawler, internal medicine; clinical & biodefense research; Global Center for Health Security
- Bethany Lowndes, neurological sciences
- Aaron Mohs, pharmaceutical sciences
- Daniel Monaghan, pharmacology & experimental neuroscience
- DJ Murry, pharmacy practice & science

- Prabakaran Narayanasamy, internal medicine; pulmonary
- Becky Oberley-Deegan, biochemistry & molecular biology
- David Oupicky, pharmaceutical sciences
- Guru Pendyala, anesthesiology
- Stephen Rennard, pulmonary medicine; critical care & sleep medicine
- Matthew Rizzo, neurological sciences
- Eleanor Rogan, health promotion and environmental, agricultural & occupational health
- Michael Rosenthal, physical therapy education
- Tony Sambol, pathology & microbiology
- Alicia Schiller, anesthesiology
- Gwenn Skar, pediatrics
- Paul Sorgen, biochemistry & molecular biology
- James Talmadge, pathology & microbiology
- Dong Wang, pharmaceutical sciences
- Steven Yeh, ophthalmology & visual sciences

NSRI FEATURED FACULTY

“Diagnostic tests for emerging threats: Researcher stands ready for next challenge,” Dr. Mara Jana Broadhurst, associate professor of pathology, microbiology & immunology

“Faculty Feature,” Dr. Steven Yeh, director of retina and uveitis at the Truhlsen Eye Institute

“Improving Drug Treatment: Researcher Takes on Complex Medical Challenges,” Dr. DJ Murry, professor of pharmacy practice & science

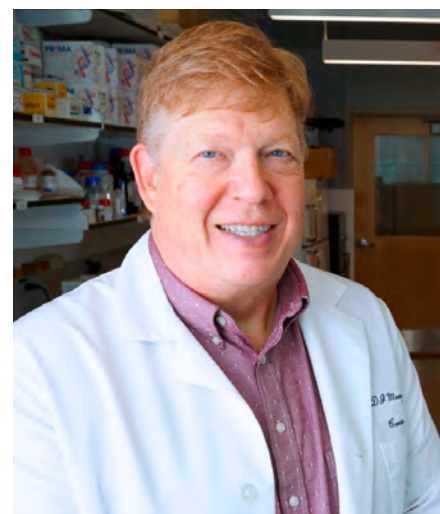
“Strategic Deterrence & Global Resilience: Advancing Integrated Readiness,” several UNMC administrators, faculty and students.



Dr. Mara Jana Broadhurst



Dr. Steven Yeh



Dr. DJ Murray

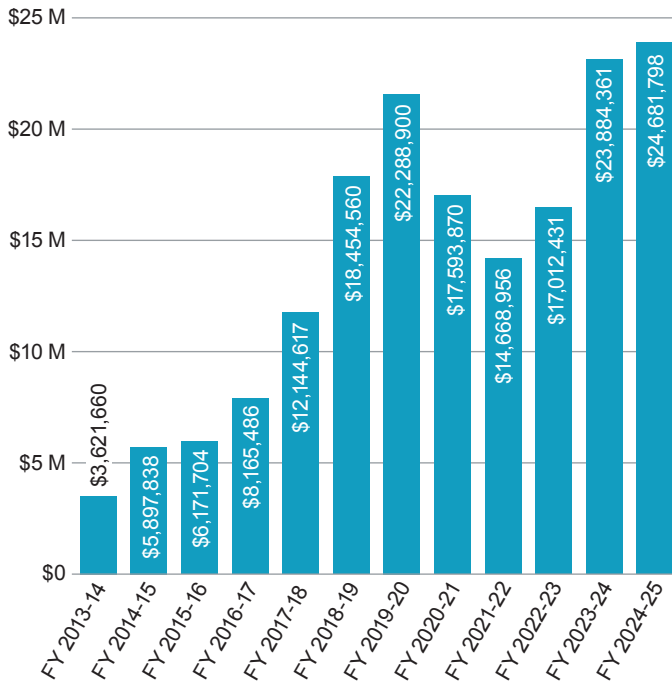
NSRI All-Time Impact

As of November 2025

195 contracts and grants

\$326+ million total awards

NSRI Annual Revenue



During FY25, NSRI earned 11 awards totaling \$30,333,312, including two awards over \$7 million. Of note, in March 2025, the University of Nebraska System’s economic impact study revealed that NSRI generates \$35 in economic benefits for every \$1 invested by the university, demonstrating an exceptional return on investment.



From left: Dr. David Berkowitz, co-principal investigator and Willa Cather Professor of chemistry at the University of Nebraska–Lincoln; Maj. Gen., USAF (Ret.) Rick Evans, National Strategic Research Institute executive director; Dr. Ken Bayles, co-principal investigator and UNMC vice chancellor for research. Shown with UNL’s new 15-Tesla ICR-MS instrument in Hamilton Hall.

Active Projects through NSRI

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.

- 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
- James Lawler, “Persimmon,” Draper Labs, \$996,644, 2024
- 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 Next Generation Sequencing (NGS) Research Support,” JPEO-CBD, \$2,730,264, 2023

HEALTH CARE AND COMMUNITY TAB

HEALTH CARE AND COMMUNITY TAB

NEBRASKA MEDICINE HEALTH NETWORK UPDATE



Nebraska Medicine continues to strive toward its mission to lead the world in transforming lives to create a healthy future for all individuals and communities through premier education programs, innovative research and extraordinary patient care. This was demonstrated through a variety of activities this past fiscal year.

Welcome to the Fred & Pamela Buffett Cancer Center — Kearney

In December 2024, the ribbon was cut and the 53,000-square foot Fred & Pamela Buffett Cancer Center — Kearney opened its doors to patients.



The Innovation Design Unit opens its doors

Spanning 20,000 square feet for patient care and an additional 4,500 square feet for the Bridge Innovation Program, the Innovation Design Unit serves as a hub for designing, testing and validating advanced care models, innovative technology and facility designs. This 17-bed unit, located on level six of University Tower, is staffed by about 40 inpatient care providers and eight to 10 Bridge program staff. The unit is the first phase of Project Health. The IDU was designed with extensive input from patients and families through a dedicated focus group, to craft calming, nature-inspired interiors that align with Nebraska Medicine's mission of education, research and patient care.





Removing the language barrier

Nebraska Medicine introduced a new process that allows bilingual and multilingual physicians and advanced practice providers to communicate directly with their patients in their native language. Providers who qualify as direct communicators are not required to communicate directly with individuals who have limited English proficiency and may request a medical interpreter at any time by contacting the Interpretive Services team.

Taking action against workplace violence

Nebraska Medicine's new de-escalation training creates a safer work environment for all and equips colleagues with tools to navigate potentially volatile situations. The training uses a combination of virtual modules and in-person, hands-on activities to teach colleagues how to improve situational awareness, preparation for potential events and implement both verbal and physical de-escalation techniques. This training is a part of several Nebraska Medicine-wide strategies to enhance workplace safety and security.

Gretna Health Center to be centerpiece of Gretna Landing

Nebraska Medicine is partnering with Noddle Companies on the 125,000 square foot Gretna Landing Health Center, which will open to patients in the second half of 2027. Services at the new health center will include Primary and Specialty Care, Orthopaedics and Sports Medicine, Imaging, Laboratory Services, Pharmacy, Urgent Care services and Procedural spaces.

Growing in Grand Island

Nebraska Medicine is growing in Grand Island, expanding its reach and access to care in the community by relocating to a new facility. The new Grand Island Health Center will occupy levels two and three of a three-level 66,000-square-foot medical office building at 3553 Prairieview Street in Prairie Commons, Grand Island's premier mixed-use development. Services provided will include internal medicine, rheumatology, vascular surgery, advanced heart failure, cystic fibrosis, nephrology, infectious diseases, lab and X-Ray. The new health center is expected to welcome its first patients in April of 2027. Until then, the Grand Island Health Center will continue to operate at its current site, 729 N. Custer Ave.



Partnering with the Huskers

Nebraska Medicine and the University of Nebraska Medical Center became the official health care partners of Husker Athletics. The partnership strengthens an existing relationship between Husker athletes and their medical team. Medical center experts will continue providing medical oversight to all Husker athletes at the University of Nebraska-Lincoln. The partnership better connects the medical center with fans with the goal of improving the health of all Nebraskans.

A fresh look for Nebraska Medicine

A newly redesigned NebraskaMed.com homepage and enhanced navigation designed for a seamless user experience. The user-friendly layout and expanded menu structure allow users to access critical resources — such as “Find a Doctor,” clinic locations, services, visiting hours, career opportunities, and mobile app downloads — more efficiently than ever before. The simple navigation menu removes unnecessary complexity and ensures users can find essential information with minimal clicks. This redesign is just the beginning, as there is a road-map of continuous innovation with further updates planned for the coming years.

Nebraska Medicine Awards and Recognitions

- International reputation in oncology, solid organ and bone marrow transplant and infectious disease treatment, research and education.
- Regional leader in cardiovascular and neurosciences.
- American College of Surgeons (ACS) verified Level 1 Trauma Center admitting pediatric and adult patients 24/7.
- Named Best Hospital in Nebraska for 14 consecutive years by U.S. News & World Report.
- Nebraska Medical Center named one of the World’s Best Specialized Hospitals by Newsweek
- National Consumer Loyalty Award winner from NRC Health.
- Named to Forbes list of Best-in-State Employers for seven consecutive years.
- Magnet Recognition from the American Nurses Credentialing Center since 2008.
- Nebraska’s Safest Companies Award from the National Safety Council for 18 consecutive years.
- HIMMS Analytics Stage 7 designation for inpatient and outpatient primary care is the highest certification for electronic medical record adoption.



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.

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 2024, the UNMC drive brought in more than \$100,000.

Speakers Bureau

UNMC's Speakers Bureau offers community groups across Nebraska a resource in the form 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 1,000 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 UNMC 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 2024-25



Alumni Statistics as of August 2025

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

GRADUATE DATA

- All Living UNMC Alumni = 56,190
- College of Allied Health Professions Alumni = 17,728
- Nursing Alumni = 16,021
- Medicine Alumni = 9,015
- Dentistry Alumni = 4,505
- Pharmacy Alumni = 3,708
- Public Health Alumni = 1,098
- Graduate Studies Alumni = 684

EVENTS

The UNMCAA hosted 49 events; 36 in-person and 13 virtual, with 2,293 attendees, including alumni, students, and guests. Student-focused events offered professional development opportunities like mock interviews, CV workshops, and networking, helping build early alumni connections.

ENGAGEMENT

- 257 alumni emails were sent, including 23 newsletters featuring university and college updates. These reached 81,297 alumni and generated 5,119 clicks — keeping graduates informed and connected.
- 274 alumni submitted updates for UNMC Connect Magazine and the UNMCAA's Special Edition of Class Notes, strengthening community ties.
- 312 alumni completed the University of Nebraska's Annual Alumni Survey, helping shape future engagement efforts.



AWARDS

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

ONLINE COMMUNITY

UNMC Alumni Connections reached 1,944 users and facilitated 182 personalized message exchanges for networking, mentoring, and more.

CONSTITUENT GROUPS

The UNMCAA engaged external constituents through the College of Medicine Parents & Family Association, which connected 589 family members, and the Retiree Association, which reached over 300 UNMC retirees, fostering ties to the University.

EMERGING ALUMNI FOCUS GROUPS

The UNMCAA partnered with the Collective Genius, a national research firm, to gain insights into emerging alumni engagement strategies. Thirty-seven alumni and 19 students joined these sessions for a total of 56 participants, representing all six colleges and the Graduate Studies program.

ALUMNI COUNCILS

The alumni office facilitated seven alumni councils made up of 87 volunteers who met regularly to plan engagement strategies aligned with campus and college priorities. Six councils included student representatives, ensuring student voices were part of the conversation.

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.

SOCIAL MEDIA

Social media activity increased by 8.3%, with engagement up 15% on Facebook and 3% on Instagram. The UNMCAA's follower base grew to 7,943 across Facebook, X, and Instagram—a 2.8% increase. These platforms continue to foster pride, share timely updates, and connect alumni where they already spend time online.



GLOBAL TAB

GLOBAL TAB

OFFICE OF GLOBAL ENGAGEMENT, FY 2024-25



Spring 2025 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.



Fall 2024 International Student Orientation

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. Our key responsibilities include:

- **Strategic Growth:** Developing strategies to best serve the university and our international constituents.
- **Immigration and Visa Services:** Offering essential visa support for all international students, employees and visitors.
- **Visitor Support:** Managing the international visitor registration process, in alignment with UNMC compliance.
- **Student Support:** Coordinating creative ways to ensure international students have a smooth transition and successful experience at UNMC.
- **Global Learning:** Supporting students in learning opportunities outside the U.S.
- **Global Partnerships:** Strengthening existing partnerships and building new strategic relationships.
- **Student Engagement:** Providing a range of opportunities and events to engage students on campus and connecting them to the wider Omaha community.
- **Training Programs:** Providing specialized programs with a global perspective focusing on health issues that cross national borders.
- **Delegation Visit Coordination:** Arranging international delegation visits to UNMC and exploring opportunities to develop new partnerships.



A culture expo was held during International Education Week, where attendees explore cultural displays, foods, clothing, music and traditions from around the world.



Students, staff and faculty attend the cultural expo to experience the many countries our international students represent.

FY 2024-2025 Activity Highlights

INTERNATIONAL STUDENTS

UNMC welcomed 76 new international students, bringing the total to 319 international students, including those in Optional Practical Training (OPT) and medical residents through the Office of Global Engagement in FY 2024-25. These students represented 47 countries and participated in 35 different academic programs across all colleges.

Nearly half of UNMC's international students, OPT students and residents came from India (n=100, 31%) or China (n=50, 16%).

INTERNATIONAL STUDENT ORIENTATION

On August 14-15, 2025, the Office of Global Engagement hosted a two-day orientation, attended by 54 international students. The event was held both in-person and via Zoom.

Nine international students participated, in person and via Zoom, in the 2025 spring orientation, which was held in January. Pre-arrival Zoom sessions preceded the in-person orientation.

INTERNATIONAL STUDENT PROGRAMMING

The Office of Global Engagement aims to support international students throughout their academic journey at UNMC. This includes four stages of support: pre-arrival, orientation, First-Year-Club and career development.

Programming for students included six pre-arrival sessions, held via Zoom, emphasized topics such as housing, transportation in Omaha and visa/immigration. Furthermore, the First-Year Club excursions allowed students to explore Omaha and also to get to know the UNMC campus better. These excursions included trips to the Henry Doorly Zoo, Nebraska Crossing Outlet Mall, Joslyn Art Museum, Durham Museum, Wigton Heritage Center and iEXCEL.



Students, staff, faculty, friends and their families enjoy dancing at Diwali, the festival of lights.

Career development programming was held through lunch and learns on topics such as OPT/CPT guidelines, H-1B processes and resume/CV training.

INTERNATIONAL STUDENT ASSOCIATION

The Office of Global Engagement supports the International Student Association (ISA), which organizes annual events such as cultural events and International Education Week activities.

ISA kicked off the 2024-25 academic year with a Halloween party. Other fall events included Moon Cake and Mingle, and International Education Week. ISA also had a booth at the Involvement Fair and UNMC BBQ.

The annual International Education Week held in November included an opening ceremony and reception, internationally themed Bingo Night, intramural ping pong and badminton



UNMC community members throw paint powder to celebrate Holi, the festival of colors.

tournament, and a Culture Expo, which featured attire, food and traditions from various ethnicities represented at UNMC. This event is organized in collaboration with the Office of Global Engagement. ISA collaborates on these events with various student organizations.

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

The annual Holi celebration was held April 5, with approximately 150 students, staff, 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 night in collaboration with HEAL (Healthy Earth Alliance) and Global Forum meetings.

For the fourth consecutive year, ISA received a Collaboration Award, presented at the Student Awards Ceremony in April 2025. This award recognizes organizations that have successfully collaborated to sponsor or host an event or program that has benefited the UNMC campus community.

Emily Brandt, coordinator, Office of Global Engagement, was awarded the Advisor of the Year (for the International Student Association). This award recognizes a faculty advisor who oversees a recognized student organization. This award celebrates the hard work, dedication and lifelong learning that the person provides to the student group while upholding the iTEACH values.

Global Learning

GLOBAL LEARNING OPPORTUNITIES

Seventeen UNMC students representing the colleges of allied health, medicine and pharmacy pursued learning experiences in Canada, Costa Rica, India, Kenya, Mexico and South Sudan.



UNMC students show off their vibrant colors.



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 Sara Pirtle, program manager, Office of Global Engagement (left), Dele Davies, UNMC interim chancellor (fourth from the left), and Hannah Tong, director of academic partnerships, Office of Global Engagement (right).

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 four 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, 17 fourth-year medical students, four medical residents and one hospitalist completed the UNMC/UAV Medical Spanish/Global Health courses in the virtual or in-person format.



Sara Pirtle, program manager, Office of Global Engagement, and Valentina Gumenyuk, assistant professor and core director of MEG Neuroimaging laboratory, sort through the many toys received from the toy drive for Ukraine children.

Programs

BEN NELSON FELLOWS

UNMC welcomed five surgeons from Ukraine who came to expand their knowledge of polytrauma and the injuries of war.

From November 8-16, the delegates time in Omaha included five days of visits and discussions with faculty and staff at UNMC and Nebraska Medicine in the areas of Neurosurgery, Acute Care Surgery, Neurological Sciences, Public Health, Emergency Department, and the Davis Global Center. The group was personally welcomed by Interim Chancellor Dele Davies, MD and University of Nebraska System President Jeffrey Gold, MD.

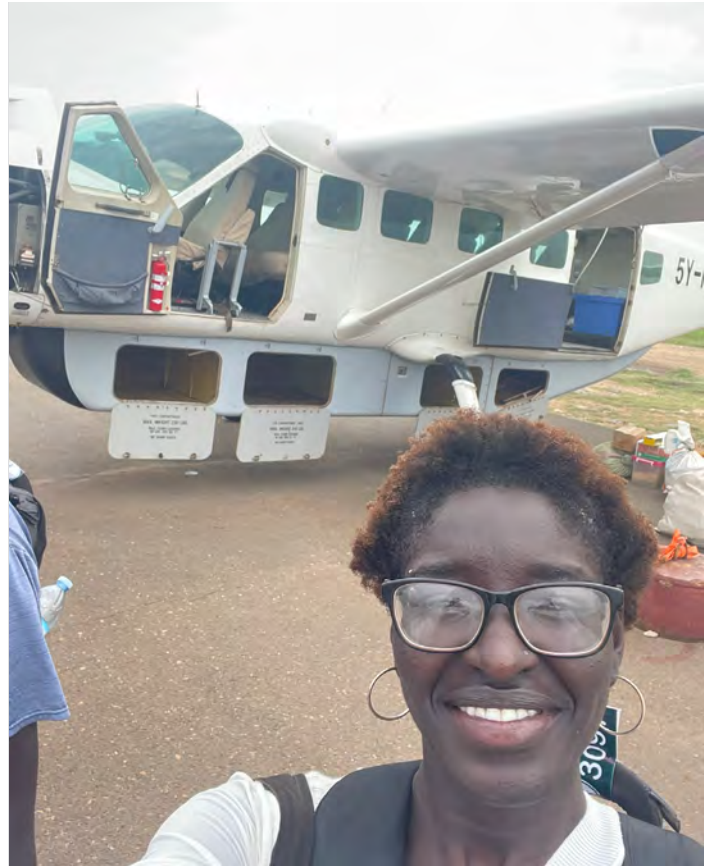
Jeremy Wright, the District Director for Representative Don Bacon, met with the delegates, who also toured the facilities of the Madonna Rehabilitation Hospitals in Omaha. Locally, the five delegates and their Ukrainian facilitator were hosted by families from the Friendship Force of Greater Omaha, who arranged for the group to experience the Omaha zoo and treated them to a traditional Thanksgiving dinner in one of the member's homes.

The stay in Omaha concluded with a dinner in honor of the delegates hosted by the Office of Global Engagement at the Wigton Heritage Center, as well as a farewell dinner hosted by the Friendship Force of Greater Omaha.

SPRING IMMERSION PROGRAM

Four students from Fujita Health University in Japan participated in a two-week Spring Immersion Program at UNMC from March 11-21. This program was a collaborative effort between UNMC's Office of Global Engagement, the College of Allied Health Professions and UNO Intensive English Program.

STUDENT ALLIANCE FOR GLOBAL HEALTH



Winnie Ladu, UNMC College of Medicine, Class of 2028, arrives in Kejokechi, South Sudan to begin her research project from June 6-July 10. She designed and led her own study "The Effects of Maternal Malnutrition on Birthing Outcomes — A Retrospective Study on Neonatal Survival in Kajokeji, South Sudan."

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 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.

A campus wide "Toyraiser" sponsored by SAGH was initiated in September and concluded in February. The goal was to collect toys for children in Ukraine who had lost one of both parents due to the current conflict in that country. The toys were shipped from Omaha to the non-profit Free and Faithful who delivered them to children of fallen soldiers in the areas most affected by Russian attacks.

SUMMER EXPERIENTIAL EDUCATION IN PHYSICAL THERAPY

In July 2024, 13 physical therapy students from four universities in Asia completed a two-week virtual Summer Experiential Education (SEED) in Physical Therapy. This program, which



Global engagement honors graduates at the fall 2024 Farewell Celebration.



Students enjoyed lunch, music and activities during Finals Fiesta, celebrating the end of the academic year.

started in 2017 in person and moved online in 2021, is the seventh cohort of the SEED Program jointly hosted by the College of Allied Health Professions and the Office of Global Engagement.

Partnerships

The OGE's partnership activities include reviewing and documenting all international agreements, strengthening relationships with existing partners and developing new strategic partnerships. Currently, UNMC has 52 international academic agreements with partners in 25 countries. In FY 2024-2025, 10 new agreements were signed or renewed with partners around the world.

UNMC hosted delegations including Fujita Health University, Japan; Cosmopolitan University Abuja, Nigeria; Japan Institute for Health Security, and National Yang Ming Chiao Tung University, Taiwan. Visitors also included the Consul-General of Japan, Chicago, IL, Mauritania's Ambassador to United States and Tanzania's Ambassador to the United States.

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.

Support Services

VISA SPONSORSHIP

In 2024, the Office of Global Engagement assisted and sponsored 817 international employees, students and visitors representing 70 countries to work, study or visit UNMC.

The OGE staff advised faculty, staff, sponsored employees and



UNMC students hang their wishes on a wish tree during the Lunar New Year Celebration.

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. Global Engagement registered 128 international visitors representing 30 countries.

TAX PREPARATION ASSISTANCE

The OGE offered free virtual tax preparation assistance to the UNMC international community with 241 individuals participating.

Other Global Engagement Activities and Events

FAREWELL CELEBRATION

This event is held in May and December (includes August grads too), recognizing and celebrating international students who are completing their academic programs and time at UNMC. This informal reception is an opportunity for students, staff and faculty to gather, enjoy cake and share well wishes with the students.

This is not a graduation ceremony—no degrees will be awarded. Instead, it's a sweet and simple opportunity to recognize the hard work and accomplishments of our international students in a warm, supportive setting.

FINALS FIESTA

More than 75 students joined us for Finals Fiesta, a vibrant lunch event to celebrate the end of the academic year and recharge. Students enjoyed lunch, festive music and relaxing activities with their fellow international students. Interim Chancellor H. Dele Davies, MD, stopped by for a special meet-and-greet.

LUNAR NEW YEAR CELEBRATION

More than 225 people attended the Lunar New Year celebration event, for the Year of the Snake, which was held Feb. 6, 2025. UNMC friends, students, staff and faculty participated in fun activities such as beverage tasting, calligraphy, paper cutting, Ddakji, Gonggi, Gourd-Crab-Fish-Tiger Game, Origami and trivia about New Year's traditions. 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, Chinese Students and Scholars Association and International Student Association.

INTERNATIONAL PHOTO CONTEST

The fifth annual International Photo Contest, coordinated by the Office of Global Engagement, was available to the UNMC community. The contest was held from March 7-30, 2025. 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 9 student/resident participants, for 70 photos submitted.



"The Potters Touch," by Santosh Shrestha earned the grand prize of the 2025 International Photo Contest, sponsored by the Office of Global Engagement.

Business Development

Business Development worked on the following initiatives:

- Established direct relationships with the U.S. Commercial Service global network.
- Continued development of site plan and working with key leaders for rural health center in Uganda.
- Expanded direct communication with the three bilateral development finance institutions: U.S. Development Finance Corporation (DFC), International Finance Corporation (IFC) and the European Bank of Reconstruction & Development (EBRD) based in London.
- Maintained and expanded additional client relationships globally.

INTERNATIONAL PERSONNEL ON NON-IMMIGRANT VISAS AT UNMC

The total international participant population in 2024 was 817.

- Six continents are represented: Africa, Asia, Europe, North America, Oceania, and South America.
- Seventy different countries are represented.
- Participants from India (321) account for 39% and China (128) account for 16% of the 817 total international participant population.
- Participants from Asia (649) represent 79% of the total.
- Other major geographical/ethnic areas represented:
 - Africa – 85
 - North America – 31
 - Europe – 28

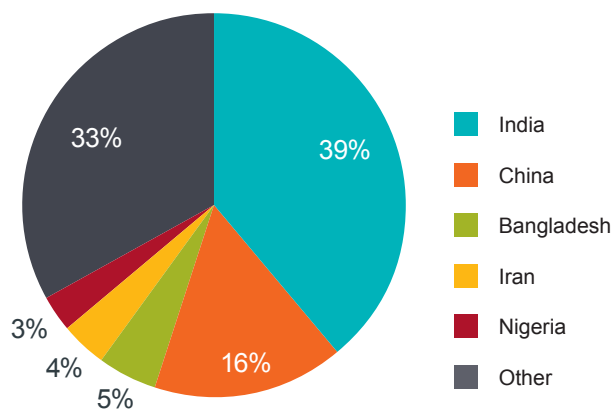
From UNMC's 2024 International Participant Analysis

International Participation at UNMC

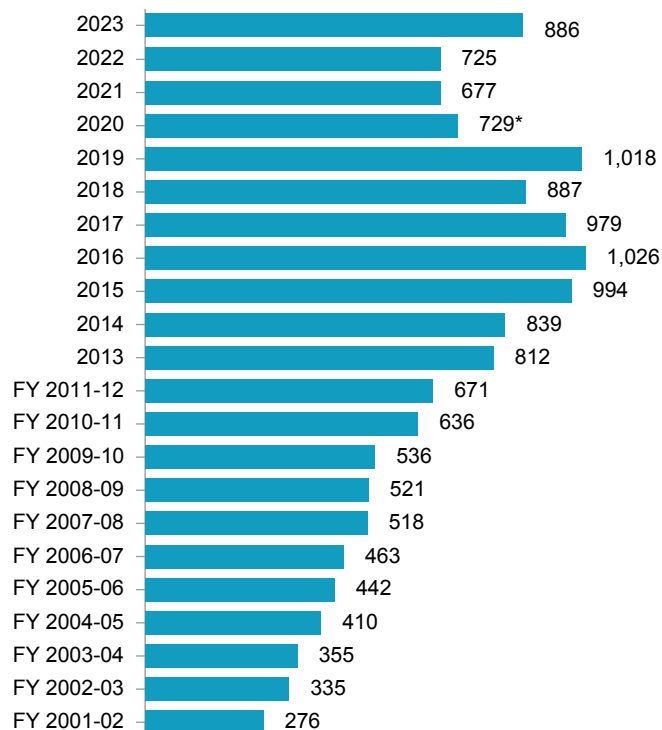
INDIA	359	GERMANY	8	UZBEKISTAN	3	COLOMBIA	1	MOZAMBIQUE	1
CHINA	141	GHANA	8	COSTA RICA	2	CONGO (BRAZZAVILLE)	1	NIGER	1
BANGLADESH	30	LEBANON	6	HAITI	2	CONGO (KINSHASA)	1	PANAMA	1
IRAN	30	RWANDA	6	INDONESIA	2	CURACAO	1	PORTUGAL	1
NIGERIA	27	UKRAINE	6	ITALY	2	DENMARK	1	SAMOA	1
SOUTH KOREA	21	JAPAN	5	PHILIPPINES	2	ECUADOR	1	SERBIA	1
BRAZIL	20	TAIWAN	5	POLAND	2	FRANCE	1	ST MARTEN	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 – 2001-2024)



Provided by UNMC Office of Global Engagement

CULTURAL COMPETENCY TAB

CULTURAL COMPETENCY TAB

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)	
Full-time Faculty (inc. Admins. who hold academic rank, 2025)	109 6.6%	242 14.6%	3 0.2%	36 2.2%	41 2.5%	4 0.2%	1,189 71.9%	16 1.0%	14 0.8%	1,654 100.0%	451 20.7%	84 5.1%	803 48.5%

Asst Prof & Above (no Admin or NRA, only tenured/HP Appt- LB 389, 2025)	69 4.6%	219 14.7%	3 0.2%	35 2.3%	39 2.6%	4 0.3%	1,096 73.4%	15 1.0%	12 0.8%	1,492 100.0%	315 21.1%	81 5.4%	708 47.5%
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UNMC	NONRES ALIEN	ASIAN	NATIVE HAWAIIAN/ PAC ISLAND	BLACK NOT HISP	HISPANIC OR LATINO	AMER IND/ AK NATIVE	WHITE NOT HISP	TWO OR MORE RACES	UNKNOWN	TOTAL	UNDER- REPRESENTED		WOMEN
											MINORITY (note a)	MINORITY (note b)	
All Employees (Workforce Analysis - see exclusions on next pg, 2025)	0	676 14.6%	3 0.1%	176 3.8%	339 3.5%	10 0.7%	3,377 73.0%	56 1.2%	0 0.0%	4637 100.0%	1260 27.2%	336 7.4%	2,857 61.6%

UNMC	NONRES ALIEN	ASIAN	NATIVE HAWAIIAN/ PAC ISLAND	BLACK	HISPANIC	AMER IND/ AK NATIVE	WHITE	TWO OR MORE RACES	UNKNOWN OR NOT REPORTED	TOTAL	UNDER- REPRESENTED		WOMEN
											MINORITY (note a)	MINORITY (note b)	
Students Fall 2025 (see Education section)	409 8.5%	340 7.1%	3 0.9%	158 3.3%	303 6.7%	8 0.17%	3,344 69.4%	152 3.2%	80 1.7%	4,818 100.0%	939 19.5%	459 9.9%	3,247 67.4%

Peer Comparisons

Faculty LB 389 peers, Full and part-time	1,520 5.2%	3,992 13.7%	21 0.07%	983 3.4%	1,382 4.7%	86 0.3%	19,981 68.4%	326 1.1%	928 3.2%	29,219 100.0%	6,790 23.2%	2,472 8.5%	11,443 39.2%
Students at peer institutions (IPEDS)	21,025 7.9%	23,509 8.8%	167 0.1%	16,436 6.2%	26,712 10.0%	663 0.2%	158,688 59.6%	10,315 3.9%	8,553 3.2%	266,068 100.0%	77,802 29.2%	43,978 16.5%	147,662 55.5%
All NE Higher Education Students (IPEDS)	3,962 3.0%	4,420 3.3%	209 0.2%	6,853 5.1%	15,296 11.5%	1,086 0.8%	92,515 69.3%	4,373 3.3%	4,773 3.6%	133,487 100.0%	32,237 24.1%	23,444 17.6%	75,949 56.9%

U.S. CENSUS (notes c, d & e)	ASIAN	NATIVE HAWAIIAN/ PAC ISLAND	BLACK	HISPANIC OR LATINO	AMER IND/ AK NATIVE	WHITE	TWO OR MORE RACES	TOTAL	WOMEN
Douglas County (606,460), 2025	5.0%	0.1%	11.9%	115.3%	1.5%	65.4%	3.2%	100.0%	50.3%
Nebraska (2,018,006), 2025	3.1%	0.2%	5.7%	13.6%	1.8%	75.1%	2.7%	102.6%	49.7%
United States (341,784,857), 2025	6.7%	0.3%	13.7%	20.0%	1.4%	57.5%	3.1%	102.7%	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, 2025 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 2025

DEPARTMENT	FEMALE (as of 10/01/2025)									
	TOTAL	TOTAL MINORITY	TOTAL	WHITE-NOT HISPANIC/LATINO	BLACK OR AFRICAN-AMERICAN-NOT HISPANIC OR LATINO	HISPANIC OR LATINO	ASIAN - NOT HISPANIC/LATINO	AMERICAN INDIAN OR ALASKA NATIVE - NOT HISPANIC/LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER - NOT HISPANIC/LATINO	TWO OR MORE RACES - NOT HISPANIC/LATINO
Academic Affairs	156	37 23.7%	113 72.4%	86 55.1%	5 3.2%	16 10.3%	3 1.9%	0 0.0%	0 0.0%	3 1.9%
Business and Finance	354	88 24.9%	122 34.5%	98 27.7%	7 2.0%	10 2.8%	6 1.7%	1 0.3%	0 0.0%	0 0.0%
Chancellor's Office	35	7 20.0%	24 68.6%	20 57.1%	2 5.7%	2 5.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Child Health Research Institute (CHRI)	48	15 31.3%	42 87.5%	28 58.3%	3 6.3%	7 14.6%	3 6.3%	1 2.1%	0 0.0%	0 0.0%
College of Allied Health Professions	123	12 9.8%	107 87.0%	96 78.0%	2 1.6%	7 5.7%	2 1.6%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	203	47 23.2%	131 64.5%	97 47.8%	2 1.0%	12 5.9%	16 7.9%	1 0.5%	0 0.0%	3 1.5%
College of Medicine	2,344	721 30.8%	1300 55.5%	937 40.0%	60 2.6%	78 3.3%	205 8.7%	0 0.0%	0 0.0%	20 0.9%
College of Nursing	223	26 11.7%	197 88.3%	175 78.5%	9 4.0%	6 2.7%	5 2.2%	1 0.4%	1 0.4%	0 0.0%
College of Pharmacy	88	34 38.6%	35 39.8%	23 26.1%	0 0.0%	1 1.1%	11 12.5%	0 0.0%	0 0.0%	0 0.0%
College of Public Health	199	73 36.7%	141 70.9%	89 44.7%	5 2.5%	15 7.5%	23 11.6%	3 1.5%	0 0.0%	6 3.0%
Eppley Institute	126	56 44.4%	69 54.8%	40 31.7%	6 4.8%	9 7.1%	14 11.1%	0 0.0%	0 0.0%	0 0.0%
Information Technology	67	9 13.4%	15 22.4%	13 19.4%	0 0.0%	0 0.0%	2 3.0%	0 0.0%	0 0.0%	0 0.0%
Library	25	1 4.0%	21 84.0%	20 80.0%	0 0.0%	1 4.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Munroe-Meyer Institute	467	90 19.3%	413 88.4%	335 71.7%	11 2.4%	45 9.6%	14 3.0%	0 0.0%	0 0.0%	8 1.7%
Research (Vice Chancellor for Research)	179	44 24.6%	127 70.9%	96 53.6%	8 4.5%	13 7.3%	10 5.6%	0 0.0%	0 0.0%	0 0.0%
UNMC Total	4,637	1260	2857	2153	120	222	314	7	1	40
% of Total		27.2%	61.6%	46.4%	2.6%	4.8%	6.8%	0.2%	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).

DEPARTMENT	MALE (as of 10/01/2025)							
	TOTAL	WHITE-NOT HISPANIC/LATINO	BLACK OR AFRICAN AMERICAN- NOT HISPANIC OR LATINO	HISPANIC OR LATINO	ASIAN - NOT HISPANIC/LATINO	AMERICAN INDIAN OR ALASKA NATIVE - NOT HISPANIC/ LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER - NOT HISPANIC/ LATINO	TWO OR MORE RACES - NOT HISPANIC/ LATINO
Academic Affairs	43 27.6%	33 21.2%	3 1.9%	4 2.6%	3 1.9%	0 0.0%	0 0.0%	0 0.0%
Business and Finance	232 65.5%	168 47.5%	19 5.4%	34 9.6%	4 1.1%	0 0.0%	0 0.0%	7 2.0%
Chancellor's Office	11 31.4%	8 22.9%	1 2.9%	1 2.9%	0 0.0%	1 2.9%	0 0.0%	0 0.0%
Child Health Research Institute	6 12.5%	5 10.4%	0 0.0%	0 0.0%	1 2.1%	0 0.0%	0 0.0%	0 0.0%
College of Allied Health Professions	16 13.0%	15 12.2%	0 0.0%	0 0.0%	1 0.8%	0 0.0%	0 0.0%	0 0.0%
College of Dentistry	72 35.5%	59 29.1%	0 0.0%	2 1.0%	10 4.9%	1 0.5%	0 0.0%	0 0.0%
College of Medicine	1044 44.5%	686 29.3%	22 0.9%	52 2.2%	277 11.8%	1 0.0%	2 0.1%	4 0.2%
College of Nursing	26 11.7%	22 9.9%	1 0.4%	1 0.4%	1 0.4%	0 0.0%	0 0.0%	1 0.4%
College of Pharmacy	53 60.2%	31 35.2%	0 0.0%	3 3.4%	19 21.6%	0 0.0%	0 0.0%	0 0.0%
College of Public Health	58 29.1%	37 18.6%	4 2.0%	0 0.0%	15 7.5%	0 0.0%	0 0.0%	2 1.0%
Eppley Institute	57 45.2%	30 23.8%	1 0.8%	4 3.2%	22 17.5%	0 0.0%	0 0.0%	0 0.0%
Information Technology	52 77.6%	45 67.2%	2 3.0%	4 6.0%	1 1.5%	0 0.0%	0 0.0%	0 0.0%
Library	4 16.0%	4 16.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Munroe-Meyer Institute	54 11.6%	42 9.0%	1 0.2%	6 1.3%	4 0.9%	0 0.0%	0 0.0%	1 0.2%
Research (Vice Chancellor for Research)	52 29.1%	39 21.8%	2 1.1%	6 3.4%	4 2.2%	0 0.0%	0 0.0%	1 0.6%
UNMC Total	1780	1224	56	117	362	3	2	16
% of Total	38.4%	26.4%	1.2%	2.5%	7.8%	0.1%	0.0%	0.3%

COMPARISON OF UNMC POPULATION

2024 AND 2025 EMPLOYEE DATA

As of 10/01/2025																		
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	TWO OR MORE RACES-NOT HISPANIC OR LATINO
Facility Total	4,637	1,260	2,857	2,153	120	222	314	7	1	40	1,780	1,224	56	117	362	3	2	16
% of Total		27.2%	61.6%	46.4%	2.6%	4.8%	6.8%	0.2%	0.0%	0.9%	38.4%	26.4%	1.2%	2.5%	7.8%	0.1%	0.0%	0.3%
10/1/2024																		
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	TWO OR MORE RACES-NOT HISPANIC OR LATINO
Facility Total	4,555	998	2,778	2,241	116	102	271	6	2	40	1,777	1,316	48	57	339	3	2	12
% of Total		21.5%	59.9%	48.3%	2.5%	2.2%	5.8%	0.1%	0.0%	0.9%	38.3%	28.4%	1.0%	1.2%	7.3%	0.1%	0.0%	0.3%
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	TWO OR MORE RACES-NOT HISPANIC OR LATINO
GAIN +	82	262	79		4	120	43	1		0	3		8	60	23	0	0	4
LOSS -				-88					-1			-92						

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 LOYALTY TAB

EMPLOYEE LOYALTY TAB

EMPLOYEE GROWTH AND RECRUITMENT, STRATEGIES AND SUCCESS

5-Year Employment Growth

UNMC experienced significant growth from 2020 through 2024, with an increase of 28.45% 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 (28.82%) due largely to the organization’s focus on research and education. In addition, the Technical/Paraprofessional (26.83%) category experienced growth, primarily in health care at Munroe-Meyer Institute.



Employment Growth 2020 Through 2024

	January 2020		December 2024		Total Difference	
	Count	% Total	Count	% Total	Count	% Growth
Regular Full- and Part-Time Employees	4,112	100.00%	5,282	100.00%	1,170	28.45%
Total Employment*	5,697		7,766		2,069	36.32%

* 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 2020		December 2024		Total Difference	
	Count	% Total	Count	% Total	Count	% Growth
Clerical/Secretarial	493	11.99%	608	11.51%	115	23.33%
Executive/Administrative	78	1.90%	81	1.53%	3	3.85%
Faculty	1,825	44.38%	2,351	44.51%	526	28.82%
Professional/Managerial (non-faculty)	1,194	29.04%	1,664	31.50%	470	39.36%
Service Maintenance	175	4.26%	148	2.8%	-27	-15.43%
Skilled Crafts	60	1.46%	66	1.25%	6	10.00%
Technical/Paraprofessional	287	6.98%	364	6.89%	77	26.83%
Total	4,112	100.00%	5,282	100.00%	1,170	28.45%

CAMPUS ENGAGEMENT

In alignment with UNMC's mission to lead the world in transforming lives to create a healthy future for all individuals and communities, Campus Engagement's goal is to foster a campus culture where every individual feels valued and connected, through welcoming engagement, strategic collaboration, and programming to strengthen belonging and support education, research, and patient care.

Connecting campus. Cultivating belonging. Championing engagement.

The ITEACH values, specifically Innovation, Teamwork, and Excellence, call for us to create meaningful engagement experiences for faculty, staff, learners, and partners that support a welcoming, learner-centered, and vibrant UNMC culture.

On the Odyssey to an Extraordinary Culture & Environment, defining a distinctive culture for supportive workspaces that foster belonging, engagement across units, and thriving campus communities is essential. Psychological safety is important for campus security and well-being as we work to strengthen communication across campus, ultimately advancing the experience for our students and employees as we make UNMC an exceptional place to learn, work, and grow. Having an extraordinary culture and environment helps to retain and grow our workforce.

The goal of Campus Engagement is to collaborate across campus with Leaders & Managers, Colleges, Human Resources, Student Life Involvement and Development Office (SLIDO), Office of Community Engagement, Faculty Development, Nebraska Medicine's People and Culture groups, and anyone who is devoted to fostering a climate of safety and well-being. We also direct employees and students to campus resources such as the Ombudsman, counseling, and Human Resources, to name a few.

In the overall strategic plan for UNMC, Strategy 4.2 reads:

All faculty, staff, students, patients and visitors to UNMC campuses will experience a culture of exemplary proficiency, support, value and team-building, reflecting behaviors that align with the iTEACH values.

CAMPUS ENGAGEMENT: 4C'S

Communication: We connect the campus by sharing stories, promoting opportunities, and encouraging transparent communication across departments, councils and units, shaping a culture of engagement and belonging.

Connection: We create welcoming spaces for interaction and relationship-building to invite everyone to participate.

Collaboration: We lead the design of engagement programs and partner with campus units to expand impact of our collective programming, facilitate educational experiences and strengthen connections across the campus.

Community: We cultivate an empowered and engaged academic health community by leading and supporting programs and partnerships that benefit all campuses and the greater Nebraska community.

FEATURED ACTIVITIES

E.N.G.A.G.E. (Everyone's Network: Generating Growth through Engagement) — Virtual Series

Colleagues and students are invited to the hour-long virtual sessions that offer regular space for the campus community to review thought-provoking videos with interactive discussions to spark ideas, deepen relationships, and support professional growth. Various topics included exploring our purpose, group dynamics, and appreciation.

Annual Attitude for Gratitude Event

Recognizing that the holidays may be a bit more challenging for some, the Attitude for Gratitude activity was created to provide an opportunity for gift exchange and holiday party for persons across campus needing some connections. This event has grown every year!

Monthly Wellness Challenges

Campus engagement began hosting wellness challenges in collaboration with the Center for Healthy Living to encourage small, meaningful actions that support overall well-being while focusing on hydration, physical activity, and journaling.

Lunch and Learns

Colleagues and students are invited to attend presentations about healthcare related topics and encouraged to reach out to us about various events that they are hosting as we will amplify and support their efforts. Notable discussions include collaboration with LiveOn Nebraska regarding organ donations and a talk related to storytelling in healthcare.

Book Clubs

Biannual book clubs are another mechanism to foster growth across units and connections.

Student Initiatives

Assisted with hosting the student-led events every year that include students from the pathway programs and other groups.

Connection Corner — Monthly Newsletter

The campus and greater community are informed about happenings that are relevant to our communities, and information is highlighted to raise awareness and bring people together.

COLLABORATIONS ACROSS CAMPUS & GREATER OMAHA COMMUNITY

Our collaborations, sponsorships, achievements during this may include (but are not limited to) the following:

Student Life Involvement and Development Office (SLIDO)
Aims to immerse students in activities and programming that

foster development through community engagement and networking. The advisors council helps to provide support, and SLIDO provides a sense of community through collaboration and annual programming such as the Student Involvement Fair, #IAMUNMCBBQ, and DeStress Week. Annually, they hold an ITEACH Awards ceremony to recognize advisors, students, and collaborators for their hard work and dedication. Monthly “Pop-Ins” have been successful in engaging students over lunch. The number of Registered Student Organizations (RSOs) continues to grow.

#IAMUNMC BBQ

Faculty, staff, and students attended the annual #IAMUNMC BBQ at the Center for Healthy Living. Campus leaders were on hand to share in the fun, which included free food, fun, prizes, and music. Campus Engagement, Student Success and SLIDO continue to provide more events to provide a welcoming and supportive environment for students to engage and feel a sense of belonging.

Faculty Development

Understanding that faculty are a huge driving force for organizational culture is important to the mission of engagement strategy. The partnership delivered timely, relevant programming focused on communication, well-being, and navigating evolving learning and workplace environments. Collaborative sessions addressed high-impact themes exploring well-being and the experience of feeling valued and opportunities related to various generations in the workplace and professional school. The partnership also supported reflective learning through the Brave Boundaries book discussion with Dr. Sasha Shillcutt. This collaboration strengthened alignment across campus, expanded reach to a variety of audiences, and reinforced a shared commitment to professional growth, respectful communication, and a supportive learning and work culture.

Engagement Council

This council includes representatives of all colleges and major units and is charged with making recommendations to the campus related to initiative planning, evaluation, and accountability. Through committee work, there have been strides made through the development of the staff advisory committee and other discussions related to well-being, recruitment, and retention.

Staff Advisory Council

This council was developed to foster input from staff for advising campus leadership on items related to staff, which is the largest part of our workforce. There are members from across the campus that are meeting and determining ways to support staff from the standpoint of development, mentoring, recruitment, retention, and engagement.

The North & South Omaha Community Care Councils

In 1996, the NOCCC was developed as a partnership to draw UNMC closer to the community and improve communication. Various initiatives are in place such as health professions scholarships, Annual Teen Summit, and ongoing educational activities. Both councils serve as resources for the respective communities.



UNMC Campus Engagement Council



ICAN participants

Institute for Career Advancement Need (ICAN)

As a community advisory group participant, UNMC participates as educational sponsor for this annual conference that provides leadership development opportunities for everyone in the community and beyond.

REGISTERED STUDENT ORGANIZATIONS (RSOS)

RSOs play a vital role in enhancing the student experience at UNMC by providing structured opportunities for students to express shared interests, build community, and engage around issues they care deeply about. These organizations contribute to a sense of belonging, peer connection, leadership development, and social and emotional support—factors that are particularly important in the context of rigorous professional training. While the list of RSOs continues to evolve and is not exhaustive, their collective impact reflects strong student



2025 Martin Luther King Jr Awards Recipients

engagement across interprofessional, service-oriented, advocacy, wellness, and educational domains.

In addition to ongoing RSO activities, Campus Engagement collaborated with student-led efforts, including a parent–child caregiver support group in which residents shared perspectives on balancing care-giving responsibilities during professional training. Campus Engagement also hosted student pop-up events, offering informal opportunities for connection through coffee, donuts, and snack breaks, supporting student well-being during high-demand academic periods. Together, these initiatives demonstrate how student organizations and collaborative engagement efforts amplify student voices, strengthen peer support, and contribute to a more connected and supportive campus environment.

Dr. Martin Luther King Jr Day of Service Recognition and Servant Leader Award

Related to organizational culture, our goal is to maintain a welcoming and safe environment for all learners, faculty, staff, and patients. The annual recognition began in the early 2000s with notable community leaders as keynote speakers. In January of 2025, the keynote speaker was Mr. Christopher McCroy, who is a local community member, mentor, and healthcare advocate. The theme for this luncheon was “Service in Action: Strengthening Communities by Honoring the Legacy of Unity, Hope and Equality”. It was chosen to reflect the medical center’s commitment to excellent patient care, access and service in the community statewide. Mr. McCroy was honored with the Servant Leader Award and employees at UNMC/NM were given Unsung Hero Awards.

CULTURE COLLABORATION WITH NEBRASKA MEDICINE

Employee Resource Groups (ERGs) continue to be a key strategy for fostering connection, engagement, and belonging across UNMC and Nebraska Medicine. These groups provide faculty and staff with opportunities for networking, professional growth, peer support, and community building

aligned with institutional values. During this period, several new groups were launched, reflecting evolving interests in professional development, well-being, and organizational culture. Employees and students are encouraged to participate when appropriate, reinforcing a shared, supportive campus environment.

Notable areas of focus include the Emerging Professionals Program (EPP), which supports early-career employees through connection, engagement, and growth opportunities; WISE Minds, one of the newest ERGs, which centers on wellness and mental well-being; and LiveGreen, a sustainability-focused ERG that promotes environmental responsibility and awareness across the enterprise. Collectively, these groups—along with other active ERGs—are designed to be inclusive and open to all employees and allies, supporting collaboration, learning, and engagement across roles and disciplines.

UNMC Celebrates Administrative Professionals Day with “Thrive in ’25” Event

UNMC recognized its administrative professionals with a celebratory event honoring their essential contributions and achievements across the organization. Hosted by UNMC Human Resources, this year’s Administrative Professionals Day celebration embraced the theme “Thrive in ’25,” highlighting eight key areas of wellness.

Administrative Professionals Day is celebrated annually on the Wednesday of Administrative Professionals Week to recognize the hard work, dedication, and commitment of administrative and office professionals who support organizations every day.

Administrative professionals had the opportunity to participate either in person or virtually, ensuring broad access and inclusion. Both audiences enjoyed prize drawings and an interactive game designed to add a fun and engaging element to the day.

A highlight of the event was the UNMC Shark Tank competition, which featured UNMC leaders serving as “sharks” and awarded real funding to selected ideas. Attendees also explored a wellness expo that included interactive games, therapy dogs, vendor booths, mini express facials, and hand massages.

The celebration additionally featured a swag swap, giving administrative professionals the chance to exchange UNMC-branded merchandise, company gifts, and promotional items.

The event underscored UNMC’s continued commitment to recognizing and supporting the well-being, creativity, and impact of its administrative professionals.

UNMC Hosts Fall Employee Appreciation Event on Omaha Campus

UNMC Human Resources hosted a fall employee appreciation event for the Omaha campus on October 23, sponsored by the UNMC Chancellor's Office. All UNMC employees were invited to attend this quarter's celebration, themed "Here's Looking at You."

The event featured academic unit stations recognizing and celebrating UNMC employees, along with food and beverage samples, entertainment, prize opportunities, and other engaging activities.

The "Here's Looking at You" event honored employees across the organization, highlighting the dedication, innovation, and hard work that continue to drive UNMC's success. From behind-the-scenes excellence to frontline leadership, the celebration spotlighted the individuals whose contributions make a meaningful impact every day.

"Keep Calm and Cook On 3" Series

Keep Calm and Cook On 3 series brought together the UNMC community for a unique blend of culinary creativity, wellness education, and connection through hybrid virtual and in-person cooking demonstrations. The three-part series was offered in December 2024, January 2025, and February 2025.

With emerging research linking healthy eating to improved mental health, the *Keep Calm and Cook On* series delivered the perfect recipe for well-being. Participants had the opportunity to watch a master chef demonstrate practical techniques for preparing flavorful, nutritious meals, paired with a brief nutrition-focused mini-lecture.

Each 90-minute session included evidence-based nutritional insights, a live question-and-answer segment with culinary and nutrition experts, and — best of all — the chance for in-person attendees to sample the delicious dishes prepared during the demonstration.

Keep Calm and Cook On is a collaborative effort between UNMC Human Resources, UNMC's Wellness Program, Medical Nutrition staff, and Metropolitan Community College's Institute for the Culinary Arts Open Kitchen. This year's featured menu included:

- Caramelized Onion Turkey Meatloaf with Sage and Onion Gravy
- Shrimp and Mushroom Pilaf
- Egg Lab

Together, the series encouraged healthy habits, supported mental well-being, and created an engaging, interactive experience that nourished both body and mind.

The Pulse — UNMC Employee Learning & Development

UNMC's Human Resources Office of Learning and Development launched The Pulse, the rebranded employee

learning and development program formerly known as Re-Imagining U. The Pulse continues its mission of empowering employees to grow personally and professionally by providing accessible, high-quality learning opportunities for the UNMC community.

The Pulse is a free training and development program coordinated by UNMC Human Resources and offers a wide range of resources, tools, and learning experiences designed to support employees in achieving their professional development goals. Registration is open through the Nebraska Bridge App via the Learning Library.

As part of the expanded program, The Pulse introduced Digital Literacy, a new series of on-demand video courses available in the Nebraska Bridge App. Additional Pulse topics and learning experiences are also available for on-demand viewing through the Bridge Learning Library.

The Pulse: Byte-Sized Learning features short, engaging video trainings that deliver timely information across a variety of topics—including technology, emerging concepts, innovative ideas, and fun, practical skills—making learning flexible, relevant, and easy to fit into the workday.

UNMC Hosts Winter Employee Appreciation Event

UNMC Human Resources hosted a winter employee appreciation event for the Omaha campus January 2025, sponsored by the UNMC Chancellor's Office. All UNMC employees were invited to attend the celebration, themed "Thank You Snow Much!"

The fun and festive winter-themed event featured chili, cinnamon rolls and hot chocolate. There were a variety of activities for attendees to participate in for a chance to win UNMC-branded items, including Bingo and a contest to identify employee baby photos.





“These events are meant to be a celebration and recognize our employees’ hard work and dedication to UNMC’s success” and “to honor our shared achievements and embrace the exciting opportunities still to come,” said Linda Cunningham, assistant vice chancellor and executive director of UNMC Human Resources.

Employee Appreciation Event

UNMC held its quarterly employee appreciation event on July 23, giving employees a break and a break from the heat by holding the festivities inside at the Center for Healthy Living. The event — titled “Frankly, We Appreciate You!” — drew 337 attendees for a hot dog lunch, yard games, music and fun. Paige Weil was among those who came out to the event, playing Connect 4 with her co-workers from the UNMC Department of Dermatology. Weil, the GME program coordinator for the department, joked that they’re a “food motivated department” and that they enjoyed the team building and the chance to hang out and relax in a fun setting over lunch. Interim Chancellor H. Dele Davies, MD, went around to talk with people at the event, including this group from the UNMC High School Alliance. Employees played yard games — cornhole, ladder toss and Connect 4. And of course a summer event with “frankly” in the name offered hot dogs for lunch.

2025 Employee Engagement Survey

- In Spring 2025, UNMC partnered with Engage2Excel, an independent third-party firm, to administer an employee engagement survey designed to gain deeper insight into the campus work experience.
- The survey was built around the RESPECT Framework, developed by workplace researcher Dr. Jack Wiley, which identifies seven core factors employees consistently value most in their work environment:

- The RESPECT model was first adopted in the 2019 campus-wide survey. In 2025, we used the same framework to support continuity and comparison across years.
- The survey was open from April 15 to May 2, 2025, and was sent to 5,079 faculty and staff.
- 2,642 employees responded, resulting in a 52% participation rate, a 21-point drop from 2019.
- The survey included 51 multiple-choice items rated on a 5-point scale (from Strongly Disagree to Strongly Agree) and 1 open-ended question invited optional written comments
- The survey was conducted confidentially. Results were aggregated, and no data was reported for groups with fewer than 5 respondents.
- Senior leaders and managers received access to survey results via the survey dashboard.

The RESPECT Survey Framework was developed by the late Dr. Jack Wiley, a leading workplace psychologist, based on over 30 years of research across industries and countries.

The framework identifies seven core dimensions that employees consistently say matter most in their workplace experience. These dimensions, which form the acronym **RESPECT**, reflect what people need to feel valued, respected, and motivated at work.



Recognition — Acknowledgement for a job well done

Exciting Work — A job that is interesting, challenging, and fun.

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

Pay — Fair compensation for a day’s work

Education and Career Growth — Opportunities to develop skills over the course of a productive career.

Conditions — A well-equipped workplace, physically comfortable, and socially inviting.

Truth — Frank, honest, and transparent communication from managers and senior leaders.

RESULTS AT A GLANCE

MOST FAVORABLY RATED CATEGORIES

- Exciting Work
- Conditions
- Integrity

Other Areas for Ongoing Improvement

UNMC continues to focus on ensuring transparency, equitable pay practices, and open communication, building on employee feedback to strengthen the workplace experience.

KEY HIGHLIGHTS AND OBSERVATIONS

- Employees express strong engagement and pride in their work, finding it meaningful and aligned with their skills.
- Team collaboration, supportive coworkers, and access to necessary tools and resources are highly rated. Employees report that managers treat them with dignity and respect, and safety is a top priority.
- Overall engagement and performance confidence are favorable and exceed industry benchmarks.

UNMC Child Development Center

In 2025, the Child Development Center offered a wide variety of engaging, developmentally appropriate activities tailored to each classroom. The Dinosaurs, Butterflies, and Lions classrooms provided themed lessons, creative arts, literacy and letter activities, hands-on sensory experiences, outdoor play, and opportunities for cooperative and imaginative play. Weekly programming included seasonal projects, holiday and cultural celebrations, and activities designed to build social, emotional, and cognitive skills.

The Center also shared regular updates with families through classroom newsletters, highlighting weekly themes, activities, and learning outcomes. This ongoing communication helped families stay connected to their child's experiences and supported active engagement in their child's early learning.

EMPLOYEE CHILD CARE NETWORK RESOURCE



The Upwards Child Care Network Resource provides employees with access to a comprehensive childcare support platform designed to help families find, evaluate, and secure quality childcare options. Through Upwards, employees can receive personalized assistance locating licensed childcare providers, backup care options, and related resources that align with their family's needs, schedules, and budgets.

This resource is offered to support employees' work-life balance and reduce childcare-related barriers that can impact recruitment, retention, and productivity. By helping employees navigate the often complex and time-consuming childcare search process, the program contributes to employee well-being, supports continuity at work, and reinforces the university's commitment to being a family-friendly employer.



RESOURCE UTILIZATION

Usage of the program has steadily increased since its launch. Participation among eligible employees rose from 11.8% (558) in 2023 to 13.9% (741) in 2024, reaching 15.2% (854) as of July 2025. To date, 934 employees have opted in at some point, including those no longer with UNMC, highlighting growing engagement and the value employees place on accessible childcare support.

UPWARDS CARE MANAGER ASSISTANCE

Since the program's launch, Upwards Care Managers have supported 239 of 255 employee care requests. They provide guidance on the childcare benefit, help identify available care options, and answer questions to ensure employees can access the resources they need. Care Managers work closely with employees to align options with requested budgets and find solutions that best meet each individual's needs.

CARE REQUESTS AND SUPPORT (JAN–JUL 2025)

Year-to-date performance update: Between January and July 2025, 52 care requests were submitted. Of these, 39 requests were fully supported, resulting in 44 families receiving care matches. Thirteen requests remain active and in process. The graphic also shows the locations of active requests, highlighting the program's reach and ongoing support for employees' childcare needs.

Care Request Types and Matches: In 2025, care requests spanned immediate, exploratory, and future needs. Most requests in each category were successfully matched, highlighting the program's responsiveness to employees' childcare needs.

Care Request Fulfillment: From January through July 2025, Upwards was able to connect employees with care efficiently. On average, it took 4.13 days from request to candidate sent, and 19.28 days from request to confirmed enrollment. Timely fulfillment is crucial for supporting work-life balance and ensuring employees can access reliable care when they need it most.

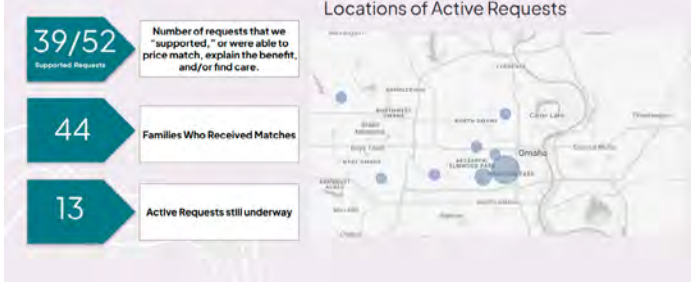
Performance Update- Summary

Since Launch



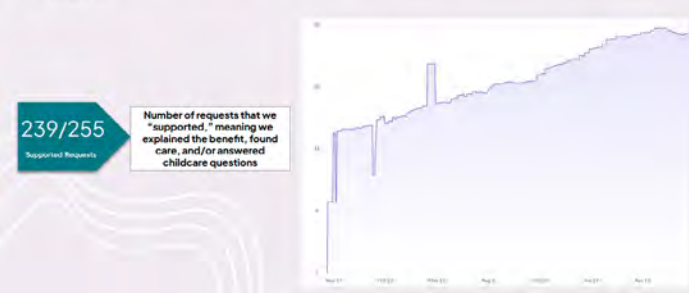
Performance Update- Care Requests

Year to Date



Performance Update- Care Requests

Since Launch



Performance Update- Care Requests

Year to Date: Intent



Care Request Fulfillment

Since Launch



Employee Feedback

Since Launch



EMPLOYEE FEEDBACK

Employee feedback continues to indicate high satisfaction with the Upwards program. In 2025, overall satisfaction was 4.9 out of 5 based on 44 responses, with many employees highlighting the program's responsiveness in effectively matching their childcare needs to providers that best meet their preferences and locations.

In addition to personalized childcare support, the Upwards program offers a monthly newsletter in English and Spanish, featuring helpful activities and resources such as book suggestions and fun activities for children. Beginning in 2026, HR will make these newsletters available on the HR webpage for all employees.

Upwards MONTHLY Newsletter

December brings a special kind of energy - a mix of excitement, reflection, and the cozy comfort of slowing down together. However you celebrate, it's a time for connection, creativity, and making memories with the people you love. Upwards is here to support your family through the joys and occasional chaos of the season, with care solutions, activities, and safe resources to keep things simple and meaningful.

READING NOOK

- Snowy Day
- Waiting
- The Mitten

CRAFT CORNER

Snowflake Window Clings

Bring the winter magic indoors with easy DIY snowflakes for your windows.

Materials:

- White glue
- White paper or plastic sheet
- Glitter
- Glitter (optional)
- Scissors or stamper

Steps:

- On one paper, use glue to draw snowflake designs.
- Add glitter if you'd like, then to make dry overnight.
- Peel off carefully and press into window - enjoy! (Bring the magic!)

WISDOM FOR THE SEASON

It's easy to feel overwhelmed this time of year. Try these small skills to stay grounded:

- Pick one meaningful tradition to focus on.
- Build in quiet time between events.
- Let kids lead simple activities - baking, reading, decorating.

You don't have to do it all. Little moments matter most.

Care for Breaks, Events, and the New Year

Need a little help navigating end of year plans? We're here to support you through the season and beyond.

- Schedule care during winter breaks or long weekends.
- Find coverage for evening events or work deadlines.
- Start the new year strong with updated matches.

Connect with your Care Navigator anytime to plan care that fits your life and values - now and into 2026.

Upwards | upwards.com

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

COMPENSATION:

- Facilitated and completed the UWIDE 2024 for 2025 annual market analysis, to include initiation of trending of benchmark jobs.
- Implemented Nebraska minimum hourly wage as per Nebraska Revised Statute 48-1203.
- Completed positions analysis and classified positions accordingly.
- Provided Recurring or Additional Payment support to managers and administrators.
- Provided PeopleAdmin support (creating new positions descriptions and revising existing position descriptions) to hiring managers and administrators.

HRIS & RECORDS:

- Completed weekly and monthly data integrity audits in SAP and weekly employment document audits in ADIS.
- Updated NU Values and HR webpages by adding new forms, recent programs, and new training courses.
- Provided SAP, ADIS, and I-9 Management System support to administrators and PAF Coordinators.
- Updated PAF Coordinators training in Bridge.

PAYROLL:

- Continued implementation of W4s for various states based on taxation laws.
- Provided Payroll support to administrators and PAF Coordinators.
- Completed weekly and monthly payroll audits.

STAFFING:

- Updated Staff employee selection and hiring training in Bridge.
- Attended various career fairs to promote UNMC open positions, answer questions on the application and selection process, and communicate the benefits of working for UNMC.
- Provided recruitment and selection support to departments.
- Provided PeopleAdmin support (creating requisitions for open positions, managing applicant pools associated with posted openings, maintaining position specific compliance requirements and initiating background checks for new hires) to hiring managers, administrators, and PAF Coordinators.



Students Sexual Misconduct and Bystander Intervention Training” is peer-led. UNMC students including Elisabeth Kolb and Jake Son volunteer to facilitate training sessions with a goal of training all first-year students.

Title IX

PER EXECUTIVE MEMORANDUM NO. 44:

- Continued Bystander Training via zoom for Faculty, Staff and Students. To date 7,582 employees and 1,780 students completed training.
- Implemented peer lead Sexual Misconduct Prevention and Bystander Training via zoom for first year students. To date 911 first year students completed training.
- Implemented Conscious Communication-Faculty/Staff/Students Training via zoom. To date 170 Faculty/Staff/Students completed training.
- Implemented Bystander Training at new hire orientation for Dually Employed Providers, in collaboration with Nebraska Medicine.

Facilitated Sexual Misconduct Prevention and Bystander training at international students’ orientations, house officers’ orientations, and staff new hire orientations.

Audited UNMC lactation spaces (https://www.unmc.edu/titleix/_documents/lactation-spaces.pdf) for students and employees.

Updated Title IX Resources Brochures and Posters and distributed to Colleges, Institutions and Business Units to place in areas where employees and students have access.

Updated:

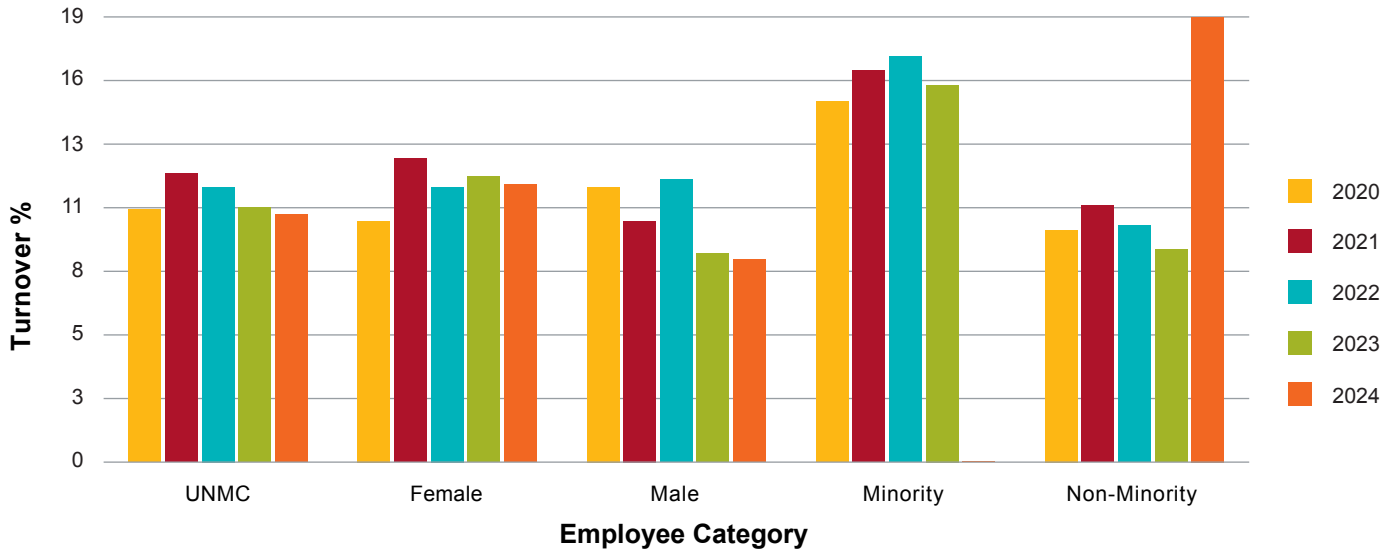
- Title IX Sexual Misconduct and Prevention training in CANVAS for employees and students.
- Title IX Reporting training in CANVAS for employees.
- Statement of Understanding completion in CANVAS. The Statement of Understanding includes Sexual Misconduct Policy and Consensual Relationship Policy.

Updated UNMC Title IX webpages.

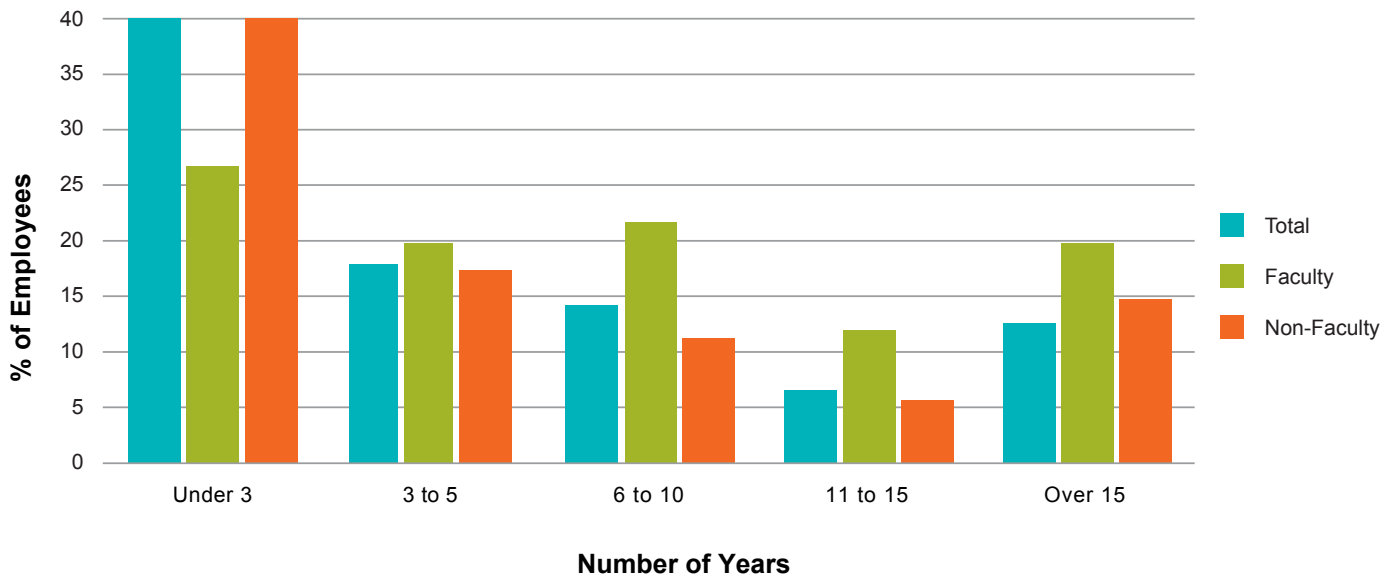
EMPLOYEE TURNOVER AND LENGTH OF SERVICE

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



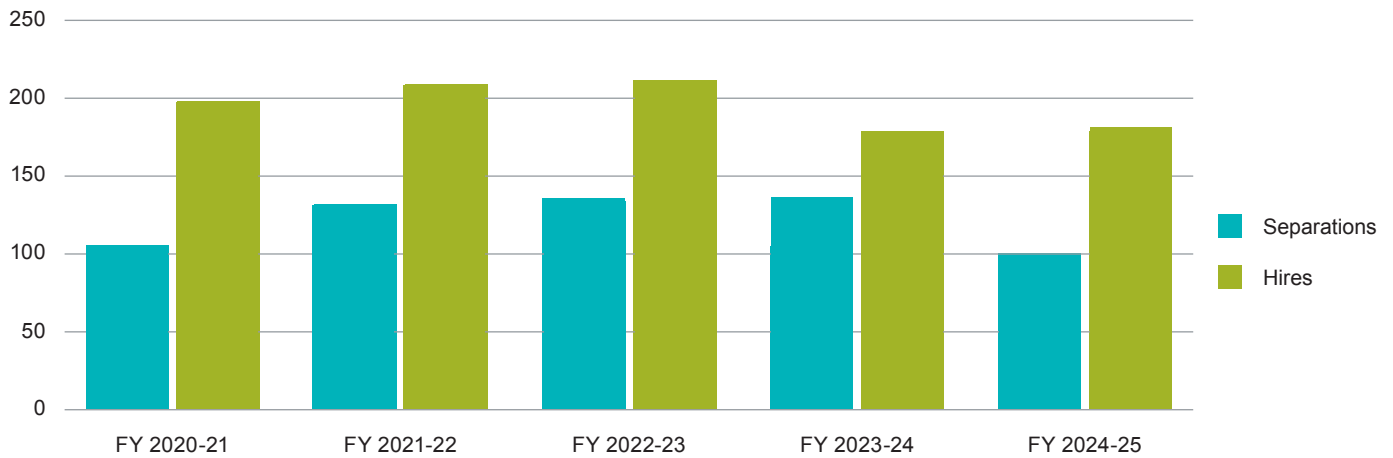
*Turnovers include resignations, retirements, appointment expirations, terminations and deaths.

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

FACULTY TURNOVER

COLLEGE/INSTITUTE	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
McGoogan Health Sciences Library	0%	6%	0%	0%	13%
College of Allied Health Professions	3%	4%	4%	4%	12%
College of Dentistry	8%	22%	12%	11%	15%
College of Medicine	6%	7%	9%	9%	5%
College of Nursing	7%	10%	13%	12%	12%
College of Pharmacy	23%	8%	15%	15%	0%
College of Public Health	7%	7%	2%	1%	5%
Eppley Institute	3%	22%	5%	9%	8%
Munroe-Meyer Institute	10%	7%	3%	3%	3%
Total UNMC Campus	6.9%	7.8%	8.6%	8.5%	6.0%

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 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Separations	105	131	135	140	100
Hires	207	208	211	178	178

Increase in number of female faculty for 5-year period:	
New hires	528
Resignation	282
Net Gain	248

Increase in number of male faculty for 5-year period:	
New hires	444
Resignation	329
Net Gain	115

Increase in percentage of minority faculty for 5-year period:	
2020	21.2%
2025	27.2%
Net Gain	6.0%

OMBUDS PROGRAM

The UNMC Ombuds Program was established in 1997 by Chancellor William Berndt. Since that time, David Carver has served as a campus ombuds throughout the 27-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 diversity program director in the UNMC Dermatology department. 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. We are very fortunate to have Dr. Hayes on our UNMC ombuds team.

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 2024-25.

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 two terms on the IOA Board of Directors and co-chaired the Task Force that completed the first comprehensive review and update of the IOA Code and Standards. Multiple IOA member feedback sessions produced several suggestions that were incorporated, and 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 disputes 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. Activity 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>.

Ongoing Ombuds Outreach Activities

During 2024-25, 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
- Staff Advisory Council, Campus Culture Committee
- Deans and Directors meeting
- Academic Affairs/Graduate Studies staff
- College of Public Health faculty/staff
- College of Pharmacy Faculty Development
- College of Allied Health faculty & staff
- College of Dentistry faculty advisors

- Academic Success Program Peer Mentors
- Graduate Student Association
- Physician Assistant Program faculty & staff
- Pharmaceutical Science faculty
- College of Medicine Phases 1,2, & 3 faculty
- Rheumatology fellows
- Graduate students and faculty (difficult conversations presentation)
- UNMC Critical Incident Team
- Occupational Therapy faculty
- Clarkson Family Medicine faculty & staff
- Comparative Medicine staff
- Faculty Development — meet & greet new faculty
- College of Nursing Norfolk faculty
- Anesthesiology faculty
- MMI Severe Behavior Unit faculty & staff
- 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 2024-25 he co-facilitated 25 hours of M-1 and M-2 classes with Mary Gallagher Jansen, MD (Internal Medicine) and Aaron Barksdale, MD (Emergency Medicine). In 2024 Carver facilitated Balint discussion groups for Family Medicine. He also facilitated several Interprofessional Education sessions led by Devin Nickol, MD.

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 health-care ombuds** (38 hours)
- **American Psychological Association Council of Representatives (COR):** Chaired the Council Effectiveness Plan-Implementation Oversight Task Force. 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**.
- **American Psychological Association Ethics Committee (2025-present);** APA Ethics Committee Executive Team (2025)
- **Nebraska Psychological Association:** Currently serves on the Board of Directors and as Treasurer, chair of the Academic Affairs and Finance Committees, co-chair Leadership Development Academy, Past-President
- **Nebraska Justice Behavioral Health Committee:** Designated psychology representative — longest serving committee member since 2008
- **Association of State & Provincial Psychology Boards (ASPPB):** State Leadership Award
- **American Psychology/Law Society (APLS):** Served as Conference Ombuds for 2025

Continuing Education Completed (Carver)

AI in Higher Education, Bystander Response Training, International Ombuds Association Fall Conference, Nebraska Psychological Fall and Spring Conferences, Psychological Risk Assessment

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 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. 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 2024-25

1. Recently UNMC and higher education in general have experienced unprecedented federal government policy demands and external funding uncertainty. Fortunately, UNMC does not have a structural deficit like UNL, but there are still budgetary concerns regarding state and federal funding.
2. 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 departments.
3. We continue to experience ombuds consultations requests for more 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.
4. UNMC continues to be recognized widely as a world-class academic health sciences center with many notable achievements in 2024-25. We have also noticed and applaud several campus-wide social climate improvement efforts led by the Chancellor, the Vice Chancellors, the Deans/Directors of various academic units, Human Resources, and the Wellness team. We now have a new Staff Advisory Council to represent the interests of managerial-professional and administrative support staff members.
5. Despite the campus-wide social climate enhancements described in #4, some UNMC ombuds “visitors” still feel under-appreciated, and disrespected. In their eyes, the interpersonal and systemic challenges in their specific work setting have not been addressed adequately. The Ombuds Program continues to offer informal alternative dispute resolution services that focus on these specific social interaction 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, and misunderstood. Ombuds visitors are often struggling to deal effectively with unhealthy work relationships exacerbated by significant power differentials.
6. During 2024-25, 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.
7. 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.
8. 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 is to establish mentoring programs 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. For example, in 2025 Academic Affairs/Graduate Studies has implemented this type of mentoring.
9. 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 always 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.
10. We applaud the continued inclusion of enhanced student advising as a UNMC strategic plan initiative. 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.
11. The Ombuds Program continues to thank Vice Chancellor Barnes, Susan Kraft Mann, and Amy Lamer for their strong administrative guidance and support for the Ombuds Program. We also appreciate the ongoing support of Chancellor Davies.

Ongoing and Future Goals for 2024-25

1. Continue frequent individual communication and group presentations about the Ombuds Program to the entire UNMC community including the Colleges/Institutes,

- Student Senate, Faculty Senate, Staff Advisory Council, academic departments, campus support offices, new student and faculty orientation programs, and campus organizations.
2. 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.
 3. 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. The Ombuds Program will continue to offer an informal dispute resolution alternative to formal complaints, grievances, and legal action.
 4. Participating actively in innovative organizational change programs such as Design Thinking, continue our ongoing active collaborations with UNMC social climate enhancement leaders such as Linda Cunningham, Sheritta Strong, Stacey Coleman, Jane Meza, Karen Gould, Phil Covington, the Deans/Directors/administrators and staff from all our fine academic programs, our student, faculty, and staff 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.
 5. 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 Dr. Wengel to offer First Responder Skills Training (FiRST) that incorporates basic psychological first aid principles.
 6. 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 2026.
 7. 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.
 8. 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.

ECONOMIC GROWTH TAB

ECONOMIC GROWTH TAB

UNeMed

MISSION

UNeMed fosters innovation, advances research, and engages entrepreneurs and industry to commercialize novel technologies.

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.



Activities

UNeMed Corporation serves as the technology transfer and commercialization leader for the University of Nebraska Medical Center, and the University of Nebraska at Omaha. Its mission is to foster innovation, advance research, and engage both entrepreneurs and industry leaders to move novel technologies from the laboratory to the marketplace — all with the goal of impacting health and welfare throughout Nebraska and beyond.

In 2025, UNeMed achieved several major milestones, reflecting the growing resilience and impact of the UNMC and UNO research enterprise. The office broke its previous record for new invention notifications, with 127 submitted ideas, signaling a robust culture of innovation across campus. UNeMed activities also included increases in patent filings, licensing agreements, and the creation of new startup companies, underscoring its critical role in translating academic scientific advances into real-world products and solutions.

Among this year's highlights are successful commercialization efforts such as the launch of MicroWash, a nasal sample collection kit that streamlines infectious disease testing, as well as Virtual Incision's surgical robotics platform, which landed on a list of the world's most innovative tech companies after securing FDA approval. Other notable startups nurtured by UNeMed include Automated Assessments — which received FDA approval for a handheld surgical risk assessment device — and RespirAI, a team developing wearable COPD monitors now poised for further clinical and commercial development through partnerships and fundraising.



UNeMed continues to invest in talent development via hands-on educational programs like the annual Technology Transfer Boot Camp. This initiative provides scientists and students with vital training in invention evaluation, intellectual property law, marketing, commercialization, and contract negotiation, building campus-wide capacity for future entrepreneurship and tech transfer success.

The organization also regularly convenes and celebrates the UNMC and UNO innovation communities through events such as Innovation Week and the annual Summer Chill, helping to both recognize inventors and connect them with key industry and funding partners. UNeMed's recent move into the new Catalyst building in Omaha symbolizes its central role in both the university's innovation ecosystem and broader collaborative efforts with clinical and commercial partners.

UNeMed's ongoing work is guided by commitment to the highest standards of partnership, invention protection, and advancing discoveries that make the world a healthier place. These efforts position UNMC at the forefront of academic medicine and technology commercialization, expanding the institution's reputation as a national leader in biomedical innovation.

UNeMed Builds Success Stories

FDA APPROVES AUTOMATED ASSESSMENTS

Automated Assessments landed FDA approval in early 2025 for its medical device and is on the market and available for clinical use.

One of the co-founders is Jason Johannung, MD, professor of Vascular Surgery at UNMC and a nationally recognized expert on surgical quality. He invented Automated Assessment's frailty assessment tool, Vital-IT, a handheld device that helps surgeons and healthcare workers determine the potential risk and recovery requirements for surgical patients.

The system, produced and manufactured in Nebraska, represents a significant improvement over previous methods for performing frailty assessment and automates the whole process.

Previous approaches to pre-surgical risk screening was a physician's "eyeball" test. The field has moved to a more objective assessment by assessing frailty with a brief questionnaire.

While Chief of Surgery at the Omaha VA Medical Center, Dr. Johannung developed a more robust variation of the pre-operative assessment called the "Surgical Pause." It established a new standard measure of patient frailty assessments, and was awarded the Eisenberg Patient Safety and Quality Innovation Award by the Joint Commission and National Quality Forum.

MICROWASH ENTERS MARKET

MicroWash, a nasal sample collection device invented at the University of Nebraska Medical Center, is now available nationwide, launching in early 2025.

MicroWash is the cornerstone technology that helped build the startup, University Medical Devices, which closed a \$1.6 million seed round in 2024.

Invented by UMD co-founders—Emergency Medicine professor and former ER nurse Thanh Nguyen, PhD, and Emergency Medicine Chair, Michael Wadman, MD—the MicroWash device eliminates the need for a clinician to insert a swab into the deepest recesses of a patient's nasal cavity. More importantly, it also standardizes and simplifies the sample collection process.

MicroWash is a self-contained irrigation device that allows clinicians to easily and painlessly collect samples from a patient's nasal cavity. The innovation was born from the frustrations and discomfort of the traditional nasal swabs that gained notoriety during the COVID-19 pandemic.

MicroWash can be used by healthcare professionals with minimal training in diverse clinical settings.

It involves washing the nasal passage with sterile saline to collect a sample from the nose. The saline effluent specimen can then be used for diagnostic testing. Both internal and independent academic research supports MicroWash's superiority, from sample sensitivity to user experience.

NEBRASKA IS NO. 82 IN U.S. PATENTS

For the eighth consecutive year, the University of Nebraska system is among the global list of top 100 universities that have secured the most United States patents.

Nebraska ranks No. 82 with 47 listed patents for the 2024 calendar year. Among exclusively domestic institutions, Nebraska ranked No. 49.

The list is part of a report produced annually by the National Academy of Inventors and Intellectual Property Owners Association.

UNeMed, the technology transfer and commercialization office for UNMC and UNO—and its UNL counterpart in Lincoln, NUtech Ventures—helped secure the patents on behalf of University inventors and their collaborators.

Patents help attract the interest and support of corporate partners to fund additional development and commercialization. That might include large, legacy brand names or brand-new startup companies that create area jobs, products and tax revenue for the local economy.

Among the patents UNeMed helped secure are seven related to the work of Virtual Incision, a Lincoln-based startup that grew from a cross-campus collaboration between UNMC and UNL. Virtual Incision recently gained FDA approval for its surgical robotics platform and is currently available in use on the open market.

Another UNMC patent relates to the work of Howard Gendelman, MD, and Benson Edagwa, PhD, co-founders of Exavir Therapeutics. Their patented technology relates to long-acting formulations for the treatment of HIV.

Three patents relate to UNO innovations, including new anti-parasitic compounds; an NCITE-created chatbot for reporting possible terrorism threats; and a self-pacing treadmill that is the cornerstone technology behind Impower, an Omaha startup.

Additional patents UNeMed secured will protect University of Nebraska innovations related to shielding clinicians during fluoroscopic procedures; a tracking system for surgical saws used during implant procedures; and several other medical devices and discoveries.

	5-YEAR AVERAGE	2024	2025
New Inventors	93.6	91	118
Inventions Evaluated	107.2	104	127
Patent Application	122.6	141	145
U.S. Patents	27.8	27	33
IP Related Agreements	349.2	337	299
Licenses Issued	16.2	15	17

UNeTech



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). The following summarizes UNeTech's program successes and strategic advancements in 2025.

2025 Program Highlights

UNeTech's activities in 2025 were focused on building capital networks, developing the medical technology workforce, and providing a platform for innovation showcase in the Greater Omaha region.

Piece by Piece Investor Summit

The Piece by Piece Investor Summit was a dynamic, single-day event held on May 1, 2025, at the newly opened Catalyst Building, designed to grow Omaha's regional investment community. The summit brought together over 90 stakeholders, including current investors, entrepreneurs, and innovators, to spark conversations and build lasting connections across the innovation ecosystem.

- **Inaugurated the EDGE District:** The EDA-funded event served as the inaugural public gathering in the Catalyst facility, anchoring UNMC's 170,000-square-foot innovation hub in the EDGE District.
- **Facilitated Investor Education & Networking:** The program featured moderated panels and facilitated small-group discussions, intentionally designed to foster connections between inventors, entrepreneurs, and investors.
- **Built Sustainable Momentum:** The summit's success led to the announcement of a follow-on investor event, "gr8 Plains," by regional partners for May 2026, demonstrating ecosystem capacity for self-sustaining investor education and programming.



Midway of Innovation

The Midway of Innovation was a joint showcase event held at Catalyst Omaha that successfully convened attendees from both Silicon Prairie Startup Week and Hustle Conference to view innovative work from local university research and tech transfer offices. Founders and inventors from UNeTech Institute and UNeMed Corporation provided live, interactive demonstrations of various medical and healthcare solutions built in Nebraska.

- **Showcased Portfolio Companies:** Featured live product demonstrations from UNeTech portfolio companies like RespirAI Medical and Impower Health, showcasing Nebraska-based medical technology solutions.
- **Bridged Ecosystems:** Successfully merged two major regional startup conferences, fostering collaboration between the broader tech community, university research, and the tech transfer offices.

- Highlighted VR Training Technology: Presented interactive experiential learning opportunities, such as the Virtual Intubation Challenge on the Omaha Virtual Reality Platform (OVRP).

Omaha Medical Technology Development Alliance (EDA-funded)

The Development Alliance successfully achieved its core mission: building sustainable investment infrastructure for medical technology startups in the Greater Omaha region. Through strategic investor engagement, the program facilitated multiple equity investments and culminated in a transformative event that inaugurated Omaha's new innovation district.

- Facilitated Significant Capital: The program facilitated over \$3.6 million in equity investments across four portfolio companies, including University Medical Devices, RespirAI Medical, Precision Syringe, and Impower Health.
- Inaugurated the EDGE District: The culminating Piece by Piece Investor Summit served as the inaugural public gathering in the Catalyst facility, anchoring UNMC's 170,000-square-foot innovation hub.
- Created Sustainable Networks: The program built lasting connections, leading to regional partners announcing a follow-on summit, "gr8 Plains," for May 2026, demonstrating ecosystem capacity for self-sustaining investor education and programming.

Omaha VR Pipeline (EDA-funded)

The Omaha VR Pipeline (OVRP) continues to build momentum in translating university innovation and developing a regional workforce through immersive technology. The program has now trained 17 active developers who have achieved a total of 43 certifications, with two VR medical training products completed.

- Rapid Workforce Development: The program has trained a total of 17 active developers who achieved a cumulative total of 43 certifications, including Unity Create with VR Completion and Certified Scrum credentials.
- Delivering Sophisticated Products: Developers completed 385 individual student sprints (43 total program sprints) and the program has completed two of the three targeted medical training products.
- Career Pathway Creation: The OVRP is focused on positioning graduates for well-paid remote developer roles in the national market and served as a tentpole event for the 2025 Silicon Prairie News Startup week.



Looking Forward

The University of Nebraska system is ushering in a transformative era for technology commercialization, fundamentally changing how academic discoveries move to market. The new Catalyst innovation hub and the broader EDGE District provide a physical location designed to foster collaboration and growth. This strategic shift is being executed collaboratively by the university's tech transfer partners: UNeMed (the technology transfer office for UNMC and UNO) and NuTech Ventures (the technology transfer office for UNL and UNK) to streamline the journey from invention to commercialization. With new physical space, new collaborations, and a new shared mission — UNeTech will join its partners under combined system-wide leadership of the University of Nebraska system: to better leverage world class research to change the economy for all Nebraskans.

FINANCIAL STRENGTH TAB

FINANCIAL STRENGTH TAB

COMBINED FINANCIAL STRENGTH

University of Nebraska Medical Center and Nebraska Medicine

	UNMC (in thousands)	NEBRASKA MEDICINE (in thousands)	COMBINED (in thousands)
ASSETS AND LIABILITIES, JUNE 30, 2025 (a)			
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
OPERATING HIGHLIGHTS, FY 2024-25			
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

	UNMC (in thousands)	NEBRASKA MEDICINE (in thousands)	COMBINED (in thousands)
OPERATING BUDGETS, FY 2024-25 (c)			
State General Fund (d)	\$107,167,818		\$170,167,818
Grants, Contracts and Gifts	562,700,000		562,700,000
Patient and Professional Services Revenue	53,400,000	\$2,411,323	55,811,323
Tuition, Auxiliaries and Other Income	237,905,870	181,306	238,087,176
Total Revenue Budget	\$1,024,173,688	\$2,592,629	\$1,026,766,317
Personal Services	516,447,037	1,317,018	517,764,055
Operating Expenses & Anticipated Awards	507,726,651	1,224,286	508,950,937
Total Operating Expense	1,024,173,688	2,541,304	1,026,714,992
Revenue Over Expense	\$0	\$51,325	\$51,325

a) per FY 2024-25 audited financials, for UNMC is per blended audit report, including UNeHealth, UNMC SRF and UDA; for Nebraska Medicine is June 30, 2025 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 2024-25 University of Nebraska General Operating Budget; Nebraska Medicine is per Nebraska Medicine Statement of Operations — Budget FY25

d) State General Fund appropriation is per July 1 of fiscal year and will be reduced pursuant to mid-year budget reductions

UNMC SUMMARY FINANCIAL INDICATORS

PER APPROVED UNIVERSITY BUDGET	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Growth in state general fund appropriation State support underpins key instructional and operational activities.	0.8%	1.0%	2.5%	2.0%	1.3%
Growth in non-state general fund revenues Non-state support includes gifts, grants, contracts, professional fees, transfers from Nebraska Medicine and auxiliary operations. These funds support the majority of UNMC's research and service activities. See next note.	1.4%	11.1%	4.3%	13.0%	6.4%
Ratio of non-state general fund revenues to total revenues As with most public research institutions, UNMC is "state-assisted" not "state-funded." While UNMC seeks to increase its state funding, an increasing ratio of non-state funding demonstrates entrepreneurial success. It may also indicate increasing level of risk, depending on the stability of the non-state funding sources.	79.3%	80.9%	81.8%	82.7%	83.4%
ACTUAL FINANCIAL RESULTS	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Ratio of current assets to current liabilities This ratio measures liquidity or the ability to meet short-term financial obligations. A ratio of 2.0 or above is generally considered to be reasonable.	6.1%	6.5%	7.1%	5.6%	3.2%
Growth in net assets This ratio measures total economic return and growth in UNMC's financial capacity to achieve its mission; positive growth is expected.	7.9%	(0.3%)	3.7%	4.0%	3.8%
University credit ratings Moody's Standard and Poor's Moody's describes its Aa rating as "high quality by all standards." S&P's assigns an AA rating to those with "very strong capacity to meet financial commitments."	Aa1 AA	Aa1 AA	Aa1 AA	Aa1 AA	Aa1 AA

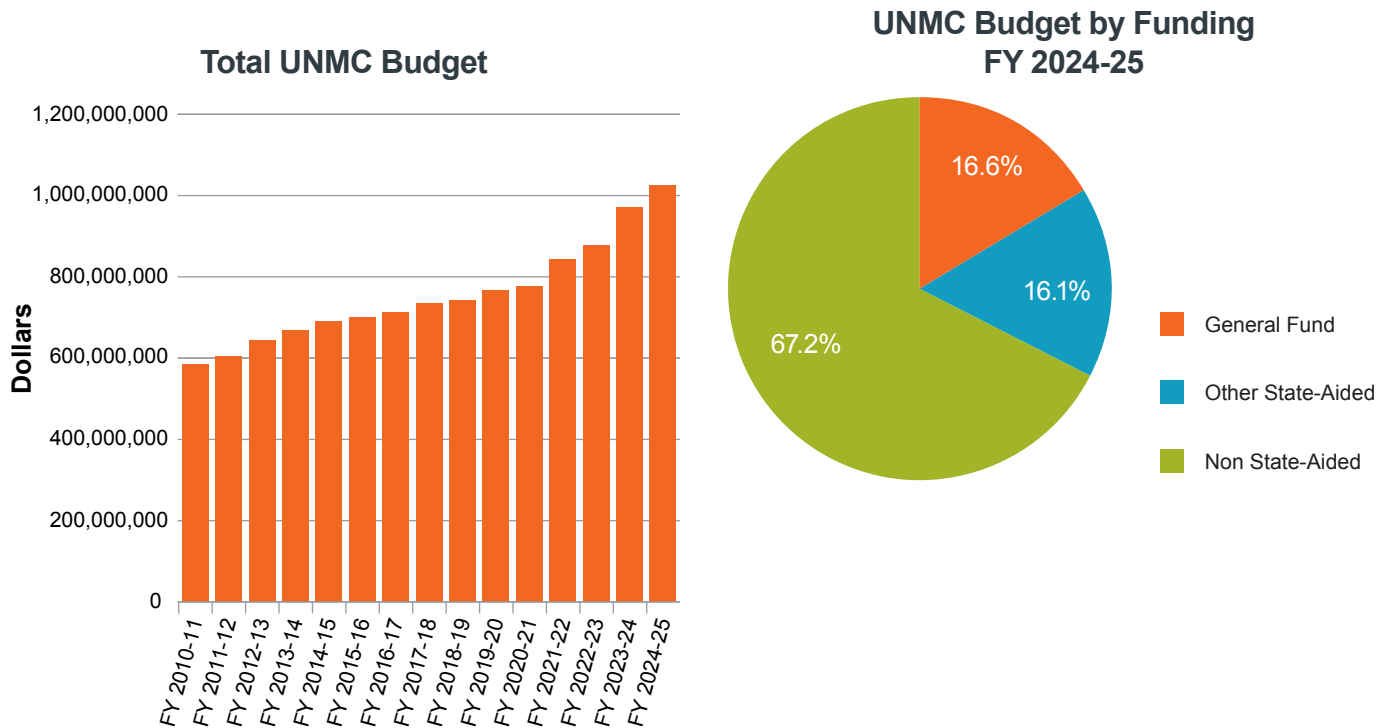
GENERAL FUND, STATE-AIDED AND TOTAL BUDGET

FY 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%

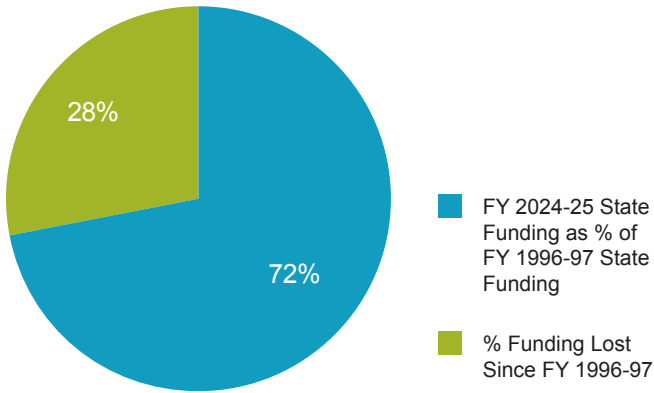
State-aided funds include state general fund, tuition, investment income, indirect cost reimbursement, patient revenue, state cigarette tax and state tobacco settlement funds.

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

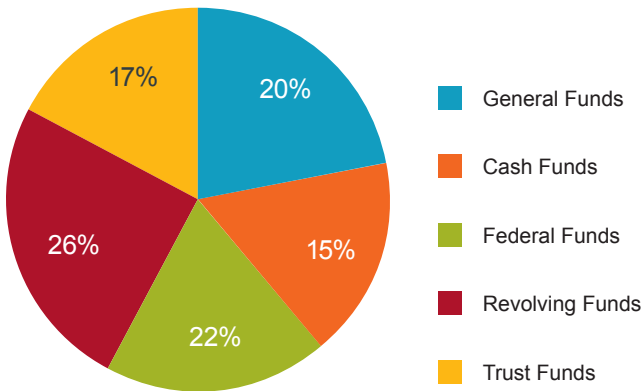


STATE AND UNIVERSITY BUDGETS

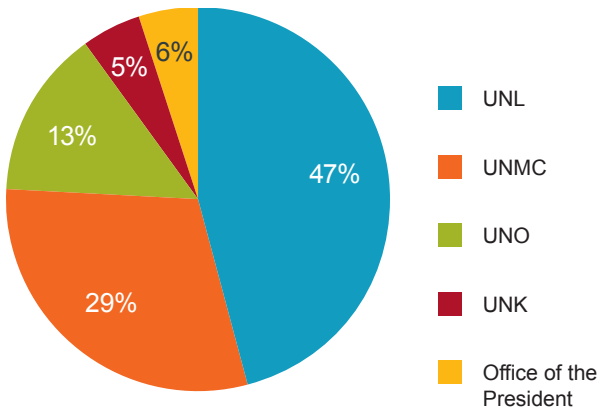
Share of State Funding Lost from FY 1996-97 to FY 2024-25



University Revenue Budget by Source FY 2024-25



University Expense Budget by Campus FY 2024-25



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%
FY 2024-25	12.7%	72%

UNIVERSITY REVENUE BUDGET BY SOURCE JULY 1, 2025

General Funds	\$695,423,324
Cash Funds	519,618,208
Federal Funds	752,550,000
Revolving Funds	889,025,000
Trust Funds	606,550,000
Total	\$3,463,166,532

UNIVERSITY EXPENSE BUDGET BY CAMPUS JULY 1, 2025

UNL	\$1,615,350,760
UNMC	1,024,173,688
UNO	447,172,327
UNK	167,689,760
Office of the President	208,824,997
Total	\$3,463,166,532

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 2024-25 (THOUSANDS)	FY 2023-24 (THOUSANDS)
SOURCES OF FUNDS		
Gifts, bequests and life insurance proceeds	\$319,351	\$280,948
Investment income	34,779	32,725
Change in value of split-interest agreements	(26)	376
Realized and unrealized gains (losses) on investments, net	247,895	334,409
Subtotal Sources of Funds	\$601,999	\$648,458
USE OF FUNDS		
Academic support	\$129,964	\$95,039
Student assistance	45,452	37,989
Faculty assistance	11,872	9,062
Research	16,884	10,725
Museum, library and fine arts	4,540	6,194
Campus and building improvements	88,637	132,657
Alumni associations	598	598
Subtotal Use of Funds	\$297,947	\$292,264
Management and fundraising	49,823	43,853
Other operating expenses		
Total Use of Funds	\$347,770	\$336,117
Increase (decrease) in net assets	254,229	161,242
Plus: beginning net assets	3,102,955	2,790,614
Ending net assets	\$3,357,184	\$3,102,955

UNIVERSITY OF NEBRASKA FOUNDATION UNMC STATEMENT OF ACTIVITIES

	FY 2024-25 (THOUSANDS)	FY 2023-24 (THOUSANDS)
SOURCES OF FUNDS		
Gifts & Pledges	\$72,595	\$41,925
USE OF FUNDS		
Academic support	\$12,234	\$14,645
Student assistance	5,329	4,673
Faculty assistance	5,356	4,295
Research	13,051	7,959
Museum, library & fine arts	317	238
Campus & building improvements	40,281	20,986
Alumni associations	230	230
Total Disbursements to UNMC	\$76,798	\$53,026

UNIVERSITY OF NEBRASKA FOUNDATION

The University of Nebraska Foundation received record-setting support for the university, with \$416.6 million in new funds committed in fiscal year 2025 (July 1, 2024, to June 30, 2025). This is the first time that fundraising has exceeded \$400 million in a single year. In addition, 60,602 donors gave a gift to support the University of Nebraska, the best year ever for the number of individual supporters.

Highlights of the fundraising year included the following:

- The University of Nebraska ranked No. 17 nationally for funds received among public universities.
- The university ranked 23rd nationally for size of endowment among public universities.
- 99% of gifts to the foundation were restricted by donors to a specific university use.
- \$7.40 was raised per every \$1 invested, inclusive of foundation, athletics and alumni associations (3-year average).

Featured UNMC and Nebraska Medicine Gifts

During fiscal year 2025, **8,108 donors** committed more than **\$121.8 million** in support of the University of Nebraska Medical Center and Nebraska Medicine. Philanthropic gifts supported students, faculty, academic and clinical excellence, research and innovation. Following are a few examples of these gifts:

- Multiple gifts were received to support Project Health, a \$2.19 billion health care facility at UNMC and Nebraska Medicine. Project Health, the result of a public-private partnership, will serve as a clinical learning center to train the next generation of health care providers, conduct research and offer clinical trials.
- Multiple gifts were made to support a \$36 million project to bring a breakthrough proton therapy treatment to the Fred & Pamela Buffett Cancer Center. Proton therapy focuses an extremely targeted dose of radiation to treat tumors, minimizing damage to surrounding tissues and reducing side effects.
- Donors made gifts toward the creation of the James Armitage, M.D., Chair in Hematological Malignancies and the Kenneth Cowan, M.D., Ph.D., Distinguished Chair in Breast Cancer Clinical Research. The endowed chairs pay tribute to the extraordinary impact Dr. Armitage and the

late Dr. Cowan have had on the advancement of cancer research and care and on the patients whose lives they've touched.

- The Holland Foundation made a gift commitment to create a presidential chair in cardiovascular sciences at UNMC and to support the Healing Arts program at UNMC and Nebraska Medicine.
- William Northwall, MD, created a full cost-of-attendance scholarship for a Nebraska student who studies medicine at the Douglas A. Kristensen Rural Health Education Complex on the University of Nebraska at Kearney campus. Dr. Northwall's scholarship will be awarded to a student in the inaugural medical school class, which will begin classes at UNK in fall 2026.
- A \$738,000 estate gift from the late Roberta White-Miller, Ph.D., a former faculty member in the UNMC Department of Pathology, Microbiology and Immunology, is funding fellowships for graduate students at UNMC and the University of Nebraska–Lincoln who are conducting research focused on microbiology.
- The 2025 For the Greater Good annual giving day for UNMC and Nebraska Medicine inspired generous support from across Nebraska and beyond. Over 24 hours in late March, a record 2,135 gifts were made, raising \$475,997.

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

Gifts received during fiscal year 2025 benefiting UNMC and Nebraska Medicine were part of *Only in Nebraska: A Campaign for Our University's Future*, a multi-year effort to engage 150,000 benefactors to raise \$3 billion and build the future Nebraska needs now. As of June 30, 155,397 unique donors had committed \$2.7 billion since the campaign began in 2018.

Of these funds, **27,932 donors** have contributed **\$848.8 million** toward the UNMC and Nebraska Medicine \$1 billion campaign goal, including:

- **\$225.3 million** to support student access and success;
- **\$396.1 million** to enhance faculty, academic and clinical excellence; and
- **\$227.4 million** to benefit transformational research and innovation.

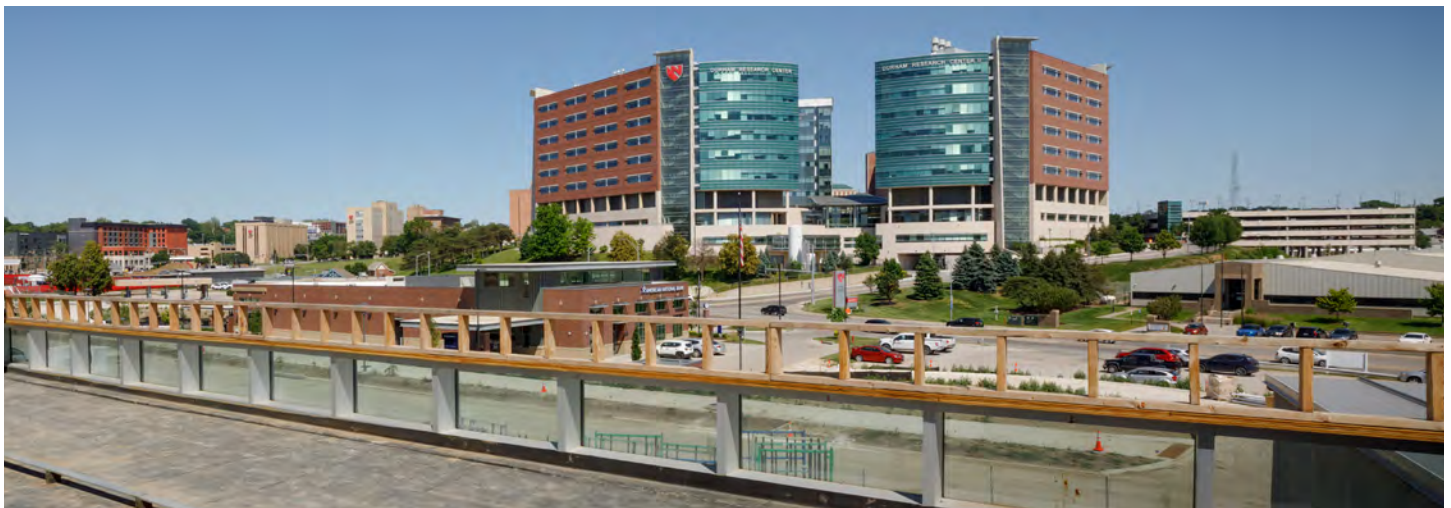
For more information, please contact the University of Nebraska Foundation's Amy Volk, senior vice president of UNMC Development and director of development for Nebraska Medicine, at amy.volk@unfoundation.org or 402-502-4112

INFRASTRUCTURE TAB

INFRASTRUCTURE TAB

UNMC SPACE FACTS

	# OF BLDGS.	GROSS SQ. FT.	# RESEARCH LABS	LAB & LAB SUPPORT SQ. FT.	ACRES
UNMC-Nebraska Medical Center	59	4,529,021	537	565,761	147.24
UNMC-Residential	11	100,981			
Nebraska Medicine-Nebraska Medical Center*	7	897,247			29.00
Subtotal	77	5,527,249	537	565,761	176.24
UNMC Parking Structures	6	1,118,383			
Nebraska Medicine Parking Structures	7	1,027,201			
Subtotal	13	2,145,584			
UNMC-Off Campus					
Fremont	1	3,178			
Gehring	1	3,472			
Kearney	1	52,468			
Lincoln	4	236,177	16	7,741	
Norfolk	1	22,890			
Omaha	8	292,090			
Scottsbluff	1	6,282			
Subtotal	17	616,556	16	7,741	
Nebraska Medicine-Off Campus					
Nebraska Medicine-Clinics	20	308,196			
Nebraska Medicine-Other	4	199,737			
Nebraska Medicine-Village Pointe	4	392,372			
Nebraska	2	330,376			21.00
Subtotal	30	1,167,682			21.00
Grand Total	137	9,457,071	553	573,502	197.24



UNMC-NEBRASKA MEDICINE MAIN CAMPUS MAP



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LEGEND

- Construction Zone
- Parking Lots
- Parking Structures
- Bike Racks
- Bike Rack & Aid Station
- Bus Stop
- ECCP Shuttle Stop
- ParkOmaha
- Emergency Room

BUILDING NAMES

AAH	Alumni House	INH	International House
ADC	Administration Center	ISC	Integrated Service Center
ADS	Academic & Research Services	KWT	Kiewit Tower
A07	Annex 7	LON	Levin Ophthalmology Center
AX10	Annex 10 (Business Services)	LSC	Levin Ophthalmology Center
AX14	Annex 14 (UAMed)	LTC	Levin Ophthalmology Center
AX19	Annex 19	MCPH	Medical Center for Public Health
AX20	Annex 20	MSB	Medical Sciences Building
AX22	Annex 22 (Materials Mgmt.)	MSD	Medical Sciences Building
AX23	Annex 23 (grounds)	PMB	Peirson Medical Building
AX24	Annex 24 (OPPD)	POD	Peirson Medical Building
AX31	Annex 31	PSO	Peirson Medical Building
BCC	Burns & Perinella Bufilett	PS21	Peirson Medical Building
CAT	Clarkson College	PS21	Peirson Medical Building
CCA	Clarkson College	PS21	Peirson Medical Building
CCS	Clarkson College Student Ctr.	PS21	Peirson Medical Building
CON	Clarkson College North	PS21	Peirson Medical Building

UNMC FACILITIES DEVELOPMENT PLAN

	SIZE (SQ. FT.)	FUNDING (MILLIONS)	STRATEGIC ALIGNMENT	STATUS
PROVIDE FACILITIES TO ACHIEVE CAMPUS VISION AND STRATEGIC GOALS				
EXPAND PATIENT CARE:				
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.
RENEW AND EXPAND EDUCATION SPACE:				
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
PROVIDE FACILITIES TO ACHIEVE CAMPUS VISION AND STRATEGIC GOALS				
DEVELOP FUTURE CAMPUS CONFIGURATION				
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.
IMPROVE CAMPUS QUALITY AND EFFECTIVENESS				
Joint Campus Traffic & Wayfinding Update		TBD	Develop plan to align area traffic circulation and wayfinding	Complete Master Plan. Work on campus 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 (<https://www.unmc.edu/business-finance/sustainability/index.html>) works closely with the Executive Sustainability Council (ESC), the campus employee resource group LiveGreen Ambassadors (LGA) (https://www.unmc.edu/business-finance/sustainability/livegreen_ambassador/index.html), the student group Healthy Earth Alliance (HEAL) (<https://unmc.campuslabs.com/engage/organization/unmceduocce>), and a designated representative on the Student Senate. The campus sustainability goals (<https://dashboard.livegreennebraska.com/>) ensure coordinated efforts during growth, setting strategic priorities across departments, and affirming the organizations' commitment to sustainability.

For over 20 years, UNMC and Nebraska Medicine have made sustainability a core part of our health care mission. By reducing energy use, conserving water, minimizing waste, and promoting low-carbon transportation, we cut climate pollution and improve community health. These efforts lower costs, protect Nebraska's natural resources, and help attract students, faculty, and staff who share our commitment to a healthier future.

In 2025 UNMC was honored with the Practice Greenhealth "Partner for Change" award, recognizing their strong sustainability performance across 26 metrics—including waste reduction, energy and water efficiency, sustainable purchasing, and reusable products in clinical settings. The recognition reflects months of data collection to benchmark against peers, highlighting areas of excellence such as green cleaning and energy use.

Below is an update to UNMC's current sustainability metrics and future plans.

Emissions

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

Goal: Net zero building emissions. Reduce operational emissions to 15,396 MtCO₂e annually.

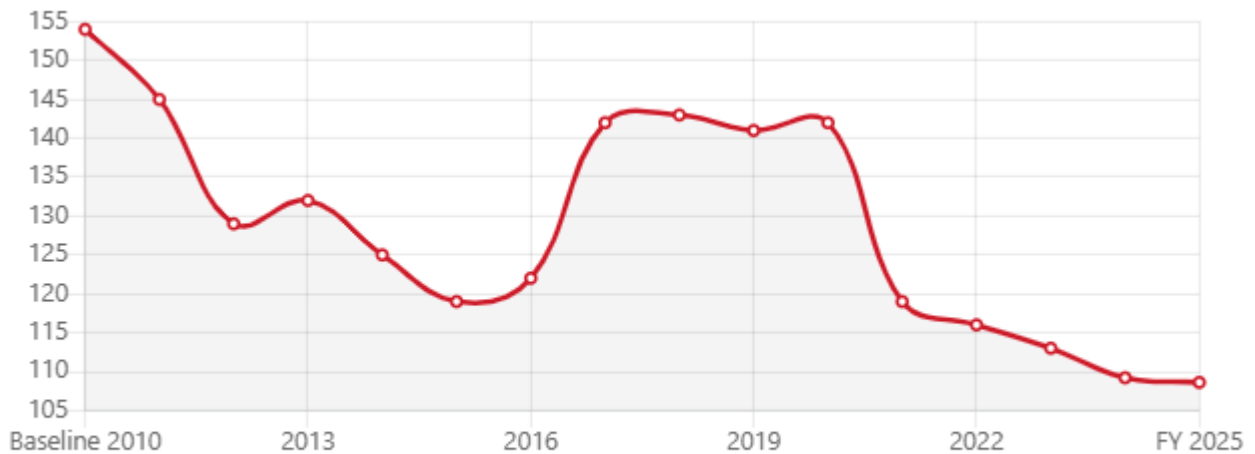
Progress: 108,551 MtCO₂e (29.5% reduction from baseline)*

Campus planners and engineers are challenged to balance responsible campus growth with energy (and associated emissions) reduction strategies to accommodate new square footage while still driving down emissions. 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 403,972 mtCO₂e of emissions. That is equivalent to climate pollution from 54,252 individuals 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 — an energy and utility management software that can help find trends, anomalies and data sets that will help to further reduce energy use. At the beginning of 2024 the Office of Sustainability began using the CarbonHub module within the EnergyCap software to conduct a Scope 3 inventory which estimates supply-chain related emissions. By the end of 2024 UNMC successfully completed its first inventory of Scope 3 emissions. This valuable data will allow us to begin analyzing possible pathways to reduce our supply chain carbon footprint.

Emissions



All measurements in thousand metric tons of carbon dioxide equivalent

*Note: These metrics have been accomplished while simultaneously adding Millions of square feet to our campus, and thousands of staff and students.

Water

Baseline: 225,164,787 gallons of water.

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

Progress: 189,504,749 gallons (15.8% 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 405,119,000 million gallons of water since 2010. That's enough water to fill 613 Olympic sized pools. Implementing a variety of strategies reduces spending on municipally supplied water, associated infrastructure and wastewater processing for both the medical center and the City of Omaha.

Materials/Waste

Baseline: 25% of materials diverted from landfill.

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

Progress: 22% of materials diverted.

Waste continues to be one of UNMC's most challenging sustainability goals. Diversion rates fell during the pandemic due to a surge in single-use materials, driven by increased PPE and disposable plastics from strict infection-control protocols and fear of contamination. These factors disrupted recycling streams and added significant volumes to landfill waste.

To address this, the Office of Sustainability partnered with Environmental Services (EVS), the LiveGreen Ambassadors (LGA), and the Waste Focus Team in 2025 to accelerate



Zero Waste event kit contents.

progress. Key actions include expanding recycling access, implementing orange bag programs, and launching Zero Waste Event (ZWE) kits—an initiative that has quickly gained popularity. Looking ahead, efforts will focus on upstream waste reduction through procurement changes, expanding the Green Labs program to more research spaces, and standardizing recycling infrastructure across all campuses to drive measurable improvement towards our goal.

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: 38% (November 2024 last surveyed).

Water



Materials/Waste



Transporation



TravelSmart, launched in 2015, remains a cornerstone of UNMC’s strategy to reduce parking demand and promote sustainable commuting. The program offers free Omaha Metro bus passes, a campus shuttle service, carpool support, and flexible parking options, making active transportation—walking, biking, and transit—accessible to the campus community. Remote work trends have also helped achieve the 2030 goal for active commuting ahead of schedule.

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 56.

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 2024, 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.

Campus Density

Goal: Maintain the baseline campus density at 73k

In 2025 UNMC transitioned from a campus density goal to a comprehensive Design Standards document that now guides

all new construction and major renovations. These standards provide clear expectations for planners, architects, and engineers to ensure projects align with institutional sustainability priorities. They include requirements for incorporating green spaces, expanding electric vehicle charging infrastructure, implementing landscaping practices that support native habitat, and meeting rigorous energy performance benchmarks. By embedding sustainability into design standards, UNMC ensures that future growth reflects our commitment to environmental stewardship and long-term resource efficiency.

One of the initiatives on campus which affects the quality of our green spaces is the ongoing Arbor Day Foundation's Tree Campus Higher Education certification, which helps to ensure that the Medical Center campus continually incorporates green space with trees. The Tree Campus Higher Education, certification 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 12 years of being certified as a "Tree Campus" (<https://www.arborday.org/programs/tree-campus-higher-education/>).

At one of this year's tree planting events, students and staff planted a tree named "Saraswati," which means "flow of wisdom/knowledge". It is located near the Durham Research Center and was especially meaningful because the green space has a dedicated area in memorial to Dr. Jarrod Dye and the resident well-being initiatives that were founded in his honor. 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

The UNMC Office of Sustainability has many exciting plans for 2026. These include:

- Restructuring of the Executive Sustainability Council (ESC) to include senior leaders from UNMC and Nebraska Medicine representing critical business areas. The ESC will provide strategic oversight and work closely with Focus Teams—specialized groups formed in 2025, to advance each sustainability goal, including emissions, water, waste, transportation, and engagement. This structure ensures clear accountability, resource alignment, and integrated action planning across campus operations.
- Continuing to work with the LiveGreen Ambassadors group as an employee resource group and anticipate continued success with the use of their new Zero Waste Kits to encourage ease of hosting events that result in "zero waste". We will continue to focus on growing their



membership and increasing engagement together across the campus.

- Actively pursuing the Joint Commission's newly introduced Sustainable Healthcare Certification, a voluntary program designed to recognize and support health care organizations in reducing environmental impact through measurable sustainability practices. This certification framework offers a comprehensive roadmap—from energy and water efficiency to waste reduction and sustainable procurement—supporting our long-term goals while advancing operational resilience, patient safety, and community health. By engaging in this initiative, the med center demonstrates its commitment to integrating sustainability into clinical operations and aligning with national best practices in responsible health care delivery.
- UNMC Office of Sustainability staff will see a new addition with a focus specifically on waste and engagement, and some changes to existing staff responsibilities to better focus on campus emissions reductions, and campus planning work.

INFORMATION TECHNOLOGY SERVICES



FY 2024-25 Review

In the previous fiscal year, the IT department embarked on a transformative journey, driving forward digital innovation and modernization across the enterprise. By championing the adoption of advanced technologies, strengthening connectivity, and elevating academic, research, and learning environments, the team enabled new possibilities for collaboration and excellence.

INFRASTRUCTURE

The core infrastructure technologies were expanded to support three key initiatives: Project Health (Phase 1), EDGE District Development, and Kearney Health Sciences Center. These expansions will provide space for simulation labs, classrooms, clinical spaces, wet labs, and computational research areas.

NETWORKING

Significant progress was made in modernizing and strengthening the enterprise network infrastructure to support academic, research, and clinical missions, including replacing network switches, expanding Wi-Fi, upgrading DAS units, and improving wireless coverage in high-traffic areas. A comprehensive improvement plan was developed to ensure the network remains scalable, resilient, and ready for future technology.

END USER EXPERIENCE

Notable improvements were made to end-user computing, enhancing efficiency, security, and user experience by preparing the Kearney Health Science Education Center for opening, rolling out OneTap for faster application access, standardizing device management with Microsoft Intune, and beginning upgrades to Windows 11. These initiatives ensure consistent setups, better security, and improved performance across systems.

DATA CENTER

Reliability and resilience of critical infrastructure were prioritized through comprehensive preventive maintenance across all data center systems, including servicing air handlers,

cooling units, and uninterruptible power supplies to ensure optimal conditions and continuous power. Battery systems were regularly tested and maintained to guarantee backup power readiness.

TELEPHONY

The enterprise telephony strategy was advanced to improve reliability, scalability, and future readiness by upgrading the Avaya phone system and testing a transition to Cisco phones at Bellevue Medical Center. These efforts provided greater stability, continued voice support, and valuable insights for future modernization.

INFORMATION SECURITY

The Information Security Plan is a comprehensive program for risk management, compliance, and modernization, protecting entrusted information while supporting education, research, and patient care. The team addressed gaps in major frameworks (CMMC, NSF, NIST, HIPAA, PCI), flagged 214 policies for remediation, prepared for stricter HIPAA requirements, migrated 23 systems to SaaS, streamlined onboarding, and strengthened security with least privilege, multi-factor authentication, and centralized identity management. Additional efforts included segmenting networks for over 49,000 devices, enhancing cloud security and vendor VPNs, outsourcing 24/7 monitoring, modernizing vendor remote access, providing ongoing user training, and prioritizing data discovery, classification, encryption, and lifecycle management to ensure compliance and protection.

AUDIO VISUAL TECHNOLOGY

The Audio-Visual team advanced technology infrastructure in distance-equipped classrooms by installing dedicated Zoom Rooms, auto-tracking cameras, immersive tools like holograms and interactive displays, and enabling real-time collaboration with MultiTaction Canvas technology. They also explored centralized remote monitoring to further enhance teaching and learning environments across campuses.

SERVICE DESK, SERVICENOW

The IT Service Desk and ServiceNow Teams delivered a seamless technology experience for colleagues and students by handling over 37,000 support calls with an average speed to answer of 35 seconds and a low call abandon rate of 6.50%, upgrading ServiceNow, and introducing an IT intake process to streamline requests. They maintained a strong focus on continuous improvement, consistently enhancing service delivery based on user feedback.

DEVOPS AND PROJECT MANAGEMENT

Modernization initiatives demonstrated a commitment to innovation, operational excellence, and strategic alignment by fostering agility, collaboration, continuous learning, and ongoing improvement. Key achievements included automating onboarding and identity management for graduate faculty, preparing the Research Support System for cloud migration, containerizing applications for secure cloud deployment, and enabling digital workflows for administrative processes. Additional advancements included implementing the Liaison CRM system for multiple programs, adopting application performance monitoring, and improving IT project intake and assessment for greater efficiency and transparency.

ENTERPRISE DATA WAREHOUSE, ENTERPRISE DATA ANALYTICS, REDI CORE

Major progress was made in data warehouse and analytics, with a focus on collaborative partnerships and measurable improvements in research and clinical workflows. Key achievements include partnering with Prominence Advisors to set a vision and roadmap for secure, accessible data, launching the NIH-sponsored dCOUNTS initiative for AI-driven health insights, and hosting the inaugural dCOUNTS Strategic Planning Retreat to advance governance, collaboration, and emerging research use cases.

ENTERPRISE APPLICATIONS

The Innovation Design Unit began serving patients in January, introducing real-time location services, a patient experience platform, and a virtual care platform to transform acute care, with over 80% of patients using integrated bedside tablets. In 2025, AI-driven solutions from Enterprise Applications supported the clinical mission; ambient documentation expanded to over 300 users, and ambient monitoring for fall detection was enabled. Research enrollment remained a priority, with the Encore CTMS managing thousands of protocol-related visits, automating study and participant information sharing, and supporting a growing number of active clinical research studies.

FY 2025-26 Preview

Artificial Intelligence (AI) is transforming the landscape of healthcare, offering unprecedented opportunities to create operational efficiencies, advance education, drive research, and improve care delivery. Although the use of AI is not new to UNMC, generative AI represents a sea change with enormous potential to address longstanding challenges to our missions of providing premier education, innovative research, and extraordinary clinical care. In the coming fiscal year, IT will build on

past investments in infrastructure, process improvements, and setting of an agile culture. These investments position UNMC to unlock the full potential of generative AI, empowering us to turn bold ideas into reality and lead the way in creating the academic health center of the future through Project Health. Our IT pillars for the next fiscal year will include:

ENTERPRISE MODERNIZATION

- **Digital and Data Infrastructure:** Build scalable, secure data platforms (multi-cloud/hybrid) that ensure high-performance compute and interoperability while preserving data quality, zero trust security and compliance required to support education, research, and clinical AI workloads.
- **Application Rationalization:** Streamline application portfolios to enable AI-ready platforms by eliminating redundancies, optimizing resources, and aligning systems with our academic and clinical strategic priorities while enhancing agility, strengthening security, and improving cost efficiency.

RESPONSIBLE AI GOVERNANCE

- **Multidisciplinary Approach:** Strategically partner with clinicians, researchers, educators, and administrators to develop ethical frameworks and compliance standards that apply across our academic and clinical missions ensuring alignment with HIPAA, FERPA, and emerging AI regulations.
- **Enable Transparency:** Provide monitoring and auditing systems to enforce responsible AI practices ensuring AI solutions meet regulatory standards, mitigate bias, and uphold patient safety—creating a trusted foundation for our educators, students, researchers, and clinicians to innovate.

WORKFORCE ENABLEMENT

- **Generative AI Platforms:** Deploy secure, enterprise-grade generative AI platforms for multimodal use cases across colleges and departments that allow our educators, students, researchers, and clinicians to experiment with AI safely.
- **AI Literacy and Change Management:** Collaborate with our educators, researchers, and clinicians to train our workforce on responsible AI use while fostering an agile culture of AI adoption through open communication and support.

OPERATIONAL EXCELLENCE

- **Business Continuity:** Implement robust disaster recovery strategies, redundant systems, and proactive monitoring to guarantee uninterrupted access to critical systems required for AI-driven education, research, and clinical care remain reliable, resilient, and secure.
- **Process Engineering and Automation:** Support the integration of AI-driven tools into operational workflows to reduce manual effort, eliminate waste, and enable scalable efficiencies across processes within the academic and clinical enterprise.

STRATEGICALLY ALIGNED INNOVATION

- Research Acceleration: Foster research collaboration through secure data-sharing ecosystems and embedded AI platforms that empower our investigators to innovate faster and accelerate translational insights to inform Project Health.
- Transformation Catalyst: Empower strategically aligned academic-industry partnerships by providing technical expertise and secure rapid-prototyping environments that catalyze innovative ideas into scalable, real-world solutions.

Our IT pillars for FY 2025-26 center on building secure, compliant systems and processes that enable AI-driven efficiencies. By aligning technology investments with institutional goals, we will ensure that generative AI adoption is safe, sustainable, and strategically impactful.

Infrastructure

Artificial Intelligence (AI) is reshaping healthcare, and generative AI offers unprecedented opportunities to drive operational efficiency, advance education, accelerate research, and improve care delivery. Building on past investments and an agile culture, IT will deliver secure, scalable, and innovative infrastructure to unlock the full potential of generative AI and support Project Health.

- Expand AWS and Microsoft Azure environments for high-performance compute, interoperability, and zero trust security for AI workloads.
- Complete integration of Cisco ACI in Bellevue Data Center and modernize internet edge infrastructure.
- Actively reduce VMware footprint by migrating workloads to alternative platforms such as Citrix XenDesktop, AWS, Azure & HyperV technology.
- Replace end-of-support network switches, wireless access points, UPS, and cabling.
- Implement Wi-Fi survey recommendations for campus-wide coverage.
- Begin enterprise replacement of Avaya and IWATSU phone systems with Cisco, starting with Bellevue Medical Center.
- Conduct a comprehensive telephony audit of current telephony assets and usage to identify legacy systems, optimize resource allocation, and ensure all platforms are modernized and aligned with future needs.
- Migrate mobile device management to Intune, upgrade clinical phone fleet, build out MacOS enrollment policies, and transition to Windows 11.
- Implement an enterprise-wide hardware asset management program to track, manage, and optimize all end user devices (desktops, laptops, tablets, mobile phones, peripherals).
- Streamline application portfolios, retire redundant systems, and optimize resources for AI-ready platforms.

Information Security

UNMC's Information Security Plan protects every layer of its modernizing infrastructure—including cloud, data centers, telephony, networking, and end-user systems—by implementing strong identity controls, advanced security measures, and robust data protection. The plan prioritizes proactive risk management, continuous monitoring, and resilient business continuity, ensuring all technology and AI innovations are adopted securely and in compliance with regulations. This approach safeguards sensitive data and systems while empowering staff to confidently use new digital tools, supporting operational excellence and UNMC's mission.

- Complete Active Directory/Microsoft 365 hardening and SailPoint SaaS conversion.
- Modernize vendor Virtual Private Network (Imprivata), deploy Fastly web application firewall, and operationalize Wiz for cloud security.
- Expand Varonis and Purview for data discovery and data loss protection.
- Modernize SIEM (Elastic → Splunk), automate playbooks, and expand managed security service provider coverage.
- Validate 72-hour restoration for critical systems.
- Expand ServiceNow catalog and automation.
- Align controls to NIST CSF 2.0, HIPAA, FERPA, PCI, and CMMC.
- Implement HIPAA updates: encryption, multifactor authentication, vulnerability scanning, segmentation, business associate verification, contingency planning.
- Operationalize ServiceNow governance risk compliance, integrated risk management and advance third-party risk management.

Audio Visual Technology

The Audio-Visual group will focus on several key initiatives aimed at enhancing the educational environment statewide.

- Expand deployment of Zoom Rooms into additional classrooms, broadening access to remote instruction and supporting distance learning.
- Continued rollout of classroom auto-tracking camera systems to enrich live and virtual learning experiences.
- Evaluate and pilot new immersive technologies and centralized monitoring concepts to lay the foundation for future innovations in technology-enabled learning spaces.

Service Desk, ServiceNow

The IT Service Desk and ServiceNow teams are driving operational excellence and organizational transformation by streamlining reassignment workflows, maximizing first contact resolution, and enhancing responsiveness for an AI-driven academic health enterprise.

- Modernize operational workflows by streamlining reassignment processes and automating routine tasks.

- Maximize first contact resolution rates.
- Active contributions to knowledge-base documentation to empower both Service Desk staff and end users, supporting AI literacy and change management.

DevOps and Project Management

In alignment with UNMC’s strategic vision, the DevOps and IT PMO teams are at the forefront of enabling generative AI to revolutionize healthcare operations, education, research, and clinical care.

- The DevOps team is dedicated to driving innovation and operational excellence by modernizing our technology landscape. Our focus is on streamlining processes, adopting cloud solutions, and enabling secure, flexible applications that support the organization’s strategic goals.
- Streamline the onboarding process for students from other campuses.
- Develop a cloud migration plan for DevOps applications to better align with strategic goals and improve operational efficiency.
- Isolate and containerize business and research applications to deliver targeted services in a secure architecture.
- Enhance application performance monitoring for UNMC and Nebraska Medicine business applications by refining metrics, alerts and notifications.
- Enable modern workflows that streamline and automate form related workflows to improve efficiency and reduce storage needs for applications.
- Implement remaining Liaison CRM instance to bring all programs online.

The IT PMO Office is dedicated to improving efficiency, increasing transparency, and driving business results through focused project management processes.

- Participate in streamlining application portfolios by eliminating redundancies and optimizing resources, enabling AI-ready platforms that align with strategic priorities, enhance agility, strengthen security, and improve cost efficiency.
- Transition IT Project Intake and IT Assessment processes into ServiceNow Strategic Portfolio Management for a streamlined approach to evaluating, prioritizing, and managing IT projects and assessments

Enterprise Data Warehouse, Enterprise Data Analytics

Data Warehouse & Analytics team is at the forefront of digital transformation, enabling secure, scalable, and innovative data platforms to support research, clinical care, and academic excellence. By integrating new technologies and redesigning core systems, the team empowers investigators, clinicians, and educators to leverage data for actionable insights, research acceleration, and improved patient outcomes—while maintaining trust, privacy, and regulatory alignment.

- For AWS Research Enablement, expand AWS cloud landing zones for secure, scalable research data storage and compute, and pilot researchers onboarding AWS environments with a focus on compliance and data governance.
- Advance the READI Core to streamline data access, integration, and analytics for research teams, while enhancing interoperability between clinical, research, and operational data sources.
- Scale the NIH-sponsored dCOUNTS platform for AI-driven health data extraction and population health analytics, operating in parallel with Palantir and AWS to ensure secure, compliant workflows and high data quality.
- Continue partnering with Prominence Advisors to mature cloud strategy and data governance by implementing standardized data definitions, centralized request processes (ServiceNow), and enhanced privacy/compliance protocols, all aligned with institutional goals for research, education, and clinical analytics.
- Redesign the Clarity 2 analytics platform to improve performance, scalability, and user experience by integrating modern visualization tools, streamlining reporting, and enhancing data lineage and quality controls.
- Establish robust governance frameworks for cloud, research, and clinical data by standardizing data definitions, lineage, and access protocols across platforms, and ensuring compliance with HIPAA, FERPA, NIH, and emerging AI/data regulations.
- Train researchers, analysts, and clinicians on secure data handling and analytics best practices.

Enterprise Applications

The Application Services Team will drive digital innovation, with the Innovation Design Unit exemplifying collaboration between UNMC and Nebraska Medicine. Guided by a digital master plan, the team will expand teaching, research, and clinical care into the future.

- Streamline application portfolios, retire redundant systems, and optimize resources for AI-ready platforms.
- Pilots are underway for AI projects within the health system and are intended to drive value for clinicians and will be evaluated for future scaling.
 - Hospitalists course summaries
 - Pre-visit summaries
 - Shift handoff summaries
 - Educational feedback to learners through ambient video monitoring
 - Draft denial appeal letters
 - Infusion chair scheduling
 - Several more projects will focus on clinicians, patients, and administrative roles.
 - Just-in-time training AI Agent will help staff locate

important policy information and education to support care delivery.

- Virtual Assistants and Robotics will be investigated to support the bedside clinicians with data retrieval and simple physical tasks.
- 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.
- The Laboratory Information System will go-live in June of 2026. This massive modernization effort will impact every part of the Health System, creating new opportunities for laboratory research and operational efficiency. This project also includes the introduction of digital pathology which will continue the modernization of the clinical and pathology laboratory.
- A major uplift will begin in 2026 as the Radiology Information System team begins the move to cloud archival for image storage. This will alleviate several terabytes of on-premise storage.

COMPLIANCE TAB

COMPLIANCE TAB

FINANCIAL COMPLIANCE AND COST ANALYSIS

Costing & Analysis office 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

- Reviewed the UNMC Research Compliance Service Center Policy and submitted it to the Policy Review Committee.
- Prepared for a space survey in May of 2025 in preparation for a Federal Facilities and Administrative (F&A) Proposal with the federal government.
- Submitted the FY26 Fringe Benefits Proposal to Cost Allocation Services, a division with the Department of Health and Human Services.

FY 2024-25 ACCOMPLISHMENTS

- In preparation for the FY25 Facilities and Administrative (F&A) Proposal with the federal government:
 1. Conducted space survey training sessions and reviewed space survey results for research labs/support rooms with college departments.
 2. Performed a walk-through validation to ensure non-research spaces' locations and ownerships in all UNMC buildings on campus.
 3. Analyzed service center revenues to determine the functional usages of their space.
 4. Compiled financial data and analyzed for the F&A cost allocation associated with building and equipment depreciation, interest, general administration, department administration, sponsored projects administration, operation & maintenance (O&M), etc.
 5. Reviewed space data and cost allocations at a detailed level.
 6. Updated the narrative to incorporate changes of O&M cost sub pools.
- Submitted the FY27 Fringe Benefits Proposal to Cost Allocation Services, a division with the Department of Health and Human Services.

FY 2025-26 GOALS

- Submit the Facilities and Administrative (F&A) Proposal with the federal government by the end of March in 2026.
- Submit the FY28 Fringe Benefits Proposal to Cost Allocation Services, a division with the Department of Health and Human Services.
- Respond to federal guidance change in the federal costing policies (Uniform Guidance, F&A)
- Review, revise, and submit the UNMC Disclosure Statement with the Cost Allocation Services.
- Conduct a study on the Graduate Student rates & charges on Sponsored Projects.
- Review Sub Recipient Monitoring process changes with the Sponsored Projects Offices.

COMPLIANCE AND INTERNAL AUDIT STRATEGY

Compliance

UNMC is committed to assuring compliance with applicable federal and state laws and university policies, maintains a robust compliance training program and works to maintain appropriate controls to address risks. In FY 2025-26, UNMC will continue its focus on strategic opportunities for enhanced compliance communications and functions at UNMC, while maximizing compliance partnership across the enterprise and with other University of Nebraska Campuses.

FY 2024-25 ACCOMPLISHMENTS

- UNMC's Compliance Committee met via Zoom regularly to discuss Campus Compliance indicators and measurements. Compliance-focused educational material and other regulatory updates are provided to committee members to support communication across the UNMC campus compliance structure. Each meeting features educational material including current articles focusing on various compliance trends or updates, often presented by a campus compliance subject matter expert. The group regularly discusses hot topics and has an opportunity to begin important Campus Compliance discussions, as well as alert committee members to national trends, concerns and resources. The meeting includes members from all UNMC Colleges, Institutes and Administrative Departments, as well as members from the Office of the President.
- UNMC's Environmental Health and Safety Team has been organized administratively under UNMC Compliance to further align Campus Compliance and Compliance Training with EHS. The EHS team also works closely with Nebraska Medicine and the Omaha VA Health System on various EHS functions and shared compliance issues.
- UNMC's Conflict of Interest Committee met via Zoom monthly to consider Research Conflicts of Interest and to determine management. The Committee also discussed national trends and education on National policy changes/updates and reported on matters of Conflict of Interest.
- Updated Conflict of Interest Committee membership and meeting structure to meet growing campus needs. The Committee also regularly discussed national trends, COI educational topics and available COI resources.
- Achieved a 99.7% campus completion rate for all individuals assigned to make an Annual Disclosure of Conflicts of Interest.
- Achieved a 99.7% Compliance training completion rate for more than 105,000 trainings assigned.
- Provided education to UNMC community, including partners from other NU Campuses and Nebraska Medicine, on policies, regulations and university procedures.
- Reviewed, updated and affirmed UNMC campus compliance policies, in collaboration with campus leadership, subject matter experts and various other faculty and staff who contribute to the campus policy review process.

- Presented to UNMC faculty leaders and department administrators on hot topics in compliance and conflict of interest.
- Presented Campus Whistleblower Training to Department Administrators..
- Participated in numerous Campus discussions regarding updates to accessibility standards for Title II Compliance and other matters involving the ADA.
- Presented to students, faculty, staff and visitors on UNMC's Compliance Program, Conflict of Interest and Responsible Conduct in Research, to include students coming to UNMC for summer programs and other learning experiences.
- Updated, enhanced and published the UNMC Compliance Matrix, with Compliance Committee oversight. Also updated the UNMC Compliance Matrix mobile application available to users in the UNMC community.
- Updated compliance training assessment requirements, emphasizing employee responsibility for content through attestation. Coordinated with campus partners and subject matter experts to refresh various trainings to ensure best content is provided to learners.

FY 2025-26 GOALS

- Further Strengthening partnerships and communication with Campus leadership on how UNMC Compliance can support critical Campus Compliance needs and initiatives.
- Review Compliance staffing structure and addition of staff, looking for opportunities for synergy with partners in Human Resources, Title IX, Accessibility, Environmental Health and Safety, Public Safety and Wellness.
- Review current compliance structure to verify effective tracking, monitoring and training. Communicate and enhance institutional awareness of compliance resources and governance structure to reinforce clear responsibilities and accountabilities across campus.
- The Compliance Department will be a strong Campus partner and provide relevant, meaningful
- compliance education to the UNMC community by providing ongoing updates on policies, processes and regulations; and closely partner with Nebraska Medicine on joint efforts/opportunities to support a culture of compliance and accountability.
- Work with University of Nebraska Office of the President and other campuses to continue efforts to develop a more unified approach to Conflict of Interest reporting and share best practices for Compliance training.
- Work with Campus partners and across the University of Nebraska System on ongoing efforts to ensure ADA Compliance, with particular emphasis on Digital Accessibility as required under Title II.

STATE AND FEDERAL TAB

STATE AND FEDERAL TAB

ECONOMIC OUTLOOK



Global

The world economy has remained surprisingly steady despite rising trade disputes and policy uncertainty. Last year, higher inventories of traded goods, strong investor confidence, and rapid expansion in artificial intelligence (AI) spending helped support global activity, even as supply chains adjusted to increasing trade barriers. Faster-than-expected growth marked the end of a strong five-year recovery from the 2020 recession—an achievement unmatched in more than 60 years—although many emerging market and developing economies (EMDEs) continue to fall significantly behind.

Looking ahead, global growth is expected to ease to 2.6% this year as several temporary boosts fade. Trade expansion is projected to slow as firms reduce inventory building and tariff impacts become more pronounced. With output growth remaining modest, vulnerable EMDEs—especially low-income countries and those facing instability or conflict—will face considerable obstacles. Without stronger long-term economic momentum, many EMDEs will struggle to provide sufficient employment for their growing working-age populations.

Risks in the near-term lean to the downside. Growth could weaken if trade disputes intensify, protectionist measures increase, or financial market sentiment worsens due to falling asset prices, rising fiscal concerns, or unexpected inflation. On the positive side, businesses' ability to adjust to new trade conditions may help support activity, and AI-related investment could broaden. Global cooperation will be essential to improve trade conditions, ease financing pressures on vulnerable EMDEs, and tackle climate-related risks. Policymakers in EMDEs can strengthen long-run growth and job creation by promoting trade diversification, improving fiscal and monetary frameworks, and addressing long-standing structural challenges.

Open Knowledge Repository (<https://openknowledge.worldbank.org/entities/publication/bb904ec6-730f-4dd9-b1af-ad3153ee1616>) World Bank Group, Global Economic Prospects January 2026

United States

The Congressional Budget Office (CBO) routinely provides reports outlining its baseline projections for the federal budget and economy for the current year and the next decade, assuming no major changes in tax or spending laws. The latest report—an abbreviated version designed to allow focus on other Congressional priorities—uses CBO's economic forecast based on developments through December 4, 2024, and incorporates legislation enacted through January 6, 2025. This section summarizes those findings.

ECONOMIC OUTLOOK FOR 2025–2035

Over the next two years, the pace of economic growth is expected to slow, with inflation continuing to decline. After 2026, both economic growth and inflation are projected to remain moderate.

ECONOMIC GROWTH

CBO projects that real economic growth will ease from an estimated 2.3% in 2024 to 1.9% in 2025 and 1.8% in 2026 as unemployment rises and inflation falls. The Federal Reserve is expected to continue reducing interest rates through the end of 2026, helping support growth. From 2026 through 2035, real GDP is projected to grow by an annual average of 1.8%, with roughly 80% of that growth coming from higher labor productivity and the remainder from growth in the labor force.

INFLATION

Price increases are expected to slow slightly in 2025. Inflation, measured by the personal consumption expenditures (PCE) price index, is projected to fall from an estimated 2.5% in 2024 to around the Federal Reserve's 2% long-run target by 2027, stabilizing thereafter.

INTEREST RATES

The Federal Reserve began lowering the federal funds rate in September 2024. According to CBO, those decreases will continue through 2026. Long-term interest rates—such as the

10-year Treasury yield—are expected to decline through 2026 and then level off.

CHANGES SINCE THE PREVIOUS FORECAST

Since its June 2024 outlook, CBO has made only slight adjustments to its expected average GDP growth for 2024–2026. The agency now anticipates a higher unemployment rate and slightly slower employment growth for that period. Inflation is expected to be marginally higher in 2025 and 2026 than previously projected, and the forecast for long-term interest rates in 2026 has also increased. Beyond 2026, the updated forecasts largely resemble previous estimates.

The Budget and Economic Outlook: 2025 to 2035 | Congressional Budget Office, (<https://www.cbo.gov/system/files/2025-01/60870-By-the-Numbers.pdf>) Congressional Budget Office “The Budget and Economic Outlook: 2025-2035” January 2025

Midwest

Mid-America Manufacturing Index Drops Below Growth Neutral

WHOLESALE INFLATION GAUGE HITS 2025 LOW

According to Ernie Goss, PhD, director of Creighton University’s Economic Forecasting Group, the region’s manufacturing sector remains stagnant, with wholesale inflation continuing to fall. Supply managers reported ongoing weakness in both imports and exports.

DECEMBER 2025 SURVEY HIGHLIGHTS

- For the third time in five months, the Mid-America Business Conditions Index—a key economic indicator for the nine-state region from Minnesota to Arkansas—fell slightly below the growth-neutral threshold.
- The index, which mirrors the national ISM methodology and ranges from 0 to 100 with 50 representing no growth, declined to 49.5 in November from 50.5 in October.
- The employment index rose slightly to 47.6 in November from 46.9 in October but still marked the eighth consecutive month below the 50.0 growth-neutral level.
- Around 40% of supply managers said wage growth over the past year fell short of cost-of-living increases. About half said wages kept pace with living costs, while roughly 10% indicated wages and living costs grew at the same rate.
- State-level unemployment insurance data showed that the number of workers receiving unemployment benefits in the region during September and October 2025 was 3.7% higher than during the same period in 2024.
- Due to trade retaliation stemming from higher U.S. tariffs and restrictions, new export orders have fallen for six straight months, though November’s figure rose to 42.7 from 40.8 in October.

- Record import levels early in 2025 and rising import prices prompted supply managers to reduce foreign purchases over the past nine months; the import index edged up to 37.2 in November from 34.0 in October.

Mid-American Economy (creighton.edu) (<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, December 2025

Nebraska

Nebraska’s Leading Economic Indicator fell by 0.69% in August 2024 after rising in June and July. Because this indicator anticipates economic conditions six months ahead, the decline signals that the state’s economy will expand at a modest pace through late 2024 and early 2025.

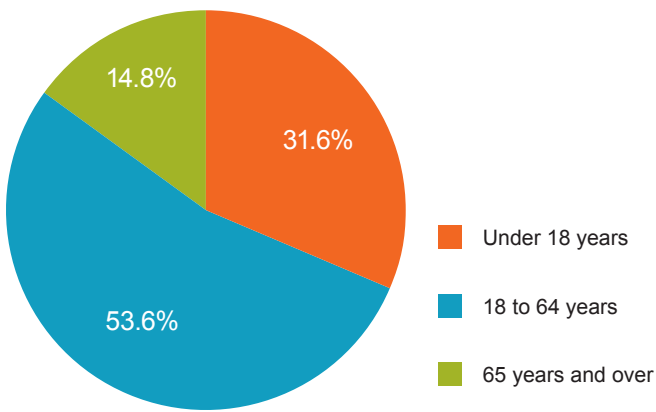
Manufacturing hours worked declined in August as national manufacturing weakness spread into Nebraska. Additionally, fewer building permits were issued for single-family homes, indicating continued softness in the state’s homebuilding sector.

Nebraska Monthly Economic Indicators: September 27, 2024 (<https://business.unl.edu/bureau-business-research/bureau-reports/economic-indicator-reports/>)

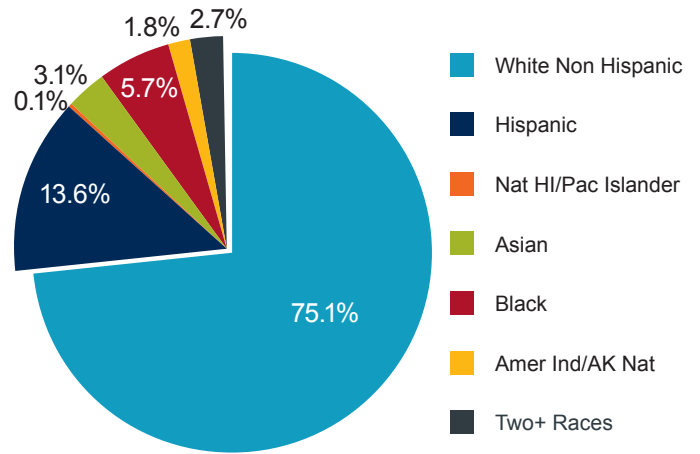
POPULATION CHARACTERISTICS OF NEBRASKA

		POPULATION ESTIMATES									
TOTAL INCREASE 2016-2025	GEOGRAPHIC AREA	July 1, 2025 Estimate	July 1, 2024 Estimate	July 1, 2023 Estimate	July 1, 2022 Estimate	July 1, 2021 Estimate	2020 Estimate	2019 Estimate	2018 Estimate	2017 Estimate	2016 Estimate
		Nebraska	2,018,006	2,005,465	1,978,379	1,967,923	1,963,554	1,961,980	1,934,408	1,929,268	1,920,076
5.8%	% Increase from previous yr	0.6%	1.4%	0.5%	0.2%	0.1%	1.4%	0.3%	0.5%	0.7%	2.8%
	United States	341,784,857	340,110,988	334,914,895	333,287,557	332,031,554	331,515,736	328,239,523	327,167,434	325,719,178	323,127,513
5.8%	% Increase from previous yr	0.5%	1.6%	0.5%	0.4%	0.2%	1.0%	0.3%	0.4%	0.8%	2.9%

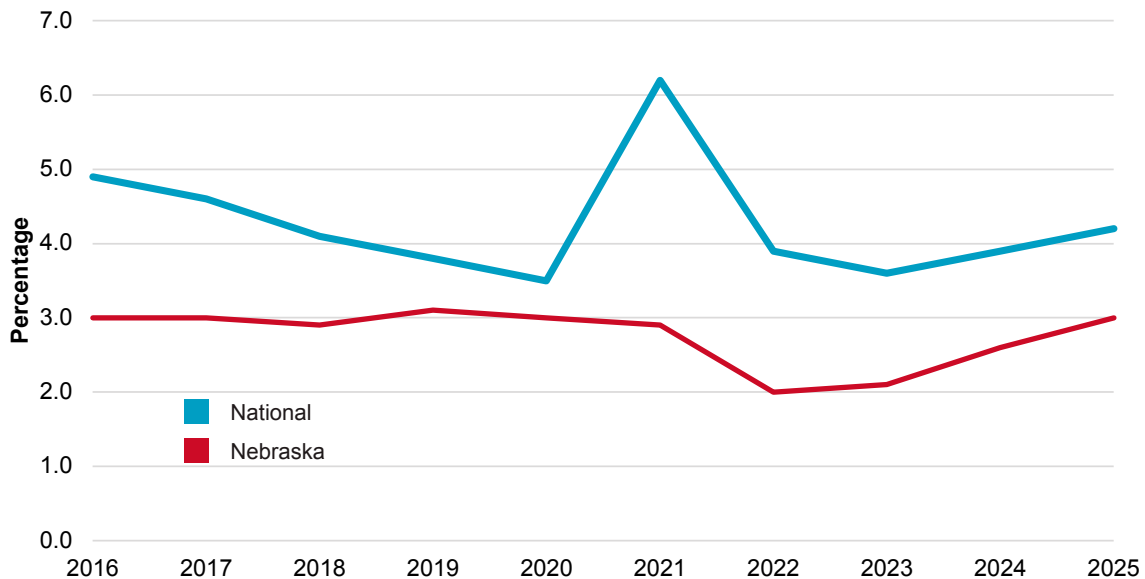
Age Estimates of Nebraskans, 2025



Nebraska Residents by Race/Ethnicity, 2025



Unemployment Rate: Nebraska, National



<https://www.bls.gov/>

UNMC FEDERAL ISSUES



FY 2026 Federal Request

The University of Nebraska Medical Center (UNMC) was successful in their FY'26 federal appropriations request after Congress appropriated a year long continuing resolution in FY'25. Below are the programs UNMC was able to get federal appropriations in FY'26.

- \$12 million Congressionally Directed Spending from Senator Deb Fischer for the Infectious Disease Air Transport (IDAT) facility. These funds will be used to build a facility for training for areal transport care of highly infectious disease patients.
- \$514,106 Community Funding Project from Congressman Don Bacon for a Flow Cytometry Instrumentation for Targeted Treatment of Disease. These funds will be used for a new Flow Cytometry which is a technique that analyzes cells by passing them through a laser beam in a liquid stream to measure their physical and chemical properties.
- \$3 million in programmatic funding for the Contingency Planning for Extreme Health Events. This funding is an initiative in the Global Center for Health Security (GCHS) that aims to build contingency plans for a more resilient and adaptable national healthcare system during extreme health events.
- \$20 million in programmatic funding for the Joint Civilian Medical Surge Pilot Program.
- \$7 million in programmatic funding for the Regional Disaster health Response System (RDHRS). This funding will be used to integrate all-hazards systems of readiness for healthcare entities within each state and HHS Region.

APPENDIX TAB

APPENDIX TAB

SOURCES OF INFORMATION

UNIVERSITY OF NEBRASKA SYSTEM MISSION & VISION

Get to Know Nebraska <https://nebraska.edu/get-to-know-nebraska>

EDUCATION AND HEALTHCARE RANKINGS

U.S. News and World Report, America's Best Graduate Schools 2024-2025 rankings

U.S. News and World Report, Best Hospitals 2024-25

UNMC AND COMPARATIVE DIVERSITY DATA

U.S. Census Bureau Quick Facts, Population Data, Estimates, 2025, Race/Ethnicity, Age/Sex from Census April 2020 U.S. Census Bureau QuickFacts: Douglas County, Nebraska <https://www.census.gov/quickfacts/fact/table/douglascountynebraska/PST045224>

UNIVERSITY AND STATE GENERAL FUND BUDGETS

FY 2024-25 General Operating Budget, University of Nebraska <https://nebraska.edu/offices/business-finance/budget-and-planning/operating-budget>

STATE AND UNIVERSITY BUDGETS

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

FY 2024-25 General Operating Budget, University of Nebraska, <https://nebraska.edu/-/media/projects/unca/offices-policies/business-and-finance-office/operating-budget/2025/2024-2025-university-of-nebraska-operating-budget.pdf>

UN FOUNDATION FINANCIAL HIGHLIGHTS

UN Foundation, published annual reports, <https://nufoundation.org/wp-content/uploads/2025/11/2025-University-of-Nebraska-Foundation-Final-Consolidated-FS.pdf>

ECONOMIC OUTLOOK

World Bank Group. 2025. Global Economic Prospects, June 2025. Washington, DC: World Bank. <https://openknowledge.worldbank.org/bitstream/handle/10986/37224/9781464818431.pdf>

2025 Congressional Budget Office "The Budget and Economic Outlook: 2025 to 2035" May 2025, <https://www.cbo.gov/system/files/2025-01/60870-By-the-Numbers.pdf>

Ernie Goss, Jack A. MacAllister Chair in Regional Economics at Creighton University's Heider College of Business, Creighton University November 2025 Mid-America Business Conditions Index <https://img1.wsimg.com/blobby/go/e81e1183-3263-4909-a303-2f9286e64d12/downloads/edeab7fe-0e76-4f80-b1fa-4cd14e40f2ed/NovemberBankerTemplate.pdf?ver=1773354803244.pdf>

Eric Thompson UNL Bureau of Business Research, November 29, 2023, and January 6, 2024, Nebraska Leading Economic Indicator Rises | College of Business | Nebraska <https://business.unl.edu/news/nebraska-leading-economic-indicator-rises/>

NEBRASKA POPULATION CHARACTERISTICS

Nebraska Department of Labor, <https://www.deptofnumbers.com/unemployment/nebraska/> May 1, 2024

U.S. Census Bureau Quick Facts, Population Data, Estimates, 2025, Race/Ethnicity, Age/Sex from Census April 2020, U.S. Census Bureau QuickFacts: Douglas County, Nebraska <https://www.census.gov/quickfacts/fact/table/douglascountynebraska/PST045224>



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