

NEBRASKA TAXPAYERS FOR FREEDOM ISSUE PAPER: FY 2022-2023 UNIVERSITY OF NE BUDGET INCLUDES LOADS OF WASTE.

BACKGROUND. University President Ted Carter boasts that he froze student tuition rates for 2 academic years and cut administration costs by 20%, but there exist millions in unconscionable waste and recklessness in the U. budget. Millions wasted on Critical Race Theory (CRT) and sexual deviant programs and salaries. Note that the key words diversity, equity, and inclusion describe CRT. Total budget: \$2.8 billion. For source reference purposes, University of NE FY 2022-2023 Operating Budget abbreviated FY2023OB, University of NE FY 2022-2023 Personnel Roster abbreviated FY2023PR, Dept. Budget Listing abbreviated FY2023DPL, and University Annual Comprehensive Report 2021 abbreviated UACR2021. As outlined in its Five-Year Strategy, the University seeks to operate with common sense and prudence. It supposedly recognizes that it has a responsibility to demonstrate accountability to those who invest their resources (tax \$\$) in the U. system, and the U. pledges to work every day to maintain the trust and confidence of Nebraskans. Reading this issue paper will convince you otherwise.

REVENUE. Overall, our university system receives \$626,320,000 in federal funds, 20.35% of the state budget. Revenues from federal grants and contracts increased by 6% from 2020 to 2021 compared to a 5% decrease from 2019 to 2020. Revenues from federal sources support the research and discovery efforts of the university and provide financial aid to students.¹ \$649,842,701 in General Funds provide 21.11% of the budget, a 4.9% increase. 2021 General Fund appropriations totaled \$4,788,767,000, 13% of the total state budget.² The Legislature appropriated a 4% increase in state support of university operations for 2021 compared to a 3% increase in 2020 and a 1% increase in 2019. Tuition increased 2.75% in 2020, compared to a 3.2% increase in 2019. In 2020, President Carter announced a 2-year tuition freeze beginning in 2022. Total liabilities have risen by over \$400,000.³ Net bonded indebtedness increased by \$327 million in 2021 following increases of \$55 million and \$30 million in 2020 and 2019. These changes resulted in an increase in the operating loss from \$49 million to \$809 million in 2021, compared to losses of \$760 million and \$692 million for 2020 and 2019. The Legislature provided \$617 million in non-capital appropriations for FY2021-2022, an increase of \$25 million over 2020 following an increase of \$17 million over 2019.⁴ The U. operating revenues decreased in FY 2021 by 6%, or \$83 million.⁵ After freezing salaries in FY 2021 for non-unionized employees, the university will invest in higher compensation in order to remain competitive for top talent. The budget plan included a 1.5% increase in the merit pool for nonunionized employees in FY2021-2022 and a 3% increase in the merit pool for FY2022-2023. The plan gave 4.5% increases over a 3-year period.⁶ Total assets of the NU Foundation reached \$3,268,052 billion 2021.⁷ The U. will demand 3% more from state appropriations from the Legislature the next 2 years for FY 2023-2024. If approved by the next governor and Legislature, the total state appropriation would reach \$665 million in 2023 and \$696 million in 2024. The U. system wants this money for \$41.5 million more in salaries and benefits, increased fringe benefits of \$5.1 million, health insurance costs of \$10.7 million, and other budget requests of \$7.2 million. However, all this tax \$\$ will not satisfy the U. requests, which will seek more money from enrollment increases or tuition hikes.⁸



NTF commentary: The university should not depend on current or increased federal funding for programs because of a recession looming. With its total liabilities and bonded indebtedness increasing and higher operating losses, the U. board of regents and administration must consider cutting unnecessary programs and personnel instead of expecting higher state appropriations. U. employees should pay a higher percentage of their health care benefits. The U. should demand additional infusion of funds from the U. foundation. Fewer students are attending NE 4-year colleges, alienated by high tuition or leftist atmosphere. Tuition hikes will only spurn additional students.

EXPENDITURES. Expenditures for actual instruction totaled \$741,659,453, only 24.1% of the budget, administration costs \$224,841,752, 7.31% of the budget. The budget limits fiscal year growth to 1.3%, below current rates of inflation and less than the growth of state government overall. However, scheduled spending would spike by almost \$13 million.

¹ UN Annual Comprehensive Report (UNACR) 2021, p.15.

² Ibid, p. 90.

³ Ibid., p. 17.

⁴ Ibid., p. 19.

⁵ Ibid., p. 20.

⁶ Ibid., p. 23.

⁷ Ibid. p. 27.

⁸ NEBRASKA NEWS. [NU will demand 3% increase in state appropriation in the next biennial](#), Aug. 5, 2022.

The Dept. of Administrative Services lists University operations costs rising by 4.79% FY 2022-23.⁹ An expanded investment in the Nebraska Promise, under which qualifying Nebraska students with family incomes of \$65,000 or less can attend the university tuition-free. More than 7,000 students currently qualify for the Nebraska Promise.¹⁰

NTF commentary: Total expenditures for actual instruction are low. Expenses probably would rise along with the current inflation spiral, so implemented cuts would not set expenses at a lower level, thus begging further budget cuts.

BUDGET CUTS. \$48 million in cuts from 2020 to 2023, including a 20% cut in overall administrative costs. In the College of Arts and Sciences, a reduction in the permanent faculty pool by \$465,438. Additional faculty salary savings of \$976,074 in FY 2023. An anticipation of \$100,000 savings in staff re-organization of business support staff. Savings of \$50,000 by not filling staff vacancies. Reduction of graduate student stipends, saving \$131,993. In the Business College, elimination of a faculty position and leaving vacant faculty positions will save \$897,524. Ending graduate assistantships in the Intercollegiate Athletics Admin. Master of Arts, saving \$87,000. In the College of Education, eliminating the Textiles & Merchandising Dept. with its salaries and benefits for 6 faculty will save \$662,863. In the College of Engineering, not filling vacancies will save \$91,033. Reduction in this faculty pool will save \$152,373. Savings from reorganization and 1 retirement, \$250,750. Reducing the graduate student budget will save \$322,866. In the College of Journalism, eliminating a vacant position will save \$75,997. In the College of Fine Arts, endowment income will replace tax dollars for state scholarships, saving \$179,190. Elimination of 1 vacant faculty position will save \$142,362. Endowment funds replacing tax \$\$ for graduate stipends will save \$60,081. In the Law College, transferring a position out and leaving positions vacant will save \$195,957. The Office of Executive Vice-Chancellor will save \$67,129 by reducing its permanent faculty pool. Libraries will save \$56,299 by eliminating 1 vacant staff position. \$100,000 in recurring expenses will shift to other funding sources. \$110,000 saved by cancelling orders.¹¹

NTF commentary: The U. should continue to drop employee positions from retirements and departures and continue to terminate classes with fewer students. The U. also should continue to leave positions unfilled temporarily following departures and retirements. Courses should concentrate on employment that will definitely help our economy and national and strategic interests.



OTHER UNIVERSITY SAVINGS. The university system took advantage of low interest rates last year to issue \$400 million in bonds for its building maintenance and repair projects, saving millions. The U. grabbed a 2.9% interest rate fixed for 40 yrs. Bonds floated now probably would mean an interest rate of 4.5%, resulting in \$6 million more in interest annually. Then

multiply that number by 40 years. 94% of the U. deferred maintenance work has gone to NE companies; more than 40 companies contracted so far, providing many NE jobs. Last year, the university system faced \$800 million in deferred maintenance requirements; over 1/3 of its buildings are 50 yrs. old or older. One renovation at UN-O will provide STEM classroom and research areas.¹²

NTF commentary: University fiscal conduct very astute in this deferred maintenance solution and strategically accomplished.

BENEFITS. The University system sponsors a defined contribution retirement plan that the Board of Regents established. The plan covers all academic faculty, administrative, and classified staff and provides investment options administered by Teachers Insurance and Annuity Association/College Retirement Equity Fund and Fidelity Investments. Under the plan, faculty and staff must contribute 3.5% or 5.5%, if they participate in either Tier 1 or Tier 2 of the plan, respectively. The U. matches faculty and staff participation by contributing 6.5% and 8.0% for Tier 1 and Tier 2, respectively. The U. policy funds costs accrued on an annual basis.¹³

NTF commentary: The U. should negotiate stronger for employees to pay a higher percentage of their health care and retirement benefits. The U. defined contribution plan does benefit taxpayers more than a past defined benefit package. The U. also should solicit lower health insurance contracts by examining more options.

CRITICAL RACE THEORY. CRT is deeply embedded in every university campus. Key words in CRT are diversity, equity, and inclusion. The university system, regents and administration, should eliminate the following unnecessary and wasteful staff positions to save millions of taxpayer dollars:

- UN-L Diversity Chancellor Pool. \$68,045 p. 238 FY2023OB.

⁹ DAS Appropriations Data 2022.

¹⁰ Tuition freeze highlights 2022-23 university budget. June 17, 2022.

¹¹ Office of the Chancellor Phase Two Proposed Budget Reductions (2021-2023).

¹² University deferred maintenance effort saving taxpayer dollars, supporting Nebraska jobs, Aug. 18, 2022.

¹³ UNACR2021, p. 59.

- UN-L Diversity Central Administration Pool. \$1,413,789 p. 238 FY2023OB.
- UN-L Human Diversity Studies. \$46,090 p. 238 FY 2023OB.
- UN-L College of Education Office of Diversity & Inclusion. \$1,395,893 p. 264 FY 2023OB.
- UN-L Institutional Equity & Compliance. \$939,625 p. 268 FY 2023OB.
- UN-L Political Science Human Diversity professor. \$129,044 p. 44 FY2023PR.
- UN-L Director of Human Rights & Diversity. \$129,044 p. 52 FY2023PR.
- UN-L Assoc. professor of Human Rights & Diversity. \$34,439 p. 52 FY2023PR.
- UN-L Cultural Outreach Manager. \$30,098 p. 161 FY 2023PR.
- UN-L Sherwood Foundation Diversity & Community Outreach Counselor. \$38,121 p. 203 FY2023PR.
- UNMC Equity Office. \$65,381 p. 394 FY 2023OB.
- UNMC Diversity Office. \$281,249 p. 316 FY 2023OB.
- UNMC Health Science Diversity Office. \$20,019 p. 1250 FY 2023PR.
- UNMC Inclusion Office Asst.-Vice Chancellor for Inclusion. \$121,492 p. 417 FY2023PR.
- UNMC Inclusion Program Associate. \$54,3623 p. 417 FY2023PR.
- UNMC Inclusion Program Office Associate. \$43,888 p. 417 FY2023PR.
- Total for this program office: \$197,799 p. 417 FY2023PR.
- UNMC Vice-Chancellor for Academic Affairs Equity Office. \$115,256 p. 427 FY2023PR.
- UNMC Allied Health Asst.-Dean for Inclusion & Diversity. \$61,538 p. 432 FY2023PR.
- UNMC Assoc. Director of Human Resources Diversity Specialist. \$60,494 p. 1252 FY 2023PR.
- UNMC Assoc. professor Vice-Chairman AA Equity Office. \$15,526 p. 1254 FY 2023PR.
- UNMC Diversity Office Assist. Professors. \$45,400, \$20,019 pp. 494, 843 FY2023PR.
- UNMC Diversity Office Research Specialist. \$45,400 p. 843 FY 2023PR.
- Faculty Diversity Funding. \$1,734,245 p. 307 FY 2023OB.
- Staff Diversity Specialist. \$ not listed. p. 312 FY 2023OB.
- UN-O Diversity & Equity Opportunity in the Exec. Administration. \$259,361 p. 368 FY 2023OB.
- UN-O Chancellor's Diversity and Equal Opportunity Chief Diversity Officer. \$192,400 p. 1557 FY 2023PR.
- UN-O Chief Compliance Officer. \$192,400 p. 1557 FY 2023PR.
- UN-O Civil Rights Investigator. \$75,000. p. 1557 FY 2023PR.
- UN-O Minority Gender & Equity Recruitment Fund. \$14,492 p. 368 FY 2023OB.
- UN-K Diversity Funds. \$44,347 p.377 FY 2023OB.
- UN-K College of Education Diversity Funds. \$17,949 p. 378 FY2023OB.
- UN-K Counselor Diversity Funds. \$17,432 p. 379 FY2023OB.
- UN-K Communications Dept. Diversity Funds. \$11,098 p. 384 FY 2023OB.
- UN-K Admissions Diversity Funds. \$10,536 p. 386 FY2023OB.
- UN-K Office of Student Diversity & Inclusion. \$121,001 p. 387 FY2023OB.
- UN-K Diversity Funds. \$89,125 p. 387 FY2023OB.
- UN-K Office of Equity & Compliance. \$254,673 p. 388 FY2023OB.
- UN-K Athletic Diversity Funds. \$19,396 p. 389 FY2023OB.
- UN-K Assoc. Professor of Diversity Funds. \$15,005 p. 1590 FY2023PR.
- UN-K Diversity Specialist. \$17,706 p. 1590 FY2023PR.
- UN-K Chief Diversity Officer. \$101,714 p. 1648 FY 2023PR.
- UN-K Social Work Chief Diversity Officer. \$101,714 p. 1630 FY2023PR.
- UN-K Admissions Diversity & Community Outreach Specialist. \$40,000 p. 1634 FY2023PR.
- UN-K Admissions Diversity Funds Student Worker. \$10,536 p. 1634 FY2023PR.
- UN-K Enrollment Director Diversity Outreach. \$87,550 p. 1635 FY2023PR.
- UN-K Office of Student Diversity & Inclusion Diversity Program Coordinator. \$36,133 p. 1635 FY2023PR.
- UN-K Asst.-Director of Diversity & Inclusion. \$47,645 p. 1635 FY2023PR.
- UN-K Diversity Program & Retention. \$39,113 p, 1639 FY2023PR.
- UN CENTRAL ADMIN.: Chief Diversity & Inclusion Officer. \$188,181 p. 1659 FY2023PR.
- Thousands of diversity funds are scattered throughout university departments and divisions.
- The official staff directory lists several Civil Rights Resolution Specialists and an Affirmative Action Specialist.

CUTTING PROGRAMS. The university system easily could eliminate many other unnecessary and wasteful programs and activities desired by only a loud minority of faculty and citizens, thus saving millions of taxpayer dollars.

- UN-L Women’s Studies. \$273,765 p. 238 FY2023OB.
- UN-L Women and Gender Studies. \$46,349. p. 238 FY2023OB.
- UN-L Women’s Center. \$273,043 p. 265 FY2023OB.
- UN-L Global Studies. \$3,445 p. 238 FY2023OB.
- Sherwood Foundation Children’s Justice Clinic. \$244,462 p.244 FY2023OB.
- Suzie Buffett EduCare Evaluation. \$57,353 p. 258 FY2023OB.
- LGBT?? Center. \$205,884 p. 265 FY2023OB.
- Chancellor Commission on the Status of Women. \$2,000 p. 369 FY2023OB.
- Gender & Sexuality Resource Center. \$252,008 p. 369 FY2023OB.
- UNMC Awards. \$138,395 p. 313 FY2023OB.
- UN-O Women and Gender Studies. \$11,705 p. 357 FY2023OB.
- UN-O Multicultural Student Support Services. \$387,927 p. 369 FY2023OB.
- UN-O Cultural Awareness Programming. \$10,825 p. 369 FY2023OB.
- UN-O Black Studies. \$397,645 p. 1494 FY2023 PR.
- UN-K Women’s Studies. \$43,112 p. 379 FY2023OB.

CUTTING PERSONNEL. The following unnecessary and propagandistic salaried positions and clusters we recommend for elimination, saving taxpayers millions.

- UN-L English Dept. Ethnic Studies Professors. \$76,519, \$51,013 p. 31 FY2023PR p. 119 FY 2023DPL.
- UN-L English Dept. Women & Gender Studies professor. \$46,349 p. 31 FY2023PR.
- UN-L Ethnic Studies Assoc. professors. \$48,800, \$43,561, \$49,640, \$42,483 p. 32 FY2023PR.
- UN-L Biochemistry Dept. Assoc. professor of Ethnic Studies. \$72,311, \$93,599 p. 35 FY2023PR.
- UN-L History Dept. Assoc. professors of Ethnic Studies. \$82,688, \$54,451, \$82,460. \$72,657, \$76,120 p. 35 FY2023PR.
- UN-L Modern Language Assoc. professors of Ethnic Studies. \$83,165, \$86,580 p. 38 FY2023PR.
- UN-L Political Science Assoc. professor of Ethnic Studies. \$96,227 p. 44 FY2023PR.
- UN-L Psychology Assoc. professors of Ethnic Studies. \$102,971, \$85,079 p. 46 FY2023PR.
- UN-L Psychology Assoc. professor of Women’s Studies. \$88,048 p. 46 FY2023PR.
- UN-L Sociology Assoc. professor of Ethnic Studies. \$96,868 p. 46 FY2023PR.
- UN-L Sociology Assoc. professor of Women’s Studies. \$102,904 p. 46 FY2023PR.
- UN-L Communications Studies Lecturer on Women’s Studies. \$41,082 p. 49 FY2023PR.
- UN-L Women’s Studies Director. \$128,750 p. 51 FY2023PR.
- UN-L Women’s Studies Assoc. Director. \$79,393 p. 51 FY2023PR.
- UN-L Women Studies professor. \$7,403 p. 31 FY2023PR.
- UN-L Civil Rights Resolution Specialist. \$80,340 p. 226 FY2023PR.
- UN-L Athletic Dept. Asst.-director of life skills. \$52,004 p. 258 FY2023PR.
- UNMC interpreters. \$25,519 and \$23,400 p. 1213 FY 2023PR.
- UN-O Director of Women & Gender Studies. \$73,766 p. 1491 FY 2023PR.
- UN-O Black Studies Dept. chairman. \$79,277 p. 1494 FY 2023PR.
- UN-O Professor Black Studies. \$94,301 “ “ “
- UN-O Associate professor Black Studies. \$66,565 “ “ “
- UN-O Black Studies Instructors. \$56,088, \$56,088 “ “ “
- UN-O Black Studies Office Asst. \$35,616 “ “ “
- UN-O Sociology Dept. Assoc. Prof. Women & Gender Studies & LGBT?? Director. \$73,766, p. 1504 FY2023PR.
- UN-O Study Abroad China Program Coordinator. \$47,045 p. 1525 FY2023PR.
- UN-O Title IX Coordinator. \$94,760 p. 1557 FY 2023PR.
- UN-O Assoc. Vice-Chancellor for Student Life & Wellness. \$217,453 p. 1581 FY 2023PR.
- UN-O Business Manager Student Life & Well-being. \$70,000 p. 1563 FY2023PR.
- UN-O Gender & Sexuality Resource Center Director. \$85,490, p. 1558 FY 2023PR.
- UN-O Queer and Transgender Coordinator. \$45,059 p. 1558 FY 2023PR.
- UN-O Interpreter. \$49,712 p. 1559 FY 2023PR.
- UN-O Interpreter coordinator. \$58,898 p. 1559 FY 2023PR.
- UN-O Multicultural Outreach Coordinator. \$47,000 p. 1559 FY 2023PR.
- UN-O Multicultural Director. \$89,079 p. 1559 FY 2023PR.
- UN-O Associate Multicultural Director. \$59,890 p. 1559 FY2023PR.

- UN-O Multicultural Program Coordinator. \$48,026 p. 1559 FY2023PR.
- UN-O Multicultural Office Associate. \$39,638 p. 1559 FY2023PR.
- UN-O Vice-chancellor for Student Success. \$42,491 p. 1573 FY2023PR.
- UN-O Program Coordinator Dreamers' Pathways (for illegal alien students). \$58,374 p. 1573 FY 2023PR.
- UN-K Director of Women's Studies. \$68,303 p. 1608 FY 2023PR.
- UN-K Sociology Assoc. Professor of Women's Studies. \$68,303 p. 1631 FY2023PR.
- UN-K Director of Multiculturalism. \$42,099 p. 1635 FY2023PR.
- UN-K Multicultural Office Associate. \$11,698 p. 1635 FY2023PR.
- UN-K Multicultural Office Coordinator. \$34,308 p. 1635 FY2023PR.
- UN-K China (student) Recruitment and Retention Coordinator. \$43,084 p. 1611 FY2023PR.
- UN-K Title IX Specialist. \$54,057 FY2023PR.

University regents voted in Sept. 2022 to continue the position of Associate V.-Chancellor of Global Engagement with a salary of \$154,614 plus \$4,000 per month stipend. Regents also continued the position of Assoc. Professor of Ethnic Studies at UN-L.

UN-O BLACK STUDIES DEPT. "There is a deep-rooted cancer in this country called white supremacy, which thrives on black/brown inferiority so it targets black/brown people. This narrative of white supremacy and Black inferiority needs to change," said Dr. Cynthia Robinson Chairman, Dept. of Black Studies UN-O, June 5, 2020. In dealing with the issues of Malcolm X's life, students will further appreciate diversity and pluralism, declared this dept., adding that through our strategic goals of academic excellence, student centeredness, and community engagement, we continue the long, strong, focused determination of the discipline of Black Studies to counter the narrative of white supremacy and African inferiority. This dept. reeks of reverse discrimination and racism. The U. board of regents voted to continue the B.S. degree in this program, despite only 4 graduates in 2022 and 2021 and only 5 degree recipients in 2020.

NTF commentary: The university should eliminate this dept. and integrate the contributions of African-Americans nationally and in NE in other, basic curriculum courses.

ON THE UN-O WOMEN & GENDER STUDIES SITE. Its main outreach completed through a sexual and reproductive justice platform. Student leaders within Queer and Trans Services and Women and Gender Equity Center student agencies sustain this program. Lavender Graduation 2022 occurred on April 30th at the Student Center, the 8th annual celebration. Graduates received rainbow cords and other celebratory regalia. At Lavender Graduation, the Dr. Meredith Bacon Lavender Maverick Award bestowed based on the following criteria: Continual or outstanding history of proved contributions to the UNO LGBTQIA+ campus community, educator and advocate with the LGBTQIA+ population, and a role model for others. UNO's Queer and Trans Services (QTS) is an agency and student organization



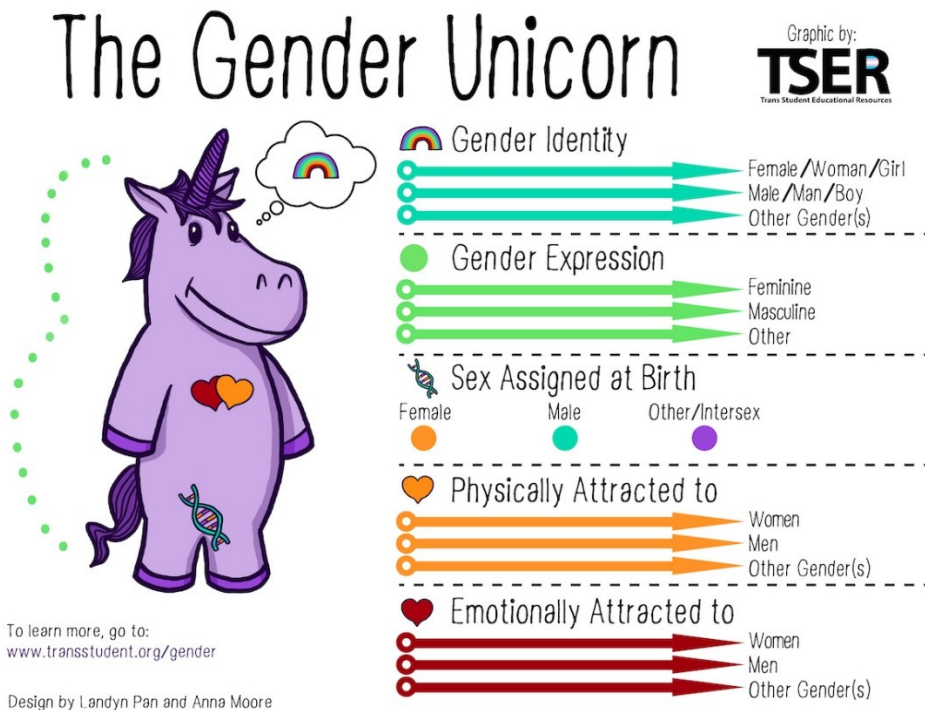
that supports students who identify as lesbian, gay, bisexual, trans spectrum, queer spectrum, intersex, asexual, two-spirit, gender spectrum, and sexuality spectrum. Any student welcome regardless of gender or sexual orientation. Throughout the year, QTS provides community sexual health resources and LGBTQIA2S+ programming. Students involved attend local, regional, and national conferences (e.g., Camp Pride).

If one is lesbian, gay, bisexual, trans spectrum, pansexual, asexual, omnisexual, demisexual, or queer spectrum, QTS welcomes you. If you are transgender, gender expansive, genderqueer, gender fluid, bigender, hijra, two spirit, or agender, meet via Zoom. All-gender restrooms available at University Housing, which offers gender-inclusive apartments on both the Dodge and Scott campuses. Students of all sexual orientations, gender identities, and gender expressions eligible to live in preferentially-designated Gender-Inclusive Housing. Gender-inclusive housing apartment assignments include: 4 private bedrooms, shared kitchen, and living area among 4 students. All housing assignments on a first-come, first-served basis. The University recognizes that some members of the University community use chosen names to identify themselves. A University community member's chosen name used wherever possible in the course of university education, business, and communication. The goal of this policy is a consistent chosen name experience at the University. The U. recognizes that some members of the University community use a gender other than their sex. An individual's gender identity used where possible in the course of university education, business, and communication. Gender identity mandated for use in place of sex or binary gender values where possible and appropriate. LGBTQ (lesbian, gay, bisexual, transgender, and queer)/Sexuality Studies is an interdisciplinary field that examines the identities, experiences, and social positions of queer and trans spectrum people. Sexuality is an important distinguishing factor of our lives like race, social class, and gender. Through our college minor, one can gain increased knowledge in the following: Sexual identity, orientation, and behaviors, including heterosexualities, homosexualities, gay sexualities, lesbian sexualities, bisexualities, queer sexualities, etc. Gender identities including transgender, genderqueer, trans man, trans woman, gender non-conforming,

etc. Gender Studies includes discussion of STDs, HIV, and sexual reproduction. Also, identity formation of non-heterosexual sexualities, non-gender binary identities, health and wellbeing of sexual minorities, subcultural groups, the politics of identity, and representations of queer lives in popular culture. The Delta Kappa Chapter of Triota is now established at UNO to support and encourage scholarship in Women's and Gender Studies and to empower students irrespective of their sex, gender, race, orientation, economic status, and physical ability. Triota began in 1992 at the Metropolitan State University of Denver. Its name comes from 3 pagan goddesses: Inanna, Ishtar, and Isis. Membership open to all students at UN-O having a cumulative GPA of at least 3.0, a strong interest in Women's & Gender Studies, and having successfully completed either 1 of 2 courses and an additional 3 credit hours in another course. Significantly, UN-O awarded zero degrees in this program in 2022, only 7 in 2021, and only 3 in 2020. Yet, the Board of Regents voted to continue this program.

NTF commentary: eliminating these programs and activities could save taxpayers millions.

ALSO AT UNO. Here, the Diversity, Equity, & Inclusion Comm. (DEI) advises the Dean of the College of Arts & Sciences on all DEI matters dealing with policies and initiatives. This committee provides continual resources to all faculty and staff regarding program content related to DEI issues, collaborates with appropriate campus groups to maintain DEI-focused resources, celebrates DEI efforts by faculty, staff, and students, and provides DEI curriculum guidance for programs and departments. UN-O English Course Highlights features The American Queer West. UN-O Political Science Highlights features Gender & Global Politics and Race, Ethnicity, and Gender Politics.



UN-L ENGLISH DEPT. Taught here are composition, rhetoric, literacy, queer theory/queer pedagogies, teaching of writing, feminist and gender studies, and creative writing. Other faculty members teach film and media studies, literary and critical theory, LGBTQ studies, and creative poetry. Another teaches under: Critical Issues in U.S. and Global Society: Race, Social Justice, and Inequality. As an English major, one not only will study literature but also experience history, popular culture, digital media, and film. One will study to write memoirs, essays, poems, stories, and scripts. One will develop critical thinking and analytical skills by exploring and responding to classic and contemporary literature and discover ways that culture impacts understanding of oneself, others, and the world, *so that you can effect social and political change*. Other classes: Intro to LGBTQ Lit, Gender & Sexuality, LGBTQ Drama and Popular Culture, Queer Rhetoric/Queer Pedagogies, and Queer Childhood Studies. Young Writers Camp is a 2-week program for high school writers hosted by the Nebraska Writing Project and both dept. Composition and Rhetoric and Creative Writing programs. There, undergraduate interns collaborate with faculty, graduate students, and local teachers and writers to plan, promote, and help facilitate the camp each summer. These internships provide students with training in youth mentorship, writing, community literacy, and anti-racist and LGBTQA+ youth programming. The Nebraska Writers Collective is a non-profit group that promotes creative writing and poetry throughout the Midwest. It accomplishes this mainly through writing workshops offered in Nebraska and Iowa, including Louder Than a Bomb: Great Plains, the region biggest youth poetry

festival. Undergraduate interns help with all aspects of the festival: teaching and mentoring youth, organizing and managing events, and assisting with workshops and readings. Through their involvement, students learn youth mentorship, writing, community literacy, and antiracist and LGBTQA+ youth programming. Sample dept. author publication: Marissa Curtiss, *Legal Interactions and Access to Health Care for Transgender Individuals*. Outstanding Contributions to the Gay, Lesbian, Bisexual and Transgender Community awards recognize efforts to create an inclusive, respectful, and safe climate for members of the gay, lesbian, bisexual, and transgender community.

NTF commentary: restoration of this department content to literature and writing would save taxpayers millions.

UN-L HISTORY DEPT. Take a summer 2022 class in Regulating Gender and Sexuality History or attend this event: “IN SEARCH OF RECONCILIATION ON AMERICA’S STOLEN LANDS” and hear baloney that we live in a deeply polarized time and that white supremacy is gaining strength worldwide. Margaret Jacobs’ presentation explores a quiet but powerful counter current that flows beneath the jagged surface of our divisive culture. A new minor in racial justice, inclusion and equity, a diversity credential to combine with any major and prepare for a global workplace, is enrolling students now. The Ph.D. program boasts a core strength in historical approaches to race, ethnicity, and identity in national and transnational contexts. With 11 faculty members, 6 of whom jointly appointed with the Institute for Ethnic Studies, the dept. concentrates on Race, Ethnicity, and Identity clusters around 3 main groups, African Americans, Indigenous Peoples of the Americas, and Latin Americans. The faculty also addresses race, ethnicity, and identity in Africa and the Middle East. Scholars in this focus field work from the understanding that race and ethnicity intersect with a range of other identity markers such as gender, religion, sexual orientation, and nationality. This history dept. offers students the opportunity to evaluate these social interactions and analyze the nature of historical social and political power. History students also can enroll in the History of Hip Hop, a survey of the history of Hip Hop and major debates in Hip-Hop studies. Topics cover the elements of Hip-Hop culture, including deejaying, emceeing, sampling, dancing, beatboxing, rapping, graffiti art, fashion, also issues of race, politics, gender, sexual orientation, class, commercialism, capitalism, cultural appropriation, and authenticity. Other classes: Sexuality in 19th & 20th Century America, Seminar in U.S. Women’s and Gender History, and Gender and Sexuality in Latin America. The dept. website mentions nothing about our Founding Fathers or American Exceptionalism. See: <https://history.unl.edu/interdisciplinary-programs>.

NTF commentary: restoration of this department content to traditional history subjects would save taxpayers millions.

UN-L ETHNIC STUDIES DEPT. “Introduction to Ethnic Studies here at UN-L offers a transformative experience, and the eagerness with which my students engage with me in class gives me hope for the future,” said Eli Ornelas, a doctoral student in sociology and instructor in ethnic studies. Students who major or minor in ethnic studies can focus on African studies, African-American studies, U.S. Latinx studies, Latin American studies, and Indigenous studies. The development of a long-desired Asian-American studies program is now underway. This minor degree program features Racial Justice, Equity, and Inclusion, an academic credential in diversity, equity, and inclusion training that prepares one for success across various fields. Gain knowledge proficiency about racial and ethnic groups and learn to research, write, and speak about racial and ethnic issues. See: <https://ethnicstudies.unl.edu/news-and-events>.

NTF commentary: abolishing this department entirely would save taxpayers millions.

UN-L WOMEN & GENDER STUDIES. This major or minor allows for the study of women, gender, and sexuality as one investigates the lives of women and feminine, masculine, and queer identities across time and cultures. Typical classes: LGBT?? 101 and Transgender 101. A minor in LGBTQ Sexuality Studies offers an examination of sexuality and gender through an interdisciplinary lens. UN-L’s Women’s & Gender Studies program offers 2 options to complement graduate studies in a chosen degree-granting field, a specialization and a minor. Both options provide one with a challenging opportunity to extend a graduate education in gender and diversity by involving the innovative interdisciplinary perspectives of Women’s & Gender Studies. Our graduate courses strengthen qualifications for advanced graduate programs as well as for employment in a primary discipline or in a variety of other occupations. Both options offer a simultaneous focus on gender, race, ethnicity, class, ability, global feminism, and sexual orientation. Sample courses: Introduction to LGBTQ/Sexuality Studies, Introduction to LGBTQ Literature, and Historical Highlights of French Queerness. Allied student groups include Student Alliance for Gender Equality and Sexual Health, which seeks to provide a place of action, discussion, and academic development for students interested in feminist and gender matters on the UN-L campus and the Lincoln community, and Spectrum UN-L, dedicated to the promotion and wellness of all gay, lesbian, bisexual, transgender,



queer, and allied students and staff. Student fee money paid for the following lecture from OUT Nebraska at the UN-L LGBT?? Center, "How to Have Sex Without Getting Hurt or Being a Jerk." The lecturer is the creator of Yes Means Yes:

Visions of Female Sexual Power and a World Without Rape, What You Really, Really Want: The Smart Girl's Shame-Free Guide to Sex & Safety, and her latest, Unscrewed: Women, Sex, Power and How to Stop Letting the System Screw Us All. Her podcast, also called Unscrewed, shows new paths to sexual liberation, named one of the Best Sex Podcasts by Esquire. Her work has popularized the "yes means yes" standard of sexual consent that is quickly becoming law on many campuses. Another seminar: "*Queering Families: The Postmodern Partnerships of Cisgender Women and Transgender Men*," deals with transgender identities and families. While a growing body of literature on transgender male experiences is in vogue, relatively little exists to document the experiences of their partners. Using interviews with 50 cisgender



women partners of transgender men in the U.S. and Canada, the seminar examines the experiences of a community that seems normal on its surface. *Queering Families* details the struggles and strengths of these women as they work to build identities, partnerships, families, and communities. Dept. research conferences include Reproductive Justice in a Red State and The Politics of Hate: From the Mainstream to the Far Right. <https://www.unl.edu/wgs/undergraduate-all-programs>.

NTF commentary: another department ripe for elimination, saving taxpayers millions and saving students from academic garbage.

OFFICE OF CRITICAL RACE THEORY. This office supposedly provides vision, leadership, and advocacy in creating an inclusive, equitable, and welcoming campus central to the mission of UN-L, to provide an inclusive campus culture. The Vice-Chancellor of Diversity and Inclusion (VCDI) is a senior administrator who prioritizes diversity-themed organizational change as a priority at the highest levels of leadership and governance. The VCDI is responsible for establishing campus diversity infrastructure, developing a strategic plan with goals related to diversity, equity, and inclusion, leading efforts to attract and retain diverse students, faculty, and staff, collaborating with academic leadership on systemic change, detailing diversity-related milestones, creating customized diversity efforts for the professional development of faculty and staff, and developing tactics for diversity learning and outcomes. Repeated and direct interactions with the Chancellor, Executive Vice-Chancellor, Vice-Chancellors, Deans, and academic affairs leaders focused on enrollment, faculty affairs, global affairs, graduate education, and undergraduate education. The VCDI prepares a formal schedule designed to connect with university leadership, to engage with faculty, staff, and student associations and organizations, to host a summer administrative diversity retreat, to attend university events, and to complete trainings and education. The VCDI confers with several groups: (1) Faculty Senate, (2) University of Nebraska Office Professionals Association (UNOPA) and University Association of Administrative Development (UAAD), (3) Chancellor's Commissions, (4) and Afrikan People's Union, NAACP, and Black Graduate and Professional Student Association. There are multiple offices and administrators with responsibilities for diversity, equity, and inclusion. The VCDI participates in experiences required of all new employees, including New Employee Orientation, New Faculty Orientation, search committee training, and Title IX training. Participating in these orientations not only provides the VCDI with technical aspects of the institution but also an examination into where inclusive excellence could become incorporated or emphasized for new members of the UN-L community. In the past 3 years, UN-L has become more aggressive and diligent at studying and assessing its current diversity and inclusion efforts and devising a path forward in making inclusive excellence and diversity an *institutional priority*. Priorities: (1) Recruiting, retaining, and graduating a diverse student body; (2) recruiting and retaining diverse faculty and staff toward building an inclusive campus culture; and (3) developing a curriculum that supports the goals of diversity, equity, and inclusion. A new group arose during the Fall 2014 semester to provide the chancellor and his leadership team with input and guidance on high-level issues of diversity and inclusion. The group endeavored to communicate with many individuals and organizations on campus and in the local community engaged in these issues. It created the website, diversity.unl.edu, as a central repository of information and events. Additionally, the group served as a point of contact for climate issues. The 3 Chancellor diversity commissions are instrumental as a voice for faculty, staff, and students. The work of the commissions has included developing policies, creating diversity and inclusion programs, and helping with community actions among affiliated groups. For example, the Chancellor Commission on the Status of People of Color hosted a multicultural homecoming event. The Chancellor Commission on the Status of Women examined and proposed alternative lifestyle family-friendly policies. The Chancellor Commission on the Status of Gender and Sexual Identity worked with other departments to host a welcoming event for LGBTQA+ faculty, staff, and students. The commissions individually and collectively found opportunities to address institutional gaps in diversity and inclusion and will become important partners with the VCDI. By creating a central office, the Office of Diversity and Inclusion (ODI), UN-L affirms that diversity is an area that requires dedicated and specialized leadership. It is a move indicating that the institution is formalizing its campus diversity capabilities by creating an administrative role that prioritizes, engages, and elevates the diversity discussion for the entire institutional community. This office, created in 2018, is a culmination of the efforts of engaged members of the campus community advocating for diversity and inclusion leadership. In an effort to have greater collaboration and

perspective, ODI formed the Diversity Engagement Team (DET). This team comprises administrative professionals whose primary responsibilities are keenly focused on promoting diversity, equity, and/or inclusion. The DET meets as a collaborative, consulting with ODI on matters and priorities related to institutional diversity, equity, and inclusion and identifies key areas for institutional action that demand a collective, collaborative, and/or individual response. ODI will develop a Community of Excellence, which will serve as a large forum or learning community for faculty, staff, and students who have an interest in advancing diversity and inclusion. Members will discuss, inform, and learn more about diversity-related issues and strategies, membership generally open to faculty, staff, and students. ODI developed a monthly diversity newsletter that features future diversity events or activities, opportunities for professional development, important announcements, and inclusive excellence stories featuring students, staff, faculty, and alums. One can examine an Identifying Mitigating Implicit Bias Worksheet, Implicit Bias Active Bystander Handout, [Implicit Bias Faculty Session Slides](#), or Implicit Bias Training Slides. See: <https://nebraska.edu/offices-policies/diversity-access-inclusion/resources>.

The Office of Diversity, Access and Inclusion looks forward to receiving grants for the Inclusive Excellence Development Grants awarded each fall. Applications open in October. Each year UN-L presents up to 6 faculty members and 1 department or unit with the President's Excellence Awards, the most prestigious honors for success in the classroom, laboratory, and community. In 2021, UN-L announced the addition of a new award, the Inclusive Excellence Collaboration Award (IECA), which recognizes efforts that move the University toward inclusive excellence. All Education and Human Sciences students now have a documented experiential learning portfolio that includes competencies related to diversity, equity, and inclusive excellence. The Center for Transformative Teaching provided \$1,000 grants for instructors to experiment with new pedagogical strategies to support equity goals in the classroom.¹⁴

NTF commentary: Eliminating these leftist propagandistic programs and personnel expenses would save taxpayers millions. Elimination also would stop the forced indoctrination of university students, faculty, and staff. The Critical Race Theory bureaucracy meanwhile continues to expand with accompanying expenses on all campuses. This CRT bureaucracy costs the U. millions annually and accomplishes nothing more than forcing the use of racial preferences in hiring and admissions, which is illegal.



BIG UNIVERSITY CRT BOOSTER. As UN-L marked its 150th year, Chancellor Ronnie Green appointed the Nebraska Commission of 150 to envision how the university could best serve Nebraska and the world for the next 25 years, including a diversity and inclusion committee committed to ensuring a deep appreciation for diversity and inclusive excellence.

NTF commentary: A new crop of university regents must cleanse our university campuses of every aspect of CRT, including top bureaucrats.

PRES. CARTER TAKES PRIDE. The June 1, 2021, statement from University President Ted Carter on Pride Month: "June is Pride Month, an opportunity to recognize our LGBTQ+ colleagues, friends and neighbors, and celebrate their many contributions to the University, our communities and our state. Thanks to the tireless efforts of so many in the LGBTQ+ community, we have made great progress in achieving equality for all. That journey continues, here and around the world. Each of us must do our part to ensure that LGBTQ+ individuals can live authentically and safely, with full dignity and free of discrimination. I encourage members of the University community to explore the many resources offered across our campuses to support and celebrate the LGBTQ+ community, this month and always." The Equity, Access and Diversity Advisory at UN-K is the recipient of the 2021 Inclusive Excellence Collaboration Award, Carter announced.

NTF commentary: Pres. Carter has ignored campus students whose only objective is to gain a valuable degree without suffering political indoctrination.



THE INDOCTRINATION. Our state tax dollars and student tuition pay for gender diversity training videos. A faculty facilitator tells other faculty members how to use proper gender pronouns at meetings and in classes and what they must use as gender-inclusive language. Members of the LGBTQ?? community on each campus boldly proclaim their experiences with and thoughts on gender identification assumptions and demand an inclusive environment. For faculty and students, there are 29 pages of Non-Binary Gender Values Steering Committee Recommendations and 5 pages of Gender Values: Identification Questions and Definitions/Terminology. Suggested campus resources include a Transgender and Gender Nonconforming Research Guide and Trans-Spectrum Student Experiences in Higher Education.

¹⁴ UN-L Diversity & Inclusion. <https://diversity.unl.edu/meet-office-diversity-and-inclusion-team>.

U. RECRUITMENT & HIRING PRACTICES. From Steps Toward Greater Inclusive Excellence in Hiring Practices IANR Faculty Searches – 2019-2020 June 14, 2019: Intentionality, reflective practice, and accountability are the key elements of inclusive excellence. Unit leader intentionally appoints members of the search committee, who actively will carry out the search and engage in practices associated with inclusive excellence. Unit leader gives a charge to the search committee that includes a statement about their commitment to diversity and inclusive excellence throughout the search. Questions to ask: What attributes or characteristics are not currently represented or are currently underrepresented among the faculty? While these attributes and characteristics include disciplinary knowledge, they also include other attributes (e.g., gender, race, ethnicity) that if found among the faculty would enrich the scholarly environment and develop the field. Ensure that those items are evident in the web presence. Evaluate the position announcement and position description for implicit bias. Ask someone outside the discipline and not connected to the hiring to read the position announcement looking for evidence of implicit bias. Use a gender decoder to check the position announcement for excessive use of gendered language. Each committee member should reflect on and acknowledge their own biases, to include their revealed and non-revealed preferences. Completing 2 or more Project Implicit tests can sensitize committee members to their own implicit biases. Before the search begins, develop a written plan of how to reach qualified individuals who are underrepresented and how to intentionally work toward a deep and diverse candidate pool. Conduct a mid-search review of search practices that reflect inclusive excellence and expand the diversity in the candidate pool and conduct an after-action review of the degree to which inclusive excellence demonstrated. UN-L endorses the vital goal of recruiting, retaining, and promoting more women in STEM fields. To grow Nebraska's economy and compete for talented workers, UN-L must support all potential and existing employees. Having women faculty attracts more women students into STEM fields. National funding agencies require and reward diverse research teams and efforts to reach diverse student and general populations. The quality of research and creative solutions stand enriched by diverse views, perspectives, and critical analyses. See Policy Statement.

<https://nebraska.edu/-/media/unca/docs/offices-and-policies/policies/policies/hr-05-recruitment-and-selection-policy.pdf>. This policy supports UN-L strategies for diversity and inclusion, which include the benefits of recruiting and retaining a diverse workforce through integration of diversity, access, inclusion, and equity strategies, activities, and procedures. See Executive Memorandum No. 33 and 34.

HIGH STUDENT FEES. UN-L student fees can total a whopping \$646 per semester. A \$20 mandatory ID card fee. A library fee of \$6.25 per credit hour. An online course fee of \$35 per credit hour. A health center fee of \$186.34. UN-O students pay a \$7.50 cultural enrichment fee, a \$114 student access and success fee, a \$1.50 per credit hour student research fee, and a university program and facilities fee of \$521. Add student health charges, including psychological and counseling services, and bookstore charges. An application fee of \$45 for new undergraduates; a \$50 fee for graduate students. At UN-K, a Diversity & Inclusion fee of \$5 per semester, an academic success fee of \$3 per semester, an administrative application fee, a facility fee of \$90, a health and counseling fee of \$128, a wellness fee of \$63, an ID card fee of \$4 per semester, a library fee of \$6.25 per credit hour, a new student enrollment fee, and a student records fee of \$4 per semester.

School
F E E S

NTF commentary: eliminating unnecessary programs and activities would lower total tuition costs considerably.

UNIVERSITY RANKING. The QS World University Ranking shows the UN-L academic reputation steadily dropping since 2012. The Times Higher Education Rankings show the same. World U. rankings rate UN-L teaching at only 30.9% in 2021, rebounding only in 2022 after falling since 2018. U.S. News & World Report dropped UN-L ranking since 2020. According to Round U. Ranking, the UN-L teaching ranking score sets at 77.8%, total academic ranking at 73.8%.

STUDENT ENROLLMENT. UN-L, UN-O, and UN-K all experience lower enrollments, overall enrollment dropping by 2.6%. This drop, despite a tuition freeze for the 2nd year, more eligible for free tuition, and cheaper textbooks and online classes. Examining the Fall 2022 enrollment, there is a 2% drop in first-time freshmen enrolling at UN-L and 6% fewer graduate students. Graduate numbers at UN-O fell 3.1%. At UN-K, numbers of first-time freshmen fell 3.6%, graduate students 4.1%. Number of credit hours taken by UN-L students fell by 1.6%, by 2% at UNMC, by 1% at UN-O, and by 2.9% at UN-K. High tuition rates and a politically correct atmosphere on these campuses may account for these declining numbers.¹⁵

GRADUATION RATES LOW. At UN-L, the graduation rate is 66 % within 150% of normal graduation time, the retention rate is 85 %, and the transfer-out rate is 2%, as of August 31, 2021.¹⁶ Its graduation rate is relatively lower than

¹⁵ U. Board of Regents meeting, Sept. 2022, pp. 186, 191.

¹⁶ University HQ.

the average rate if comparing similar colleges. The average graduation rate over the past 10 years (2012-2021) is 66.67%. College Consensus revealed that only 39% of students graduated in 4 years. From another source, graduating 4 Years or Less, 37.40%, male 33.49%, female 41.35%.¹⁷ Only 85% of students return for their sophomore year. College Factual stated that the 6-yr. graduation rate is only 64.4%. On the UN-L website, the Graduation and Retention page is blank. In 2021, the Office of the Executive Vice-Chancellor received a \$690,000 planning grant from the Susan Buffett Foundation to implement a centralized Academic Navigators Team within the colleges to support undergraduate degree completion and equity. At UN-O, the average first year to second year retention rate is only 69%. 46% of UN-O grads take 6 yrs. to graduate. Only 51% of UN-O students graduate, lower than the midpoint for 4-yr. universities, 57%.¹⁸ The UN-K graduation rate is only 59%.

PRIVATIZATION & OUTSOURCING. The university system should outsource and privatize the following services to save taxpayer dollars.

- ✓ UN-L custodial staff, salaries. \$3,895,262 p. 311 FY2023OB. Also, custodial staff on other campuses.
- ✓ Landscape and groundskeeper services, technicians, and craftsmen.
- ✓ Operational management services.
- ✓ Vehicle maintenance

OTHER NTF SUGGESTIONS.

- ❖ Shrink student conduct personnel numbers (4). p. 197 FY2023PR.
- ❖ Press faculty members who are not productive in research to either teach additional classes or depart.
- ❖ At a point, the legislature should reconsider the balance of teaching and research required of faculty, also the position of UN-L as a research university. Possibly, the state no longer will consider itself affordable as a research university. Lowering research expectations in favor of teaching more courses should produce better academic outcomes.
- ❖ Increase the teacher/student ratio in classes. The U. student population has dropped by 450 since 2017 (p. 14 UNACR2021). Now, there are 9 students per faculty member; 11 in 2012. p. 99 UNACR2021.
- ❖ Evict Starbucks coffee kiosks, saving \$261,900 and \$117,291. pp. 197, 203 FY2023PR.
- ❖ Close the UN-L Women's Center, eliminating the coordinator, saving \$20,153, the asst.-director, saving \$50,000, 2 directors, saving a total of \$109,596, a graduate research assistant, saving \$13,100, and a student employee, saving \$12,100. p. 202 FY 2023PR.
- ❖ Close the UN-L LGBT?? Center, eliminating the coordinator, saving \$20,153, a director, saving \$48,024, an asst.-director, saving \$50,160, and a graduate research assistant, saving \$17,470. p. 202 FY2023PR.
- ❖ Terminate the leftist Buffett Early Childhood Institute & its 5 employees, saving \$1,453,500. p. 10 FY2023OB.
- ❖ Stop this expenditure: UNMC spent \$16,609 on the NE Cattlemen's Ball. p. 734 FY 2023PR.
- ❖ The University system has too many top-paid administrators. The funds spent on their high compensation the U. could better spend on hiring additional faculty. The U. should eliminate the number of vice-chancellors, associate vice-chancellors, and advisory positions like the vice-chancellor for diversity.

TAKE ACTION NOW. The hostile, radical campus environment in NE certainly motivates many youths to at least consider attendance at other universities. The rot of Critical Race Theory and sexual perversion are pervasive on all NE university campuses. It is deeply embedded in both the personnel and instructional systems. Cutting the enormous fat from the U. budget would allow lowering of tuition rates. The budget waste and inefficiencies merit a state audit. The only sure means to sanitize out this rot is to systematically replace the University regents, all 8 of whom are too afraid or too indifferent to eradicate this scandalous stain on our post-secondary education system. On Nov. 8, voters in Regent Dist. 7 in central and western NE must vote for Kathy Wilmot. See her website at: <https://www.kathywilmot.com>. Electing conservative regents in future will give impetus to installing conservative administrators on our university campuses and forcing out tenured and untenured radical leftist faculty. We also solicit the public and college students to find collegians or college graduates who suffered academically and from other discrimination for voicing opposition to the leftist classroom environments on NE university campuses. Their testimonies are invaluable to countering the leftist stranglehold at our universities. We must restore our university campuses as positive, friendly places for patriotic youth and ensure a loyal, patriotic faculty and staff, so that parents will want to send their offspring there.

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¹⁷ Univstats.com.

¹⁸ U.S. Dept. of Education College scorecard.