
University of Nebraska Medical Center: Books


2000

The University of Nebraska College of Medicine, The Second Century: The First Twenty Years, 1980-2000

F Miles Skultety
University of Nebraska Medical Center

Tell us how you used this information in this [short survey](#).

Follow this and additional works at: https://digitalcommons.unmc.edu/unmc_books

 Part of the [History Commons](#), and the [Medical Education Commons](#)

Recommended Citation

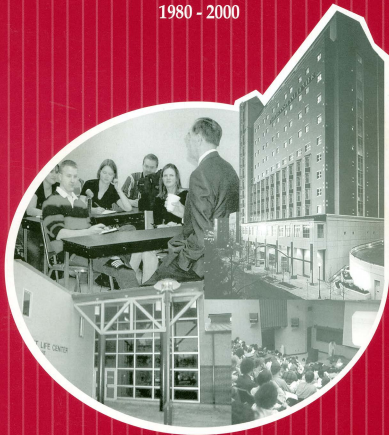
Skultety, F Miles, "The University of Nebraska College of Medicine, The Second Century: The First Twenty Years, 1980-2000" (2000). *University of Nebraska Medical Center: Books*. 2.
https://digitalcommons.unmc.edu/unmc_books/2

This Book is brought to you for free and open access by DigitalCommons@UNMC. It has been accepted for inclusion in University of Nebraska Medical Center: Books by an authorized administrator of DigitalCommons@UNMC. For more information, please contact digitalcommons@unmc.edu.

The University of Nebraska College of Medicine

THE SECOND CENTURY THE FIRST TWENTY YEARS

1980 - 2000



THE UNIVERSITY OF NEBRASKA
COLLEGE OF MEDICINE

**THE SECOND
CENTURY
THE FIRST TWENTY
YEARS 1980 – 2000**

F. Miles Skultety, M.D., Ph.D.
Emeritus Professor of Surgery
University of Nebraska
College of Medicine

TABLE OF CONTENTS

Introduction	v
Acknowledgements	vii
Physical Changes	1
Administration and Faculty	11
Education	31
Clinical Practice.....	43
Research	53
References	61
Alumni of the College of Medicine6	67

INTRODUCTION

In May 2000, Dean Armitage and Associate Dean Klintberg took me to lunch. Recognizing that there is no such thing as a free lunch, my defenses were up. When the shoe dropped, I was asked to bring the history of the College of Medicine up-to-date. The Dean was of the opinion that four significant events had occurred which warranted extending the written history after only twenty years. I was quite reluctant and lunch ended with my agreeing to "think about it". Finally in August I agreed, albeit still reluctantly.

As I pointed out to the Dean, because of my commitment to flower gardening I have devoted only part of the three winter months to the project each year. I have interviewed appropriate individuals who had the information I needed and/or were involved in both sides of controversial issues. In addition, I reviewed the Medical Center's internal publications, news media, "The First Hundred Years of the University of Nebraska College of Medicine", "The University of Nebraska Hospital The First Seventy-Five Years 1917-1992", and any other historical sources I could find. The four significant events which prompted this update were: changes in the curriculum in the College of Medicine, the merger of the University and Clarkson Hospitals, the controversy regarding fetal cell research, and the controversy which resulted in the resignation of Chancellor Aschenbrener.

It will become obvious to the reader that this not a narrative history of the twenty years. I have covered the four "issues" and filled in necessary and appropriate details about the continuing development of the College of Medicine and the Medical Center. There is a fairly extensive reference list documenting my sources of written material. The specific content of significant interviews obviously cannot be documented. I have tried to provide details about departments, administration and physical changes which may be useful for future reference.

I hope that the reader will get some appreciation of the fairly significant changes that have occurred in the past twenty years and have added to the continuing growth of the College of Medicine over 120 years.

F. Miles Skultety, M.D.

ACKNOWLEDGEMENTS

The author is indebted to many people for the information contained in this history. I have tried to keep a record of all who helped but I know I have lost some names over the three year interrupted periods that this has taken. To those whom I have left out, I apologize and assure you that it was not deliberate.

Elaine C. Ryan, Administrative Assistant to the Dean, College of Medicine, who set up interviews, searched out the "right people" and most of all typed and retyped material for the manuscript from its haphazard beginning to the final form. I also want to thank Judy Houfek Administrative Assistant in the Dean's office who searched out administrative data, changes of department names and the date of such changes, department chairs and dates of service, etc. Irene Klintberg, PhD, Executive Associate Dean, knew where to go for needed information which saved me time and stress.

A number of individuals provided information on the hospital merger and clinical practice matters. Dr. Louis Burgher, who was CEO of the Nebraska Health System, when I interviewed him provided background, insight and evaluation of the new system which was invaluable. Dr. William Berndt who was Chancellor at the time of the merger and had much to do with it also was able to provide useful information. Others were Dr. James Armitage, Dean of the College of Medicine, who served as the first chairman of the NHS Board, Dr. Rodney Markin, President of the University Medical Associates, Dr. Frederick Paustian and Dr. Harry McFadden.

On the sensitive issue of Chancellor Aschenbrener's resignation and the controversy which produced it, a number of individuals were willing to talk to me on all sides of the issues involved. What they had to say obviously, is completely confidential. They were Dr. Ward Chambers, Dr. James Newland, Dr. Bruce Buehler, Dr. Jon Thompson and Dr. James Armitage.

Dr. Gerald Moore, Associate Dean for Curriculum, allowed me to take up his time on several occasions to explain the new curriculum and its background, and I am most grateful to him. I attempted in the section on Education, to cover most of the areas in which the College of Medicine is involved. This required contacting many different individuals in various programs and I thank them for their cooperation. Larry Willis, Ed.D, Associate Dean for Continuing Medical

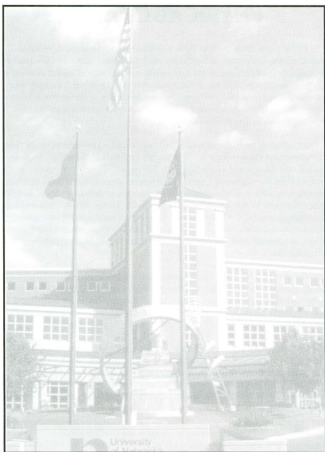
Education, and Brenda Ram, Planning Coordinator, Continuing Education; Sue Eulberg, Administration Assistant, Physician's Assistant Program; Debbie Bohlington and Sonja Cox, Program Coordinator, the MD/PhD Program; Dr. Mary McNamee, Associate Director Student Equity, the NU-PATH program; Roxanna Jokela, Director, RHEN, Peggy Bottjen, Coordinator, Allied Health, School of Allied Health; Cory Shaw, Chief Administrative Officer, University Medical Associates; Gigi Rogers, Coordinator, Academic Affairs Office; Vicki Hamm, Administrative Director, Graduate Medical Education, provided the material on residency and fellowship programs which are certainly a significant part of the College's education program.

Tom O'Connor, Senior Associate Director, Department of Public Affairs, was a source of information on many things when I needed help. He had followed and unfortunately he continues to follow the fetal cell research controversy and in addition to his own definite knowledge, he provided several reference sources. Tom, your help was invaluable.

Dr. David Crouse, interim Vice-Chancellor of Academic Affairs, provided the information on research funding and the UNIMED Corporation for which I thank him and the ladies in the Grant Office who searched out various research funding.

John Schleicher, Head, Special Collections at the McGoogan Library searched for and obtained the various photographs and architect's renderings needed to illustrate this report. They were scattered throughout the Medical Center. Without John's help there would have been little or no pictorial documentation of the physical changes which have occurred. Many thanks, John.

To all these individuals, I am grateful. Without them this history would be no more than a short term paper.



PHYSICAL CHANGES

PHYSICAL CHANGES

In the 20 years from 1980 to 2000, a number of physical changes have occurred on the University of Nebraska Medical Center campus. A solarium was added to the fifth floor of the University of Nebraska Hospital above the Lions Eye Institute in 1981-82. It was funded by the Hospital Auxiliary with money from the Hospital Gift Shop (19). An extension of Emily Street from 45th Street to Saddle Creek Road was opened in December of 1984 significantly increasing access to the Medical Center (21).

The College of Nursing moved into a new building on the southeast corner of 42nd street and Dewey Avenue in 1976 (65) and the building it previously occupied was designated as the Specialty Services Pavilion. It housed the Nebraska Pain Management Center, Outpatient Surgical Unit, some hospital administrative offices, and various other programs at different times. In 1984, a number of rooms in the Specialty Services Pavilion were refurbished into motel type lodgings and "University House" was started providing housing for patients from outside of Omaha undergoing outpatient evaluation as well as relatives of patients from outside of Omaha receiving inpatient treatment at the Medical Center.

In October of 1989, the Department of Ophthalmology and the Lions Eye Institute moved into a building at Dewey Avenue and 40th Street. The vacated hospital space became the University Clinical Cancer Center for outpatient services (21). In March 2001, the area became the Geriatric Medicine Service Clinic and the Cancer Clinic moved to the Lied Transplant Center.

In 1990 a new edition to the Hattie B. Monroe Pavilion established a connection to the Meyer Rehabilitation Unit. The addition contained new recreational programs, research laboratories, and a motor analysis laboratory (35). In 1997, the Hattie B. Monroe Pavilion combined administratively with the Meyer Rehabilitation Unit to form the Monroe-Meyer Institution for Genetics and Rehabilitation.

In 1985, the Nebraska Psychiatric Institute was incorporated administratively into the University of Nebraska Hospital. In 1987, the Psychiatry Inpatient Program was moved to St. Joseph's Mental Health Center. This provided space for a Geriatric Rehabilitation Unit (32) which started accepting patients on June 3, 1989. The Eating Disorders Program, which had been at the Swanson Center since 1983, moved into the Geriatric Center Building



Figure 1. Addition to Hattie B. Monroe Pavilion connecting to the Meyer Rehabilitation Unit.

in 1988. The Pain Management Program which had been in the Specialty Services Building since 1978, moved to the Geriatric Center in 1990.

In 1988 the Board of Regents approved the University Health Care Project to provide needed increased outpatient facilities. The project was funded by donations and some hospital income. No State tax dollars were used. A five-story, 750 stall parking structure was built on the West end of the proposed complex across 44th Street from the Geriatric Center. A helicopter landing pad for the Life Flight Helicopter was constructed on the roof. The main building contained outpatient clinics for ten services, some departmental offices, six operating rooms, and a number of ancillary services (20). It was occupied in the spring of 1993 and an official dedication occurred April 23, 1993. The name was changed from the University Health Care Project to the Outpatient Care Center. In 1998 in response to a very generous donation from Charles and Marge Durham the building was renamed the Durham Outpatient Center (55).



Figure 2. The Eppley Hall of Science with five floor addition

Figure 3. The Durham Outpatient Center



The previous University of Nebraska Clinic Building which had housed many of the outpatient clinics was converted into clinical department offices and the building was renamed "University Medical Associates".

Five additional stories were added to the Eppley Hall of Science. The work started in 1991 and in March 1993, researchers began moving into the new addition. The seventh and eighth floors were occupied by scientists from the Eppley Institute and the ninth and tenth floors by other researchers from the College of Medicine. The sixth floor had additional administrative offices (41).



Figure 4. Library renovation – before and after 1999



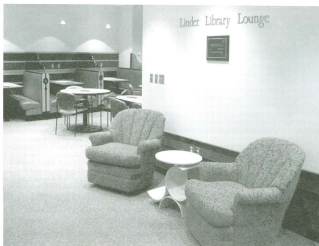
Figure 5. The Sievers Facility for Interactive Instruction

A building at 37th Street and Dewey Avenue was purchased by the Medical Center and modified to serve as a temporary residence for the families of patients undergoing transplant. It opened in 1991 as “The Potter House” under a lease to the Children’s Transplant Association which ran the project (22). The Ronald McDonald House at 31st Street and Jones Street resides in a building leased from the University of Nebraska Medical Center. It serves as a home-away-from-home for the families of pediatric patients and can be used by any of the Omaha hospitals (43).

On July 8, 1991, the Sievers Facility for Interactive Instruction was dedicated on the eighth floor of the McGoogan Library. The facility was named in honor of Dr. Rudolph Sievers, a 1939 graduate of the College of Medicine. It was supported by a leadership pledge from the Sievers family and gifts from many Medical Center supporters and the Classes of '37, '38, '65, and '91. The facility includes 12 computers, software programs, and other equipment necessary for interactive learning (38).

An extensive renovation of the sixth and seventh floors of the McGoogan Library of Medicine was carried out between October of 1999 and January 2001. At the same time a generous gift from Drs. James and Wendy Linder, graduates of the College of Medicine, added a student lounge to the sixth floor of the Library adjacent to the entrance. It is named the Linder Library Lounge and contains vending machines for food and drink, an ice machine and a microwave. Students are able to use their lap top computers from network connections at wall mounted tables. Leisure seating is located throughout the 730 square foot area (81).

Figure 6. The Linder Library Lounge on the sixth floor of the McGoogan Library



The South Laboratory building was renamed Bennett Hall in honor of Dr. A. Lawrence Bennett, retired Professor of Physiology/Pharmacology, who died in 1995 (52).

A Student Fitness Center had originally been built as an addition to the Good Shepard Home on 40th Street in 1962. The University purchased the house, razed it, and updated the Fitness Center in 1974 (54). It was renovated again and two stories added in February 1995. The new facility was dedicated as the Student Life Center on June 22, 1996 (55). It contains the Thomas Heiser Strength and Fitness Facility. Dr. Heiser was a former Cornhusker football player and a graduate of the College of Medicine. He was paralyzed in an accident in 1990 but ultimately returned to his practice. Money donated by his family and friends financed the facility. In addition the Center contains a bookstore, student lounge, and centralized student services and offices.

Demolition of Conkling Hall began in March of 1996 to make way for the Lied Transplant Center. Conkling Hall was built in 1923 and served as a residence for student nurses. In 1950 the School of Nursing moved to a new building and Conkling Hall subsequently housed Student Services, the Physical Therapy Division, Physicians Assistant Program, Office of Academic Affairs, and a number of departmental offices (57).

Starting with a 15 million dollar donation from the Lied Foundation the transplant center was financed by private donations and no State tax dollars were used. Construction started in 1996 and the building was dedicated November 25, 1998 (88). The Center is a 14 story, 259,000 square feet complex. There are research laboratories in floors 9-12. The first 11 floors contains cooperative care suites, University House guest rooms, the Peggy D. Cowdry Patient Care Center, outpatient facilities for diagnosis and



Figure 7. The Student Life Center



Figure 8. The Lied Transplant Center

treatment of cancer, blood disease, and solid organ transplant patients, plus a number of other facilities. The innovative program of the Center employs the cooperative care patient suites. The transplant procedures are carried out in the hospital. When the patients become ambulatory, they are moved to the transplant center. The patient has a care partner, usually a family member, who stays with the patient and learns the skills necessary to support the patient. The patient and the care partner learn what they need to do from admission to discharge to care at home.

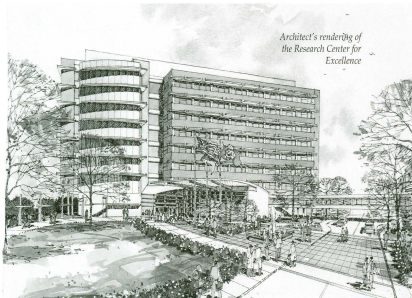
A number of modifications not involving extensive physical changes occurred within the hospital and other parts of the Medical Center in the last 20 years and are not appropriately detailed here. The opening of a pediatric intensive care unit, neonatal intensive care unit, a separate oncology/bone

marrow unit for the care of patients undergoing transplantation and the Baby Place an independent area for labor, deliver, recovery and postpartum care to mention but a few.

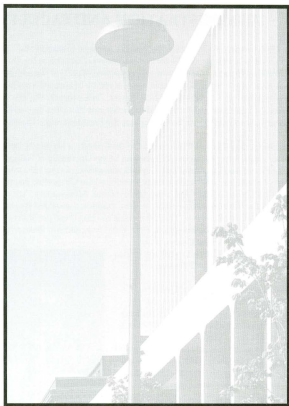
The Board of Regents approved a program statement to erect a "Research Center for Excellence" designed primarily for research laboratories and some educational components. At this time it is under construction at 45 Street between Dewey Avenue and Emile Street at the previous site of the Geriatric Center which was demolished to make room for the new building. Outpatient geriatric services are provided at the Geriatric Medicine Service Clinic in the area previously occupied by the Clinical Cancer Center as noted earlier. The Inpatient Rehabilitation Program has been relocated to the sixth floor of NHS Clarkson Hospital. Pain Management and Eating Disorders programs have become outpatient programs.

A new parking structure on the east side of Emile Street opposite the Durham Outpatient Center's parking structure and the east Central Utilities Plant are also under construction. As have been true of most of the physical changes that have occurred recently at the Medical Center, these projects are supported by donations and no State tax dollars will be used (83,85). The

*Architect's rendering of
the Research Center for
Excellence*



Kiewit Foundation gave 17.5 million (78) and Charles Durham made the largest donation ever made to the University the amount of which was not disclosed. The Research Center for Excellence will cost 77 million dollars. It will contain 248,000 square feet with 116 research laboratories, a 225 seat auditorium, and 50 class rooms or conference rooms. The garage will have 750 spaces (75). Because of Mr. Durham's donation, the structure was renamed the Durham Research Center for Excellence (90).



ADMINISTRATION AND FACULTY

ADMINISTRATION AND FACULTY

In 1968, a series of administrative changes occurred following the University's incorporation of the former University of Omaha as the University of Nebraska at Omaha. A President was appointed at each of the administrative units, University of Nebraska Lincoln, the University of Nebraska at Omaha, and the University of Nebraska Medical Center. Subsequently the title was changed to Chancellor and each was designated as a Vice President of the University. The Chief Executive Officer was the President of the University.

In 1980 at the end of the first century of the College of Medicine, Dr. Neal A. Vanslow was serving as the third Chancellor of the University of Nebraska Medical Center and Dr. Alastair M. Connell was serving as the 16th Dean of the College of Medicine. At that time there were two Vice Chancellor positions at the Medical Center, a Vice Chancellor for Academic Affairs and a Vice Chancellor for Business and Finance. A third position was added recently, a Vice Chancellor for Research. The individuals holding these positions at the present time are: Thomas Rosequist, PhD, Vice Chancellor for Research, David Crouse, PhD, Interim Vice Chancellor of Academic Affairs, and Don Leuenberger, Vice Chancellor for Business and Finance.

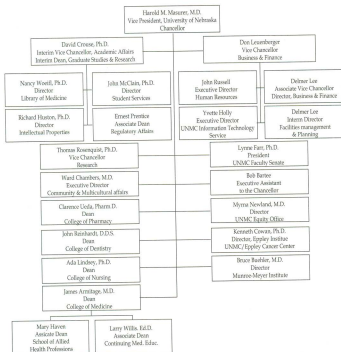
The Colleges of Pharmacy, Dentistry, Nursing and Medicine, the Monroe-Meyer Institute, and the Eppley Cancer Institute are the major administrative units of the Medical Center at this time. The University of Nebraska Hospital was an administrative unit of the Medical Center in 1980, but now is part of the Nebraska Health System. This will be discussed later when the merger of the University Hospital and Clarkson Hospital is covered.

Dr. Vanselow addressed and largely resolved problems regarding professional fee reimbursement for the geographic full-time faculty. He encouraged and emphasized



*Nel A. Vanselow, M.D.
1977 - 1982*

UNMC Organization Chart



faculty involvement in research and addressed the issue of providing adequate health care to all rural Nebraskans (7).

Dr. Vanselow resigned to accept a post at the University of Minnesota August 23, 1982. James V. Griesen, PhD, served as interim Chancellor until Dr. Charles E. Andrews became the fourth Chancellor of the University of Nebraska Medical Center on May 1, 1983. In remarks at the time of his installation, Chancellor Andrews encouraged a blend of science and humanities. During his time as Chancellor, the chronic problem of budget shortfall continued to plague the University. In a bold move to solve the problem, he recommended closing the College of Pharmacy and the College of Nursing in Lincoln (27). As might be expected, this recommendation was not accepted by the Board of Regents (28) but some funds were reallocated and tuition was raised.

In May 1990, Chancellor Andrews initiated a new program to, ".....redefine and recreate quality throughout the University of Nebraska Medical Center campus". The Chancellor's Advisory Committee, with the help of a consultant, Paula Wells, CEO of Wells Engineering, attempted to define a total quality management program for the entire Medical Center (33). As a result, a Total Quality Management Council was formed in January 1991. It consisted of all the heads of the various divisions of the Medical Center plus one or two other individuals and Dr. Wells (37). Under the Council a new program "Distinction Through Quality" was initiated. The program was consumer oriented, emphasizing error prevention rather than correction and was based on the notion that 90% of all problems are caused by the system, not individuals (39). This type of program had been used successfully in corporations to achieve total quality management.

Groups of employees from various divisions of the Medical Center were trained to use quality programs to improve customer satisfaction. These individuals then worked with their various divisions to train others in the system. Studies were done throughout the Medical Center to assess ways to improve the



Charles E. Andrews, M.D.
1983 - 1991

various functions of the divisions so as to achieve better quality. These programs went on throughout the Medical Center resulting in many improvements which continue today.

Chancellor Andrews retired effective June 30, 1991. Dr. William Berndt was appointed interim Chancellor. A search committee chaired by Dr. James O. Armitage was appointed and on August 1, 1992, Dr. Carol A. Aschenbrener became the fifth Chancellor of the University of Nebraska Medical Center.

Drs. Vanselow and Andrews each had a group of people who acted as an "Executive Committee" to help with the administration of the Medical Center. There was some variation in membership, but essentially the group consisted of the heads of the various divisions of the Medical Center.

Dr. Aschenbrener formed a "Leadership Council" which consisted of the Chancellor, the Vice-Chancellor for Academic Affairs, Dean of the College of Medicine, Dean of the College of Dentistry, Dean of the College of Pharmacy, Dean of the College of Nursing, Director of Hospital Administration (CEO), Executive Director of Human Resources, Campus Quality Officer, Director of Eppley Research Institute, Director of Meyer Rehabilitation, the Executive Assistant to the Chancellor and the Director of Information and Technology Services. The Hospital Chief of Staff who had been a member of the previous groups was not a member.



Carol A. Aschenbrener, M.D.
1992 - 1996

In an article in February 1994 in the UNMC News (44), the Chancellor pointed out that significant changes were occurring in the world generally as well as in medicine. She noted that a number of previous studies had shown that an organization's ability to respond to change was significantly influenced by its culture. She pointed out that in order to respond to change, the Medical Center needed to assess its culture and proposed that a survey of a large random sample of its employees be taken to carry out this assessment. Subsequently an active plan to transform the organizational culture could be developed.

The survey which was carried out in the first half of 1994, found both strengths and weaknesses in the UNMC's organizational structure. The assessment revealed three general cultural characteristics (45).

"We have a sense of excellence and pride in our work."

"We are a culture of caution."

"We are missing some of the attributes needed for the future."

In April 1995 the Leadership Council charged Dr. Bruce Buehler to develop a team to look at the way UNMC conducted its clinical operations. The report "Critical Results Area 102" (CRA 102) concluded that the delivery of clinical care was fragmented and that there was no incentive for the departments to work together or plan together (54). The Leadership Council subsequently decided that the recommendations of the CRA 102 Team should also involve education, research and other support services. As a result of this report, a new structure for the campus was proposed (54). The Medical Center organization would consist of three functional areas: Health Services Enterprise, Strategic Support Services, and Education and Research. Each functional area would be designed to facilitate interaction with the other two and each would be headed by a process leader who would be called a Vice Chancellor. A new Health Services Center Team was formed with the Chancellor as Chair plus the three Vice Chancellors and five other individuals picked for their skills, experience, ability, and commitment to change. The team would oversee the process to improve campus wide operations. A Transition Facilitating Team was added to the other three. (56)

In July 1994 the A, B, and C categories of employees were dropped because the terms had become an indication of status and were inappropriate or even harmful to the Medical Center. It was determined that in the future, reference to employees would be either "employee" or "faculty and staff" (46).

In the spring of 1996 Alegant Health, a local health system partnership, approached the Medical Center regarding the feasibility of UNMC becoming a partner. The Chancellor and the Leadership Council reacted favorably to this offer. Dr. Aschenbrener presented the proposal to the Board of Regents at its March 1996 meeting and with the Regents approval the Chancellor signed a letter of intent to pursue the development of a long-term relationship with Alegant Health with a target date of July 31, 1996.

At that time a situation unique in the history of the Medical Center occurred which along with the hospital merger represented a defining moment in that history. A letter dated May 13, 1996, signed by 18 physicians of the Medical Center was sent to Dr. Aschenbrener declaring an, "..... irrevocable loss of faith in your leadership of the University of Nebraska Medical Center." A number of problems, both general and interpersonal, arose as a result of the changes Dr. Aschenbrener was attempting to bring about leading to the beginning of divisiveness among the Medical Center personnel. The letter came about because many of the Medical Center clinicians felt that they were not being consulted about the changes occurring in the Medical Center and probably more importantly because many were not in favor of joining with Alegent Health. Subsequently University President Dennis Smith laid out and implemented a plan to address the concerns of these physicians and he recommended that the target date for partnership with Alegent Health be pushed back 45 days. The recommendations were as follows (60):

- 1) A representative from the University Medical Associates (UMA) would be appointed to the Model for the Future executive team, the Leadership Council, and the Strategic Planning Committee.
- 2) The Board of Regents would appoint members to the Alegent Health Board of Directors. These would be the President of the University, Dean of the College of Medicine, and a physician recommended by the UMA Board.
- 3) A new Medical Research and Education Advisory Council would advise the Chancellor and the Leadership Council on issues concerning the future of medical research and education at the Medical Center, particularly in preserving those critical missions upon alliance with any other institutions.

On July 30, 1996, the Alegent Board voted not to accept the requested extension beyond the July 31 deadline. This essentially ended negotiations, although Alegent indicated they were still interested (61).

As stipulated by the President, Dr. Aschenbrener met with the UMA Board to discuss the representation on the Model for the Future executive team, the Leadership Council, and UNMC Strategic Planning Committee.

The August meeting of the Board of Regents focused on the status of Academic Health Centers (62). President Smith and four members of UNMC addressed the Board. They were the Chancellor, the Dean of the College of

Medicine, the President of the Faculty Senate and the Chair of the President's Research and Education Advisory Council at UNMC. The discussion centered on several issues.

- 1) How managed care was affecting Academic Health Centers.
- 2) How UNMC could protect its academic mission in the future.
- 3) How UNMC could maintain a strong patient base within the ramifications of partnerships with other health care organizations (62).

Chancellor Aschenbrener resigned effective September 30, 1996. William Berndt, PhD was appointed the sixth Chancellor for a two-year term effective October 1, 1996 (63).

Chancellor Berndt served until November 30, 1998. During his tenure the merger of University Hospital and Clarkson Hospital was accomplished and the Lied Transplant Center was completed. These are discussed more fully in another part of this report. A UNMC Equity Office was started in January 1997 to address gender equity issues. Dr. Myrna Newland was appointed director. The cooperative program between UNMC and the VA Medical Center expanded (67).



William O. Berndt, Ph.D.
1996 - 1998



Harold M. Maurer, M.D.
1998 -

Dr. Harold Maurer, who had served as the Dean of the College of Medicine since October of 1993, became the seventh Chancellor of the Medical Center on December 1, 1998. At the time of his investiture Dr. Maurer said that he looked forward to guiding UNMC through a time of rapid transition to a world class academic health science center and health system (90). As one indication of this, plans for a Research Center of Excellence were approved and construction started in 2001. An Office of International Health Care Science was established. Nizar Mamdani became the Director and was essentially the driving force in the establishment of this area. His wife had been treated for Non-Hodgkin's lymphoma and he was very pleased. As a result he was of the opinion that UNMC should advertise to attract more international patients and this was the mission of the office (70).

Table 1

Chancellors of the University of Nebraska Medical Center

Neal A. Vanselow, M.D.	July 1, 1977-August 23, 1982
James V. Griesen, Ph.D., Interim	August 1, 1982-April 30, 1983
Charles E. Andrews, M.D.	May 1, 1983-June 30, 1991
William O., Berndt, Ph.D. Interim	July 1, 1991-July 30, 1992
Carol A. Aschenbrener, M.D.	August 1, 1992-September 30, 1996
William O. Berndt, Ph.D.	October 1, 1996-November 30, 1998
Harold M. Maurer, M.D.	December 1, 1998-present

During the period covered by this report, four individuals have served as Dean of the College of Medicine and three others as interim Deans for periods of 9, 21, and 16 months respectively.

Dr. Connell started a Dean's Research Forum in which a member or members of the College presented their research programs to the faculty during a noon hour session at Eppley Auditorium (26). Dr. Connell resigned as Dean to accept a position at the University of Virginia on September 3, 1984. Dr. Charles A. Dobry was appointed interim Dean. On July 1, 1985, Dr. Robert H. Waldman became the seventeenth Dean of the College of Medicine.



Alasdair M. Connell, M.D.
1979 - 1984

Table 2

Deans of the College of Medicine

Alastair M. Connell, M.D.	February 1, 1979-September 30, 1984
Charles A. Dobry, M.D. Interim	October 1, 1984-June 30, 1985
Robert H. Waldman, M.D.	July 1, 1985-December 31, 1991
Layton F. Rikkers, M.D. Interim	January 1, 1992-September 30, 1993
Harold M. Maurer, M.D.	October 1, 1993-November 30, 1998
James Linder, M.D. Interim	December 1, 1998-March 31, 2000
James O. Armitage, M.D.	April 1, 2000-present



Robert H. Waldman, M.D.
1985 - 1991

During his tenure, Dean Waldman was instrumental in bringing about significant changes in the curriculum which will be discussed in the chapter on education. Dr. Waldman resigned effective January 1, 1992, to accept a position as Vice President of the American Association of Medical Colleges.

Dr. Layton F. Rikkers was appointed interim Dean January 1, 1992, and served until September 30, 1993, when Dr. Harold M. Maurer became the eighteenth Dean of the College.



Harold M. Maurer, M.D.
1993 - 1998



James O. Armitage, M.D.
2000 - present

Dr. Maurer was significantly involved in the negotiations with Alegen Health, the turmoil of the Aschenbrener affair, and the merger of University and Clarkson Hospitals. He resigned November 30, 1998, to assume the position of Chancellor of the Medical Center. Dr. James Linder was appointed interim Dean

December 1, 1998 and served, until April 1, 2000, when Dr. James O. Armitage became the nineteenth Dean of the College of Medicine.

The positions of Assistant and Associate Deans have expanded significantly since the early days of the College of Medicine. The subsequent array of additions, deletions, titles, title changes, and shifts in relationships in the 20+

Table 3

Assistant and Associate Deans of the College of Medicine

Executive Associate Dean	Irene G. Klintberg, Ph.D.
Associate Dean for Admissions and Students	Jeffrey W. Hill, M.D.
Assistant Dean for Students and Multicultural Affairs	Kristie D. Hayes, M.D.
Associate Dean for Curriculum	Gerald F. Moore, M.D.
Associate Dean for Ambulatory Services	Stephen B. Smith, M.D.
Associate Dean for Clinical Affairs	Rodney Markin, M.D., Ph.D.
Assistant Dean for Clinical Affairs	Carl B. Greiner, M.D.
Associate Dean for Health Sciences	Glenn A. Fosdick
Associate Dean for Continuing Medical Education	Larry F. Willis, Ed.D.
Associate Dean for Graduate Medical Education	Robert S. Wigton, M.D.
Associate Dean for Research and Development	Ira S. Fox, M.D.
Associate Dean, School of Allied Health Professions	Mary C. Haven, M.D.
Associate Dean for Veterans Affairs	Rowen K. Zetterman, M.D. Interim

Table 4

Associate Deans of the School of Allied Health Professions

D. Craig Affleck, Ph.D.	1968
James T. Tollman, M.D.	1970
James B. Monroe	1973
Perry G. Rigby, M.D.	1973
William Ruegamer, Ph.D.	1974
Reba Benschoter, Ph.D.	1985
Mary Haven, M.D.	1995

years since 1980 are beyond the scope of this report and probably of little interest to those who will read it. Table 3 documents the present roster of Assistant and Associate Deans and those who occupy the positions.

The School of Allied Health Professions is a Division of the College of Medicine. As reported in "The First Hundred Years" Chancellor Wittson recognized the importance of the allied health programs and in 1968 appointed Dr. Craig Afflick Associate Dean for allied health (4). The development of the program is covered in the section on Education. Table 4 lists the Associate Deans from 1968 to the present.

The College of Medicine has significantly expanded its teaching, clinical and research endeavors in the last 20 years. In 1980 there were 64 full time, 9 part time, and 38 voluntary faculty members in the basic science departments. At the same time there were 206 full time, 47 part time, and 719 voluntary faculty members in the clinical departments. In 2000 there were 73 full time and 4 part time faculty members in the basic science departments and 447 full time and 51 part time in the clinical departments representing a doubling of full time faculty members in the clinical sciences. There were 1326 individuals listed as voluntary faculty members. The figures were not broken down as to the number

Table 5

Basic Science Departments

1980	2000
Anatomy	Cell Biology and Anatomy
Biochemistry	Biochemistry and Molecular Biology
Medical Microbiology	Pathology and Microbiology
Pathology	Pharmacology
Pharmacology	Physiology and Biophysics
Physiology and Biophysics	Preventive and Societal Medicine
Medical Jurisprudence and Humanities	

in basic sciences versus the number in clinical sciences, nor as to the numbers who were locally present compared to those who were out state. As described in the section on education, the new curriculum plus other programs have resulted in a significant need for more voluntary faculty members especially out state.

Table 5 lists the basic science departments in 1980 and 2000 and Table 6 does the same for the clinical departments. A number of name changes and/or mergers occurred during this time. In the following, the date showing the time of merger and/or name change refers to the time that it was approved by the Board of Regents. In the basic sciences, Biochemistry became Biochemistry and Molecular Biology 1/18/92; Anatomy became Cell Biology and Anatomy 1/18/92; Medical Microbiology merged with pathology 7/1/85 to become the Department of Pathology and Microbiology.

The Department of Preventive and Societal Medicine and its predecessors originally had been assigned to the basic sciences where it remains to this time. Prior to 1980 there was a "Department" of Medical and Educational Administration which subsequently became Medical Jurisprudence. It was changed to the Department of Medical Jurisprudence and Humanities on 2/16/80. Then on 9/2/88

Table 6
Clinical Departments

1980	2000
Anesthesiology	Anesthesiology
Dermatology	Family Medicine
Family Medicine	Internal Medicine
Internal Medicine	Neurological Science
Neurology	Obstetrics and Gynecology
Obstetrics and Gynecology	Ophthalmology
Ophthalmology	Otolaryngology-Head and Neck
Otolaryngology	Orthopedic Surgery and Rehabilitation
Orthopedic Surgery and	Pediatrics
Pediatrics	Psychiatry
Psychiatry	Radiology
Radiology	Radiation Therapy
Surgery	Surgery
Neurology	
Urology	

the name was changed to the Department of Preventive and Societal Medicine where it remains at this time.

In the clinical departments, Neurology and Dermatology merged with the Department of Internal Medicine and Urology and Neurosurgery with the Department of Surgery. Two new departments were formed, Neurological Sciences and Radiation Oncology. These changes reduced the number of departments from 15 in 1980 to 13 in 2000.

The number of individuals who have served as chair or interim chair has been quite variable from department to department. In the following listings, the names of these individuals will be listed under the appropriate department and their dates of tenure indicated. Where necessary, explanatory notes are provided.

Department of Biochemistry and Molecular Biology

William R. Ruegamer, Ph.D.	7/01/68	6/07/85
C. Kirk Phares, Ph.D., Interim	6/08/85	8/31/86
Edward Bresnick, Ph.D.	9/01/86	6/30/89
C. Kirk Phares, Ph.D., Interim	7/01/89	6/30/91
David B. Bylund, Ph.D., Interim	7/01/91	9/30/91
Diane D. Birt, Ph.D., Interim	10/01/91	8/31/94
Judith K. Christman, Ph.D.	9/01/94	present

Department of Cell Biology and Anatomy

William K. Metcalf, M.D.	7/01/73	6/30/91
David A. Crouse, Ph.D., Interim	9/01/91	2/27/92
Thomas H. Rosenquist, Ph.D.	3/01/92	present

Department of Pathology and Microbiology

Clarence A. McWhorter, M.D.	1965	3/31/81
David T. Purtilo, M.D.	4/01/81	9/27/92
Samuel M. Cohen, M.D., Ph.D.	9/28/92	present

Harry W. McFadden, Jr., M.D. was Chair of Medical Microbiology from 7/01/56 until 7/31/85 when it merged with Pathology.

Department of Pharmacology

Manuchair Ebadi, Ph.D.	5/1971	9/30/88
David B. Bylund, Ph.D.	10/01/88	8/31/02
William O. Berndt, Ph.D., Interim	9/01/02	present

Department of Physiology and Biophysics

Joseph P. Gilmore, Ph.D.	7/01/70	9/30/88
Francis J. Clark, Ph.D., Interim	10/01/88	5/11/89
Irving H. Zucker, Ph.D.	5/12/89	present

Department of Preventive and Societal Medicine

Alfred G. Ellick, JD was a voluntary faculty member and taught a "brief" course in relationships between medicine and the law in the early days when the department was recognized as Medical Jurisprudence. As noted earlier, it became the Department of Medical Jurisprudence and Humanities February 1980. Mr. Ellick continued to do some teaching until November of 1980 after which medical jurisprudence was taught by a number of other individuals. On 7/1/1980 Dr. Walter J. Friedlander became Chair and served until 6/30/84. Subsequently, Ruth B. Purtilo, Ph.D. served as Chair until 6/30/87. With the resignation of Dr. Purtilo, Andrew Jameton, Ph.D. became interim Chair. He served in this capacity until 11/10/89. In addition to medical jurisprudence students were provided information on medical history, sociology, and ethics. During Dr. Jameton's tenure the name was changed to the present name, Department of Preventive and Societal Medicine. James R. Anderson, Ph.D. became Chair on 11/11/89 and has served to the present time. The Department now provides students with information on biostatistics, epidemiology and medical ethics.

Department of Anesthesiology

Daniel W. Wingard, M.D.	4/15/73	6/30/80
Jerry Edelman, M.D., Interim	7/01/80	6/30/83
Jan D. Smith, M.D.	7/01/83	7/31/85
K. Reed Peters, M.D., Interim	8/01/85	2/04-86
F. Miles Skultety, M.D., Ph.D., Interim	2/05/86	5/31/86
Michael L. Nanrwoold, M.D.	6/01/86	9/02/87
Dennis F. Landers, M.D., Ph.D. Interim	9/03/87	3/11/89
Dennis F. Landers, M.D., Ph.D.	3/12/89	12/26/94
Myrna C. Newland, M.D., Interim	12/27/94	5/26/94
Dennis W. Coombs, M.D.	6/01/96	3/31/97
Myrna C. Newland, M.D., Interim	4/01/97	4/27/97
John H. Tinker, M.D.	4/28/97	present

Anesthesiology had the greatest number of chairs and interim chairs of any department. For reasons about which the author is not sanguine departments of anesthesia throughout the country have been "unstable" during the past 20 years. Dr. Daniel W. Wingard had served as Chair for many years up until 6/30/80 when he resigned. Subsequently, there have been 4 chairs and 6 interim chairs prior to Dr. John Tinker becoming Chair on 4/28/97. He continues to serve to the present time. With the exception of Dr. Dennis Landers, tenures were quite short, respectively 9 months, 14 months, and 25 months. Dr. Landers served for 5 years and 9 months plus having been interim Chair for 9 months prior to that.

Department of Family Medicine

Margaret E. Faithe, M.D., Interim	8/01/80	3/19/81
Robert L. Bass, M.D., Interim	3/20/81	1/31/82
Robert L. Bass, M.D.	2/01/82	6/30/89
Michael A. Sitorius, M.D., Interim	7/01/89	5/10/90
Michael A. Sitorius, M.D.	5/11/90	present

Dr. Francis Land was the first Chair of the Department of Family Practice from the time it became a Department in 1970 until his departure in 1980. The name was changed to Family Medicine during his tenure. Dr. Michael A. Sitorius, the present Chair is only the third individual to head the Department since its inception.

Department of Internal Medicine

Joseph C. Shipp, M.D.	7/01/70	11/31/79
Michael F. Sorrell, M.D., Interim	12/01/79	4/30/81
Michael F. Sorrell, M.D.	5/01/81	10/14/90
James O. Armitage, M.D.	10/15/90	12/31/99
Joseph H. Sisson, M.D., Interim	1/01/00	6/30/01
John L. Gollan, M.D., Ph.D.	7/01/01	present

Department of Dermatology

Dr. Ramon Fusaro was Chair of the Department of Dermatology from 10/01/70 until it merged with Internal Medicine Department 7/01/82.

Department of Neurology

Dr. Donald R. Bennett was Chair of the Department of Neurology from 7/01/75 until retiring on 6/30/86. Dr. Ronald F. Pfeiffer became interim Chair, and served in that position until Neurology merged with the Department of Internal Medicine on 7/01/87.

Department of Neurological Sciences

In February of 2000 a new Department of Neurological Sciences was approved. Dr. Pierre Fayad was appointed Chair 4/01/01 and neurology was returned to departmental status.

Department of Obstetrics and Gynecology

Joseph C. Scott, Jr., M.D.	10/12/74	10/30/87
McClure L. Smith, M.D.	11/01/87	10/31/96
Carl V. Smith, M.D., Interim	11/01/96	2/28/98
John T. Repke, M.D.	3/01/98	3/02/02
Carl V. Smith, M.D.	3/03/02	present

Department of Ophthalmology

Raymond E. Records, M.D.	12/01/70	5/31/89
Stanley M. Truhlsen, M.D., Interim	6/01/89	6/30/90
Michael E. Yablonski, M.D.	7/01/90	4/11/00
Carl B. Camras, M.D., Interim	4/12/00	11/31/00
Carl B. Camras, M.D.	12/01/00	present

Department of Orthopaedic Surgery and Rehabilitation

John F. Connolly, M.D.	7/01/75	1/01/90
Kevin L. Garvin, M.D., Interim	1/02/90	3/31/91
James R. Neff, M.D.	4/01/91	6/30/00
Kevin L. Garvin, M.D.	7/01/00	present

Department of Otolaryngology-Head and Neck Surgery

Dr. Anthony J. Yonkers was Chair of what was then the Department of Otolaryngology in 1980 having served in that capacity since 7/01/74. In January 1992 the Department name was changed to the Department of Otolaryngology-Head and Neck Surgery to reflect the change in its services which involved more extensive external surgery than traditional ENT encompassed. Dr. Yonkers stepped down 7/31/99 and Dr. Donald A. Leopold became Chair on 8/01/99 and serves in that position to the present time.

Department of Pathology and Microbiology

In 1980 Dr. Clarence A. McWhorter was Chair of the Department of Pathology and Dr. Harry W. McFadden, Jr., was Chair of the Department of Medical Microbiology. The two departments merged 7/01/85 to form the present Department of Pathology and Microbiology. Dr. David T. Purtilo, had been Chair of the Department of Pathology since 4/01/81 and became Chair of the new department. He remained in that position until his untimely death on 9/28/92. Dr. Samuel M. Cohen, the present Chair, assumed the position at that time.

Department of Pediatrics

Glenn C. Rosenquist, M.D.	7/01/76	3/31/80
Carol R. Angle, M.D.	4/01/80	9/30/85
Philip J. Hofschire, M.D., Interim	10/01/85	11/30/86
Jaime L. Frias, M.D.	12/01/86	11/30/91
Bruce A. Buehler, M.D., Interim	12/01/91	8/31/94
Bruce A. Buehler, M.D.	9/01/94	present

Department of Psychiatry

As of July 1, 1987, the University of Nebraska Department of Psychiatry joined with the Creighton University Department of Psychiatry to form a combined department. Dr. Merrill T. Eaton was chair of the University of Nebraska Department of Psychiatry from 7/01/68 until 6/30/85. Dr. Frank J.

Menolascino became Chair 9/01/85 and continued as Chair after the two departments merged. He stepped down 4/02/92. Dr. Robert J. Ellingson became Chair at that time and served until 9/30/93. The present Chair, David G. Folks, M.D., has served since that time. On July 1, 1999, the department again became an independent department of the College of Medicine. The residency program remained combined with Creighton. With the loss of the Nebraska Psychiatric Institute inpatient, clinic work was transferred to the Richard Young Hospital.

Department of Radiology

Harold A. Baltaxe, M.D.	1976	9/30/81
Charles A. Dobry, M.D., Interim	10/01/81	8/14/82
Thomas J. Imray, M.D.	8/15/82	1/31/96
David D. Stark, M.D.	2/01/96	6/30/00
Craig W. Walker, M.D., Interim	7/01/00	3/31/01
Craig W. Walker, M.D.	4/01/01	present

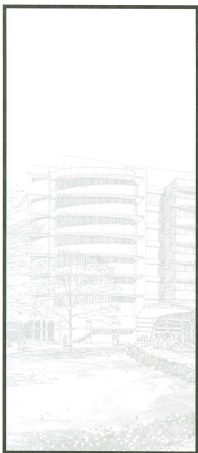
Department of Radiation Oncology

The Department of Radiation Oncology was approved by the Board of Regents 3/26/94. At that time Dr. Thomas J. Imray was Chair of the Department of Radiology. Dr. Glenn V. Dalrymple became Chair of the new department 7/01/94 and served until 4/30/96. Dr. Rowen K. Zetterman served from 5/01/96 to 1/31/98. Dr. Charles A. Enke the present Chair assumed the position on 2/01/98.

Department of Surgery

Paul E. Hodgson, M.D.	8/10/72	7/30/84
Layton F. Rikkers, M.D.	8/01/84	3/31/95
Jon S. Thompson, M.D., Interim	4/01/96	12/31/96
Byers W. Shaw, Jr., M.D.	1/01/97	present

Neurosurgery and Urology were both separate departments in 1980. Neurosurgery had been a Section of Surgery until 1973 when it became a separate department. Dr. F. Miles Skultety had been Section Chief and became Department Chair at that time. Neurosurgery merged with Surgery 7/01/87 following Dr. Skultety's retirement. Urology had been a Section until Dr. Francis F. Bartone became Chair of the new Department 1/01/67 and served in that capacity until Urology merged with Surgery in October 1984.



EDUCATION

EDUCATION

Following the Flexner Report, the nature of medical school teaching became more standardized in the United States. In general, a four-year formal structured program became the norm. There was a series of basic science courses the first two years followed by two years of clinical education. This program remained largely unchanged in the majority of medical schools for the next 75 years.

Except for minor adjustments, the College of Medicine followed the standard until recently. In the 70's in response to a national concern about a perceived shortage of physicians, the College of Medicine implemented a 12 quarter curriculum, shortening the total time to 3 years. One-hundred and fifty students per year were accepted instead of 120 which had been the case for some time previously. The program ran from 1972 to 1979 when the 4 year, 16 quarter curriculum was reintroduced (6). About the same time a few problem based learning sessions were introduced into the curriculum.

The results of a national study in the mid 1980's criticized the traditional way medicine was taught. In response to this Dean Robert Waldman initiated a review of the Nebraska program. The curriculum committee, with input from members of the faculty, began to initiate some changes. Problem based learning, use of standardized patients, decreased lecture hours and an increase in small group sessions were introduced along with other changes; however, no extensive overhaul of the curriculum was carried out.

In 1989 the Dean appointed four blue ribbon committees to study the curriculum: a Committee on Educational Goals, a Committee on Evaluation, a Committee on Ambulatory Education, and a Committee on Basic Science Curriculum. (40) As a result of these evaluations, a new and significantly different curriculum was proposed. This information was provided to the faculty and their input was requested. Meetings were carried out with Department Chairs, and efforts were made to keep the faculty informed about the committees' activities. In 1991, an integrated curriculum was proposed. In brief, an integrated curriculum eliminates teaching by subject, i.e. anatomy, physiology, etc., and instead teaches by systems, i.e. anatomy, physiology, etc. of the cardiovascular system, taught as a unit. Students have increased

responsibility for their education and the system is changed from faculty oriented teaching to a student oriented learning system. Student evaluation is done by a combination of tests including objective, essay, and small group participation.

The original group appointed by Dean Waldman to assess UNMC medical educational programs concluded that the existing curriculum failed to prepare students for the complexities of medicine in the future. It did not recognize that medical students were adult learners and forced students to deal with too much information. The object of the new program was to provide students with the tools to acquire the information they needed by focusing on problem solving and interpretive skills.

Six subcommittees of the Curriculum Committee were formed to make recommendations for and evaluate a new curriculum. It became apparent that the new curriculum would require more faculty and more faculty time, especially the clinical faculty. After a manpower analysis, it was determined that sufficient faculty would be available to carry out the new program. On the basis of information from the subcommittees, a new curriculum was developed and proposed to the faculty. In March 1992 the general faculty voted to accept this new curriculum.

The new first year curriculum was initiated with the entering class in August 1992. Subsequently, the new curriculum for each year was introduced as this class reached it so that at the end of four years the entire curriculum had been introduced. Subsequent entering classes would follow the new curriculum.

In the first year four core courses emphasizing normal structure and function are covered in sequence during the morning hours. These are structure of the human body core, cellular processes core, neuroscience core and function of the human body core. In the later part of the morning, several times a week, a problem based learning experience is introduced wherein students are presented with information about a patient that relates to the subjects being covered in the appropriate cores and they are to "solve" the problem. Two afternoons a week are devoted to integrated clinical experience in which the bio-psycho-social aspects of medicine are presented and discussed. Each student has a three week rotation with a primary care physician during the first year. At the end of the year a comprehensive examination is given.

Figure 13

University of Nebraska College of Medicine: Nebraska

First Year Curriculum — Normal based

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Summer
A.M.	Intro. To Med. In 21 st Cent.*	Structure of the Human Body Core		Cellular Processes Core		Neuroscience Core		Function of the Human Body Core		
P.M.		PBL — Problem-Based Learning (Approx. 2-3 hours per week)								3 week Primary Care Experience
		ICE - Integrated Clinical Experience — Two afternoons per week - Behavioral								

*Introduction to Medicine in the 21st Century — Three day orientation

Second Year Curriculum — Organ based

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	
A.M	Introduction to Disease Processes Core			Cardio/Pulm/ Ent/Endo Core		Neuro/Ophth/ Psych Core		Hem/Onc/MS/ BLS/Derm Core		GU/GI Core	USMLE Step 1
	Problem-based Learning (Approx. 2-3 hours per week)										
P.M.	Integrated Clinical Experience — Two afternoons per week										

Third Year Curriculum

Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Family Practice		Pediatrics		Surgery		Internal Medicine		Psych		Ob/Gyn	

Fourth Year Curriculum

Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Basic Science Select.	Elect.	Elect.	Elect.	Elect.	Elect.	Elect.	Elect.	Elect.	Vacation

In general the second year follows the same format. However, the morning core programs are more oriented toward the abnormal. These are introduction to disease processes core, cardiology/pulmonary/ear, nose and throat/endocrinology core, neurology/opthalmology/psychiatry core, hematology/oncology/musculoskeletal/basic life support/dermatology core, and genitourinary/gastrointestinal core. Problem based learning sessions are still carried out several times a week in the latter part of the morning related to the material being presented in the core course at that time. The afternoons continue to be devoted to integrated clinical experience two afternoons a week. At the end of the year the students must take the United States Medical Licensing Examination (USMLE) Step I.

The last two years are devoted to clinical teaching much as in the traditional curriculum. In the third year there are mandatory rotations in Family Practice, Pediatrics, Surgery, Internal Medicine, Psychiatry, and Obstetrics-Gynecology.

In July of the fourth year, each student takes an elective in a basic science field. A number of programs have been developed by each of the basic science departments and the students elect one of these programs. The rest of the fourth year is devoted to elective one-month rotations in various clinical areas. At the end of the year the student must pass the USMLE Step II.

Because of the involvement of multiple departments and classes in this integrated program, an Educational Support Office was opened in May 1992. Various aspects of the curriculum are integrated and coordinated at this office. Appropriate information is sent to the faculty and other administrative matters are handled here. The overall supervision of the integrated program and the entire curriculum is the responsibility of the Associate Dean for Curriculum.

The College of Medicine is involved in a significant number of other integrational programs. In the early 1930's, classes in medical technology and radiologic technology were offered under theegis of the College of Medicine. Classes in other allied health programs were added as time went on. Finally in 1972 the School of Allied Health Profession was established within the College of Medicine and an Associate Dean for Allied Health was appointed. Programs continued to expand and in 1997 at the time of the 25th anniversary of the founding of the School of Allied Health Professions there were 10 programs: Clinical Perfusion, Cytotechnology, Diagnostic Medical Sonography, Medical

Nutrition, Medical Technology, Nuclear Medicine Technology, Physical Therapy, Physicians Assistants, Radiation Therapy, and Radiography. (68) Tables 7 and 8 lists the divisions School of Allied Health Professions in 1980 and in 2002.

In 1972 there were 123 students registered and in 2002 there were 335. There were no full time faculty members in 1972, whereas at the present there are 30. There were 38 clinical affiliation sites in 1972 and 610 clinical affiliation sites and health professionals were involved in teaching students in 2002.

The College of Medicine had already increased the number and scope of its Graduate College programs by 1980. Basic graduate degree programs in specific departments, (i.e. anatomy, biochemistry, etc.) and a medical science interdepartmental area graduate program were, and still are, offered. The interdepartmental area program is somewhat more flexible and the degree is awarded in medical science as opposed to anatomy, biochemistry, etc.

In 1980, anatomy, biochemistry, medical microbiology, pathology, and physiology and biophysics departments offered degrees in their specific fields and were also involved with 10 other departments in the interdepartmental area program. In 2000 the changes in "specific" degree programs were due mostly to departmental name changes. Biochemistry and Molecular Biology, Cell Biology and Anatomy, Pathology and Microbiology, Pharmacology, and Physiology and Biophysics had degree programs in each of their fields and each of these departments were involved with nine other departments in the medical science interdepartmental program.

Table 7

Divisions of the School of Allied Health Professions - 1980

Biomedical Communications (discontinued 1992)	Physical Therapy Education
Health Services (discontinued 1985)	Physician Assistant Education
Nurse Anesthetist (discontinued 1982)	Radiologic Technology
Medical Nutrition Education	Nuclear Medicine Technology
Medical Technology	Radiation Therapy Technology

Table 8

Divisions of the School of Allied Health Professions - 2002

Clinical Perfusion Education	Nuclear Medicine Technology
CT/MRI	Physical Therapy Education
Cytotechnology	Physician Assistant Education
Diagnostic Medical Sonography	Radiography
Medical Nutrition Education	Radiation Therapy Technology
Medical Technology	

In 1980, there were 100 students registered in the graduate programs including 21 in the medical science area. In 2000, there were 101 students registered including 13 in the medical science program. In 1980, there were 15 PhD degrees awarded including three in medical science and 10 masters degrees including 2 in medical science. In 2000 there were 24 PhD degrees awarded including 3 in medical science and only 2 master degrees in biochemistry and molecular biology. As noted there was no significant change in the number of students registered in the graduate programs between 1980 and 2000. However, there was an increase in the number of PhD's awarded in 2000 as compared to 1980 and a decrease in the number of master's degrees. A discussion of the significance of this is outside the scope of this report.

An MD/PhD program was first offered 15 years ago. At that time it had no centralized financial or administrative support. The departments of Pathology and Microbiology had the most active programs and actively supported students with MD/PhD objectives. An MD/PhD Scholars Program was created in 1994. The College of Medicine Research and Development Committee became responsible for the Program. The Associate Dean for Research and Development chairs the MD/PhD Scholars Program Committee which is a subcommittee of Research and Development.

Interested individuals must make their desires to enter the program known at the time of, or before, their application to the College of Medicine. Students are selected for admission into the program on the basis of excellent undergraduate GPA, MCAT scores, research experience and scientific motivation as judged by an extensive interview. Those accepted, "MD/PhD Scholars," receive an annual stipend and their tuition is waived for both medical and graduate school. The training program begins during the summer prior to their first year of Medical School when the students participate in a summer research program which will provide exposure to several of the PhD Graduate Programs.

Scholars participate in the course work of the first two years of Medical School and spend the summer between the first and second years involved in initial studies on a specific research topic. After the second year of Medical School, the student enters his/her selected program as a full-time graduate student. Two or three years will be needed to complete the graduate program after which the student joins that year's third year class in Medical School and completes his/her last two years.

There were some interns in the University of Nebraska Hospital shortly after it opened in 1917. However, the first residency was in surgery in 1947, followed by programs in internal medicine, obstetrics and gynecology, psychiatry and pediatrics in the late forties (3). The programs expanded both in variety and the number of positions. In 1980-81 there were 16 accredited core residency programs with 272 house officers. In addition there were 6 accredited subspecialty programs. There were 39 family practice residents at UNMC, plus 14 at the Lincoln Memorial Education Foundation. In the 2000-01 academic year there were still 17 accredited core residency programs with 389 house officers. Some programs had been discontinued and others started but the total number remained the same. There were 12 accredited subspecialty programs.

The family practice program had expanded. There were 24 residents at the Lincoln Medical Education Foundation and 49 at UNMC including 27 military (Air Force). In 1992 a rural residency program within Family Practice was started and at the present time there are 4 residents in Scottsbluff, 5 in Grand Island, 4 in Kearney, and 3 in North Platte.

Table 9
UNMC Residency/Fellowship Programs
1980 - 1981

Anesthesiology	Orthopedics
Dermatology	Otolaryngology
Family Practice - Omaha	Pathology
Family Practice - Lincoln	Pediatrics
Internal Medicine	Pediatric GI
Hematology/Oncology	Psychiatry
Gastroenterology	Child Psychiatry
Pulmonary	Radiology
Cardiology	Surgery
Neurology	Urology
OB/GYN	
Ophthalmology	
Oral Surgery	

In 1990, the Legislature approved the establishment of a Rural Health Education Network for the purpose of exposing students to the delivery of health care in rural areas of Nebraska (34). It was funded in 1991 and at first only medical students participated in the program. However, other Colleges of the Medical Center were soon involved and now medicine, dentistry, pharmacy, nursing and physicians assistant programs are all involved. In the new College of Medicine curriculum, all students spend 3 weeks between the first and second year in a rural setting, plus two months in the third year. This is now an extensive network of communities and approximately 1,000 preceptors are involved in the program.

About that same time the Rural Health Opportunities Program (RHOP) was instituted. The Colleges of Medicine and Dentistry, in conjunction with Chadron State College and Wayne State College participate in this program. Incoming freshman at either college with an interest in going into medicine or dentistry are able to save a spot in either school on entering college (36).

A number of "community outreach" programs have been developed in the past 20 years. The programs are diverse and do not necessarily fall under theegis of a specific medical center entity. As a result the following list does not cover every outreach program in which UNMC is involved. However, it will serve to illustrate the extent of the College of Medicine's involvement in educational programs.

Table 10

UNMC Residency/Fellowship Programs
2000-2001

Anesthesiology	Ophthalmology
Pain Management	Oral Surgery
Family Practice - Omaha	Orthopedics
Family Practice - Military	Otolaryngology
Family Practice - Lincoln	Pathology
Internal Medicine	Hematopathology
Hematology/Oncology	Pediatrics
Gastroenterology	Pediatric GI
Pulmonary	Pediatric ID
Cardiology	Psychiatry
Geriatrics	Child Psychiatry
Endocrine	Radiology
Neurology	Interventional Radiology
Neurosurgery	Surgery
Nuclear Medicine	Urology
OB/GYN	

Mini-Medical School, started in 1995. It offers to the public free-of-charge, a number of evening programs on various subjects (i.e. the brain, cancer, women's health, etc).

Community Health Line, started in 1984. It is the longest running locally produced health program in Omaha radio and has been hosted by Dr. Bill Gust and Tom O'Connor for the past 13 years. It covers a variety of health issues.

Life Quest, a television program covering medical topics of interest. It was discontinued in the year 2000.

Health Watch. Segments on KETV (Channel 7) started in 1993. At the present time it is hosted by Dr. Jose Romero. It airs four times per week, 10 pm on Saturday, and three 5 pm segments during the week. The Thursday segment is always a live in studio interview with Dr. Romero.

Health Science Meet. An event open to all eighth grade students in the State. Students must do a health science project in their region. The best projects qualify to come to Omaha in the summer for the Health Science Meet. It was started in October of 1992, with the first students coming to UNMC in June of

1993. About 60 students qualify for Omaha each year. Hundreds participate at the regional level.

KMTV (Channel 3). Segments with Dr. Bruce Buehler, a question and answer format is used with the TV anchorperson questioning Dr. Buehler about medical subjects in the news.

UNMC Community Academy. Ninth grade students spend three days per week for six weeks at the Medical Center (Tuesday, Wednesday, Thursday). A different "subject" is covered each week. The program hopes to turn the student on to science, math, and/or opportunities in the health care science field (66).

UNMC has been involved in continuing education for some time, i.e. the 30th Family Practice Review Course was held in 2001. The number and variety of material offered has increased significantly since the first Family Practice Review. At present the Center for Continuing Education is involved in the accreditation of the following programs.

Departmental rounds are reviewed and accredited by the Center upon request of the departments. Various review programs, symposia, and programs on multiple subjects focusing on such things as endoscopies are held on campus or at appropriate locations within Omaha. Additionally the Center is involved in the organization and/or accreditation of programs in such diverse locations as Hawaii and Utah. Taped programs for interactive self instruction are available as well as self evaluation material in some journals.

These examples are by no means inclusive of all of the continuing education programs in which the Medical Center is involved but serve to illustrate the degree of that involvement.

The College of Medicine has made significant progress regarding gender and equity issues during the last 20 years. An Office of Student Equity and Multicultural Affairs exists which has a number of programs oriented to recruiting and retaining minority students. The office purchases from the American College Testing Service the names of minority students with scores in the upper 25%. These students are contacted and offered an opportunity to be placed in the prospective student data base. This has resulted in many more minority students ultimately applying for admission.

The office has established affiliations with several colleges with a high minority student population. Faculty from these schools are invited to come to UNMC to meet College of Medicine faculty members as well as look over the research going on and in general get some orientation to our program. Faculty from the College of Medicine go to these schools to present material on their

research and to establish a closer liaison. Student with appropriate GPAs are urged to apply to the University of Nebraska College of Medicine. A few students spend summers at UNMC working with researchers. Once a minority student is registered and attending school, the Office of Student Equity and Multicultural Affairs attempts to assist in any way possible, from checking on schools for their children if they are married or checking on housing availability to providing counselors to whom the student can talk and attempt to solve personal problems.

To further enhance the College of Medicine's effort at recruiting and retaining minority students, Dr. Kristie Hayes was appointed Assistant Dean for Students and Multicultural Affairs in February of 2002. It is not within the scope of this report to record all of the many ways in which the College of Medicine is increasing its effort to recruit and retain minority students but the above will serve as an illustration.

In 2001, UNMC started a program titled NU-PATHS with UNL. The program recruits talented minority students who are seniors in high school or after their freshman year at UNL. Students who are accepted must maintain a cumulative GPA of 3.25. Those considering the College of Medicine must have a cumulative GPA of 3.50. Each student has an NU-PATHS advisor, a UNL advisor, and a UNMC discipline specific representative to guide them through the program. The first student from the program entered the College of Dentistry in the fall of 2002.



CLINICAL PRACTICE

CLINICAL PRACTICE

The clinical teaching of medical students was done by volunteer faculty from the inception of the College of Medicine until the 1950's. The fully accredited status of the College was tenuous for several reasons one of which was the absence of a full time clinical faculty. A few appointments were made prior to 1950. Then in 1954 four men were appointed to full time positions. Dr. Robert Grissom in Internal Medicine, Dr. Gordon Gibbs in Pediatrics, Dr. Roy Holy in Obstetrics, and Dr. Merle Musselman in Surgery. (2)

The situation remained essentially unchanged until the 1960's when Dean Cecil Wittson began actively recruiting full time clinical faculty. This resulted in the need for an increasingly diverse patient population, more non indigent or private patients and a system for reimbursing physicians for services rendered. (24) There was no policy regarding the professional fees generated by the treatment of private patients by the clinical faculty. (25) Some individuals were salaried full time and any professional fees generated by them went to their respective departments, others retained their fees and several modifications of these two themes existed. It became obvious that some definitive system had to be developed.

The history of the development of a reimbursement system for patient care by full time clinical faculty has been set down in detail in "University of Nebraska Hospital: The First 75 Years" (23) for those who are interested. The Nebraska Clinicians Group (NCG) was formed under a medical service plan which established a group practice of geographic full time physicians at the University of Nebraska Medical Center.

A Clinical Practice Board (CPB) was formed in 1986 when the hospital discontinued maintenance of the outpatient clinics. The Board took over the management and fiscal responsibility of all outpatient clinics on and off campus. The Nebraska Clinicians Group (NCG) retained fiscal responsibility through the Professional Fees Office (PFO) for the billing and collecting of all professional fees for outpatient services as well as inpatient.

In 1993, the University Medical Associates (UMA) was formed to take over the function of the Clinical Practice Board (CPB). In 1995, the Nebraska Clinicians Group was eliminated and the University Medical Associates became

the sole organization to manage all clinical activity, both inpatient and outpatient, for the faculty. The PFO was retained as the fiscal agent of the University Medical Associates to bill, collect and disperse professional fees. In 1995 the University Medical Associates became a not for profit 501(C)3 corporation. A number of departments and divisions had formed separate corporations to handle their financial matters under the egis of the Nebraska Clinicians Group. They were all dismantled and folded into the single entity of the "University Medical Associates" which was essential to comply for designation as a 501(C)3 organization.

New bylaws were drawn up and accepted by the Board of Regents. Membership consisted of ".....all full-time, part-time, and volunteer physician faculty members of the College of Medicine who provide clinical service at the University of Nebraska Medical Center". The affairs of the corporation are managed by a Board of Directors. The Board consists of each clinical chair, four at-large representatives (full-time faculty), the Associate Dean for Clinical Affairs as Chair, the UMA Chief Administrative Officer, and the Dean of the College of Medicine, ex-officio without vote. There is an Executive Committee consisting of the four elected members at large plus four department chairs, and the Associate Dean for Clinical Affairs. The UMA Chief Administrative Office and the Dean of the College of Medicine are ex-officio members without vote.

A Physician Hospital Organization (PHO) was formed with representatives from the hospital and the University Medical Associates for the purpose of carrying out joint ventures relating to the provision of services to outside health care organizations. It has continued to function subsequent to the merger of the University and Clarkson Hospitals and now has representatives from NHS and UMA and has fostered relationships and services to an increasing number of outside health care organizations.

With the increase in full time faculty, the number and diversity of clinical programs at the Medical Center expanded. Subsequent to 1980 in addition to the growth of "standard" services a number of unique programs were started. A kidney transplant program had begun prior to 1980. On July 19, 1985, the first liver transplant was performed (28). Subsequently small bowel transplant, pancreas transplant and multiple organ transplant programs were added. An internationally recognized bone marrow transplant and leukemia treatment program commenced in the 1980's. One of the first Robotic Surgical Equipment systems in the region was installed at the University Hospital operating rooms

in 2000. (83) Extensive electronic communication systems were installed throughout the Medical Center. The number of sub-specialty services increased which is reflected in the list of fellowships offered in 2000-01 as compared to 1980-81 in the section on education. All of this attested to the rapid changes occurring at UNMC.

The expanding clinical services put an increasing burden on the limited physical facilities of the University Hospital. The proximity of Clarkson Hospital appeared to offer an obvious solution. However this was not as obvious as it seemed.

In 1953 the University acquired land north of Dewey Avenue and west of 42nd Street and leased it to Bishop Clarkson Memorial Foundation for the purpose of erecting a new hospital. The University agreed to extend, at its own expense, its steam and hot water to the hospital and to provide those services at cost. The University also agreed to do all the necessary laundry work for the hospital at cost. The lease contract stipulated "....in the event that the second party (Bishop Clarkson Memorial Hospital) should desire to cease operating the hospital the first party (University) shall have the option to buy said hospital and other facilities at the same price as may be obtained by the second party elsewhere." (9) The Bishop Clarkson Memorial Hospital was subsequently built and began receiving patients December 16, 1955. (22)

The relationship between the two institutions was "at a distance" for most activities. However, from the onset a number of members of the Clarkson staff had appointments as volunteer faculty members at the College of Medicine. As the Medical Center began to acquire a full time staff (2), the majority of these individuals applied for and were granted appointments to the Clarkson staff.

Many of the Clarkson voluntary faculty offered electives for medical students which were usually full. Similarly residents in a number of services spent time at Clarkson under the egis of a Clarkson staff member. The Internal Medicine service had the largest number of residents through the years. The majority of these residents went through specialty services at Clarkson that were not available at the Medical Center. As the services were developed at the Medical Center, those at Clarkson were no longer used and the number of residents at Clarkson gradually diminished. Medical residents stopped going to Clarkson some time in the early nineties. A number of other departments of the College of Medicine had residents at Clarkson on the services of voluntary faculty members. This was quite variable through the years and there is no accurate record available.

Starting during the tenure of Chancellor Wittson, several attempts were made through the years to develop a closer physical and/or administrative integration. None were successful. One or the other party would pull back before any definitive agreement was reached.

In 1988, an outside consultant studied areas of possible integration between the University Hospital and Clarkson Hospital. The report concluded that the two hospitals should move to share use of their facilities and form common government and management strategies as appropriate. Each should maintain separate medical staffs and retain individual ownership of existing assets. It did not recommend a merger. (29) In 1989 a Joint Planning Board of the University Hospital and Clarkson Hospital was developed to study possible joint programs. (31).

In April 1993, a joint project was started which would provide new steam lines to three UNMC buildings and a larger steam line to Clarkson. In addition, chilled water levels were to be installed from Clarkson's plant to UNMC to provide backup in the summer and chilled water to Clarkson in the winter. (41) About that same time BCMH and UNMC announced plans to pursue a lease agreement in which the University Hospital would lease bed space from Clarkson Hospital. To facilitate patient and staff traffic, a covered, all weather link connecting the two hospitals would be constructed across Dewey Avenue. (42)

In the Spring of 1994, negotiations were started between Bishop Clarkson Memorial Hospital and Columbia/HCA Health Care Corporation pertaining to Columbia purchasing Clarkson. (45) Subsequently the talks between the University Hospital and Clarkson Hospital regarding leasing of beds was discontinued. The Medical Center was concerned that a for profit institution would have an adverse effect on such joint programs as existed between UNMC and BCMH and seriously hinder further negotiations.

The attorneys for Clarkson Hospital inquired as to whether or not the University intended to exercise its option as per the 1953 agreement. Subsequently Clarkson was requested to provide information so that a prudent recommendation could be made to the Board of Regents regarding the University's possible purchase of Bishop Clarkson Memorial Hospital. (48,49)

In June 1995 the Board of Regents voted to exercise its option to buy Clarkson Hospital. (50,51). Subsequently Bruce Lauritzen, Chairman of the

Clarkson Hospital Board, offered to meet with Medical Center officials to discuss Clarkson's future. He also said that any legal action would have to be filed by Columbia HCA whose offer to buy Clarkson had been accepted by the Hospital Board. (51) Columbia/HCA Health Service Corporation filed a law suit in Douglas County District Court on June 12, 1995 to determine the validity of the original agreement. Ultimately the court ruled in favor of the University and Columbia/HCA discontinued its negotiations with Bishop Clarkson Memorial Hospital.

Early in 1996, Alegent Health approached the University of Nebraska Medical Center regarding the feasibility of UNMC becoming a partner. On March 20, 1996, Alegent Health and the University of Nebraska Medical Center announced plans to partner (58) and a letter of intent was signed (59). Subsequently a major administrative problem occurred in the Medical Center which is discussed in the section on Administration. As a result, University President Smith requested that the target date for final agreement be pushed back 45 days (60). The Alegent Board did not grant this request and negotiations halted.

Dr. William Berndt was appointed Chancellor subsequent to the resignation of Dr. Carol Aschenbrenner. He asked Dr. Harold Maurer, Dean of the College of Medicine, to lead a UNMC effort to examine its approaches to selecting a potential partner. (64). Chancellor Berndt contacted Bishop Clarkson Memorial Hospital administration regarding the possibility of integrating both clinical operations and found they were interested. He subsequently appointed Dr. Maurer to head a UNMC group to meet with a group from BCMH to work out details for a possible merger. Ultimately it was recommended that UNMC and BCMH create a joint operating company to manage the hospital and clinic operations of both institutions. The 1953 agreement was to remain in effect for 5 years. (65)

In the fall of 1997 the Nebraska Health System (NHS) was initiated. The Board of Regents approved the merger at its meeting on September 29, 1997. The Clarkson Hospital Board of Directors had approved the merger at their meeting on September 15th. A signing ceremony consummated the merger on October 1, 1997. A 12 person Board with six representatives from each Institution became the governing Board. The 12 members were: For UNMC William O. Berndt, PhD, UNMC Chancellor, Dr. James Armitage, Chairman of the Department of Internal Medicine, Jan Thayer, Nursing Home Administrator in Grand Island, James Massey of Scottsbluff, past-president of JG Elliott

Company, Lt Governor Kim Robak, and Harlan Noddle, Chairman of Noddle Development Company and for BCMH Bruce Lauritzen, President of First National Bank, Kenneth Stinson, President and Chairman, Kiewit Construction Group, Dr. Timothy Kingston, a private practice physician and partner of Surgical Services of the Great Plains, Lewis E. Trowbridge, President of Mammel and Associates, Mogens Bay, President and Chief Operating Officer of Valmont Industries, and James T. Canedy, M.D., Chairman of Clarkson's Private Practice Affairs. Dr. James Armitage was elected Chairman of the Board and Dr. Louis Burgher became Chief Executive Officer of the Nebraska Health System.

Medical staff bylaws were adopted which replaced the previous bylaws of each hospital. The Chief of Staff would come from the membership of the Medical Staff Executive Committee and be appointed by that Committee. Although it is not stipulated, the position would be alternated between the private practice physicians and the university physicians.

The Executive Committee of the Medical Staff was appointed by the Board of Directors of NHS and responsible to the Board. It consisted of 5 members from the private practice category and 5 from the academic faculty category plus 2 NHS nurses, one selected from each hospital.

The entire staff was divided into two categories. A private practice category consisting of those individuals who spent more than 50% of their professional activity at NHS and were not full-time academic physicians. Full-time academic physicians consisted of those medical staff members who spent more than 50% of their time as academic faculty.

Clinical services were divided into hospital-based services (i.e. anesthesiology, radiology, pathology) and non hospital-based services which essentially included everything else. Clinical service chiefs of the non hospital-based services "....shall be active staff members of the private practice category...". Individuals from the full-time academic faculty could not serve as clinical chief of a non hospital-based service. As to hospital-based services, the clinical chief could come from either category and would be selected by the CEO and the academic Department Chair. Term of service was two years and the position alternated between the two categories.

Without belaboring the point, the bylaws make it obvious that despite the merger, there are two Medical Staffs and much needs to be done to bring about a cohesive integrated clinical service. Clinical practice of both the "Clarkson

physicians" and the "University physicians" were and will continue to be modified by the merger.

In the Fall of 1998, the University Medical Associates (UMA) and the Nebraska Health System (NHS) arrived at a management agreement to jointly manage their respective primary care and specialty clinics. On or about September 15, 1998, all UMA clinics staff and clinic administrative employees became employees of NHS. All UMA physicians and midlevel providers remained employees of UNMC and UMA.

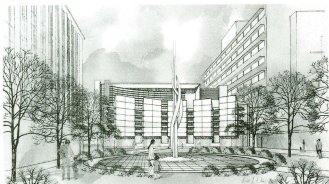
The agreement was approved by the UMA Board of Directors and the NHS Executive Council. The two UMA hospital based operations hematology/ oncology and geriatrics were excepted from the rule. (88)

This management agreement was modified in 2000. At that time NHS signed a management agreement with UMA that UMA assume management of ten of the eighteen clinic settings which had been managed by NHS (73). As it turned out, those clinics were the ones primarily under UMA prior to the 1998 agreement. Remaining clinics were those that had been mainly "Clarkson clinics" prior to 1998 agreement. Therefore the situation was essentially as it had been before the merger and as far as outpatient clinics were concerned, a unified system of outpatient clinics did not exist.

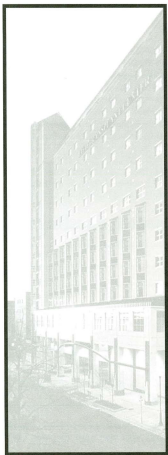
In the Fall of 2000, the Board of Regents extended the original 5 year lease to 40 years. Chancellor Harold Maurer stated ".....by extending the lease agreement to 40 years, we are sending a loud and clear message that the partnership is working and that both members view this as a permanent arrangement." The Board also approved several amendments to the Joint Operating Agreement the most significant being the termination of the 1953 Right of First Refusal Agreement and deletion of language that gave both parties the right to withdraw from the Joint Operating Agreement without cause. (77). In November 2000, Dr. Louis Burgher, CEO and President of NHS, submitted his resignation. He agreed to stay until a replacement was found. He noted that there were still a number of physicians and staff members who believed that the two hospitals were too different to maintain a lasting and equal partnership. The Nebraska Health System remains a campus divided, Clarkson to the North of Dewey Avenue and University Hospital and NU Medical Center to the South. The actual physical separation ceased with the construction of a corridor connecting the two hospitals which bisected Dewey Avenue. (89)

There was already some “bad blood” between the two institutions because of the court battle over the 1953 agreement. Not all departments joined together easily. The Radiology Department was an example. The Heads of each of the two Departments were unable to agree on anything. Ultimately resignations of both helped to begin to heal the wounds and at the present time there is a single Radiology Department and the director is Dr. Craig Walker, who is a full time faculty member. There was a jump in the number of doctors and administrators retiring or taking other jobs. There was a 10 percent loss the first year as compared to the normal staff turn over of 6 percent per year. Chancellor Maurer noted that some resignations were to be expected as a result of the merger. He stated that the physicians who replaced those that had resigned didn’t have the emotional attachment to the “old hospital” and would be more likely to “.....embrace the opportunities of the new system.” Lastly Dr. James Armitage, Dean of the College of Medicine and former Chairman of the NHS Board said, “If you really don’t like it, this is the way its going to be. We haven’t done all the things we need to do, but there is no question that it will happen.” (15)

Further evidence that the merger has become a physical fact is manifested in the construction of a Center for Clinical Excellence. Groundbreaking for this structure occurred November 21, 2002. (86) It will connect the two hospitals across Dewey Avenue and will consist of four stories containing a common emergency room, a radiology and CT suite, a surgical suite, and a neonatal intensive care unit. Completion is expected May 2005.



Architect's rendering of the Clinical Center for Excellence



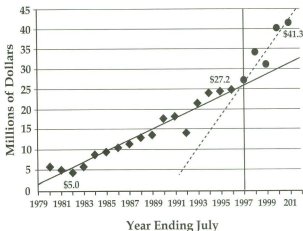
RESEARCH

RESEARCH

There has been a significant change in the number, variety, and scope of research endeavors in the 20 years from 1980 to 2000. In 1980, the National Institutes of Health (NIH) support to the College of Medicine totaled 4.6 million dollars. In the year 2000, it was 21.3 million dollars. Although the largest sum of outside funds for research comes from the NIH, there are other organizations and agencies funding research at UNMC. As of July 2001, the first funding from the Nebraska Tobacco Settlement Biomedical Research Initiative was obtained. It is assumed that this will continue to be a source of funding in the immediate future.

The total amount of money for research was 5 million dollars in 1980. By 1997, it had reached 27.2 million dollars. Since then the rate of increase has increased significantly and by 2001 it was 41.3 million dollars.

Research Funding at UNMC



7/7/01

It is not within the scope of this work to record all of the research occurring at UNMC at this time. However, there are three Program Project Grants and one Cooperative Research Project funded in excess of 1 million dollars at this time which are worthy of mention: "Neuro-Circulatory Function in Chronic Heart Failure", project director Irving H. Zucker, PhD., Chair, Department of Physiology and Biophysics; "Folic Acid and Homocysteine: Mechanisms of Heart Defects", project director Thomas H. Rosenquist, PhD, Vice-Chancellor for Research; "Molecular Origin of Cancer: Catechol Estrogen-3,4, Quinones", project director Ercle Cavalleri, DSC, Professor, Eppley Research Institute; and "SPOR in Gastrointestinal Cancer: A Cooperative Research Project Centered at UNMC", project director, Michael Hollingsworth, MD, Associate Professor, Eppley Research Institute.

Occasionally research will lead to the discovery of new products or procedures which have potential commercial application. In 1991, UneMed Corporation was founded for the purpose of marketing technologies invented at UNMC. It arose from an earlier attempt in marketing called Medigenics (32). UneMed is incorporated and independent of the University. It has a Board of Directors consisting of five individuals from the community, a secretary to the Board, and four shareholder representatives from UNMC: the Chancellor, the Vice-Chancellor of Academic Affairs, the Associate Vice-Chancellor of Academic Affairs, and Associate Dean of Graduate Studies and the Vice-Chancellor for Business and Finance. At this time the President and CEO is Thomas McDonald, PhD, Professor in the Department of Pathology and Microbiology. Linda S. Johnson, MPA, who serves as Associate Director for UNMC's Intellectual Properties Office, is Vice-President. (1)

UneMed has a Technology Development Program Agreement with UNMC to market technology invented at UNMC. "UNMC receives 100 percent of any proceeds generated by UneMed from the sale or license of technology." (1) The inventor(s) receives one-third, his/her department receives one-third, and the Administration of the Medical Center receives one-third.

In 1994 the University Hospital initiated a Clinical Research Support Service (CRSS) designed, "...to increase industrial research, facilitate translational research and boost the number of clinical trials" at UNMC. The Director of Technology Development is responsible for CRSS. "The goal of the program is to move a drug or medical device from the experimental stage to the market". (47)

Dr. Howard Gendelman is Director of the Center for Neurovirology and Neurodegenerative Diseases which is extensively funded by a variety of grants. In 2003 the Center is expected to receive approximately 6 million dollars in federal funding. (17) During the last few years research done at the Center has led to controversy with significant ramifications.

On November 28, 1999, an article appeared in the Omaha World Herald (Mary McGrath) reporting that UNMC was using "brain cells from aborted fetuses in research aimed at a better understanding of Alzheimer's disease" (10). Upon a request from the paper, Chancellor Berndt acknowledged that Dr. Leroy Carhart, operator of the Bellevue-based Abortion and Contraception Clinic of Nebraska, provided the tissue. Dr. Carhart had a voluntary faculty appointment in Pathology commencing October 1987.

As might be expected, this information caused significant controversy. The Omaha World Herald, although generally supportive of the research, reported that "when this research was proposed initially, it was effectively buried in material submitted to the Regents and lawmakers" (11).

University President Dennis Smith subsequently announced that he would form a board to advise him and the Board of Regents on bioethical issues. The Bioethical Committee was appointed and began functioning by March of 2000. It consisted of specialists in biological research, law, medical ethics, medicine, philosophy/theology, social/behavioral science and a member of the public.(72) The committee was to review appropriate policies, guidelines and regulations as they related to bioethical research being conducted at the University. The Committee was to identify broad, overreaching, principles to govern ethical conduct of biomedical research at the University of Nebraska. The Committee would not be responsible for approval of individual projects since there were processes in place at the federal and university level to approve research projects.

The University Faculty Senate at its December 1999 meeting supported the continuation of using fetal tissue. (69) It also backed efforts announced by Chancellor Harold Maurer to seek out natural sources of fetal tissue for research including tissue from miscarriage, tubal pregnancy, and stillbirth.

In 2000 a bill, LB1405, was introduced by state Senator John Hilgert which would ban the use of fetal tissue obtained from elective abortions for research, treatment, or transplantation. A hearing was held by the unicameral judiciary

committee on February 23, 2000. A number of individuals and organizations testified before the committee. The Nebraska Right To Life was opposed to the research and supported the bill. Experts from out-of-state testified. Dr. Keith Krutcher, a Professor of Neurosurgery, from the University of Cincinnati, testified in support of the bill noting that he was opposed to using the fetal tissue obtained from abortion even if it was absolutely necessary, ".....the evidence is not there that this is required or the best approach". Dr. Eugene Major, a research scientist from the National Institute of Neurological Diseases and Stroke at Bethesda, testified that tissue obtained from abortion was critical to learning about brain functioning and that a ban would cripple important research into the mechanisms of neurodegenerative diseases and the functioning of the brain. (13)

The bill died in committee on a 4-4 vote not to advance it to the full Legislature. Senator Hilgert pulled the bill from further consideration on March 28, 2000 (71).

In an editorial on February 5, 2000, the Omaha World Herald noted that LB1405 would stop research in Nebraska on neurodegenerative diseases. More importantly, at the national level, it would in all likelihood make those involved in granting research support reluctant to support other research at the University of Nebraska. Nebraska would lose a number of nationally recognized researchers from the Medical Center and would have a difficult time recruiting top ranking scientists to Nebraska. (12) In compliance with Chancellor Maurer's directive, the University of Nebraska Medical Center continued to explore other potential sources of tissue to use in place of that obtained from elective abortions. In August 2000, Dr. Gendelman reported that scientists at UNMC had been able to use cells from rapid brain autopsy. The autopsies had to be done within two hours of death. They were able to obtain two of the three cell types required for the research from this tissue. These were astrocytes and microglia support cells for the neurons in the brain but they were unable to obtain neurons. Further investigations have continued and UNMC has reallocated \$250,000 in the quest for alternative tissue sources. (74)

An in depth analysis of the College of Medicine's volunteer faculty program was carried out during the spring and summer of 2000. A new policy for appointment and retention of voluntary faculty resulted. Among the various criteria was one requiring that the primary appointment for physicians would be made in the department of their specialty training. More than 200 volunteer faculty members were sent appropriate letters alerting them to the newly

adopted policy. Those whose primary appointments were not in the department of their specialty training, were notified that their continuing appointment would end December 20, 2000, if they did not rectify this situation. (76)

Dr. Leroy Carhart, who supplied the fetal tissue to UNMC, was notified that his voluntary faculty status would be terminated since he provided abortions and conducted family practice which would not qualify him to be in the Department of Pathology and Microbiology where he had his voluntary appointment. (14) He did not seek reappointment in an appropriate department and was terminated.

Dr. Carhart filed suit against UNMC January 18, 2001 in the U.S. District Court in Lincoln. Among other things he requested that the court order the Medical Center to reinstate his voluntary faculty appointment. His lawyers alleged that he was terminated because he had challenged and ultimately defeated Nebraska's ban on partial birth abortions. (16,18) On August 23, 2001 the University announced that, ".....in light of a federal judge's prediction that it would almost certainly lose the case if it went to trial...." reinstated Dr. Carhart as a volunteering faculty member with sufficient restrictions that it was an appointment in name only. (84)

Subsequently, with the approval of the Institutional Review Board, fetal tissue was obtained from the Birth Defect Laboratory of the University of Washington. This tissue program was funded by the National Institutes of Health and had provided tissue to scientists for nearly 40 years. It provided tissue only for grant funded research. (79)

In the 2001 session of the Legislature, State Senator Dwite Pedersen introduced LB462 which would prohibit the use of fetal cells from elective abortions for medical research. Senator Chris Beutler introduced LB304 as a possible compromise. This bill would require the University to give yearly reports on its search for alternative sources and discontinue use of fetal tissue from abortions once an adequate substitute was found (82). Both bills were bracketed and subsequently came up early in 2002 Legislative Session but were withdrawn under threat of a filibuster.

In October 2002, a report to the UNMC Institutional Review Board showed a 65% decrease in the use of fetal cells. Dr. Gendelman hoped this would help to reduce the public furor on the subject. He did not expect it to appease

antiabortion activists but hoped it might persuade the Regents and the State Legislature to halt further attempts to ban research using fetal cells. (17) Even though the amount of federal financial support which Dr. Gendelman's section receives is a substantial portion of the total federal funding for the Medical Center, its leaders worry about losing State funds if the Center becomes an issue. The consequences of all this is to restrict the program from expanding including addition of new people. Fetal cell researchers will not be able to work in the new 11 story research facility, even though it is being built through private donations. More importantly expansion to the next level of clinical trials which will come about in the next couple of years will probably be restricted because researchers don't want to start trials and enroll patients unless they know they will be able to finish the research project.

Chancellor Maurer at the time of investiture indicated that he looked forward to guiding UNMC to become a world class academic health center. Much has been done already to reach this goal. However, an atmosphere of restriction such as that imposed on Dr. Gendelman is a serious threat to that goal. Should his program be forced out because of restrictive legislation the "black eye" which the Medical Center would receive nationally would be very damaging.

Unfortunately as we go to press, Senator Dwite Pedersen has introduced LB512 into the 2003 session of the Legislature to prohibit the use of fetal cells for research. (8)



REFERENCE

REFERENCE

1. Annual Report UniMed Corporation 1998
2. The First Hundred Years of the University of Nebraska College of Medicine, Omaha, Nebraska, pp 70-71
3. Ibid p 61
4. Ibid p 103
5. Ibid p 106
6. Ibid p 108
7. Ibid pp 111-113
8. Lincoln Journal Star, January 19, 2003
9. The Omaha World Herald, January 22, 1995
10. Ibid November 28, 1999
11. Ibid December 9, 1999
12. Ibid February 5, 2000
13. Ibid February 24, 2000
14. Ibid October 2, 2000
15. Ibid November 24, 2000
16. Ibid January 18, 2001
17. Ibid November 17, 2002
18. New York Times (National Edition), November 7, 2000

19. Skultety, F Miles. The University of Nebraska Hospital. The First Seventy Five Years, 1917-1992. University of Nebraska Medical Center, Omaha, Nebraska. 1994, p 8
20. Ibid pp 10-12
21. Ibid p 14
22. Ibid pp 17-19
23. Ibid pp 27-30
24. Ibid pp 28-30
25. Ibid p 30
26. University of Nebraska Medical Center NEWS, Vol. IV, No 14, April 16, 1982
27. Ibid Vol. VI, No 22, June 14, 1985
28. Ibid Special Issue, August 2, 1985
29. Ibid Vol. IX, No 6, March 18, 1988
30. Ibid Vol. IX, No. 25, December 9, 1988
31. Ibid Vol. X, No 4, February 17, 1989
32. Ibid Vol. X, No 24, November 10, 1989
33. Ibid Vol. XI, No 10, May 11, 1990
34. Ibid Vol. XI, No 19, September 18, 1990
35. Ibid Vol. XI, No 20, October 12, 1990
36. Ibid Vol. XI, No 24, December 7, 1990
37. Ibid Vol. XII, No 1, January 4, 1991

38. Ibid Vol. XII, No 5, March 1, 1991
39. Ibid Vol. XII, No 10, May 10, 1991
40. Ibid Vol. XIII, No 11, May 22, 1992
41. Ibid Vol. XIV, No 6, March 26, 1993
42. Ibid Vol. XIV, No 8, April 23, 1993
43. Ibid Vol. XIV, No 22, October 22, 1993
44. Ibid Vol. XV, No 3, February 11, 1994
45. Ibid Vol. XV, No 13, July 1, 1994
46. Ibid Vol. XV, No 14, July 15, 1994
47. Ibid Vol. XV, No 21, October 21, 1994
48. Ibid Vol. XVI, No 1, January 13, 1995
49. Ibid Vol. XVI, No 2, January 27, 1995
50. Ibid Vol. XVI, No 11, June 2, 1995
51. Ibid Vol. XVI, No 12, June 16, 1995
52. Ibid Vol. XVI, No 18, September 8, 1995
53. Ibid Vol. XVI, No 19, September 22, 1995
54. Ibid Vol. XVI, No 21, October 20, 1995
55. Ibid Vol. XVII, No 1, January 12, 1996
56. Ibid Vol. XVII, No 2, January 18, 1996
57. Ibid Vol. XVII, No 6, March 8, 1996

58. Ibid Vol. XVII, No 7, March 22, 1996
59. Ibid Vol. XVII, No 8, April 5, 1996
60. Ibid Vol. XVII, No 13, May 31, 1996
61. Ibid Vol. XVII, No 18, August 9, 1996
62. Ibid, Vol. XVII, No 20, August 28, 1996
63. Ibid Vol. XVII, No 21, September 6, 1996
64. Ibid Vol. XVII, No 23, September 27, 1996
65. Ibid Vol. XVIII, No 6, March 21, 1997
66. Ibid Vol. XVIII, No 13, June 27, 1997
67. Ibid Vol. XVIII, No 22, October 17, 1997
68. Ibid Vol. XVIII, No 23, October 31, 1997
69. University of Nebraska Medical Center TODAY, Vol. 1, Ed 12, December 10, 1999
70. Ibid Vol. 1, Ed 14, December 23, 1999
71. Ibid Vol. 1, Ed 24, March 3, 2000
72. Ibid Vol. 1, Ed 27, March 24, 2000
73. Ibid Vol. 1, Ed 40, June 23, 2000
74. Ibid Vol. 1, Ed 47, August 11, 2000
75. Ibid Vol. 1, Ed 50, September 1, 2000
76. Ibid Vol. 2, Ed 1, September 22, 2000
77. Ibid Vol. 2, Ed 2, September 29, 2000

78. Ibid Vol. 2, Ed 5, October 20, 2000
79. Ibid Vol. 2, Ed 6, October 27, 2000
80. Ibid Vol. 2, Ed 12, December 15, 2000
81. Ibid Vol. 2, Ed 15, January 5, 2001
82. Ibid Vol. 2, Ed 21, February 10, 2001
83. Ibid Vol. 2, Ed 47, July 20, 2001
84. Ibid Vol. 2, Ed 48, August 3, 2001
85. Ibid Vol. 4, Ed 2, October 25, 2002
86. Ibid Vol. 4, Ed 7, December 6, 2002
87. The VIEW Vol. 1, Ed 4, September 3, 1998
88. Ibid Vol. 1, Ed 11, December 11, 1998
89. Ibid Vol. 1, Ed 16, March 5, 1999
90. Ibid Vol. 1, Ed 25, June 14, 1999



Alumni

UNIVERSITY OF NEBRASKA COLLEGE OF MEDICINE

1981

Rodney Dean Anderson
Douglas Lynn Bailey
Yvonne Nanette Barry
Richard Paul Bell
Scott Douglas Bergfeld
Bernhard Gerald Binger
Sister Mary Kathryn Bowen
Thomas Ray Brandt
Deborah Ann Brogan
R. Samuel Bryant
Wayne Scott Burris
Judith Arlene Basart Butler
David Alexander Campbell
Randal Steven Cassling
Kevin Jay Coughlin
Gregory Charles Cover
Robert Vanstory Crossman
Kathleen Mary David
Steven James Davis
Carol Ann Drake
Thomas Frederick Eastman
Tari Mae Ernst
Thomas Wayne Ertzner
Douglas Michael Foss
Brian Ray Griffin
Timothy John Grissom
Rex Stanley Haberman, II
Elizabeth Burns Hansen

Charles Michel Harper, Jr.
J. Matthew Haslam
Richard Doran Hildebrand
Judy Anne Riehl Hilscher
Mathieu Lane Hinze
Steven Roger Hoebelheinrich
Joseph L. Hranac
James Gilbert Hueftle
Susan Kay Sucha Hull
David S. Hunt
Richard Bruce Jennett
Vance Royal Jernstrom
Joyce Yvonne Jordan
David Richard Kafonek
Stephanie Dean Rogers Kafonek
James J. Knackstedt
Peggy Knittel
Julian Rennie Krzemien
Raymond David Lahey
Allen Douglas Landers
Steven Douglas Larson
Elaine E. Vellas Leastman
Francis Noel LeBlanc
Jan Fox Levene
Rocky Alan Lipsman
Kenneth Michael Lloyd
James Duff McCafferty
Monte Gordon McKerrigan

Joseph Sylvester Miller
Gregory Allen Minton
John Terence Moore
Rick Lee Nissen
Ann Haskins Olney
Richard Frederick Olney
Leonard Thomas O'Neill
George Harold Payne, II
James G. Pelton
Karen Janell Phillips
Stephen Charles Raynor
Matthew Cobus Reckmeyer
Steven Wesley Remmenga
Joseph Jerome Roh
William Darryl Schenk
Bruce Allen Schroeder
John Wayne Steely
James Anthony Steg
Barbara Ruth Beck Sturm
MaryJo Anne Wakeman
Christine Ann Webster
William David Weeks
James Harrison Wigton
Stephen Hodges Williams
Patrice Michael Winemiller
Debra Jane Wright
Robert Paul Zuch

1982

Brian David Adams
Jeffrey Steven Allen
Diana Antoniskis
Dan Alan Axthelm
Mitchel Don Bauman
Mitchell Joseph Bellucci
Joan L. Bergstrom
John Edward Bernhardson
Janet Elizabeth Bernard-Stevens
Bette G. Stephenson Biggs
Robert Joseph Bishop
Bernard J. Bogard
Larry Eugene Bragg
William Aaron Brandenburg

Thomas Alan Brewer
Stephen James Bruce
Richard John Bruneteau
Debra Lou Basgaard
Krynn Keller Buckley
Bruce Edward Burnett
Jackie R. Buzek
John Kelly Camoriano
James Michael Carraher
William Lauritz Carveth
Tom Allan Christensen
Vernon Dale Cook, Jr.
Walter Thomas Coombe, Jr.
Terence Michael Cooney

Neil Brent Cooper
Douglas Dean Dalke
Patrick Shane Dawson
John Dee Deck
Mary Margaret Desch
Jane Susan Dethlefs
Thomas Russell Dietz
Ronald Lee Dobesh
Jeremiah Paul Donovan
Lawrence James Drahota
Gayleen M. Eilers
Joseph Barry Eisenach
Brian Kent Elliott
Jane Marie Emanuel

Ronald Lee Ernst
 Sharon Kay Eskam
 Carl Louis Falcone
 Dana Scott Farris
 Kathleen Neary Fix
 Richard Jobe Fix
 Anthony Angelo Floreani
 Robert Laurence Frerichs
 Mark Douglas Frey
 Susan Marie Galvin
 Daniel Patrick Gillen
 John Carlson Grove
 Floyd Bruce Hale
 David Scott Halsted
 Sandra Jean Rice Hansen
 Susan Lorraine Hansen
 Mark Loring Harman
 Lawrence Lee Harms
 Michael Hugh Hart
 L. Joanne Hedgecock
 Thomas Gerard Heffron
 George Edward Higgins
 Michael John Horn
 Daniel Mark Hyslop
 Mark Edward James
 Michael Lee James
 Andrew Jay Jefferson
 Mark David Jobman
 Kenneth McDonald Johnson
 Rodney Lee Johnson
 Susan Louise Johnson
 Kelley Dale Kennedy
 Brett Van Kettelhut

Wade Steven Kingery
 Richard Francis Klug
 Stephen Harvey Knight
 Jon Carrell Kucera
 Michael John Lang
 Thomas John Langdon
 Andria Gianna Maria Langenberg
 Lester B. Lewis
 Dominick Richard Martini
 James De Wayne Massey, Jr.
 Leo Louis Medina
 Jean Marie Mefferd
 Gary D. Milius
 Brian David Miller
 Stephanie Ann Miske
 Stephen Philip Moessner
 Peter Joseph Muelleman
 Nila Moore Novotny
 Gale Bayard Oleson
 Deborah Jean Petersen
 Patricia Jane Petersen
 David Alan Peterson
 Wallace Carroll Peterson, Jr.
 Samuel J. Pirruccello
 Susan Elizabeth Pochert
 Paul W. Post
 Steven Michael Rakes
 Gayle Madeleine Randall
 Karen Jean Reinertsen
 Ralph William Renken
 Don Bartley Rhoden
 Dan Lee Robinson
 Eileen Denise Rock

Therese Marie Safranek
 Jon Joseph Sanchez
 Kirk Raymond Schultz
 Craig Neil Seamands
 Susan Lee MacQuiddy Shepard
 Kathleen Ann Sigrist
 Dick Dale Slater
 James William Small
 Linda Sue Snyder
 Henry Everett Spangler
 Patrician Ann Treakle Staehr
 Thomas Scott Stalder
 Bonnie Jean Steffens
 Douglas Ray Strother
 Jordan William Tappero
 David Ross TenHulzen
 Timothy Arnold Tesmer
 Christopher John Thanel
 Richard Jay Thompson
 Martin George Tilley
 Joyce Anne Wilhelm Troyer
 Terry Lynn Troyer
 Lynn Ann Vaughan
 Donald Clark Weldon
 Douglas Vernon Welsh
 Michael John Wempe
 Steven David Weyhrich
 Robert Dean Wigert
 Robert Douglas Woodford
 Michael Keven Zlomke

1983

Laura A. Acklie
 Dawn Lynn Anderson
 Robert Scott Anderson
 Ronald Warren Anderson
 Garth Ford Asay
 Marcell Denise Bauman-Bork
 Judy Ann Weinmeister Benson
 Patrick J. Bertolini
 Michael William Bigley
 Vincent Gene Bjorling
 John Evan Blanchard
 Garnet Jean Blatchford
 Robert Kent Bonness

Vicky Lyn Boone
 Carrie Marie Borchardt
 Dennis Ray Bozarth
 Douglas Eugene Brouillette
 Ruth Ellen Govier Brush
 Phillip E. Burket
 Mark Lee Byler
 David W. Cain
 James Thompson Canedy
 William Paul Chleborad
 Jack Steven Conway
 Jeffrey Joseph David
 Donn Marshall Davis

Katherine Anne Dean
 Dwayne Lee DeTurk
 Douglas Keith Dillon
 Mark Joseph Domet
 Michael James Duggan
 Douglas Dale Ebers
 Gordon Lee Emry
 Curtiss Dean Farrell
 Max Lynn Farver
 Mary Caroline Fieber
 Marla Jean Floyd
 Edward Sander Fobben
 David Brian Foley

Kenneth Allen Follett
 Norma Jean Blunck Fuelbert
 Joseph Alvin Gartner
 Garth Alan Gemar
 Kevin R. Gillespie
 Kim Jeffrey Gloystein
 Stacey Dean Goodrich
 Paul William Green
 Susan Lynn Mason Greenwald
 Norman Lee Grosbach
 Carolyn Anna Haerr
 Rhoda K. Hahn
 Gregory Merle Hansen
 Randall Edward Harris
 Jeanne Marie Hassing
 Marvin Scott Haswell
 Cheryl Kaye Kassebaum Hedegard
 Richard Scott Hieb
 James Matthew Hlavacek
 Vincent L. Hoellerich
 Peter J. Hohnstein
 Ronald Ray Hollins
 Rick Ray Horton
 Clifford Scott Howe
 James Victor Huerter, Jr.
 David Don Hult
 David Bryce Jameson
 Mark Getty Jameson
 Steven Charles Jensen
 Alan Victor Jones
 Anne Laurette Jones
 Dwight Thomas Jones
 William Joel Karls
 Sidney Arthur Kelt, Jr.
 M. Linda Fischbach Kotouc

James Adriel Kwirant
 Lonny Joe Legino
 David Dean Linn
 Douglas James Long
 Steven James Lucks
 Neal Keith Lurz
 Daniel David Lydiatt
 Thomas Gerald Maddox
 Rodney Smith Markin
 Benjamin Jeffrey Martin
 Gerald Edward Matzke,
 Jr. Richard Harold McChane
 Bryan K. McCune
 Scott Joseph McKnight
 Michele Marie Menolascino
 Bradley Willis Miller
 Jill Alison Moormeier
 Richard Arthur Morin
 Scott Craig Morrow
 Ronald Paul Morse
 Michael James Murphy
 Kristine Krager Muus
 Michael R. Nabity
 Kevin Lynn Nelson
 Robert Michael Norris
 Kevin Bruce O'Dell
 Thomas Roland Ohrt
 Stanley Jerome Oliverius
 Dale Patrick Ostrander
 Daniel R. Pestal
 Jerald Miles Petersen
 John Post
 Robert Allen Quaipe
 Neal A. Rinne
 Daniel Ray Ripa

Thomas Scot Robertson
 William Howard Roccalorte
 Bradley Daryl Rodgers
 Margit Elizabeth Royal
 Priscilla Lynn Fritz Ruhe
 Steven James Ryan
 Stanley Howe Schack
 Michael Alan Schmidt
 Mark William Serbousek
 Larry Edward Siref
 John Edward Skoumal
 Jeanne Mark Snyder
 Walter Louis Sobczyk
 Judith Kay Stern
 Joseph Gilbert Straley
 Sara Elizabeth Strattan
 Steven John Sukstorf
 Michael John Sullivan
 Randall Gene Sullivan
 Robert Raymond Sundell
 Joseph Gerard Thoene
 Gregory Mark Thompson
 Luanne Elizabeth Thorndyke
 Douglas Alan Treptow
 Bodo Willi Treu
 Timothy James Walker
 Cathryn Louise Holzrichter Welch
 Jon Dick Wiese
 Donald George Wirth
 Paul Leslie Wolfe
 Jerald Franklin Wolford
 John Arnold Woodruff
 Alfred Po-Hung Wu
 Renee Leigh Young
 Terence Leo Zach
 Hans Mark Zinnecker

1984

Kenneth Kevin Aden
 Ajamu Imhotep Akamefula
 Jeffrey Dennis Akerson
 Jana Gay Anderson
 Leigh Craig Anderson
 Robert L. Andres
 Terry Wayne Bejot
 John Wayne Bennion
 Jonathan Paul Binder
 James Thompson Biskup
 Scott Dean Blair

Jean Alice Bluestein
 Timothy John Brei
 Julia Ann Peterson Bridge
 Robert Stuart Bridge
 Gregory Laurence Brown
 Robin Lynn Skauflie Brown
 David Marshal Burch
 Kip Albin Burkman
 Mark Vaughn Carlson
 Susan Alene Carr
 Charles Patrick Chaulk

Janice Louise Chleborad
 Robin Renee Clemmer
 Lawrence Steven Cohen
 Christopher James Cold
 James Lewis Connor
 Michael Allen Cooper
 Ronald James Creswell
 Daniel Lee Crosby
 Jan Graham Davis
 Leonard James Deaver, Jr.
 John Howard Deines

David Deroin
 Robert Ray Dickerson
 David Adam Downes, Jr.
 Camilla Parson Drewes
 Deborah Rochel Duitch
 Teresa Kay Duryea-Rice
 Christopher Carl Erickson
 Scott Jonathan Fasse
 Alfred David Felber
 Karen Lynn Androsch Follett
 Steven Allen Freeman
 Tedd William Gentry
 Christopher Peter Gelles
 Katherine Ann Mueller
 Gillogley
 Paul Greg Goetowski
 Linda S. Goodwin
 Robert Eugene Grubbe
 Douglas Mitchell Guy
 Douglas Wayne Hagen
 Michael Alan Halsted
 Barbara A. Hegarty
 Gregory William Heidrick
 Marsha Lynn Hoffman
 Dan Sidney Hruza
 Suzanne Lynn Granger Hruza
 Christopher Jay Huerter
 Kent Thomas Hultquist
 William Charles Hyde
 Corey Scott Joekel
 Reed A. Johnson
 Tamara Rae Johnson
 Clinton Conant Jones
 Khalid Abdullah Kamal
 Michael Benjie Keralis
 David Norval Kinglsey
 Thomas Dean Kirsch
 Randy Truman Kohl
 Bonnie Jean Lammers
 Phyllis Joan Lashley
 Robert Keith Little

Lorie A. Love
 Marc A. Lowe
 Thomas Garland Magruder, IV
 David Douglas Marti
 Jon Stephen Matthews
 Richard Scott McKenzie
 Paul Harris Meissner
 Jordan Patrick Metcalf
 John Charles Mitchell, II
 Gene Craig Montgomery
 George Lee Morris, III
 Robert Leo Muelleman
 Royce Alan Mueller
 Charles Corwin Mulry
 Mary Ellen Nabity
 Elizabeth Ann Neuhalfen
 Hoyt William Nye
 David Van O'Dell
 Claire Fujiye Ozaki
 Michael Jerome Pane
 Jay Joseph Parsow
 Deborah Ann Dischner Perry
 Richard E. Petersen, Jr.
 Kurt R. Pettipiece
 Doak A. Phillips
 Karen Kay Cook Phillips
 Josphe Thomas Piccolo
 Eddie J. Pierce
 Rebecca Rundlett Plath
 Thomas Richard Porter
 Carol Ann Wiltse Potts
 Michelle Birdene Powell
 J. Michael Powers
 Lizabeth Patricia Powers
 Mark John Ptacek
 Edward Paul Raines
 Ranae M. Ratkovec
 Patricia Gale Read-Williams
 Dixie Dianne Richards
 Loreen M. Riedler
 Brian Roy Riveland

Michael Link Robinson
 Lynn Alison Hilsabeck Roh
 Daniel Jay Rosenquist
 Terry Lee Rounsberg
 Karen Sue Rovang
 John Myron Satterfield
 Lynette Sue Schmid
 Timothy Alan Scott
 Lawrence Parker Shank
 Samuel Edward Smith
 Robert Mullen Snyder
 M. Kathleen Sprague
 Karen Jean Stacey
 Gregory Vincent Stanislaw
 Betsy Jeanne Lambert Stephenson
 Ronald Dwight Stock
 John Patrick Stout
 Karen Louise Dunker Stout
 Richard Theodore Strawser
 Deborah Ann Swendroski
 Allan W. Tramp
 Robert Pearce Turner
 Cheryl Ann Van de Walle
 Julia Marie Vose
 Lori Ann Hansen Waid
 Edwin Beale Watkins, Jr.
 Tom Frank Watson
 Carol Jean Weckmuller
 William David Weidner
 Janelle Diane White
 Eric M. Williams
 Allan Dale Wilsey
 Brian Claud Wilson
 Victor Thomas Wilson
 Lyle E. Woerth
 Dana Paul Wolfe
 Mary Margaret Wurtz
 Rockford Glenn Yapp, III
 Michael Edward Zevitz

1985

Richard Lee Aerts
 Kevin Lee Allison
 Warren Webster Alston
 Clark William Antonson
 David Frank Beardmore

Paul Drell Bernhardtson
 Daniel Gilbert Blumenberg
 Rebecca Louise Bohi
 Susan Jane Boust
 Briggs Boynton Bralliar

Bryan Dale Bredthauer
 John David Brinkman
 Julia Jean Bruce
 Oliver Mike Burrows
 Barbara Anne Chappell

Abigail Mary Metcalf
Christiansen
Kyung Nam Chung
Mark Stephen Collins
Stephen Bradley Davis
Janice Rae Dodendorf
Deborah Kay Doud
Bernard Walter Douglas
Jeffrey Dean Dowling
Robert Mark Duff
Gregory Lynn Eakins
William Henry Ehlers
Randall Gene Erway
Michael Gilbert Essex
Robert Milton Faulk
Kevin John Fitzmaurice
Jon Francis Foy
Theodore Alan Freeburg
Todd Joseph Freeman
Donald Lowell Gibbens
Jeffrey Craig Glass
Mark Duane Goodman
Robert B. Goos
George Marlin Greene
James Paul Gregory
Alfred Carlos Grovas
William Harry Hammel
Patricia Sue Hammett
James Lloyd Harper
Ricky Gene Hartwig
Danny J. Hendrickson
Todd Paul Hendrickson
Leonel Hector Herrera
Peggy Ann Hickey
Nancy Ann Taylor Hicks
Claire Kasuga Higuchi
Thomas Patrick Hines
Lynnee Ann Ezersky Holz
Udine Jean Howell-Burke
Mark Steven Howerter
Allen Lee Hunt
Verlin Keith Janzen
Kevin Lee Jensen
Richard J. Jirovec

Derrick Anthony Johnson
Michael Edward Johnson
Anthony Richard Keber
Tom Jerome Kenney
Susan Lynn Kess
Nancy E. Knowles
Heidi M. Koenig
Thomas Joachim Laney
Steven Marshall Lau
William Anthony Lowndes
James Francis Luebbert
Carol Ann Cullen Lydiatt
Bruce Howard Marko
Michele Robin Marsh
Monty Scott Mathews
Michael Kukuyka Matthews, Jr.
Daniel Edward Mazour
Timothy Michael McCulloch
Victor Anthony Medina
Galen Mark Meyer
Karen Kienker Meyer
Pamela Ann Miller
Theodore D. Miller
Edward Joseph Mlinek, Jr.
Kevin Ruben Mota
Paul Henry Novak
Thomas Jefferson O'Brien, IV
Kevin Omeara
Barbara L. Oliver
Terry Scott Olson
Steven Michael Osborn
Julie Anne Otten
Joseph Merle Painter
Jane Marshall Pemberton
David Andrew Peters
Lisa Marie Sandberg Peterson
C. Jean Ogborn Prettyman
Ronald Lee Prigeon
Douglas R. Prochaska
Timothy Dale Ranney
Charles James Rathjen
Vance Allan Redfield
Mark Douglas Reid
James Aloysius Reilly, Jr.

Cynthia Lynn Reteisdorf
Michael Joseph Reznicek
Glenn Ambrose Ridder
Thomas Scott Rives
Bella Marie Roberts
John Mark Rud
Timothy Scott Rummel
James David Ruskin
Susan Kathleen Russler
Steven Wayne Samuelson
Jose Alfredo Sanchez
Catherine Alicia Sanders
Bridget Louise Buck
Schanbacher
Wesley Martin Schleifer
Michael Joseph Sedlacek
Leann Catherine Serbousek
Everette T. Sitzman, Jr.
John Lloyd Smith
David Bernard Staab
David Wayne Stamm
Shannon Romel Stemm
David Albert Sterns
Sara Christine Olson
Strickler
Sandra Lynne Swanson
Edward Joseph Taylor
Douglas Carl Throckmorton
John Timothy Tucker
Sharon Marie Uhrich
Arluce Faye Vanness
Tod William Voss
Mylinh Thi Vu
Marion Kay Weiss
Charles Reeder Wesley
Pamela Margaret Marion
Wieland
Brent Alen Willman
Ann Elizabeth Meyer Woerth
Mark Kent Zlab
Nancy Papez Wood Zuerlein
Terrance Joseph Zuerlein

1986

John Frederick Angle
Valerie Ann Arkoosh
David Sinclair Arnold

James Nicholas Arterburn
Gregory Joel Bailey
Ameeta Montu Bansal

Craig Robert Bardell
Mark D. Baxa
Grwendolyn Jeanne Beck

John Alvin Beck
 John Anton Beneke
 Jeffrey Robert Binder
 Kathleen Sue Brogan Blocher
 Bradford Allen Brabec
 Brenda Ann Bucklin
 Frank Rankin Carson, Jr.
 Ethan Robert Cary
 Robert Michael Cassman
 Steven Donald Coupens
 Douglas Edward Cowan
 Francis Michael Crnkovich
 Jay Dudley Crowder
 David George Curtis
 Daniel Carl Dahl
 Catharine Suzanne Davis
 Mark Wesley Davis
 Mary Lenora Disis
 Rodney W. Dodge
 Geri Anne Doran
 Michael David Driscoll
 Denise Marie Earl Drvol
 Barry Elliot Epstein
 Michael Dwane Finn
 Mary Louise Fischer
 Timothy Heller Fischer
 Jaime Arturo Foland
 Sharon Ann Foley
 Dean Russell Forgey
 Mark Gerald Franco
 Harris Alan Frankel
 Jeremy Scott Garrett
 Michael Lee Goldstein
 Scott Douglas Green
 Mark Grosserode
 Paul Marshall Growf
 Gary Joseph Gustafson
 Julian Gutierrez
 Diana Lynn Bennett Habrich
 Larry Lamont Hansen
 Solveig Ann Hansen
 Bret Henry Hesselstine
 Adella Ann Hill

Stephen Lee Hosman
 Jennifer V. Hubbard
 Wesley Keith Hubka
 Harold Robert Huff
 J. David Hurtado
 Catherine Josephine Horine-
 Hutless
 Donald Louis Jacobs
 Scott Schafer James
 Lynn Leroy Juracek
 John Michael Justice
 Jo Ann A Frank Kinberg
 Gregory M. Kloch
 Bruce Steven Kuhn
 John Kvasnicka
 Barbara Jan Landaal
 Elizabeth Wealthy Babcock- Lau
 Richard Hamilton Legge
 John Robert Lohrberg
 Timothy Duane Loker
 Timothy R. Malloy
 Timothy John Maly
 J. Tyler Martin
 Steven Leslie Martin
 Jeffrey David Matthes
 Linda Sue Gottula Mazour
 Erick McCloud
 Francis Patrick McCormick
 James Herman McDonald, Jr.
 Michael Joseph McGahan
 Kelly Ann McGinnis
 Vanessa McKenzie
 Sylvia Renee Medley
 Marjorie Jo Scheuneman Mellor
 Michael James Menolascino
 Kim ReNee Meyer
 Peter Christopher Meyer
 Jonathan Baker Morgan
 Anne Kathryn Morse
 Mario Carlos Mota
 Steven Walter Moul
 Mark William Mulkey
 Sherrill Kay Papik Murphy

Mathew M. Murray
 Nick Lee Nelson
 Lani Jeanne Nicholson
 Mark Andrew Nielsen
 Stephen John O'Neill
 Christopher Graeflin Olson
 Cythia Mary Yeates Olson
 James Henry Olson
 Monica Lauren Willis Parker
 Mark Anthony Perrella
 Michael Howard Peters
 Janice Rae Peterson
 John Christian Peterson
 Lyle Mark Pfeifer
 Michael Jay Phillips
 David Adrian Running
 Stephen Ralph Russell
 Nanci Ann Ruyle
 Jose Alberto Saporta, Jr.
 Rand Lee Schleusener
 Cynthia M. Schmidt
 Miriam Feifel Seelig
 Charles W. Shafer
 John Howard Shelso
 William Stuart Singer
 Stephen Thomas Steiner, II
 Anne Catherine Hinshaw
 Stephen
 David Howard Stern
 Steven Michael Stolz
 Jeffrey L. Strohmeyer
 Timothy Joseph Sullivan
 Craig Vince Svoboda
 John Shannon Swan
 Mark S. Synovec
 Elaine Normal Tomlinson
 Miles Cornelius Tommeraasen
 Todd Joseph Troshynski
 James Tak-Ching Tse
 Craig B. Tubbs
 Mylien Thi Vu
 Jack Blair Wagoner
 Craig William Walker

Janet Catherine Welch
Cynthia Marie Stanislaw Wengel
Steven Phillip Wengel
Joleen Wiener
Darrell Eddie Wilburn

Chauncey Allen Wilkins
Mary Patricia Wilkins
Charlotte Ann Wirges
James Lowell Wisecarver
Robert James Witte

Scott Downing Woodard
Mary Elizabeth Yamamoto
Mathew Francis Yetter
Dorothy Ann Ebeler Zink

1987

Katherine Marie Abbo
Michael Alan Adams
Daniel Paul Anderson
Edward Guisande Arevalo
Beverly Louise Olson Belsheim
James Irwin Berger
Brian Jay Bossard
Gregory Alan Brandenburg
Beth Kollars Bruening
Barbara Alloeene Bruton
Clinton Burgess
Ronald Joseph Caniglia
David Edward Central
Concepcion Octavia Carmona
Margaret Mary Cavanaugh-Boyer
James B. Chambers
Beth Elise Conger Cizadio
Sam Joel Coates
James Alan Coleman
Jeffrey Scott Cooper
James Chauncey Creech
Michael Justin Cross
Terry Alan David
Franklin Daniel Devries
Lorraine Arlene Roberts Dickey
Donald Scott Dieter
Paul James Dietze
Tracy Alan Dorheim
Daniel Henry Dunker
Russell James Ebke
Scott Michael Ehresman
Jeffrey Dean Eye
James Robert Farrage, Jr
Tom Mark Fitzpatrick
Mark Harry Fleisher
Milton Alexander Fowler, Jr
Jeffrey Loren Fraser
Scott Allan Gammel
Kiran Gangahar
Michael Robin Gartner
Joseph Oliver Gilg
Ingrid Emmy Elisabeth Arnold-Goldenstein

Jeffrey Carter Gotschall
Ronald Wesley Hachiya
Lane Thomas Handke
Patricia Aurora Hernandez
Kevin Scott Hill
Diane Susan Hilske
Robert Lee Hook
Harvey Anthony Jones Hopkins
Leeigh Ann Bovett Hoppe
Mitchell Fredrick Horan
Phillip Roger Hynes
Linda Babbitt Jaekel
Laura Jean Jantzen
Alan Dean Jensen
Thomas Joseph Johnson
Kristie A. Johnson-Bohac
Leon Bernard Jons
Patrick Anthony Keelan
Anne Marie Kenny
Todd A. Kile
Mary Elizabeth Kizker
Jean D Kohn
Susan Lynn Kort
Steven Charles Koukol
Edwin T. Kraemer
Rex F. Largen
David Kent Larson
Luke Patrick Lemke
Wendy Brown Linder
Margarete Ann Lloyd
Rachel Arnold Long
Debra Marie Lyddon
Demetrios George Maragos
Christine Kay Markus
Paul Leslie Marz
Christopher Teruo Masada
Teri Jo Mauch
Mary Kathleen McCabe
Kim Renard McArthur
Timothy Mark McCashland
Jeffrey Giles Meade
Lynnette Ann Moseman
David John Moyer

Mary Laura Robinson Nance
Jeffrey Scott Nelson
Lyle Wilfred Nelson
Baolien Thi Nguyen
Cuc Thu Nguyen
John David O'Holleran
Teresa Anne Olsen
Mark David Omar
Ramona Kay Peshek
Timothy Douglas Peters
Marcie Ann Hannigan Peterson
Mark Alan Pitner
Robert Jeffery Pitsch
Robert Dean Plambeck, Jr.
Michael Patrick Pryor
Kurt Wesley Rohren
Vitalicia Soriano Romero
Susan Jane Gordon Rosenbaum
Peter Bechan Rosenquist
Gregory Joel Schafer
Karen Russel Schmidt
Monty Roy Sellon
Craig Scott Shapiro
Timothy Myron Smith
Timothy James Soundy
Todd Alan Stastny
Thomas G. Stoffel
Peter John Stokman
John Arthur Sundell
Douglas Paul Tewes
Jeffery Noel Thompson
Charles Stuart Tomek
Debra Jane Payne Tomek
Julita Rae Tuch
James J. Turek
Linda Vargas
Myloan Thi Vu
Cynthia Elizabeth Wiborg
Elizabeth Ann Krin Wickstrom
Mark Van Wilson
Gill Cowan Wright III
Timothy D. Wycoff

1988

Irene Agostini
James Scott Albin
Renee Marie David Albin
Martin Long Arnold
David Mauldin Arteaga
Kevin Scott Baker
Scott Erick Balogh
Sanjay Bansal
Sean Gregory Barry
Brenda Jean Barth
Bonnie J. Bateman
Mark W. Becher
Curtis George Benesch
Steve Clair Boyer
Kyle Coreen Bryans
Mary Frances Caffrey
Mark Lee Catterson
Rebecca Christensen
William Gerard Cimino
Stacey Barton Dagle
Kimberly Kay Davis
Neal Thomas DeCosta
James David Demmel
Jeanne Marian Franco Doyle
John Vincent Durso
Mary Beth Duryea
Peter Timothy Egan
John C. Ely
Jeff Lynn Fidler
Patricia Mary Rita Fitzgibbons
Douglas Alan Foulk
Todd Edward Fristo
Mark Allan Gauthier
Michael Richard Goodman
Donald Dean Graham, Jr.
Paul Robert Gregory, Jr.
Kenneth Paul Gross
Thomas Gene Gross
Dwight Earl Gurley
Michael Lee Haag
Phillip John Haberman
Steven Vincent Hagan
Michael Thomas Hagley
Julie Jill Hamann

Sharon Jean Hammer
Calvin Jay Hansen
Jeffrey Dale Harrison
Mary Christine Hauser
Michael Craig Havekost
Frank Edward Hawkins
Kathryn Ann Hedges
Susan Corning Long Hollins
Christine Marie Holm
Barry Allen Hoover
Kirk Scott Hutton
Robert Andrew Iaffaldano
Cheryl Bellanca Jack
Paul Leon Jacobsen
James Jagers
Sarah Mae Jantzen
Ravijot Singh Johar
Kristin Kay Myers Johnson
Michael Oliver Johnson
David Vernon Kassen
Brenda Kay Keller
Seung J. Kim
Kirk Allen Kinberg
Michael John Kozal
Kathryn Janice Leeper
Nicholas Yuvienco Lorenzo
Peter Donadi Lueninghoener
William Michael Lydiatt
George Benjamin Lynch
Nancy Sue Barrett Mathews
Patrick James McCarville
Matthew Thomas McLeay
Susan Elizabeth McNeil
Marilyn F. Aschoff Mellor
Stephanie Jeanne Meyers
David J. Miller
Jon James Morton
Mark Alan Mozer
Kathleen J. Muffly
Clifford Martin Myles
Douglas Donn Netz
Chi Dang Nguyen
Charles Edward Olson
Julie Ann Overcash

Jan Ellen Paisley
Frederick Mark Paz
Scott Huntly Plantz
Scott Charles Rasmussen
Rebecca Jo Stingley Rezaei
Roy Wallace Robertson
Joseph Gordon Rogers
Lynn Krista Rosenlof
Patricia Joan Kemmy Ryan
Timothy Wayne Ryschon
John Paul Safrank
Denise Marjorie Sammons
Lori Ann Sapp
Kane Loux Schaphorst
Nancy Ann Scheinost
Michael B. Schneider
Steven Eugene Seals
Jeffrey Michael Seizys
James Edward Smith
Marshelle Denise Smith
James Harrison Sorrell
William Thomas Sorrell
Theodore Harry Stathos
Christine Louise Stevens
Dale Frank Sutherland
Noel Allen Timmons
Jon Paul Trevisani
James Frederick Tritz
Leslie William Veskrna
Michael Gerald Wadzinski
David John Watts
Kelly Jean Wehrman
Stephen Vern Wendt
Martin Wayne Wetzell
Daniel S. Williamson
Mark E. Wilson
Scott Denman Wilt
Wayne Terence Wolfrey
Geoffrey Zeldes
George Allen Zieg
Kenneth Allen Zoucha
Kevin Robert Zuerlein

1989

John Melvin Allen
Deanna Marie Armstrong
Shelly Lynn Barker
Deanice Faye Beck
Brian Paul Beezley
Elizabeth Catherine Berigan
Scott Dana Bigelow
David Anthony Boes
Denise Ruth Shonsey Bograd
Brenda Sharon Schonberg Burns
Michael Edward Carroll
Richard James Chamberlain
Dianna Marie Clyne-Govier
William W. Colgate
Carol Sue Conley
Thomas Vernon Connely
Margaret Mary Delmore
John Mark DeMay
Cynthia Ann Doerr
Stephen Edwin Doran
Donna Marlene Kohler Earnshaw
Matthew Kevin Egbert
Christopher Jon Elliott
Beth Mason Ernst
Thomas Augustine Franco
Terry Paul Gee
Daniel Wayne Gillette
Thomas John Goaley, Jr.
Marcia Lynne Goering
Nancy J. Gogan
Thomas Alan Graul
Richard Eugene Hall, Jr.
Kevin Wayne Hamburger
Ronald Lee Hamilton
Kimberly Anne Hanson
Kristie Denise Hayes
Jay James Hinkhouse

Mark Joseph Hinrichs
Timothy Charles Hollingsed
Jeffrey Alan Horak
Patrick Alan Hotovy
Joseph Michael Houston,
Jr. Michael Dean Hurt
Barbara J. Jensen
David Duane Johnson
Eric Lind Johnson
Bruce Alanson Jones
Sandi McKenzie Jones
Dian Sue Ogren Keller
Kathleen Mary Kelley
Erin Marie Kennedy
Lee Kirchner
David K. Kortje
Ermaelyn Ludeman Kubar
Elizabeth Rose Kujawa
James Gordon Leiferman
Jeffrey Scott Lewis
David Paul Lux
James Andrew Martin
Michael Patrick Martin
Erin Ritter Masada
Michael Lee Matthews
Kristine Lynn Samuelson
Petersen McVea
Clyde Raymond Meckel
Kimberly Ann Michels
Jean Marie Moon
K. Ann Newman Moore
Peter Martin Morin
Gregory Paul Mueller
Daniel Lynn Murman
Marcus Bartholomew Nashelsky
Ngoc Van Nguyen
Laura Williams Nielsen

Scott Michael Noel
James B. Norwood
Steven John O'Connor
David William Paine
Joel E. Parriott
Bruce Ronald Peters
John William Pflug
Daniel V. Phan
Cindie Louise Plymire
Ronald David Prauner
DeAnn Kay Obermiller Psota
Roger Scott Quiring
Thomas Kurt Rath
Jill S. Reel
Lisa Ann Remer
Nancy Ann Rogic
Jean Ann Sahs
David Martin Schmidt
Anthony Luke Schmieg
Paul W. Sieckmann
Ann Meissner Sjulín
David Howard Sjulín
Warren Austin Stiles
Nancy Marie Tabor
Alan Gale Torell
Susanne Kay Browning Torell
John Bernard Valdrighi
Victoria Lynn Van Roy
Kenneth Leroy Vettel
David Leo Vlach
Gregory Borys Wawryszczuk
Thomas Frederick Werner
Joanell Kathryn Wheeler
Timothy James Widhalm
Dwight Anthony Wigg
Chris Bertram Winter
James Leo Zukaitis

1990

Susan Ezzat Al-Eid
James Curtis Anderson
Emilio Alberto Arispe
Daniel Jonathan Baden
Michael Richard Bailey
Timothy Glenn Barnwell

Andrew James Blankenau
David Edward Bouska
Patrick Joseph Brown
Philip Michael Cahoy
Kimberly Ellen Carlson
Karla Kay Langemeier Cheney

Teralynn Sue Clark
Michael James Coen
Kurt Allan Davey
Lynn Marie DeDonato
Stephen Theodore Waller Diemont
John Robert Dobson, III

Paul Edward Dudley
 Patrick James Duey
 George James Emodi
 Alan Reuben Erickson
 David John Ermer
 Phillip Edward Essay
 Jerry Christopher Evans
 Cristina Salazar Flores
 Julie Kay Ford
 Corwin Don Friesen
 Monica Vanessa Ghosh
 Allison A. Griffiths
 Stephanie Joan Grohs
 Kurstin Lynn
 Hammelmann-Friesen
 Jeffrey Neville Hawthorne
 Bradley D. Heermann
 Thomas Wayne Hejkal
 Susan Elaine Henley
 Mitchell Jay Henry
 Kimberly K. Hissong
 Scott Charles Hofmann
 Larissa Lyn Hood
 Rex Erwin Hudson
 William Laurene Huggett
 Christopher Loren Hunt
 John Kalu Ijem
 William Michael Johnson
 Mark Patrick Kerekes
 Kimberly Hyeyoun Kim
 Robert Kent Koch

Stephine Kramer
 Ginnelle Mae Krause
 William Alexander Loder
 Kelly Anne Look
 David Charels Lorenz
 Mary Brigitte Bancroft Lux
 Carlos Jesus Macias
 Anne Lucile Mardis
 John Roger Massey
 David Dale McConnell
 Janet Patricia McGivern
 Robert Charles Messbarger
 Annette Sue Miller
 Gregory Paul Morgan
 Kurt Karl Mueller
 Yvonne Marjorie Stephenson-
 Muia
 Cynthia Kay Nettekoven Muths
 Scott Alan Nitzel
 Creig Anthony Nordhues
 Deborah Joan Novak
 Maria Louise Murabito
 Olberding
 Scott Andrew Ostdiek
 Michael Todd Otte
 David Gerard Owen
 Greg E. Paul
 Renee A. Pitner
 Sheryl Lin Pitner
 Sylvia Patricia Preciado
 Steven E. Rademacher

Susanne L. Sasse
 Sharon Kaye Klyn Schaefer
 Mary Eileen Schanbacher
 Susan Kay Semin Schultz
 Kelly Marie Sems
 John Martin Small
 Michael D. Soe
 Amy Beth Spomer
 James Hanlon Stevens, Jr.
 Thomas Robert Stone
 Scott Edwin Strasburger
 Robert Alan Sweet
 Kenneth Ray Thomas
 Arthur Melvin Townsend
 Mary Claire Valdrighi
 John Joseph Vann
 Timothy Andrew Walline
 Corinne Bernadette Phillips
 Ward
 Barbara Elizaeth Welch
 Robert Alan Wermers
 John William West
 Mark Cecil Weston
 Thomas James White
 Janssen Jacob Williams
 Janet Kathleen Wolfe
 Thaddeus David Woods
 Terry Nye Wooldridge
 Frances GERALYN Xavier
 Anita Marie Yearley

1991

Curtis Lee Albers
 Kay Lynn Anderson
 Margo Kay Anderson
 Kimberly Ann Gilroy Apler
 Kay Diane Arbogast
 Ron Jonathan Bahar
 Kevin Joel Bardwell
 Francis W. Bemis
 Kathleen Ann Bendon
 Joseph Orville Billig
 Christine Faith Blake
 Douglas Ugene Blank
 David Lee Bohlender
 Patricia Jo Borman
 Scott Thomas Boyd

Lisa June Gruber Brown
 Raymond Jay Brown
 Thomas Matthew Byrne
 Rodney Thomas Caniglia
 Colleen Marie Cannon
 Jack Richard Chamberlin
 Patricia Joan Chudomelka
 Sharlene Joy Classen
 Cecelia Cody
 Donna Kathryn Cullhane
 Mary Ann Curtis
 JudithKay DeGraff
 John Albert Ehrenfried
 John Douglas Engel
 Robert Charles Erickson

Ruth Alice Moller Eucker
 Maria Carol Jackson Fisher
 Sheila Marie Forsman-Bierman
 James Elton
 GeorgePatrick Michael Gerbus
 Timothy Charles Govaerts
 Sanjay Kumar Gupta
 Daniel Lee Gwartney
 Mark Woods Haecker
 John Albin Haggstrom
 David Charles Hagwood
 Cynthia Marie Hannibal
 Thomas Gerald Harbert
 Gregory John Hattan
 Michael Lee Hattan

Theresa Lynn Graybill Hineline
David John Jaskiey, Jr.
Carole Jean Johnson
Donald Joseph Keller
James B. Kim
Kip Alan Kircher
Marc Gerhard Koenig
Denise Ann Kolbet
Jerry Alan Kripal
Emily Josephine Dworak Kucera
Richard Alan Kutilek
Amy Estelle Salem Lacroix
Sean M. Leach
David Keith Lenser
Kenneth LeRoy Loper
Consuelo Teresa Lorenzo
Lynn Renee Mack
Mary Irene Maloney
Douglas Wayne Martin
John Francis Mazour
David Andrew McCormick
Kathleen Rose McDonald
Thomas Edward Meister
Mark Christopher Meyer
Lance R. Meyerson
Robert Alan Miller

Wm J. Mohr III
Mary Shannon Mound-Bonness
Jennifer Ann Nelson
Bao-Lan Thi Nguyen
Jo Anna Nicolas
Kathleen Allison Ogden
Karen Christine Olson
Lael G. Paul
Edward A. Pelton
Gregory C. Pippert
Goya Vasant Raikar
Sundar Rajendran
Todd A. Rave
Charles Meehan Reese
Todd William Robinson
Sandra Lee Schank
Randall Kent Schmidt
Richard Dee Schroder
Deborah A. Schutte
Sheryl Ann Siegmund
Charels Edward Smith
Scott Leroy Smith
Lisa Ann Sobeski
R. James Sorrell
Sue Ann Carlson Springman
Frederick Richard Stack

Lisa Jo Stearns
Nick Steinauer
Jonathan Albert Stelling
James Steven Supancic, Jr.
Irene Ann Sysel
David Gwoh Tao
Robert Michael Taylor
Shari Lyn Taylor
William Scott Van Wie
Louis A.D. Violi
Lac Thien Vu
Loi Thien Vu
Frieda Ashley Watson
Walter Robert Weaver
James Mathew Weekly
Daniel James Weiler
Annette Johnson White
Clinton Rockney White
Susan Gail Williams
Todd Lang Williams
Scott Lawrence Wilson
Louise A. Winter
Rhonda Rachele Write
Todd Arthur Wullschlegler
Mark Ridder Young
Paul Murray Zieg

1992

Sharon Wegman Alfaro
Sandra Marie Dostal Allbery
Lisa A. Allen-Khalil
Joel Robert Atchison
Stephanie Lynn Shipley Barry
Erick Matthew Bendorf
Douglas Alan Boon
Erick James Boyd
Kevin Anthony Brewton
Larry Lee Brown
Curtis Ross Burhoop
Mark James Butler
James Andrew Cervantes
John Burton Chace
Kenneth John Cheloha
Paul Eli Christensen
Mark Yiu Chu
Jude Thomas Cook
Suzanne Joleen Gibson Cornwall
Robert Arthur Cusick

Nancy Jane Miller Davis
Christopher Robert Delp
Henry John Dethlefs IV
Michael Dean DeWald
Royce Kent Dexter
John Kelly DiBaise
Jeffrey Rhodes Dillow
Rhett J. Eckmann
Lorraine Lynn Edwards
Sheila Jo Sternberg Ellis
Bradley Francis Emanuel
Jane Marie Eskildsen
Joseph John Fanciullo
Tony Padilla Felix
Anna Marie Felty-Duckworth
Greg Allan Gillham
Dana Rene Matzke Govaerts
Valencia Marie Darien Green
Candace Gaswick Grier
Michael Martin Grubb

Sylvia Cortez Gutierrez
Paul Youngin Hahn
John Williams Hansen
Mark Allan Hartman
Brian Edward Hass
Russell G. Hilliard II
Julie K.C. Hingorani
Gregory Alan Hirz
David John Hoeft
Bradley Forrest Hupp
Philip Michael Jacobs
Amy K. Stranik Jespersen
Howard Aaron Kader
David Michael Keller, Jr.
Denise Marleen Kendall
Jonathan Taylor Ketzler
Michele A. Krieger
Elizabeth Waldman Lane
Michael Joseph Lane
Joseph Don Liewer

Mikel Wun-Chin Lo
 Daniel Francis Maisner
 Chad Leroy McCance
 Mark O. McCookindale
 Daniel Joseph McGowan
 Terry Dwain Melendez
 Roger Michael Menze
 David Andrew Minnick
 Douglas Marlon Monasebian
 Ronald Ray Morrison
 Jeffrey A. Munro
 Michael Allen Myers
 James Lee Ockner
 Gregory Paul O'Donnell
 James Ken Okamoto
 Todd Alan Pankratz
 Brian Philip Perry
 Paul Floyd Petersen
 Joseph Vernon Petty III
 Daniel Patric Plieger
 Mark W. Plautz
 Jay Thomas Pohl

Michael Charles Prescher
 Mark Layne Pudwill
 Anne Elizabeth Rader
 Curtis Daniel Reimer
 Savita G. Gupta Ries
 Allinson Macaulay Rose
 Ann Bernadette Keltgen Russell
 Douglas Alan Russell
 Arditth A. Ryberg
 Steven John Seathoff
 Christopher John Schaffer
 Daniel Edwin Schiefelbein
 Karla Marie Stelling Schlimgen
 Mark Robert Schlimgen
 Leanna Jean Scott-Timperley
 Robert James Singer
 Sandra Jo Snider
 Susan Leigh Dinzole Speaks
 Kevin Johannes Spence
 Julie Ann Hidy Spencer
 Douglas Jeffrey States
 Todd W. Stull

Kenton Richard Sullivan
 Lisa Marie Trumler Sullivan
 Michael Patrick Thompson
 Eva Tollefsen
 Jeffrey Everett Tomjack
 Joel Allen Travis
 Michael Christopher Tushla
 James Frederick Van Brocklin
 Juvencio Navarro Velasquez
 Scott Lee Vonderfecht
 Michael Charles Wadman
 Marc Anson Weitzel
 Madeline Jennifer Woods West
 Renee Rochelle Minor West
 Paul Christian Wibbels
 Lawrence Paul Widman
 Michael John Wilczewski
 Bernard Joseph Wilson, Jr.
 Granger Bradford Wong
 Robert James Zadalis
 Mark Duane Zeiler

1993

Francisca Acosta-Carlson
 Kerrie Vojtech Allen
 Michael Anthony Arroyo
 Teresa Marie Bane
 Patrick Robert Barnwell
 John Paul Beacom
 Joel Ray Bessmer
 Brian Paul Biernat
 Camela Ann Billick
 Paul D. Boone
 Julie Renee Brahmner
 William Joseph Brunzman
 Alka Desai Buechler
 Charles Frederick Burt
 Todd Eugene Bush
 Amanda Jan Ghosh Cervantes
 Mary Lynn Drey Chaisson
 Martin Jeffrey Coker
 Barbara J. Cook
 Donna Jeanne Shaner David
 Tadd Alan Delozier
 Cynthia E. Dumbler
 Ann Louise Edmunds

Kathryn Suppes Eppel
 Susan Elizabeth McDonald Fanta
 Eric D. Farlin
 Kathleen Vitton Farrell
 Paul J. Ferreira
 Scott Robert Florell
 Stephen Michael Forney
 Patricio Andres Frias
 Bart Gerard Gatz
 Beth L. Goldstein
 Christine H. Gosch
 Janet J. Grange
 James Gordon Green
 Paige Lyn Groppe-Giesselmann
 Paul Michael Grossman
 Susan Marie Hakenson
 Martin Joseph Harrington
 Kimberly Ann Hayden
 Rebecca Lynne Routh Herink
 Jeffrey Allen Hicklin
 Hugh Ralph Holmquist
 Carmella Norene Imig
 Amy Jo Kienker Johar

Jasjit Singh Johar
 Rachelle Alynn Kaspar-Cope
 Steven Blaine Katsis
 Amy Marie Kessler
 Judith Marie Kisicki
 Ann Morrow Knowles
 Frances Barbara Kopecky
 Carolyn Ann Lamonica
 Scott Alan Lemek
 Barbra Jolane Lenz
 Calvin Thomas Leuschen
 Cristee Michelle Locke-Winter
 Matthew James Luedke
 Monique Lyn Macklem
 Michael Joseph Mahoney
 Thomas Anderson Mallisee, III
 Michelle Kaye Delsing Manning
 John Walter Markus
 Joel Erick Maurer
 Debra Sue Zink McCaslin
 Joseph Thomas McCaslin
 Jane Ann McDonald
 Holly Lynn McMillan

Craig Matthew Meier
 Michael Joseph Moore
 Lisa Marie Stone Murray
 Venugopal Sreedharan Nair
 John Matthew Navarro
 Chau Minh Thi Nguyen
 Hieu Van Nguyen
 Lan Hoang Nguyen
 Lawrence Phillip O'Connell
 Kevin Patrick O'Farrell
 Jeffrey Dean Parks
 Gustavo B. Parra
 Laura Elizabeth Peter
 Troy Lane Potthoff

Babu Rajendran
 Matthew Connor Rings
 Todd Alan Roberts
 Bradley F. Ropp
 Keith Adrian Rugless
 Thomas Ray Sachtleben
 Lisa Linn Scharp
 David Alan Schmidt
 Rebecca Ann Schmidt
 Johnnie K. Simonson
 Steven Scott Sindelar
 Steve Michael Skoumal
 Kevin Ray Smith

Paul Robertson Spence
 Deborah Diane Stoner
 Catherine Ann Sutera
 Jennifer Jean Strand
 Thomas John Samuel Treves
 Prince Chukwuemeka Uzoije
 Alicia Vazquez
 Stephen Jude Wassinger
 Sheila Marie Wetovick
 Jean Ann Winslow
 David Paul Wise
 Lissa Ann Woodruff
 Barbara J. Young

1994

John Louis Allen
 Robert Louis Allison
 Deborah Marie McKinnis Anderson
 Kipton Lynn Anderson
 Michelle Rae Andrew
 Gregory Michael Behm
 Thomas Matthew Beutler
 Pennie Sue Bliss
 Curtis Lee Boeck
 Jerome Daniel Bond
 Troy Duane Bracker
 Julie Ann Breiner
 Kelli Dee Bremer
 Michael Sean Brown
 Jon J. Brunkhorst
 Michael Wayne Budgler
 Cary Jocelyn Buresh
 Joseph Charles Camarata
 Elizabeth Ann Campbell
 Chad Thomas Carlson
 Richard Frank Chadek
 Bok Chung
 David John Clare
 Donald Francis Cronin
 Troy Olan Dawson
 Yvonne Lee Decory-Woronoff
 Edward D. Discio
 Casey Ellen Drake
 Joann Falkenburg
 John Stanley Fallick
 Thomas Blair Fallow

Peter L. Gallagher
 James Willard Gallentine
 Lisz Renee Gammel
 Michael James Garcia
 Lisa Kay Gerdes
 Rex William Gerding
 Ondria Chris Gleason
 Greig Hughes Glover
 Michael Tannehill Grier
 Cindy Ann Adams Gubbels
 James Martin Gulizia
 Julie Anne Johnson Gulizia
 John Gregory Haeberle
 Yvette M. Haeberle
 Michael Lee Ham
 John Michael Harris
 William T. Hay
 Michelle Seizys Hemmett
 Phyllis Jean Moser Henery
 Daniel Joseph Herold
 Keri Lynn Hoelsing
 Monica Rae Hoier
 Kim Diane Holtmeier
 Rommie Joe Hughes
 Kent S. Hutton
 Darin Edward Jackson
 Julie Patricia Shaaphorn Janky
 Donald E. Jappert
 Carolyn Anne Johnson
 Scott Roger Johnson
 Michael Wayne Jones

Michael Allen Jurgens
 Brent W. Keenportz
 Todd James Kendall
 Jared Brian Ketner
 Angela Young-Min Kim
 Carl McCamey Kimbler
 Preston Scott Klassen
 Kimberly Kay Cleveland
 Jeffrey James Knajdl
 Scott Allen Kohtz
 Edward Stephen Kris
 Janice Marie Kutilek
 Desiree Jane Langel
 Christopher Erik Larson
 Deanna Joy Larson
 Janice Rae Mahaney Lassek
 Mitchell Laine Lewis
 Andrew James Maxwell
 Susan Lee Miller
 Scott William Moss
 Patricia Elaine Oehring
 Gary Michael Podhaisky
 Edward John Quinlan
 Cory Anthony Roberts
 Tiffany Ann Roberts
 David Eldon Rohwer
 Roger Paul Rudloff
 Kelly William Rydlund
 Elizabeth Jerald Schenken
 Steven George Schneider
 Robert John Schwab

Susan Rae Schwerdtfeger
 Seth Edgar Smith
 Charles J. Sprague
 James Henry Stageman III
 Karen Leigh Stanek
 Hugh Benjamin Starks
 Stacy Theodor Stearns

David Steele
 Lola K. Sue
 Patrick Terrence Sweeney
 Tri Huu Tran
 Theodore Donald Utecht
 Paul Joseph Vana
 Lisa Lynn Whitcomb

Deborah A. Yeshnowski Witte
 Matthew Nolan Witte
 Timothy Wong
 Sandra Elizabeth Wood
 Suzette Anne Sulter Woodward
 Mee Ae Yoon

1995

Jay Robert Allison
 Nahia Jean Mahmoud Amoura
 Paul Wade Bauer
 Elizabeth Anne Bauer-Marsh
 Debra Lynne Carter Bavari
 Richard Joseph Paul Ciaran Bean
 Jay B. Bender
 Nicole Joel Bergerson
 Monte L. Bernhagen
 Jason Lane Besspalec
 Kathryn Lynn Binfield-Lynch
 Robert Charles Bossert
 V. Richard Bowen
 Mary Allison Bowles
 Nancy Ann Snyder Burt
 Michelle Marie McTee Cassidy
 Christopher Clemens Caudill, II
 Paige Suzanne Charleston
 Thomas John Clinch
 Kim Lynette Coleman
 Brian Patrick Conroy
 Jill Alice Considine
 Julie Ann Considine
 Patrick Timothy Costello
 Eric Joseph Crimmins
 Amy Eden Daley
 Suzanne Davey
 Alfredo Diaz
 Douglas Arthur Dilly
 Robert Charles Drvol, Jr.
 Timothy Francis Ebel
 Karen Ann Endacott
 Edward Vincent Fehringer
 David Allan Finken
 Laura Elizabeth Flecken
 Suzanne Mary Furesz
 Timothy Andrew Gardner
 Ken Marcus Gatter
 Allen Arthur George

Matthew Michael Glenn
 Mathew Charles Gordon
 Joel Anthony Greisen
 Anthony Joseph Griess
 Timothy Bruce Grossman
 Kristen Lynn Guy
 Michael Joseph Hallerty
 Mary Ellen Hayden
 Jeffrey D. Helmink
 Andrea Marcia Herman
 Vicki Anne Crossland Herrman
 Julie Dawn Hester-Diaz
 Craig Edward Hinkle
 Cheryl Kay Hinner
 Darin Jay Hoffman
 Deborah Renee Hoffmann
 Michael Lamkee Hubner
 Jimmy Doe Huebert
 Tuan Anh Huynh
 Barry Javadzadeh
 Christine Marie Chonis Jeffrey
 Veronica Lynn Johnson
 Carolee Vehilia Hernandez Jones
 Gina Renee Jones
 Robinlyn Kagaruki
 Fernando Enrique Karst
 Pamela S. Kohlmeier
 Lynette D. Landrigan Kramer
 James Russell Laimore
 Steven G. Lapke
 Catherine Anne Curtis Leadbrand
 Cynthia Peterson Lloyd
 Marty Lynn Luedke
 Joseph David Magee III
 Thomas Michael Magnuson
 James Mathew Malone III
 Mary Michaela Manning
 Edward M. Mantler
 Joseph Michael McClain

Lorrie L. McGill
 Charles Todd McMin
 Kristin R. Melton
 Jeffrey T. Merz
 Ted Richard Mikuls
 Patricia Ellen Murdock-Langan
 James Michael Neid, Jr.
 J. Scott Neumeister
 Lorraine Henry Newburn III
 David Allen Nickel
 Anna Belinda O'Grady
 Ifeanyi Samuel Orizu
 James Enoch Partridge II
 Shailesh J. Patel
 Kenneth O. Phillips
 Lewis Wayne Plachy
 Mary Carol Plank
 Harry Person Pocras
 Mark J. Puccioni
 Clifford Charles Quintana
 Amie Lynn Rath
 Robert Raymond Rauner
 Sheila Mary Roefe
 Eric Charles Rice
 Deanna Lee Rison
 Charles Patrick Rogers
 Carl Frank Schanbacher
 Stacey A. Schmidt
 Tina Rae Scott-Mordhorst
 Wade N. Sears
 Patricia Anne Seivert
 Scott Allen Shipman
 Tracy Lee Slocum
 Patrick James Steinauer
 Mark Edward Tafoya
 Stephen Thomas Thew
 Michael Charles Thompson
 Stephen Randolph Tibbels
 Kynan Charles Trail

De Quang Tran
Barry Michael Uhl
Heather Anne Vahle
Sharee Anne Valencia
Scott Allen Vosik

Kathryn Ann Vuper
Avis Diane Walters
Joan M. Warner
Kirk Grant Watkins
Tamara Sue Wendt

Jason Corwin Wills
Renee Lynn Wimpfheimer
Leslie Carol Graham Winter
Michael Lynn Zaruba
David Kent Zetterman

1996

Jaime Arturo Altamirano
David Charles Bell
Marcus Wade Balters
Eileen M. Barto
Jennifer Lynn Bauernfeind
Todd Charles Bean
Jeffrey Reed Berney
Donna Genett Blankenbaker
Christopher John Boes
Paul Kenneth Branch
Gregory Daniel Brooks
William Robert Butz
Elizabeth Ann Cannella Denman
Michael Patrick Clare
Katherine Caroline Clark
Brian Thomas Clarke
William Erick Coady
Linda Marie Westman Collins
Tod Andrew Cramton
Gabriel Matthew Cuka
William Joseph Dasovic
Lynn Alida Davidson-Stroh
Melody Ann Denson
Terry McIntosh Eccles
Rebecca Lynn Eisenmann
Scott Dimino Ellison
Joseph C. Erwin
Gregory Lee Essink
Jonathan Quist Felt
Matthew J. Ficenec
Curtis E. Fox
Jacqueline Ann Frazer
Mary Deegan Gallagher
Allen Lyle Gee
Lori Baument Gerding
Ashok Kumar Gupta
Josephine Irene Guzman-Wadman
Terrell Shane Hadley
Mary Jo Hanigan
Jeffrey Wayne Hannel
Daniel P. Harrahill

Natalie Jeanne Baker Harvey
Lon Arthur Haskell
David Clark Hatch
Armodios Miltiadis Hatzidakis
Nicholas J. Helwig
Oliver Ellsworth Hoig
Thomas Joseph Huggett
Grant Farley Hutchins
Kari Michelle Hutson
Kimberly Jean Jarzynka
Eric Mathew Johnson
Robert Ray Kahnk
David George John Kaufman
Mark L. Keller
Erika R. Ketteler
David Raymond Kimberly
Darra Diane Kingsley
Tonya Marie Kratochvil
Daniel John Kruse
Heather Taggart Lang
Timothy Joe Larsen
Dawn Marie Larson
Keith Winston Lawson
Alan Cyril Linderman
Geron Matthew Longo
Matthew Brooke Lovato
Christopher C. Madden
Mark Lee Mahloch
Jeffrey Michael Mahoney
Patrick Edmund Matoole
Camille S. McIntosh
William Jon Michael
Yvette Milazzo
Howard Larry Mitchell
Laurie Lee Moore
James Patrick Nealon
Mark Charles Newman
Baolong Nguyen
Devin Reed Nichol
Grant Eugene Nitzel
Jeffrey Joel Nitsche

Lynn D. O'Hanlon
Dawnette Kay Peppler
Christine M. Petricek
Janis Bacon Petzel
William Lewis Read III
Sudheshna L. Reddy
Danny Redman
Brooke Denise Renard
John C. Reyes
Christopher Jerome Ronkar
Benjamin Gus Ropp
Donald John Schmidt
Bradley Jaems Schroeder
Diane Michelle Schwery
Janet Kruse Sellon
Shawn Dale Semin
Gregory S. Sextro
Emily Ann Sharpe
Frederic C. Soares
Nancy Jeanette Smiley
Gregory Scott Smith
Crista Carol Spears
Douglas Stewart Spurgeon
Richard Charles Starlin
Rebecca Jean Koesters Steinko
Carol Ann Stessman
John Owen Stevens
William Scott Stuart, Jr.
Mark Livingston Switzer
Martin A. Tahara
William Earl Thorell
Kimberly Lynn Tjaden
Christopher Wesley Tomhave
Minou Phuong-Lan Tran
Rebecca Sue Urbauer
Bradley Jason Vasa
Ryan Thompson Whitney
Renee Michelle Woehner
David William Wolken
Kevan S. Zechin, Sr.

1997

Tripti Agarwal
 Nicolas Aguilera
 Kent Patrick Allison
 Paige Renee Dye Anderson
 Mark Andrew Basham
David Albert Baxter
 Terry Anthony Becker
 Robin Jean Bernard
 Suzanne Christine Gish Bilyeu
 Janelle Marie Bohl
 Barry A. Bohlen
 Annette Marie Bojanski
 Tod Arthur Bonebrake
 Dean Webster Brown
 David Michael Burt
 Amy Christine Cannella
 Chelsea Lynn Chesen
 Brian Robert Chisdak
 Vilma Beatriz Rodriguez Cline
 J. Paul Cook
 Jodie Kay Cote
 Douglas Alan Cross
 Jami Lorene Cullan
 Timothy Joseph Dalton
 Mary Creighton Dek
 Tamara Ann Bouda Doehner
 Mark Alea Etadi
 Carey Ann Bartels Ehlert
 Mary M. Fehringer
 Matthew David Felber
 Scott Edward Felten
 Greg Alan Fitzke
 David Andrew Franco
 Steven Karl Gerhardt
 Sara Ann Vondrak Gernhart
 Timothy John Goc
 John David Goering
 Liesl Maria Goering
 Katherine Christine Grandsaert
 Sean C. Halligan
 Kristin L. Harts
 Kelly James Hendricks
 Debra Kay Higinbotham

R. Lisa Hirai
 Amy Jean Pinkall Holst
 Marjorie Jean Hrbek
 Andrew Edward Huff
 Dori Lee Hunt
Nancy Sue Husarik
 Jeffrey James Ickler
 Andrew Timothy Ingram
 Brian Allen Isaacson
 Duane Mark Jensen
 Paul Jonathan Jensen
 Patrik Lennart Johansson
 Michelle Leigh Peterson Jones
 Christine J. Ehresman Keim
 John Howard Keogh
 Jeffrey Kenneth King
 Jennifer Lynn Vogel King
 Kari Ann Krenzer
 Christopher Mark Lambert
 Pamela Sue Largen
 Tara Ann Longoria
 Brandon Everett Madison
 Matthew Alan Mahar
 Maureen AnneBoyle Manganaro
 John Michael Martens
 Corey James Mayberger
 Shelley Jean Kreider McCoy
 Deborah Smith McPherson
 Robert Edward Meehan Jr.
 Alan Patrick Michels
 Keith Allen Miller
 Michael Perry Millie
 Lee David Millward
 Lynn Marie Mousel
 Connie Jo Murphy
 Dawn Marie Murphy
 Paul Dennis Murray
 Reema O. Abou-Nasr Nabulsi
 Gregston Rodney Nelson
 Heather Lynne Walsh
 Neumeister
 Ky Camron Newell
 Dung Anh Nguyen

William James Ostdiek
 Sandra Lee Dorn Parks
 Daniel A. Pearson
 Anne Michelle Perlman
 James Todd Peterson
Troy John Plumb
 Rhonda Rene Martin Quintana
 Patricia Jean Rand
 Lorinda L. Reece
 David Roman Renner
 David Lawrence Robbins
 Saswata Roy
 Michael Jason Sayers
 Lisa Ann Sharp Schalley
 Richard John Seitz
 Ann Marie Shahwan
 Elisabeth Cleary Shearon
 Trisha Lee Sheeley
 Derek L. Shickell
 Darcy Lynn Sittig
 John Ulf Skoog
 Tiffany Lynn Somer-Shely
 Stefanie Seaman Somerhalder
 Chad Lynn Stoltz
 June Sharri Stoural
 William Bennett Stratbucker
 Thomas Andrew Sullivan
 Sheldon L. Thieszen
 Joni Annette Travis Tilford
 Daniel Joel Tomes
 Michelle Lynn Trauthen
 Joshua Aaron Urban
 Chad Weylin Vieth
 Jason David Walsh
 Stephanie Yi Wang
 Thomas John Wescom
 Patrick Gerald Wetovick
 John Steven Whitfield
 Tina Marie Schade Willis
 Brad Andrew Winterstein
 Timothy Carl Zimmerman

1998

Gregory Lee Alberts
 Daniel Roy Anderson
 Claire Elizabeth Hutchins Baker

Todd James Batenhurst
 Mark Allen Becker
 Michelle Leigh Duval Benes

Kristin Sue Bird
 Richard A. Blatny, Jr.
 Shawn Michael Brooks

Kenneth Joseph Brown
 Steven Joseph Buda
 Melinda Dawn Burst
 John Matthew Byrd
 Scott Stuart Chapman
 Lynn L. Charrlin
 Brian Edward Couse
 Deborah Lynn Darrington
 Kristin Rikkers Davis
 Wendi Jolea Dick
 Margarita Arispe Dickey
 Adrian Dreesen
 Patrick Cameron Farrell
 William Victor Fattig
 Julie Lyn Feddersen
 Gregory Michael Fletcher
 Edward Francis Fogarty III
 usannah Playford Ford
 Devin Jon Fox
 Caitlin Blanton Foxley
 Toby Douglas Free
 Matthew Frank Fryzek
 Ann Regan Gallagher
 Kerri Jo George
 John Andrew Gill
 David Charles Goldner
 Whitney Richmond Sears Goldner
 Michael Peter Gruber
 Regg A. Hagge
 David Andrew Haggstrom
 Jeffrey Mark Hall
 Melissa Lynne Steiner Hall
 Patrick John Hanna
 Brian Mark Hartiger

Russell Dean Havranek
 Courtney Frances Madson
 Hellman
 Douglas James Herbek
 George Louis Hertner
 Kristin Gasseling Heuermann
 Lance Hamilton Hoffman
 Erin Leigh Ziegler Huebschman
 Jeffery Scott Jacobs
 Pamela Susan Jaworski
 Jennifer Sue Kay
 Darren Robert Keiser
 Michael Lee Kiekhaefer
 Ladd Daniel Lake
 Kimberly Wells Larsen
 Lou A. Lukas
 Cheryl Lynne Madson
 John Paul Majerus
 Monique Christine Mathews
 Burt John McKeag
 David Wayne Munderman
 Jodee Lyn Mosher
 Michele Nicole Mulligan
 Chadd S. Murray
 Stephanie Kay Neuhaus
 Anita Nijhawan
 Cory Lee Ohlson
 Jennifer Lynn Oldham
 Michael Scott Olguin
 Kim Renee Olson
 William Sung Pae
 Arman Kersi Pajnigar
 Reena Natvarlal Patel
 Steven Aaron Pergam

Trisha Dian Powers
 Brent Michael Premier
 Priyush Kamlaakar Rajurkar
 Laurence M. Raynor
 onathan Scott Richman
 Louis Walter Roemhildt
 Jennifer Melissa Sauer
 Bradley G. Sawtelle
 Lisa Ann Scheppers
 Susan Marie Schuckert
 Garret Temple Shaw
 Jason Floyd Shiffermiller
 Linda Ann Snider
 Mary Colleen Snyder
 Scott Alan Snyder
 Patrick James Specht
 Jonathan Lee Spencer
 Debra Lynn Steele
 Cathleen Margaret Steinegger
 Todd William Stuckey
 Darrell D. Svoboda II
 Sara Lynn Batchter Svoboda
 J. Sean Patrick Tarsney
 Michael Andrew Thompson
 Lisa Kristen Boothar Thurbert
 Shivvaun Michelle Couch Torres
 Joseph L. Tuma
 H. Denise McMillan Vosik
 Gina Bartlett Wilson-Ramirez
 Todd Alan Woltman
 Mathew Hardin Wood
 Todd Alan Woolen
 Jeffrey Joseph Yosten

1999

Neera Agrwal
 Jill Adair Anderson
 Nicole P. Anest
 Amy Margreta Settles Badberg
 Tonia Michelle Hanna Baldwin
 Kimberly Ann Baptiste
 Terri Renee Botterman
 Matthew Alan Beacom
 LeAnn Caci Smith Beran
 Kaea Nanette Long Beresford
 Gerry Chester Bohac
 John Scott Bonta
 Bradley

Steven Bowdino
 Anne Marie Beeltinger
 Nicholas Benjamin Bruggeman
 Andrew James Buresh
 Kenneth S. Burton
 Jason Michael Citta
 Andrew David Coen
 Christopher Kinsman Corbit
 Kerri Lynn Brown Corbit
 Steven Tyler Cullen
 Brent Marsden Cutshall
 Murray Eugene D'Angelo
 Tatyana Rashelle Demidovich

Mary Kay Drake
 Christie Ann Mercer Dry
 Steven Gary Dunder
 Heather C. Due Eberspacher
 David Ehsan
 Kathryn Lynn Fick
 Edward Marshall Ford
 Erich Richard Fruehling
 Jill Andrea Gaines
 Jeffrey Scott Gilroy
 Jason Edward Grennan
 Jill Jene Heen Grennan
 Cynthia Dawn Kraus Guenue

Dawn Marie Massey Hagen
 Brian Paul Hasley
 Michael Edward Hauser
 Scott Allen Heasty
 Jay Michael Hoelscher
 Nichelle Ree Horton
 Matthew James Hrnicek
 Kathryn Garrity Hughes
 Michael Scott Jackson
 Lynnette Sue Jacobsen
 Angela Lynn Griffith Jenkin
 Jennifer Sue Kiesel Jensen
 Joel Matthew Johnson
 Emily Rachael Kean
 Lynne M. Knowles
 Douglas A. Koch
 Alan Stuart Kricsfeld
 Marcy K. Krueger
 Todd Robert Kumm
 David Derek Lee
 Kerry Ann Leslie
 Keith Raman Lodhia
 Bryce H. Lund
 Trevor Alden Lundstrom
 James Michael Mahalek

Tarek Helmy Mahrous
 Andrea G. Marsh
 Patrick Ian McConnell
 Lisa Dyan McMeekin
 Christopher Daniel Miller
 Douglas Roy Mitchell
 Anne Newland
 Tan M. Nguyen
 Vu T. Nguyen
 Kendra Elizabeth Olson
 Suzan S. Pae
 Jeevan Jagdish Pai
 Jennifer Rose Parsa
 Kimberly Peck
 James Allen Plasek
 Kevin J. Policky
 Jason Robert Potts
 Christopher Edward Price
 Mark Thomas Quinlan
 Frances Ann Radkey
 Trisha Marie Ragland
 Kevin Joseph Reichmuth
 Tracy Suzanne Asche Reichmuth
 Andrew Young Reynolds
 Ellen Kay Gilbert Roberts

Sheila Olivia Smith Roupf
 Steven Keith Roupf
 Stacey Lee Safford
 Christopher Phillip Samuels
 Tricia Marie Schmit
 Lance Eric Shupbach
 Christopher Charles Seip
 Christopher William Spilker
 Gelerie Darlene Arfiles
 Stenbakken
 Sharon Rae Stoodman
 Mikela Jennifer Swenson
 Allison Luanne Toepfer
 James Daniel Tollman
 David Z. Tusek
 Marilyn Evonne Ashby Valentine
 Lars Erik Vanderbur
 Christopher Alan Vandemeck
 Amy Elizabeth Sack Vertin
 Jennifer Rebecca Walker
 David D. Weeks
 Pamela Sue West
 Scott Wesley Wilson
 Dale A. Zaruba

2000

Sanaz Afari
 Jeffrey K. Ailes
 Karolin Sonja Redenbach Anderson
 John Charles Andresen
 Timothy Daniel Babbitt
 Kristina Lynn Bailey-Marrero
 Jennifer Lynn Krohn Bengston
 Kristina Suzanne Walline Birch
 Kenneth L. Blad
 Stacy Diane Fairbanks Blum
 Kristine Lynn Kulig Bott
 Tara Renee Berny Brakke
 Stacey L. Brown
 Shanaeya Nicole Burton
 Michele Sue Cauble
 Jason J. Ciesler
 Mark J. Clift
 Christopher John Connolly
 Corinna Ann Kolder Cooper
 Wendy M. Curulla
 Jason John David
 Valerie Anne David

Jeannette Marie Dean
 Yulia Michelle Demidovich
 David Arthur Denman
 Arjoli J. Desai
 Joy Catherine Taylor Drass
 Chad Michael Duval
 Vanessa Denise Evans
 Lynette Denise Exum
 Thomas Nolan Fennessy
 Douglas Robert Fiedler
 Jennifer Ann Forsman
 Sheryl A. Haggerty
 Cody Stephen Harlan
 Nick J. Hartl
 Bryce Eric Heese
 Jason Thaine Helvey
 Jeffrey Allen Himmelberg
 Virginia Marie Hoefler
 Jason Douglas Huff
 Heidi Jo Iwanski
 John Randall Jacobsen
 Alicia Ann Johnson

Melissa Ann Johnson
 Joseph Michael Kalamaja
 Dina Alexandra Kogan
 Joseph Lewis Kummer
 Nitya Krishan Lassi
 Anthony James Lauder
 Lisa Ellen Berger Linquist
 Patrice Diane Lockhart
 Brant Noel Luebke
 Jennifer Leigh Lundgren
 Nicole Marie Mahoney
 Tamer Helmy Mahrous
 Gotam Makker
 Mark Phillip Menolascino
 Donald Michael Merrill
 Jason John Mickels
 Clifford Douglas Miles
 Jason Jay Miller
 Kody Alan Moffatt
 Jonathan Fisher Moravsek
 Adam Paul Newman
 Susan Michelle Nikels

Timothy J. Nitzsche
 Curtis Robert Noel
 John Robert Obnoutka
 Mara Pegoen Paradix
 Philip Anthony Pazderka
 Diane Manning Pennington
 Wendy Marie Metz Peterson
 Travis J. Petree
 Elizabeth Suzanne Pitt
 Randall Raymond Plambeck
 Dorisa L. Polk
 Todd John Popp
 Sara C. Powers
 David Lee Priebe
 John Christopher Puente
 Bryan Lee Reuss
 Dasen Ronald Ritchey
 Julie Lynn Rothlisberger
 Chelsea Dawn Sawyer
 Laura Joelle Schaben

Michele Nicole Schaefer
 Amy Lynn Schlichtemeier
 Rudy Jay Schneider
 Gwynn Colette Schoonmaker
 David John Schram
 Matthew Robert Schultz
 Matthew David Shaw
 Lisa Michelle Sieczkowski
 Erin Nicole Wingert Silvius
 Michelle Lea Simmons
 Anton James Smolik
 George Brent Sorensen
 Michael Tracey Stang
 Christine S. Stanko
 Scott D. Straka
 Heidi Lynn Hieb Strouth
 John Jason Summa
 Daniel Lee Sundell
 Chad Aaron Surratt
 Misty Anne Svitak

JonBen Dale Svoboda
 Richard Mack Tempero
 Todd Jason Tessendorf
 Julie Ann Schmid Theis
 Lee Thomas Thurbert
 Nguyet Anh Tran
 Christopher Michael Traudt
 Corey Alan Trease
 Theodore Carl Tucker
 Christopher Burgon Valentine
 Chad William Vokoun
 Steven Jerald Volin
 Paula Leigh Engelbaert Walters
 Kristin Kay Warner
 Colin Dexter Weekes
 Nicole Suzanne White
 Joy Carol Williams
 Mario Valente Wilmath
 Robert Royden York, Jr.