
Fw: Jennifer Clarke

From Susan VanderPlas <susan.vanderplas@unl.edu>

Date Sat 2025-10-04 11:24 AM

To Becky Zavala <rzavala2@unl.edu>; Jennifer Nelson <jnelson18@unl.edu>

Cc Heike Hofmann <hhofmann4@unl.edu>

Becky and Jennifer,

Please see below. IANR has considered Jennifer Clarke to be 20% statistics since her hire in 2013. It appears that the database entry was incorrect, but this should be corrected in the metrics to reflect the APC procedures that ensure departments have a chance to correct faulty data during the APC process.

Thanks.

From: Jennifer Clarke <jclarke3@unl.edu>

Sent: Friday, October 3, 2025 04:38 PM

To: Susan VanderPlas <susan.vanderplas@unl.edu>

Subject: FW: Jennifer Clarke

FYI ... here is the response from IANR HR regarding my position. They consider me to be 20% in Statistics, regardless of what SAP says.

Jennifer

N.B.: I am on Faculty Development Leave from July 1 - December 31 with limited email access.

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Jennifer L. Clarke, Ph.D.

Director, Quantitative Life Sciences Initiative

Director, PhD in Complex Biosystems

Professor, Departments of Statistics, Food Science and Technology

University of Nebraska-Lincoln

pronouns: she, her, hers

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From: Richard Bischoff <rbischoff2@unl.edu>

Date: Friday, October 3, 2025 at 2:53 PM

To: Jennifer Clarke <jclarke3@unl.edu>

Cc: Rachel Szelag <rszelag2@unl.edu>, Tiffany Heng-Moss <thengmoss2@unl.edu>, Derek McLean <derek.mclean@unl.edu>

Subject: FW: Jennifer Clarke

Jennifer,

I have worked with IANR HR Specialist Rachel Szelag to understand the discrepancies in how your

appointment with Statistics is reflected in SAP and your position description.

I assure you that you have had an official position in Statistics continuously since your hire in 2013. The official nature of this appointment in statistics is reflected in your position description and PAF, in the apportionment of your salary (currently approximately 20%), and functionally in how you have been evaluated and in how you have participated as a voting member of the Statistics faculty. The update to your PAF that was executed in 2015 also reflects your official appointment with Statistics.

For reasons we don't know, you ceased to be listed as having an appointment in Statistics in SAP HR beginning in 2015. I suspect that this was an input error associated with the execution of the change in PAF. There was, however, no error in the documentation of the funding apportionment for your position. Roughly 20% of your salary and benefits have been continuously attributed to the Department of Statistics since 2015. This financial apportionment is the true indication of your official appointment with Statistics.

Please let me know if you have any questions or if you would like to discuss this further.

Rich

Richard J. Bischoff, Ph.D.
Associate Vice Chancellor
Institute of Agriculture and Natural Resources
University of Nebraska-Lincoln
402-472-5801, rbischoff2@unl.edu

From: Jennifer Clarke <jclarke3@unl.edu>
Sent: Tuesday, September 30, 2025 3:16 PM
To: Trisha Dezort <tdezort2@unl.edu>
Cc: Derek McLean <derek.mclean@unl.edu>; Jennifer Clarke <jclarke3@unl.edu>
Subject: FW: Jennifer Clarke

Hi Trisha,

I have been informed by the EVC office that I have not had an official position in Statistics since 2015. Can you clarify? See Becky's note below. My official position description with MOU from 2013 says differently. I recognize that this request may take some digging – my apologies – but an explanation would be most appreciated.

Jennifer

N.B.: I am on Faculty Development Leave from July 1 - December 31 with limited email access.

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Jennifer L. Clarke, Ph.D.
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Professor, Departments of Statistics, Food Science and Technology
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From: Becky Zavala <rzavala2@unl.edu>
Date: Tuesday, September 30, 2025 at 2:52 PM
To: Jennifer Clarke <jclarke3@unl.edu>, Susan VanderPlas <susan.vanderplas@unl.edu>
Cc: Jennifer Nelson <jnelson18@unl.edu>
Subject: RE: Jennifer Clarke

The EVC office was able to grab the appointment data for Jennifer Clarke. I would suggest reaching out to IANR HR to understand what happened between October 2014 and October 2015 with Jennifer's appointment.

Thanks,
Becky

Point In Time	Appt Title	Appt Org Unit Name	Position Number	FTE
October 2014	Assoc Professor	Food Science & Technology	00033014	0.45
October 2014	Associate Professor	Statistics	00031009	0.30
October 2014	Director	Food Science & Technology	00033025	0.25
October 2015	Assoc Professor	Food Science & Technology	00040196	0.51
October 2015	Director	Food Science & Technology	00040076	0.49
October 2016	Assoc Professor	Food Science & Technology	00040196	0.51
October 2016	Director	Food Science & Technology	00040076	0.49
October 2017	Director	Food Science & Technology	00040076	0.49
October 2017	Professor	Food Science & Technology	00040196	0.51
October 2018	Director	Food Science & Technology	00040076	0.49
October 2018	Professor	Food Science & Technology	00040196	0.51
October 2019	Director	Agricultural Research Division	00034260	0.49
October 2019	Professor	Food Science & Technology	00040196	0.51
October 2020	Director	Agricultural Research Division	00034260	0.49
October 2020	Professor	Food Science & Technology	00040196	0.51
October 2021	Director	Agricultural Research Division	00034260	0.49
October 2021	Professor	Food Science & Technology	00040196	0.51
October 2022	Director	Agricultural Research Division	00034260	0.49
October 2022	Professor	Food Science & Technology	00040196	0.51
October 2023	Director	Agricultural Research Division	00034260	0.49
October 2023	Professor	Food Science & Technology	00040196	0.51
October 2024	Director	Agricultural Research Division	00034260	0.49
October 2024	Professor	Food Science & Technology	00040196	0.51

From: Becky Zavala
Sent: Tuesday, September 30, 2025 11:14 AM
To: Jennifer Clarke <jclarke3@unl.edu>; Susan VanderPlas <susan.vanderplas@unl.edu>
Cc: Jennifer Nelson <jnelson18@unl.edu>
Subject: RE: Jennifer Clarke

I've sent this on to the EVC office to investigate.
Thanks,
Becky

From: Jennifer Clarke <jclarke3@unl.edu>
Sent: Tuesday, September 30, 2025 9:30 AM
To: Susan VanderPlas <susan.vanderplas@unl.edu>; Becky Zavala <rzavala2@unl.edu>
Cc: Jennifer Nelson <jnelson18@unl.edu>
Subject: Re: Jennifer Clarke

Hi Susan and Becky,

Attached is my appointment as described in a MOU from 2013. I have not received any changes or update to this apportionment.

I do not understand what Susan sent below?

Jennifer

N.B.: I am on Faculty Development Leave from July 1 - December 31 with limited email access.

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Director, PhD in Complex Biosystems
Professor, Departments of Statistics, Food Science and Technology
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From: Susan VanderPlas <susan.vanderplas@unl.edu>
Date: Tuesday, September 30, 2025 at 8:12 AM
To: Becky Zavala <rzavala2@unl.edu>
Cc: Jennifer Nelson <jnelson18@unl.edu>
Subject: Jennifer Clarke

Becky,

I am confused about how apportionment works. Jennifer Clarke had a 0.1 appointment in Statistics in 2024-2025, as published in the salary information online https://nebraska.edu/-/media/projects/unca/offices-policies/business-and-finance-office/docs/budget-salary-information/2024-2025/personnel_rosters_2024_2025.pdf



nebraska.edu

511000

Blankenship, Erin E

Statistics (21-6225-0001)

TOTAL Blankenship,

511000

Clarke, Jennifer L

Food Science & Technology

Food Science & Technol

Statistics (21-6225-0001)

Computational Bioinform

TOTAL **Clarke, Jenni**

511000

Eskridge, Kent M

Statistics (21-6225-0001)

TOTAL Eskridge, Ker

clarke

I assume this is also the case for previous years up to 2015. Is there some mechanism by which someone's responsibilities and academic expectations don't match their budget allocation?

I will note that the appointment mentioned for 2025-26 matches the numbers you quoted me yesterday (0.49 ARD, 0.51 Food Science). However, the apportionment for this AY can't possibly be relevant given how carefully you have assembled the data to ensure that everyone is explicitly comparable and the rules are applied the same to every unit. So, is there something I am missing here? Because every other metric depends on the ability to count the number of people in our department correctly.

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