



Board of Regents Meeting

Varner Hall Board Room

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Closed Session

Additional Business

Minutes for Approval

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AGENDA
THE BOARD OF REGENTS
OF THE UNIVERSITY OF NEBRASKA
Varner Hall, 3835 Holdrege Street
Lincoln, Nebraska 68583-0745
Thursday, June 19, 2025
9:00 a.m.

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON APRIL 11, 2025
- IV. PRESENTATIONS
- V. KUDOS
 - Meredith DeHaven, University of Nebraska at Kearney*
 - Sue Ellen Pegg, University of Nebraska-Lincoln*
 - Paula Kohles, University of Nebraska Medical Center*
 - Abbey Henrichs, University of Nebraska at Omaha*
- VI. RESOLUTIONS
 - Resolution of Board of Regents commitment to continued Regents Scholars*
- VII. HEARINGS
- VIII. PRESIDENT’S REMARKS
- IX. PUBLIC COMMENT

The Standing Rules of the Board provide that any person who gives 24 hours’ notice to the Corporation Secretary of the Board may speak to any item that is not on the agenda. In addition, any person may appear and address the Board of Regents on any item on the agenda for this meeting.
- X. UNIVERSITY CONSENT AGENDA
 - A. ACADEMIC AFFAIRS
 - 1. President’s Personnel Recommendations, Addendum X-A-1
 - B. BUSINESS AND FINANCE
 - 1. Ratify Guaranteed Maximum Price (GMP) Amendments and Change Orders, Addendum X-B-1
- XI. UNIVERSITY ADMINISTRATIVE AGENDA
 - A. ACADEMIC AFFAIRS
 - University of Nebraska
 - 1. Approve existing Academic Program Reviews required by the Nebraska Coordinating Commission for Postsecondary Education (CCPE), Addendum XI-A-1
 - 2. Approve in-depth Reports required by the Nebraska Coordinating Commission for Postsecondary Education (CCPE), Addendum XI-A-2

3. Approve request for outside activity [please note: this item will be voted on after Closed Session], Addendum XI-A-3

University of Nebraska at Kearney

4. Approve deletion of the undergraduate Bachelor of Science in Astrophysics Comprehensive degree offered by the Department of Physics & Astronomy in the College of Arts & Sciences at the University of Nebraska Kearney (UNK), Addendum XI-A-4
5. Approve deletion of the undergraduate Bachelor of Science and Arts degrees in Physical Science offered by the Department of Physics & Astronomy in the College of Arts & Sciences at the University of Nebraska at Kearney (UNK), Addendum XI-A-5
6. Approve deletion of the undergraduate Bachelor of Science degree in Astronomy offered by the Department of Physics & Astronomy in the College of Arts & Sciences at the University of Nebraska at Kearney (UNK), Addendum XI-A-6
7. Approve deletion of the undergraduate Bachelor of Science degree in Physics Comprehensive-Engineering Emphasis offered by the Department of Physics & Astronomy in the College of Arts & Sciences at the University of Nebraska at Kearney (UNK), Addendum XI-A-7
8. Approve deletion of the undergraduate Bachelor of Science degree in Spanish Translation and Interpretation Comprehensive offered by the Department of Modern Languages in the College of Arts & Sciences at the University of Nebraska at Kearney (UNK), Addendum XI-A-8
9. Approve deletion of the undergraduate Bachelor of Arts degree in English with a Writing Emphasis offered by the Department of English in the College of Arts & Sciences at the University of Nebraska at Kearney (UNK), Addendum XI-A-9

University of Nebraska-Lincoln

10. Approve the establishment of the undergraduate Bachelor of Science degree in Robotics Engineering offered by the College of Engineering at the University of Nebraska-Lincoln (UNL), Addendum XI-A-10
11. Approve the establishment of the undergraduate Bachelor of Arts and Bachelor of Science degrees in Modern Languages, by merging the current French and German majors, offered by the Department of Modern Languages and Literatures in the College of Arts and Sciences at the University of Nebraska-Lincoln (UNL), Addendum XI-A-11
12. Approve the establishment of the undergraduate Bachelor of Arts and Bachelor of Science degrees in Multidisciplinary Studies offered by the College of Arts and Sciences at the University of Nebraska-Lincoln (UNL), Addendum XI-A-12

University of Nebraska Medical Center

13. Approve the establishment of the Diabetes Center of Excellence in DIAbetes Care, Research, and Education (C-DIACARE) administered by the College of Medicine at the University of Nebraska Medical Center (UNMC) Addendum XI-A-13
14. Approve the elimination of the Center for Advanced Surgical Technology (CAST) in the College of Medicine at the University of Nebraska Medical Center (UNMC), Addendum XI-A-14

B. BUSINESS AND FINANCE

University of Nebraska

1. Approve the Fund B, University Program and Facilities Fee (UPFF) 2025-26 Allocation for UNK, Addendum XI-B-1

2. Approve the Fund B, University Program and Facilities Fee (UPFF) 2025-26 Allocation for UNL, Addendum XI-B-2
3. Approve the Fund B, University Program and Facilities Fee (UPFF) 2025-26 Allocation for UNMC, Addendum XI-B-3
4. Approve the Fund B, University Program and Facilities Fee (UPFF) 2025-26 Allocation for UNO, Addendum XI-B-4
5. Approve the FY25-26 Operating Budget and 2025-26 tuition rates for the University of Nebraska System, Addendum XI-B-5
6. Approve the FY25-26 Operating Budget for the Nebraska College of Technical Agriculture, Addendum XI-B-6
7. Approve the renewal of the FM Global Property Insurance policy, Addendum XI-B-7

University of Nebraska-Lincoln

8. Approve extension of Interlocal Cooperation Agreement with Nebraska State Patrol for Supplemental Security and Law Enforcement at UNL Events, Addendum XI-B-8

University of Nebraska Medical Center

9. Approve the Guaranteed Maximum Price (GMP) for the UNMC Infrastructure Project (42nd Street Corridor), Addendum XI-B-9

C. EXECUTIVE

1. Approve updates to remaining Bylaws Chapter I-III, Addendum XI-C-1
2. Approve Amendments to Regents' Policies RP-6.1, RP-6.2, RP-6.3, Addendum XI-C-2

D. FOR INFORMATION ONLY

1. Updates to Bylaws Chapter IV-VI, Addendum XI-D-1

E. REPORTS

1. Program Monitoring Reports required by the Board of Regents, Addendum XI-E-1
2. Laboratory, Student, and Miscellaneous Fees for Academic Year 2025-2026, Addendum XI-E-2
3. First Quarter Personnel Reports 2025, Addendum XI-E-3
4. Spring 2025 Student Credit Hour and Enrollment Summary Report, Addendum XI-E-4
5. Current List of Professional Post-Baccalaureate Programs, Addendum XI-E-5
6. Proposal to pilot intersession courses beginning in the 2026-2027 academic year at the University of Nebraska at Omaha (UNO), Addendum XI-E-6
7. Report on the revised Bylaws of the Graduate College of the University of Nebraska, Addendum XI-E-7
8. Proposal to rename the Master of Science in IT Innovation to the Master of Science in Human Centered Computing offered by the School of Interdisciplinary Informatics in the College of Information Science and Technology at the University of Nebraska at Omaha (UNO), Addendum XI-E-8
9. Annual Report of Six-Year Capital Plan, Addendum XI-E-9
10. Report of Bids and Contracts, Addendum XI-E-10
11. Quarterly Gifts, grants, contracts, bequests, Addendum XI-E-11
12. Quarterly Status of Capital Construction, Addendum XI-E-12
13. Deferred Maintenance Renewal Plan for 2026-30, Addendum XI-E-13

14. Report on revisions to rules and regulations for faculty self-government organization at the University of Nebraska Medical Center (UNMC), Addendum XI-E-14
15. Report on revisions to rules and regulations for faculty self-government organization at the University of Nebraska at Omaha (UNO), Addendum XI-E-15
16. Report on amendments to the University of Nebraska at Omaha (UNO) College of Business Administration (CBA) Bylaws and Policies & Procedures, Addendum XI-E-16
17. Report on amendments to the University of Nebraska at Omaha (UNO) bylaws for student self-government organization, Addendum XI-E-17

XII. CLOSED SESSION

XIII. ADDITIONAL BUSINESS



RESOLUTION

WHEREAS, the University of Nebraska Board of Regents focuses on celebrating and rewarding the highest achievers among Nebraska residents pursuing an undergraduate degree at the University of Nebraska by offering Regents Scholarships, and

WHEREAS, it is important that the standards for these awards remain consistent across the University of Nebraska System, are publicized in a consistent manner for the potential recipients and their parents, and are adhered to in a consistent manner each year when determining who will receive the award, and

WHEREAS, the Board of Regents has determined that to remain consistent and continue to recognize the distinct nature of the high academic achievements required to receive this award, the Board will hereafter require a minimum threshold using a standardized test score that will be necessary for applicants to be eligible for the award.

NOW, THEREFORE, Be It Resolved, that the Board of Regents of the University of Nebraska commits to establishing and hereafter adhering to a clearly established system wide standard of achievement for eligibility for all Regents Scholars on all campuses for applicants enrolling for the 2026-27 academic year and thereafter.

Jeffrey P. Gold, M.D., President
June 19, 2025



BOARD OF REGENTS AGENDA ITEM SUMMARY

June 19, 2025

AGENDA ITEM: Consent Agenda

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' policy.*

PRESENTERS: Jeff Gold, President

PURPOSE & KEY POINTS

Academic Affairs

1. President's Personnel Recommendations

Section 3.2 of the *Bylaws of the Board of Regents* provides that appointments to the positions of Vice Chancellor, Dean, and equivalent ranks, shall be made by the President, subject to approval by the Board. Approval of the following appointment is recommended.

- Anne Barnes, Senior Vice President and Chief Financial Officer (Special), Vice Chancellor for Business, Finance and Business Development (Special) for UNMC, effective 7/1/2025 (\$502,454, FY, 1.00 FTE).
- Chris Kratochvil, M.D., Vice President for External Relations (Special), Vice Chancellor of External Relations (Special) for UNMC, Professor (Continuous) of Psychiatry at UNMC, effective 7/1/2025 (\$554,979, FY, 1.0 FTE).
- Neal Schnoor, Chancellor (Special), University of Nebraska at Kearney and Vice President (Special), University of Nebraska, effective 7/1/2025 (\$355,000, FY, 1.00 FTE).
- Brooke Envick, Dean (Special), College of Business and Technology, University of Nebraska at Kearney, effective 7/1/2025 (\$210,000, FY, 1.00 FTE).
- Lisa Franzen-Castle, Interim Dean (Special), College of Education and Human Sciences, University of Nebraska-Lincoln, effective 6/13/2025 until 6/30/2025 (\$162,457, FY, includes \$147,457 base salary and \$15,000 administrative stipend), 1.00 FTE.

- Kelly Bruns, Interim Executive Director, Nebraska College of Technical Agriculture (NCTA) and Interim Director, Partnerships Engagement in the Institute of Agriculture and Natural Resources (IANR), University of Nebraska-Lincoln, effective 6/1/2025 until 6/30/2026 (\$224,626, FY, includes \$204,205 base salary and \$20,421 administrative stipend), 1.00 FTE.
- Sarah Gloden Carlson, Chief Compliance Officer (Special), University of Nebraska Medical Center; Assistant Vice Chancellor (Special), Academic Affairs; and Assistant Professor (Courtesy), Family Medicine; effective 6/1/2025 (\$225,000 FY, 1.00 FTE).
- Karen Gould, Interim Dean (Special), Graduate Studies, University of Nebraska Medical Center; Professor (Continuous) and Research Scientist (Special), Genetics, Cell Biology and Anatomy; and Deputy Research Integrity Officer (Special) for UNMC; effective 6/1/2025 (\$222,663, FY, includes \$39,330 research stipend and administrative stipends of \$15,000, 1.0 FTE).
- Jason Browning, Vice Chancellor (Special), Institutional Effectiveness and Student Success, University of Nebraska at Omaha, effective 5/19/2025 (\$275,000, FY, 1.00 FTE).
- Andrea Stiefvater, Associate Vice Chancellor (Special), Global Engagement, University of Nebraska at Omaha, effective 7/1/2025 (\$165,000, FY, 1.00 FTE).

PRESIDENT'S RECOMMENDATION

The President recommends approval of the Consent Agenda.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Consent Agenda☐ Review☒ Review + Action☐ Action☐ Discussion☐ *This is a report required by Regents' policy.*

PRESENTERS: Anne Barnes, Interim Vice President | CFO
Doug Carlson, Associate VP for University Services and Director,
Facilities, Planning & Capital Programs (FPCP)

PURPOSE & KEY POINTS

1. Ratify Nine (9) Guaranteed Maximum Price (GMP) Amendments and Change Orders

Regents Policy-6.3.1.4f, requires the Board of Regents' approval for amendments or change orders that exceed, in the aggregate, the greater of \$1,000,000 or 1.25% of the total project cost. All amendments were included in the contract values reported to the Board of Regents in the reports required by RP-6.3.1.4d [contracts over \$1,000,000] and RP-6.3.6.2e [quarterly report].

University of Nebraska Internal Audit and Advisory Services recommends ratifying amendments and change orders that exceed the aggregate threshold that, while reported to the Board, were not, as required, approved by the Board at the time of amendment of the GMP. This item seeks approval to ratify the following contract amendments and change orders.

Kiewit Hall Project (Kiewit BuildingGroup, Inc.)		
GMP Amendment #2	Steel Package	\$3,635,461
GMP Amendment #3	Mass Excavation Pile & Footing & Foundation Pkgs	\$4,056,221
GMP Amendment #4	Bid Package 4	\$7,027,029
GMP Amendment #5	Full GMP	\$1,140,018
GMP Amendment #6	Revised GMP	\$5,827,836
	Total	\$21,686,565
Architecture Complex LB384 Renovation—Phase 2 Project (The Whiting-Turner Contracting Company)		
GMP Amendment #2	Bid Package #2	\$7,386,357
GMP Amendment #3	Bid Package #3	\$4,372,021
GMP Amendment #4	Full GMP	\$6,416,949
	Total	\$18,175,327
Health and Kinesiology LB384 Renovation for REACH Project (Boyd Jones Construction Company)		
GMP Amendment #2	Buyout and Restroom Tile	\$6,263,667
	Total	\$6,263,667
Rural Health Education Complex Phase II Project (MCL Construction)		
GMP Amendment #2	Full GMP	\$19,288,492
	Total	\$19,288,492
UNKNew Fraternity and Sorority Life Housing Project (Sampson Construction Company)		
GMP Amendment #2	Bid Package #3	\$4,011,774
GMP Amendment #3	Bid Packages #4 and 5	\$10,862,673
GMP Amendment #4	Bid Package #6	\$12,431,663
	Total	\$27,306,110

Scott Engineering Center Renovation and Link Replacement Project (Hausmann Construction, Inc.)		
Change Order #18	Structural, mechanical & electrical modifications, unsuitable soil removal; miscellaneous changes	\$188,840
GMP Amendment 2	GMP Amendment 2 - Various change orders	\$2,405,216
	Total	\$2,594,056
North Stadium Expansion Project (Hausmann Construction, Inc.)		
GMP Amendment #2	Phase 2 Main GMP	\$13,350,000
GMP Amendment #3	Phase 2 Bid Package	\$3,887,375
Amendment #4; COs 19, 20 & 22	Aggregated amendment and change orders	\$2,068,248
	Total	\$19,305,623
ENREEC Feedlot Innovation Center Project (Settje Agri-Services & Engineering, Inc.)		
DB Amendment #2	Bid Package #2	\$1,999,981
	Total	\$1,999,981
Neihardt Center LB384 Renovation Project (Sampson Construction Company)		
GMP Amendment #4	Amendment for work required to suspend project	\$1,140,018
GMP Amendment #5	Full GMP	\$982,406
Change Order #9	Improve site conditions & add security for building	\$8,887
Change Proposal Request - 10	Replace sidewalk & concrete stairs w/ sloped sidewalk/ walking surface	\$60,823
	Total	\$2,192,134

2. Approve project budget increases.

Internal Project Management Fees were previously waived to keep capital construction projects within the Board approved budgets. An internal audit conducted by the Nebraska Internal Audit and Advisory Services found the practice of waiving fees an inappropriate practice and recommended procedures be established to charge FPCP fees at the appropriate rate schedule to all projects. This item seeks approval to increase the impacted project budgets to capture all project expenses to comply with audit findings.

Project	Current Budget	Requested Increase	New Budget
Westbrook Music Building	\$ 81,056,923	\$ 1,125,000	\$ 82,181,923
Scott Engineering Center Renovation & Link Replacement	\$ 79,956,000	\$ 691,508	\$ 80,647,508
Warner Hall Renovation	\$ 6,625,000	\$ 160,500	\$ 6,785,500
Architecture Complex Phase 2	\$ 27,150,000	\$ 121,100	\$ 27,271,100
North Stadium Expansion	\$ 165,000,000	\$ 1,521,515	\$ 166,521,515

PRESIDENT'S RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Existing Academic Program Reviews required by the Nebraska Coordinating Commission for Postsecondary Education (CCPE)

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

This report includes programs reviewed at the University of Nebraska at Kearney (UNK), University of Nebraska-Lincoln (UNL), and University of Nebraska at Omaha (UNO). The Nebraska College of Technical Agriculture (NCTA) and University of Nebraska Medical Center (UNMC) had no reports due this year. Each major/individual degree slated for review has been analyzed using the productivity thresholds established by the CCPE. CCPE, however, will often combine similar degree types (e.g., a BS and BA degree in Mathematics) when determining if a threshold has been met.

The Board of Regents is asked to approve the report and that it be forwarded to the CCPE. Except where noted, the Board recommends to the CCPE that the degree programs included in the report be continued.

When programs do not appear to meet CCPE's numerical thresholds, Neb. Rev. Stat. § 85-1414(5) requires that an in-depth review be conducted. Programs potentially requiring such reviews are noted, and upon confirmation from CCPE, reviews will be requested and reported to the Board in 2026.

BACKGROUND INFORMATION

The Nebraska Coordinating Commission for Postsecondary Education (CCPE) review process focuses on degree and credit hour production. Every University program/major is evaluated on a rotating basis, once every seven years.

RECOMMENDATION

The President recommends approval.

**Summary of 2024-2025 Program Review Results at the University of Nebraska at Kearney (UNK)
Academic Year 2019/20-2023/24**

UNK Programs	Degree	5-Year Mean of Degrees Granted	Undergraduate Degrees ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Agribusiness					
Agribusiness Comprehensive	BS	12.2	544.0	Continuation	
Art					
Studio Art	BA	1.4			X
Art K-12	BAE	5.4			X
Studio Art Comprehensive	BFA	3.6			X
Visual Communication & Design	BFA	8.0			
	Total		315.0		
Art Education	MAE	18.8		Continuation	
Communication Studies Comprehensive	BS	9.8	388.9	Continuation	
English					
English/English Writing	BA	9.8		Continuation (Single English Degree)	
English 7-12 / Language Arts 7-12	BAE	10.4		Continuation	
	Total		409.0		
English	MA	14.0		Continuation	
Family Science					
Early Childhood Family Advocacy	BS	8.6			
Family Studies	BS	22.4			
Early Childhood Family Advocacy	UG Certificate	0.8			
	Total		600.0		

UNK Programs	Degree	5-Year Mean of Degrees Granted	Undergraduate Degrees ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Interior & Product Design	BS	9.8	464.0	Continuation	
Modern Languages					
Modern Languages	BA	3.2			X
Modern Languages 7-12 Subject	BAE	3.8		Continuation	X
Spanish Translation and Interpretation	BS	2.6			X
	Total		217.0		X
Spanish Education	MAE	14.8			
Spanish	Graduate Certificate	0.0		Continuation	
Music & Performing Arts					
Music	BA	1.6			X
Music Comprehensive	BM	1.6		Continuation as a single degree with tracks	X
Music Performance Comprehensive	BM	1.8			X
Music Education PK-12 Field	BM	5.0			X
	Total		253.1		X
Music Education	MAE	6.6		Continuation	
Public Communication	MA	1.0		Continuation	X

Performance Standards:	Degrees per Year
Total Less than Two Years and Associate	10 or greater
Total Bachelors	7 or greater
Total Masters	5 or greater
Total Ph.D.	3 or greater
Undergraduate SCH/Instructional Faculty FTE	300 or greater

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney **Program:** Art

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BA, BAE, and BFA degrees.

Signed: Julie Shaffer 3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	4571	4076	4291	4196	4045	4236
Faculty Full-time Equivalency (FTE) ¹	15	13	13	13	12	13.2
Instructional Full-time Equivalency (FTE) ²	13.38	13.54	14.03	12.9	13.5	13.47
SCH/Faculty FTE ¹	305	314	330	323	337	322
SCH/Instructional Faculty FTE ²	342	301	306	325	300	315

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

All Programs (certificate, undergraduate and graduate degrees):							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	BA – Studio Art	2	1	1	0	3	1.4
	BAE – Art K-12	11	2	5	2	7	5.4
	BFA – Studio Art Comprehensive	2	6	3	0	7	3.6
	BFA – Visual Communication and Design	11	9	3	11	6	8
	Total Bachelors	26	18	12	13	23	18.4

Evidence of Need (provide a detailed explanation below or attach documentation)

The programs in the Art Department promote aesthetic awareness and provide an opportunity for students to be trained in a discipline that enhances visual communication. The department continues to generate considerable student credit hours via its major programs and General Studies offerings.

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).
In the Fall of 2024, the Department of Art & Design reorganized, submitted program changes through the CAS Ed Policy Committee, and was approved by the University for all Art Degree Programs (BA, BAED, and BFA degree) to have a common core of Art Foundation Courses (24 credits). In the Fall of 2025, all of the Art Degree Programs will share the same Art Foundation courses for the BA-Art (general art degree), BAED (Art Education-shared with COE), and the BFA Art & Design (comprehensive programs in design and studio arts). This change will bring together all of our graduates under a single degree program with a 5-year average of 18.4 as detailed in the chart above. This both simplifies and strengthens our degree program for our students and other constituents.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney **Program:** Art

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the MAE degree.

Signed: *Julie Shaffer* 3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE¹						
SCH/Instructional Faculty FTE²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

All Programs (certificates, undergraduate and graduate degrees):							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>							
	MAE – Art Education	18	27	16	21	12	18.8

Evidence of Need (provide a detailed explanation below or attach documentation)

The programs in the Art Department promote aesthetic awareness and provide an opportunity for students to be trained in a discipline that enhances visual communication. The department continues to generate considerable student credit hours via its major programs and General Studies offerings.

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).
In 2023, The MA Program (Art: K-12 Education & Museum Education) was updated to improve the program efficiency with course offerings and sequence.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney **Program:** Agribusiness (within Department of Marketing, Agribusiness & Supply Chain Management)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BS in Agribusiness

Signed: Julie Staffer 3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	3425	3500	3236	2584	3044	3158
Faculty Full-time Equivalency (FTE) ¹	9	8	9	9	8	8.6
Instructional Full-time Equivalency (FTE) ²	6.71	6.29	5.42	5.27	5.35	5.81
SCH/Faculty FTE ¹	381	438	360	287	381	369
SCH/Instructional Faculty FTE ²	510	556	597	490	569	544

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

All Programs (Certificate, and/or graduate and graduate degrees):							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards (list degrees/awards separately)	AGRIBUS-BS Agribusiness Comprehensive	13	18	10	14	6	12.2

* SCH/Instructional FTE are from the Department of Marketing, Agribusiness & Supply Chain Management undergraduate level, of which Agribusiness is a component

Evidence of Need (provide a detailed explanation below or attach documentation)

The Agribusiness degree is offered by the department of Marketing, Agribusiness & Supply Chain Management. The comprehensive degree places significant emphasis on the value of business in agriculture. This program prepares graduates skilled in the agribusiness field for the State of Nebraska and regions beyond.

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney

Program: Communication Studies Comp

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BS in Communication Studies Comprehensive

Signed: *Julie Shaffer*
(Chief Academic Officer or designated representative)

3-20-25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	4968	4948	4853	4689	4567	4805
Faculty Full-time Equivalency (FTE)¹	15	16	16	15	15	15.4
Instructional Full-time Equivalency (FTE)²	12.8	12.8	12.93	11.89	11.41	12.37
SCH/Faculty FTE¹	331.2	309.3	303.3	312.6	304.5	312.2
SCH/Instructional Faculty FTE²	388.1	386.6	375.3	394.4	400.3	388.9

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

All Programs (certificates, undergraduate and graduate degrees):							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	COMSTD-BS						
	Communication Studies Comp	10	13	4	13	9	9.8

Evidence of Need (provide a detailed explanation below or attach documentation)

The Communication Studies Comprehensive degree is offered by the Department of Communication. The core concepts such as how to nurture two-way conversations, cope with conflict, produce and share information and make clear and persuasive presentations of ideas or concerns in a variety of organizational settings, including careers in leadership, health administration, or human resources.

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing Policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney **Program:** English

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BA and BAE degrees

Signed: *Julie Shaffer* 3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	6523	5495	5442	4651	4092	5240.6
Faculty Full-time Equivalency (FTE)¹	17	16	17	17	17	16.8
Instructional Full-time Equivalency (FTE)²	14.74	13.24	13.20	12.33	10.29	12.8
SCH/Faculty FTE¹	384	343	320	274	241	312
SCH/Instructional Faculty FTE²	442.4	414.9	412.2	377.3	397.8	409

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:								19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	BA – English/ English Writing-Inactive	16	9	10	8	6	9.8						
	BAE – English 7-12 Language Arts 7-12	8	8	7	14	15	10.4						

Evidence of Need (provide a detailed explanation below or attach documentation)

The English department graduates students with two different degrees, including a BAE that can help the state with the current teacher shortage, and also contributes to the General Studies program.

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

- ☐ Program is critical to the role and mission of the institution (detailed explanation).
- ☐ Program contains courses supporting general education or other programs (detailed explanation).
- ☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).
- ☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).
- ☐ Program provides unique access to an underserved population or geographical area (explain).
- ☐ Program meets a unique need in the region, state, or nation (explain).
- ☐ Program is newly approved within the last five years (no additional justification needed).
- ☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney **Program:** English

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the MA degree

Signed: *Julie Shaffer* 3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE¹						
SCH/Instructional Faculty FTE²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

All Programs (bachelor's, master's, graduate and graduate degrees)							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>							
	MA – English	10	9	20	15	16	14

Evidence of Need (provide a detailed explanation below or attach documentation)

The program attracts professionals, including teachers, to enable them to enhance their curricula at institutions across the Great Plains as well as those wishing to develop as writers and thinkers.

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney **Program:** Family Science (within Department of Counseling, School Psychology and Family Science)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BS degrees

Signed: Julie Chaffee 3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	4617	3924	4419	4514	4749	4445
Faculty Full-time Equivalency (FTE)¹	6	6	13	14	12	10.2
Instructional Full-time Equivalency (FTE)²	7.12	6.37	7.47	7.65	8.55	7.43
SCH/Faculty FTE¹	770	654	340	322	396	496
SCH/Instructional Faculty FTE²	647	616	592	590	555	600

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

All Programs (certificates, undergraduate and graduate degrees):							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	ECFAD-BS Early Childhood Family Advocacy	9	12	7	8	7	8.6
	FSTDS-BS Family Studies	28	19	27	21	17	22.4

Evidence of Need (provide a detailed explanation below or attach documentation)

UNK Family Science (FAMS) serves central and western Nebraska students planning to work with and for individuals and families. UNK FAMS is the only undergraduate Certified Family Life Education (CFLE) program in Nebraska through the National Council on Family Relations.

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney

Program: Family Science Certificate (within Department of Counseling, School Psychology and Family Science)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of Early Childhood Family Advocacy certificate program

Signed: Julie Shaffer 3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	ECFA Early Childhood Family Advocacy Certificate	0	0	0	1	3	0.8

Evidence of Need (provide a detailed explanation below or attach documentation)

The Early Childhood Family Advocate (ECFA) certificate is a unique certificate for undergraduate students working with young children and families in Nebraska. The ECFA certificate is meeting the immediate needs of early childhood educators.

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

- ☐ Program is critical to the role and mission of the institution (detailed explanation).
- ☐ Program contains courses supporting general education or other programs (detailed explanation).
- ☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).
- ☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).
- ☐ Program provides unique access to an underserved population or geographical area (explain).
- ☐ Program meets a unique need in the region, state, or nation (explain).
- ☐ Program is newly approved within the last five years (no additional justification needed).
- ☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney

Program: Interior & Product Design (within Department of Industrial Technology)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BS in Interior & Product Design

Signed: *Julie Shaffer*
(Chief Academic Officer or designated representative)

3-20-25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	4594	4400	4701	4958	5077	4746
Faculty Full-time Equivalency (FTE)¹	10	12	13	13	11	11.8
Instructional Full-time Equivalency (FTE)²	9.95	9.62	10.2	10.78	10.57	10.22
SCH/Faculty FTE¹	459	367	362	381	462	406
SCH/Instructional Faculty FTE²	462	457	461	460	480	464

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e., 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

All Programs (bachelor's, master's graduate and graduate degrees):							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>							
	INTPRD-BS Interior and Product Design	8	15	6	13	7	9.8

* SCH/Instructional FTE are from the Department of Industrial Technology undergraduate level, of which Interior & Product Design is a component

Evidence of Need (provide a detailed explanation below or attach documentation)

The Interior & Product Design program is the only program in Nebraska that is accredited by the Council for Interior Design Accreditation that offers students a comprehensive degree in Interior & Product Design.

- We are also the only program in the region that offers a 2+2 pathway for graduates of two regional community colleges to complete a bachelor's degree in two additional years.
- We have a unique demographic, as 33% of our students are students of color compared to 15% as the national average in similar programs as well as many first-gen students.
- Our graduation rate has grown from 7 annually to 9.8 with a growth trajectory of 13.8 graduates by spring of 2027.

The BS in IPD attracts a large number of students from central and western Nebraska and rural regions of nearby states, many of whom return to their communities as skilled professionals providing services to the state of Nebraska and beyond.

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney **Program:** Modern Languages

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the MAE in Spanish Education

Signed:  3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE¹						
SCH/Instructional Faculty FTE²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e., 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	SPAN-MAE	16	18	13	9	18	14.8
	Spanish Education						

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Department of Modern Languages – Graduate Programs March 2025

SPAN MAE – Master of Arts in Education – Spanish Education ONLINE

Prepared by Janet Eckerson, Graduate Program Chair

Evidence of need:

The state of Nebraska faces a growing need for highly qualified Spanish teachers. The rise in the number of Spanish language learners in K-12 schools across Nebraska reflects broader national trends (in NE Spanish learners in secondary school doubled between 2000 and 2020). However a shortage of qualified Spanish teachers, especially those qualified to teach dual-enrollment, AP/IB and in bilingual programs and work in rural schools remains a critical challenge. The UNK online Master of Arts in Spanish Education tailored for Spanish teachers is the only fully online master's level program in this area in the state. (UNO's MALT program has been paused and UNL does not offer an online Masters in Spanish and/or Language Teaching) It provides providing accessible, affordable high-quality professional development for Spanish teachers, allowing them to advance professionally and graduate with the qualifications needed to offer dual enrollment instruction to their students.

The program is unique and popular with Nebraska teachers but also with teachers from around the country with roughly half of enrollment coming from out-of-state students. The unique program and online flexibility enables more teachers, particularly those in rural areas, to pursue advanced credentials and improve their instructional practices without needing to relocate or interrupt their professional and personal commitments. This supports Spanish teacher retention.

Additionally, the online modality allows the graduate coursework in the SPAN MAE to support the transitional certification program at UNK, supplying graduate level methods and content courses necessary to certify Spanish teachers through this alternative pathway (and teachers of other World Languages) using our online graduate offerings.

Graduate certificate in Spanish

Justification

The 18 hour graduate certificate in Spanish offers the opportunity to combine any 18 hours of our online graduate Spanish electives in the MAE program to create the certificate credential. The certificate program requires NO additional staffing our course offerings. No course or staff are serving this credential – all of the courses in the certificate are a regular part of the SPAN MAE program. The certificate allows a Spanish teacher with a Master's Degree in another area (such as Curriculum and Instruction) to gain the subject

hour requirements to teach dual enrollment courses, or simply to improve and/or expand their language proficiency and professional preparation.

In the past, students who have enrolled in the certificate program have often transitioned to the SPAN MAE, completing the full degree program rather than only the certificate.

Evidence of Need

The certificate allows a Spanish teacher with a Master's Degree in another area (such as Curriculum and Instruction) to gain the subject hour requirements to teach dual enrollment courses, become eligible to teach in post-secondary contexts like community colleges or simply to improve and/or expand their language proficiency and professional preparation. This certificate is the only online opportunity to develop this qualification in the state that accommodates working professionals.

Given that the certificate requires no resources independent of the SPANMAE program to operate, it is logical to continue to offer this opportunity to the handful of educators it benefits, and or any other student looking to continue to develop their Spanish and an advanced level without pursuing a degree program (perhaps because they have already obtained an advanced degree).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney **Program:** Modern Languages

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the Grad Certificate in Spanish

Signed: Julie Shaffer 3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	SPANISH					
	Spanish Grad Certificate	0	0	0	0	0

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney **Program:** Modern Languages

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BA, BAE and BS in the Modern Languages

Department

Signed: *Julie Shaffer* 3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	1296	1441	1325	1404	1227	1339
Faculty Full-time Equivalency (FTE) ¹	6	8	8	8	8	7.6
Instructional Full-time Equivalency (FTE) ²	5.95	6.24	6.12	6.62	5.99	6.18
SCH/Faculty FTE ¹	216	180	166	176	153	178
SCH/Instructional Faculty FTE ²	218	231	217	212	205	217

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards (list degrees/awards separately)	MODLA-BA Modern Languages	3	3	2	3	5	3.2
	MODLA-BAE Modern Languages 7-12 Subject	4	2	5	3	5	3.8
	SPANTRC-BS Spanish Translation and Interp	4	3	2	2	2	2.6

Evidence of Need (provide a detailed explanation below or attach documentation)

During the Fall 2024, the BS in Spanish Translation and Interpretation was altered and is now an emphasis under Modern Languages BA. The BA and BAE are combined as they are essentially the same core curriculum with variation only in the supporting courses.

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☒ Program is critical to the role and mission of the institution (detailed explanation).

From UNK Mission Imperatives, our department specifically serves these:

- a culture that supports opportunities for international experiences and studies.

Our newly acquired role as the home office of Study Abroad pairs excellently with our teaching of cultural competency and prepares students for cultural immersion and provides these opportunities to them. We also have a strong track record in providing students with opportunities to study abroad even from before taking on leadership in Study Abroad. Our students have historically been able to study in France, Germany, Spain, Mexico, and Costa Rica through our own initiatives.

- engaging in research, service, and outreach activities that apply university expertise to public needs.

Our research, service, and outreach involve facilitating professional-level activities necessary to be conducted in other languages, and with people of other cultures around us. Our students have gone on to be bilingual and multicultural social workers, attorneys, EMT providers, community health workers, dental assistants, sales and marketing representatives, insurance sales people, industrial distribution managers, health professionals, educators, counselors, and therapists. Entering their professions as bilingual people provides them with a leg up in the job market, and frequently facilitates higher salaries in their respective fields. Likewise, they fill a need in our state to serve the emerging demographic that does not communicate in English and is not familiar with how our systems function.

Most importantly, we are the institution primarily responsible for producing language teachers for our state. At a time when it is difficult to find enough teachers in our state's K-12 programs, it is crucial that we remain accessible to our pre-service teachers to prepare them to serve our state.

☒ Program contains courses supporting general education or other programs (detailed explanation).

Many of our classes qualify for LOPERs 6 (Humanities), and 10 (Respect for Human Diversity). We also have classes that interface with other minors, such as Latino Studies and Medical Humanities. We have, in the past, participated in the teaching of Loper 126 and have recently submitted Loper 101 courses to serve a broader population. Similarly, we have entered into a new program along with the College of Ed to prepare bilingual educators for certification, as that need has grown across Nebraska. Finally, we are moving toward coursework that will continue to support up and coming health professionals in facilitating interactions with non-English speaking patients (even for professionals who are not completely fluent) through our newly revamped introduction to interpretation class which will be rolled out in Fall '25.

☐ Interdisciplinary program (providing the program meets the requirements set in the existing

☐ policy
for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☒ Program provides unique access to an underserved population or geographical area (explain).

We are preparing up and coming professionals to be bilingual and bicultural to serve the emerging non-English speaking demographic in our part of the state

☒ Program meets a unique need in the region, state, or nation (explain).

*We are uniquely situated in the center of the state, and able to serve our **rural** population. Many of our students wish to remain closer to home for work reasons (some return for harvest, some help parents with family businesses, some help with younger siblings) or for cultural reasons (some students come from a cultural background that discourages living far from the immediate family). Our programs in language can teach English-only speakers to communicate and work with those from other cultures who have moved here from other countries. Our programs also back up the learning our first generation Latinx students come by from their homes, and help them harness their cultural and linguistic fluency to grow them into professionals who can serve others like them.*

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).

There are many reasons why our faculty does not reach the goal for SCH.

- 1) Primarily, all faculty who are tenure-track positions (must also support our on-line MA Spanish ED program by teaching at least one if not 2+ graduate courses per year—this decreases our contact with undergraduates to generate those hours.*
- 2) Additionally, as a small department, several of us (3 out of 5) also wear administrative “hats” and have a course reduction as Department Chair, Graduate Program Chair, or Study Abroad Director. Both reasons 1 & 2 cut into the production of SCH, since our time is divided among graduate and graduate courses, as well as teaching and administrative duties.*
- 3) Finally, we are obligated to provide our language skill-acquiring courses in sequential order—we do not have the luxury of skipping order if we want to take students successfully through the program in order to graduate. Thus, we must still offer some*

classes with smaller enrollment on a regular basis to move our students through in a timely manner.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney **Program:** Music & Performing Arts

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation as a single degree with tracks

Signed: Julie Shaffer 3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	3581	3661	3884	4142	4021	3858
Faculty Full-time Equivalency (FTE) ¹	21	21	21	21	21	21
Instructional Full-time Equivalency (FTE) ²	15.30	15.11	14.68	15.6	15.51	15.24
SCH/Faculty FTE¹	170.5	174.3	185	197.2	191.5	183.7
SCH/Instructional Faculty FTE²	234.1	242.3	264.6	265.5	259.3	253.1

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards (list degrees/awards separately)	MUSIC-BA Music	1	3	3	1	0	1.6
	MUSIC-BM Music Comprehensive	3	1	1	2	1	1.6
	MUSPERF-BM Music Performance Comprehensive	3	1	3	1	1	1.8
	MUSPK12-BM Music Ed PK-12 Field	1	6	5	5	8	5

"SCH/Instructional FTE are from the Department of Music & Performing Arts undergraduate level, of which Music degrees are a component"

Evidence of Need (provide a detailed explanation below or attach documentation)

UNK Music serves a large mission in a small community. We are the lighthouse keepers for music education and music-making for the people of central Nebraska, who often are underserved in many ways. We provide the only accessible public university within a 130-mile radius for young musicians to advance in the craft that serves their communities and that nurtures childhood mental and emotional wellness through music education. For many years, we have experienced 100% job placement for our Music Education and Music Business graduates in jobs directly

related to their degrees; in recent years, at least one music educator job remained unfilled for every graduate we placed. Graduates of our BA and BM-Performance degrees have all either been accepted into graduate study or have immediately entered the work force in jobs requiring the ability to self-train and self-motivate. Churches, theaters, and convention centers likewise are quick to employ graduates and even current students who have received the audio training from our Sound Recording Technology Minor. The Music department regularly fields requests to find musicians willing to provide full- or part-time music leadership for community programs (such as the YMCA) or for church music ministries. Likewise, we frequently refer student musicians to community members to provide music for social or commercial events.

Our degree offerings meet the needs of individual students, the necessary depth and breadth of a quality Music program, and the interests of the university in offering a quality college experience for all students. 24 credit hours are common to all Music degrees and the Music faculty have initiated catalog revisions to clarify this common core curriculum both through curricular grouping and via footnote explanations. The proportion of common Music Core coursework to Major Option coursework ranges from 49% to 61.5% with a mean of 55%. Many courses not required for the Bachelor of Arts degree in Music are required for at least one of the other degrees. Courses that are required only for specific degrees or emphasis areas are offered on a sparse, student need-based rotation and create a negligible effect on faculty load. However, the program will continue to pursue efficiencies in course offerings. The critical mass necessary in the Music student body and the quality of Music ensembles (which correlates to the quality of the students' educational experience) is dependent on a significant presence of instruction in all offered instrumental and vocal specializations. Due to Kearney's distance from urban centers, the program has limited access to qualified adjunct faculty to boost instructional capacity for multiple specializations, and so it attempts to leverage high quality faculty as community outreach agents, as resources for cultural life, and as recruiters for the university.

Credit hour production takes on a unique nature in a Music department. A typical Freshman Music Education major enrolls in 9 credit hours of music distributed over five classes (1 credit hour private lesson, 1 credit hour for choir, band, or orchestra, 1 credit hour for a piano techniques class, 2 credit hours for an Intro to Music Education course, and 4 credit hours for a Musicianship and Theory course which meets five periods per week). Due to these private lessons and time in choir, band, and orchestra, student credit hour production is lower than other disciplines. Nevertheless, Music is actively working to increase credit hour production. Efforts in the current academic year alone include creating a Music Business minor, adding two new General Education courses, and redistributing instruction for existing courses taught by faculty whose positions have been cut. We anticipate faculty will reach an annual 300 credit hour production goal within the next three years.

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☒ Program is critical to the role and mission of the institution (detailed explanation).

The UNK Music program mission is crucial to UNK fulfilling its Strategic Plan Mission Imperatives that "UNK is an exemplary public university that serves Nebraska by:

- meeting citizens' educational needs.
- adhering to policies of accrediting and governing agencies."

We highlight the excellence with which we serve our area as "an intellectual, artistic, and cultural resource" through our:

- contributions to campus and community life,
- accomplishments of the Music faculty,
- prioritization of financial resources and faculty time for recruitment and retention; not only of Music majors but of Music minors and ensemble members, and
- impressive student achievements (including career placement and graduate school admission).

UNK Reduction in Force eliminations of the Theatre and Dance programs have left Music as the only educational resource for the performing arts in central and western Nebraska and, along with the Department of Art & Design, one of only two arts departments at UNK. A vital presence of fine and performing arts are important elements to attract new industries and professional residents --particularly new members of a growing medical community to support UNMC-UNK's Rural Health Education initiatives.

☒ Program contains courses supporting general education or other programs (detailed explanation).

In typical semesters, UNK Music offers 6 sections of General Studies course work (4 sections of MUS 100/LOPER 5 -- 1 is an Honors section, 1 section of MUS 101/LOPER 5 & 10 (online), and 1 section of MUS 107/LOPER 5 & 10). These courses have varied enrollment caps based on their population, delivery mode, and course outcomes, but the total number of seats in these General Studies areas offered per semester averages 180. Music will increase General Education offerings with a section of LOPR 101 (First year seminar/LOPER 1) to be offered in Fall semesters (pending approval by the General Education Council, and a newly approved course, MUS 235 (LOPER 5 & 9) to be offered in Spring semesters. These additions are intended to bolster opportunities for UNK students to explore Creative Thinking and to enrich their lives through access to and appreciation of the arts.

Teacher Education requires Music Methods for the Elementary Teacher (MUS 330) for students in the Elementary Education Teaching Field Endorsement, Bachelor of Arts in Education degree. Music in Early Childhood Education (MUS 404) is required for the Early Childhood Inclusive Teaching Field Endorsement, Bachelor of Arts in Education degree. These courses help Nebraska future educators to leverage the benefits of music for intellectual, social and emotional development.

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☒ Student or employer demand, or demand for intellectual property is high and external funding

_____ would be jeopardized by discontinuing the program (explain).

Please see information provided about the demand for music professionals under "Evidence of Need."

☒ Program provides unique access to an underserved population or geographical area (explain).

In addition to the analysis provided under "Evidence of Need" of the program's impact on central Nebraska, we highlight the presence of string-specialized faculty and the ability for Music Education students to receive instruction in violin, viola, cello and double-bass which is unique to universities in the NU system. UNK is the only Nebraska campus (public or private) that has full time, specialized string faculty to serve and provide string education to the entire population west of Lincoln. Therefore, the capacity to offer string education in K-12 schools is exclusive to schools staffed by NU-system trained educators. Since there are only three institutions in Nebraska that have full time string faculty, UNK Music solely carries the crucial responsibility to provide string education to central and western Nebraska.

☒ Program meets a unique need in the region, state, or nation (explain).

UNK String Project is one of the 44 national string project sites throughout the entire country. Each national string project site is part of the National String Project Consortium that "prepares highly qualified string teachers, promote diversity, equity, inclusion, accessibility, and advocacy" ([Home - National String Project Consortium \(stringprojects.org\)](http://Home-NationalStringProjectConsortium(stringprojects.org))). UNK is the only NSPC site between Greeley, Colorado and Vermillion, South Dakota. Many of the grade 3-12 students enrolled in the String Project are children of UNK faculty and staff. This program will doubtless be attractive to families participating in Rural Health Education initiatives as well.

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Ne - Kearney **Program:** Music & Performing Arts

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the MAE degree in Music & Performing Arts

Signed: Julie Shaffer 3-20-25
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

All Programs (certificate, undergraduate and graduate degrees):							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	MUSIC-MAE	6	6	4	8	9	6.6
	Music Education						

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☒ Program is critical to the role and mission of the institution (detailed explanation).

The Music Graduate Program's Mission reads: "The mission of the Department of Music, Theatre, and Dance, a disciplinary unit within the College of Arts and Sciences of the University of Nebraska at Kearney is to provide a high-quality music education to graduate students of the University. The department's highest priority is to prepare music educators for enhanced teaching careers and/or further education, and to educate students to be lifelong, independent learners and practitioners of music. To this end, students will prepare for future academic and professional pursuits in a constructive, stimulating, challenging, and rewarding student-centered learning environment. The faculty seeks to foster in each student the qualities of integrity, initiative, diligence, and capacities for clear thinking, speaking and writing."

The program is noted for its excellence in online instruction as well as its focus on pedagogy. Graduate students represent a broad national population. The program attracts Nebraska Music educators who are alumni of both our own and of other universities. These Nebraska music educators are able to affirm to their students the quality of the faculty and instruction they might receive as undergraduate UNK Music majors, minors, or ensemble participants.

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska Kearney

Program: Public Communication Master of Arts

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the MA in Public Communication

Signed: Judei Shaffer
(Chief Academic Officer or designated representative)

3-20-25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Part I Programs (Certificate, Undergraduate and Graduate deg. only)							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	PUBCOMM-MA Public Communication	0	0	0	2	3	1

Evidence of Need (provide a detailed explanation below or attach documentation)

This master's degree is offered by the Department of Communication and is designed to serve professionals seeking career advancement in a variety of fields. The students gain not only a fundamental knowledge of communication theory and research, but they also build specialized skills to translate organizational expertise to the public. Graduates of this program are equipped with expertise to craft nuanced and detailed messaging that will strengthen the relationship between their organization and the public.

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

- ☐ Program is critical to the role and mission of the institution (detailed explanation).
- ☐ Program contains courses supporting general education or other programs (detailed explanation).
- ☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).
- ☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).
- ☐ Program provides unique access to an underserved population or geographical area (explain).
- ☐ Program meets a unique need in the region, state, or nation (explain).
- ☒ Program is newly approved within the last five years (no additional justification needed).
The Public Communication Master of Arts was first published in the 2020-2021 Graduate Catalog. Since, we have developed a 4+1 program to transition undergraduates into the master's program. In May 2025 we will graduate four additional individuals in this program. Additional, we have hired one graduate as an adjunct to teach the basic oral communication course online. The population of this program includes several part-time students.
- ☐ Other (detailed explanation).

Summary of 2024-2025 Program Review Results at the University of Nebraska-Lincoln (UNL)
Academic Year 2019/20-2023/24

UNL Programs	Degree	5-Year Mean of Degrees Granted	Undergraduate Degrees ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Agribusiness (Interdisciplinary)					
Business Administration: Agribusiness	BSBA	5.4		Continuation	
Agribusiness	BSAB	43.6			
Agricultural Economics	BSAE	41.0	600.12	Continuation	
	MS	4.2			X
	PhD	5.6		Continuation	
Rural Economic and Community Vitality	Graduate Certificate	0.6			
Agronomy and Horticulture					
Agronomy	BSAG	29.2			
Plant and Landscape Systems	BS	13.0			
	Total		341.50		
Horticulture	MS	1.8		BOR AUG.: integrated w/ MS in Agronomy	X
Agronomy	MS	19.2			
	PhD	12.2			
Floriculture and Nursery Production Management	Graduate Certificate	0.2			
Ornamentals, Landscape and Turf	Graduate Certificate	0.0		Continuation	
Advanced Horticulture	Graduate Certificate	1.4			
Agronomy	Graduate Certificate	0.0			
Grassland Management	Graduate Certificate	1.0			

UNL Programs	Degree	5-Year Mean of Degrees Granted	Undergraduate Degrees ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Applied Science					
Applied Science (Interdisciplinary)	BS	14.8		Continuation	
	MAS	23.0		Continuation	
Art, Art History and Design					
Art	BA	5.6		Continuation with Art History and Criticism merged into Art as a separate track	X
Art	BFA	20.2			
Art History and Criticism	BA	3.0			X
Graphic Design	BA	18.6			
Graphic Design	BFA	25.2			
	Total		1009.86		
	MA	1.0		Continuation	X
	MFA	7.0			
Athletic Training	MS	n/a		Continuation	n/a
Child, Youth and Family Studies	BSEH	135.0	528.69	Continuation	
	MS	31.8		Continuation	
Early Childhood and Family Policy	Graduate Certificate	0.0			
Family Financial Planning	Graduate Certificate	0.8			
Financial Counseling	Graduate Certificate	0.2			
Medical/Family Therapy	Graduate Certificate	0.4			
Youth Development	Graduate Certificate	0.8			
Classics and Religious Studies	BA/BS	13.0	1694.09	Continuation	
Dance	BA	4.4	458.40	Continuation	X

UNL Programs	Degree	5-Year Mean of Degrees Granted	Undergraduate Degrees ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Digital Humanities	Graduate Certificate	6.0		Continuation	
English Teaching of Writing	BA/BS	62.6	961.52	Continuation	
	MA	9.2		Continuation	
	PhD	9.8			
	Graduate Certificate	0.6			
Environmental Science (Interdisciplinary)	BSES	5.4		Continuation	
Hospitality, Restaurant and Tourism Management	BA	39.4	1,650.4	Continuation	
Integrated Science (Interdisciplinary)	BS	49.0		Continuation	
Microbiology (Interdisciplinary)	BS	17.4		Continuation	
	BSMB	15.2			
Modern Languages and Literatures	MA	6.2		Continuation	
	PhD	3.0			
French	BA/BS	5.8	1176.60	Continuation	X
German	BA/BS	8.4	684.80	Continuation	
Spanish	BA/BS	22.8	1204.80	Continuation	

UNL Programs	Degree	5-Year Mean of Degrees Granted	Undergraduate Degrees ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Music Music Education	BA	11.4		Continuation	
	BM	12.0			
	MBE	22.2			
	Total		620.51		
	MM	16.6		Continuation	
	DMA	12.4			
	PhD	1.6			X
Natural Resource and Environmental Economics	BSNE	2.2	5.14	BOR AUG.: deleted	X
Nutrition and Health Sciences	BSEH	128.6	779.20	Continuation	
Nutrition and Health Sciences	MS	16.8		Continuation	
Nutrition	MS	1.0		Reconfiguration Required	X
	PhD	2.8			X
Nutrition, Non-coding RNAs and Extracellular Vesicles	Graduate Certificate	0.8		Continuation	
PGA Golf Management	BS	12.4	826.77	Continuation	
Plant Biology (Interdisciplinary)	BS	5.4		Continuation	
Plant Health	DPH	2.4		Continuation	X
Plant Pathology	MS	1.2		Continuation	X
	PhD	0.8			X
Regional and Community Forestry	BS	2.75	355.34	Continuation	X

UNL Programs	Degree	5-Year Mean of Degrees Granted	Undergraduate Degrees ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Textiles, Merchandising and Fashion Design	BSEH	16.8	773.22	Continuation	
	MA	1.4		Reconfiguration Required	X
	MS	3.0			X
Quilt Studies	Graduate Certificate	1.6		Continuation	
Theatre	BA	9.6		Continuation	
	BFA	5.0			X
	BFA	0.0			X
	BFA	10.8			
	Total		835.39		
	MFA	3.6		Continuation	X

Performance Standards:	Degrees per Year
Total Less than Two Years and Associate	10 or greater
Total Bachelors	7 or greater
Total Masters	5 or greater
Total Ph.D.	3 or greater
Undergraduate SCH/Instructional Faculty FTE	300 or greater

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Agribusiness - Undergraduate Program
(Interdisciplinary)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Business Administration:
Agribusiness and Bachelor of Science in Agribusiness

Signed  _____ March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BSBA (College of Business)	5	5	6	4	7	5.40
	BSAB (College of Agricultural Sciences and Natural Resources)	41	47	42	46	42	43.60

Evidence of Need

Agribusiness is a cornerstone of Nebraska's and the nation's economy. This is an interdisciplinary program combining coursework in agricultural economics and business. Students can pursue options in food products marketing and management, livestock industries, agricultural banking and finance, and commodity marketing and merchandising. Graduates from this interdisciplinary program play a vital role in advancing the state's leading industry—agriculture.

The program is efficiently offered through two colleges to best meet the needs of students, through the College of Agricultural Sciences and Natural Resources, and through the College of Business. Additionally, the program is delivered efficiently, as it uses coursework already offered to support the agricultural economics and business degrees, as well as food science, agronomy, and animal science.

As of fall 2023, the combined enrollment in the agribusiness major exceeds 200 students, indicating continued demand for this major by students. The major in the College of Business functions as a secondary major for students already enrolled in other College of Business majors. This is why the completers for the BSBA are significantly lower.

All majors in the College of Business are reviewed every five years as part of the College's AACSB accreditation process. Compliance with this process includes identification, measurement and evaluation of learning outcomes for each major.

All degree programs in the College of Agricultural Sciences and Natural Resources are reviewed every seven years as part of the Academic Program Review process.

For CCPE use: reviewer/date

Justification

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Agricultural Economics - Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Agricultural Economics

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	6424	5588	5067	4550	4418	5209.40
Faculty Full-time Equivalency (FTE) ¹	21.00	22.00	21.00	20.85	21.50	21.27
Instructional Full-time Equivalency (FTE) ²	8.68	9.19	8.68	8.79	8.02	8.67
SCH/Faculty FTE ¹	305.90	254.00	241.29	218.23	205.49	244.98
SCH/Instructional Faculty FTE ²	740.09	608.05	583.96	517.63	550.87	600.12

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BSAE	47	44	47	31	36	41.00

Evidence of Need

Agricultural economics is a cornerstone of the Nebraska and U.S. economies, with graduates from this field playing a vital role in society. The BS program in Agricultural Economics at UNL is highly relevant and essential to both the university and the state.

Graduates of the Bachelor of Science in Agricultural Economics play a vital role in supporting Nebraska's agricultural sector by providing the expertise needed to sustain and grow the state's economy. The program equips students with a deep understanding of economic principles, data analysis, and market dynamics, ensuring they are prepared to address the challenges and opportunities facing modern agriculture. These graduates become the professionals who help Nebraska's producers optimize financial decisions, guide agribusinesses in risk management, and support policymakers in developing sound economic strategies that keep the state competitive in a rapidly evolving global market.

All degree programs in the College of Agricultural Sciences and Natural Resources are reviewed every seven years as part of the Academic Program Review process. The next academic program review for the Department of Agricultural Economics is April 2025.

For CCPE use: reviewer/date

Justification is not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Agricultural Economics - Graduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the MS and PhD in Agricultural Economics and the Rural Economic and Community Vitality Graduate Certificate

Signed  March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MS	1	3	7	5	5	4.20
	PhD	0	9	5	10	4	5.60
	Rural Economic and Community Vitality Graduate Certificate	0	1	0	1	1	0.60

Evidence of Need

Agricultural economics is a cornerstone of the Nebraska and U.S. economies, with graduates from this field playing a vital role in society. The MS and PhD programs in Agricultural Economics at UNL are highly relevant and essential to both the university and the state. As the only graduate programs of their kind in Nebraska, they are at the forefront of cutting-edge research, education, and economic development initiatives, addressing key challenges in agriculture, agribusiness, and rural communities.

These programs directly support economic growth and community sustainability by preparing professionals for careers in agricultural finance, commodity markets, agribusiness, risk management, and rural economic development. They ensure that Nebraska's producers, businesses, and policymakers have access to advanced economic analysis and strategic insights to remain competitive in an evolving global market. As trade policies, sustainability efforts, and market dynamics continue to shift, the agricultural sector relies on highly trained professionals to drive profitability, inform policy, and strengthen rural economies. Without these programs, Nebraska would face a critical shortage of experts capable of developing sustainable growth strategies for its rural communities.

Nebraska is at the forefront of the bioeconomy, with major investments in bioproducts, biofuels, and value-added agricultural processing. These academic programs offered by the Department of Agricultural Economics are integral to this growing sector, developing graduates with expertise in economic modeling, supply chain optimization, policy analysis, and innovation management—skills that are critical to expanding Nebraska’s leadership in bio-based industries.

All degree programs in the College of Agricultural Sciences and Natural Resources are reviewed every seven years as part of the Academic Program Review process. The next academic program review for the Department of Agricultural Economics is April 2025.

For CCPE use: reviewer/date

Justification is needed for the MS

☒ Program is critical to the role and mission of the institution (detailed explanation).

The MS in Agricultural Economics is an essential program that underpins Nebraska's economy and plays a pivotal role in addressing critical challenges in the state and beyond. Agricultural economics is at the heart of Nebraska's economic landscape, and graduates from this field provide indispensable expertise that fuels industry innovation, policy development, and economic sustainability. The MS in Agricultural Economics at UNL is not only highly relevant but irreplaceable, as it is the only graduate program of its kind in the state and serves as a cornerstone for Nebraska's economic resilience and advancement.

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☒ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

Agriculture is the backbone of Nebraska's economy, contributing billions annually and supporting thousands of jobs. The MS in Agricultural Economics produces graduates who work directly in agricultural finance, commodity markets, agribusiness, risk management, and rural economic development, ensuring that Nebraska's producers, businesses, and policymakers have access to cutting-edge economic analysis and strategic insights. As global markets, trade policies, and sustainability challenges evolve, Nebraska's agricultural sector depends on professionals trained in advanced economic analysis to guide decision-making and enhance profitability.

☐ Program provides unique access to an underserved population or geographical area (explain).

☒ Program meets a unique need in the region, state, or nation (explain).

The economic health of Nebraska's rural communities is closely tied to agriculture, agribusiness, and emerging industries in biofuels, renewable energy, and natural resource management. The MS in Agricultural Economics program directly supports economic growth in these communities by preparing professionals who lead in rural development, cooperative business models, and local economic policy, ensuring that small towns and rural businesses thrive in an increasingly complex economic landscape.

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Enrollment in the MS in Agricultural Economics program was affected by the disruptions of COVID-19, particularly in spring 2020 and the 2020-21 academic year, impacting graduation numbers.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Agronomy and Horticulture - Undergraduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Agronomy and the Bachelor of Science in Plant and Landscape Systems

Signed  _____ March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	5931	5082	5157	6836	7085	6018.2
Faculty Full-time Equivalency (FTE) ¹	40.00	38.30	40.00	38.50	42.50	39.9
Instructional Full-time Equivalency (FTE) ²	16.90	16.56	16.65	18.15	19.50	17.6
SCH/Faculty FTE¹	148.28	132.69	128.93	177.56	166.71	150.8
SCH/Instructional Faculty FTE²	350.95	306.88	309.73	376.64	363.33	341.5

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BSAG (Agronomy)	39	25	27	26	29	29.20
	BS (Plant and Landscape Systems)	-	-	-	9	17	13

Evidence of Need

The applied plant sciences are a cornerstone of Nebraska's economy, driving innovation and sustainability across the state's diverse agricultural landscape. These disciplines are essential to enhancing crop productivity, improving resource efficiency, and addressing emerging challenges such as abiotic and biotic stressors. Nebraska's strong foundation in plant sciences not only supports the state's leading role in food, fuel, and fiber production but also fuels advancements in precision and digital agriculture, biotechnology and the bioeconomy, and plant breeding.

Agronomists and plant sciences professionals play a critical role in supporting Nebraska agriculture by applying scientific knowledge to optimize crop production, improve soil health, and develop innovative solutions to manage pests, diseases, and environmental stresses. As global demand for food and agricultural products continues to rise, these experts are essential for ensuring that Nebraska's producers remain competitive and resilient in an evolving agricultural landscape. Expanding education

and workforce development in agronomy and plant sciences is essential to maintaining Nebraska's leadership in agricultural innovation and ensuring a strong future for the state's agricultural industry.

All degree programs in the College of Agricultural Sciences and Natural Resources are reviewed every seven years as part of the Academic Program Review process. The last academic program review for the Department of Agronomy and Horticulture was Fall 2023.

For CCPE use: reviewer/date

Justification is not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Agronomy and Horticulture - Graduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the MS in Horticulture, MS in Agronomy, PhD in Agronomy and Horticulture and all graduate certificates listed below.

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

MS in Horticulture
integrated with MS in
Agronomy / Board of
Regents August 2025

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE)						
Instructional Full-time Equivalency (FTE)						
SCH/Faculty FTE						
SCH/Instructional Faculty FTE						

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MS (Horticulture)	1	2	4	1	1	1.80
	MS (Agronomy)	21	19	19	15	22	19.20
	PhD	15	9	14	10	13	12.20
	Floriculture and Nursery Production Management Graduate Certificate	0	0	0	1	0	0.20
	Ornamentals, Landscape and Turf Graduate Certificate	0	0	0	0	0	0.00
	Advanced Horticulture Graduate Certificate	1	0	2	2	2	1.40
	Agronomy Graduate Certificate	0	0	0	0	0	0.00
	Grassland Management Graduate Certificate	2	1	1	0	1	1.00

Evidence of Need

The applied plant sciences are a cornerstone of Nebraska's economy, driving innovation and sustainability across the state's diverse agricultural landscape. These disciplines are essential to enhancing crop productivity, improving resource efficiency, and addressing emerging challenges such as abiotic and biotic stressors. Nebraska's strong foundation in plant sciences not only supports the state's leading role in food, fuel, and fiber production but also fuels advancements in precision and digital agriculture, biotechnology and the bioeconomy, and plant breeding. Graduates from these programs are at the forefront of the national plant technology sector, shaping the future of sustainable agriculture and food security.

All degree programs in the College of Agricultural Sciences and Natural Resources are reviewed every seven years as part of the Academic Program Review process. The last academic program review for the Department of Agronomy and Horticulture was Fall 2023. As part of this process, the faculty conducted a thorough evaluation of its academic offerings. As a result, a proposal is under development to delete the MS in Horticulture and to revise the MS in Agronomy to include a specialization in horticulture.

For CCPE use: reviewer/date

Justification —check one or more boxes and provide a detailed explanation

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain)

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☒ Other (detailed explanation).
MS in Horticulture will discontinue new admissions effective Fall 2025 (no new students are expected this year). A proposal is under review to delete the MS Horticulture and to modify the MS Agronomy to include this area of study.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Applied Science - Undergraduate Program
(Interdisciplinary)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Applied Science

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BS	16	17	13	14	14	14.80

Evidence of Need

Applied Science is an interdisciplinary Bachelor of Science (BS) program designed to equip graduates with the knowledge and skills necessary to tackle real-world challenges. Offering both in-person and fully online options, this program provides flexible pathways. Students can customize their degree by selecting from a broad range of courses in topics such as agribusiness, animal science, agronomy, leadership, natural resources, entrepreneurship, and more to best suit their career goals.

The most recent review of the Applied Science degree program was completed in 2024.

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Applied Science - Graduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the MAS in Applied Science

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MAS	21	17	25	32	20	23.00

Evidence of Need

The Master of Applied Science is a practitioner degree that provides the flexibility of combining multiple disciplines aligned with food, energy, water, health, and societal systems into a single degree program offered both as a residential program and online. The online delivery platform provides a pathway for place-bound learners to earn a professional degree.

All degree programs undergo a review process every seven years. The most recent review of the Applied Science degree program was completed in 2024.

For CCPE use: reviewer/date

Justification is not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Art, Art History and Design - Undergraduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Arts in Art, Bachelor of Arts in Graphic Design, Bachelor of Arts in Art History and Criticism, Bachelor of Fine Arts in Art and Bachelor of Fine Arts in Graphic Design

Signed _____
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Continuation with Art History and Criticism merged into Art as a separate track

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	10214	10896	10822	11152	10061	10629.00
Faculty Full-time Equivalency (FTE) ¹	17.00	19.00	22.53	22.53	26.00	21.41
Instructional Full-time Equivalency (FTE) ²	7.90	8.70	12.03	12.38	14.30	11.06
SCH/Faculty FTE¹	600.82	573.47	480.34	494.98	386.96	507.32
SCH/Instructional Faculty FTE²	1292.91	1252.41	899.58	900.81	703.57	1009.86

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BA (Art)	5	5	4	5	9	5.60
	BFA (Art)	25	23	22	18	13	20.20
	BA (Art History and Criticism)	2	1	6	4	2	3.00
	BA (Graphic Design)	13	14	18	18	30	18.60
	BFA (Graphic Design)	18	23	35	27	23	25.20

Evidence of Need

BA: Art: The studio art major at the University of Nebraska-Lincoln is a crucial part of the comprehensive arts offerings in the Hixson-Lied College of Fine and Performing Arts. Supported by an internationally recognized faculty, the program offers instruction in two- and three-dimensional art forms, and in traditional and digital media. The ceramics program is particularly prestigious, consistently ranked in the top ten by *U.S. News & World Report*. Art courses offered by the School of Art, Art History & Design serve art majors as well as minors and non-majors; many introductory courses fulfill general education requirements for undergraduates.

BFA: Art: This program is central to the School's artistic mission and is an important fixture in the College. This BFA program is also central to the School's initiative and vision of "Visual Cultures and Public Practices" and is crucial towards major donor/funding initiatives planned for the future. The quality of offerings means there is

constant demands for courses from majors and non-majors, and that certain areas within the program are under high demand from resident and non-resident students.

BA: Art History: Art history is one of the disciplines specifically named in the 1869 Charter of the University, because art history is part of a comprehensive, public land-grant university. Art History is the study of art from the past and present within its various contexts. These contexts include political, economic, cultural and social and history, as well as the frameworks provided by artistic practice and critical discourse. Art history is interdisciplinary in its very nature, and this cross-fertilization guarantees new discoveries and interpretations that keep the discipline fresh. Art history encourages creativity, by giving students the opportunity to weave together the various strands of their broader education at UNL.

BFA: Graphic Design: The University of Nebraska's Graphic Design program teaches students to critically investigate the world, conscientiously engage in change, and design creative, impactful communication systems while becoming passionate life-long design thinkers. At the heart of Graphic Design is effective communication: while developing a personal aesthetic and design values, students also learn to form cohesive ideas, write design briefs, prepare mechanicals, and learn how to professionally present work. The Graphic Design area prepares students for a wide variety of design and branding experiences in the corporate and nonprofit spheres. These skills are in great demand in the Nebraska workforce in a wide range of contexts. The university has the only BFA in Graphic Design in the state of Nebraska

BA: Graphic Design: While not as populous as the BFA program, numerous students receive the BA in partnership with numerous other BA programs at UNL and also obtain experiences in Emerging Media Arts and Dance. Recently, the School's accrediting body (NASAD) mandated that the degree name change to "BA: Graphic Arts" in order for accreditation to be renewed. That name change recently received Board of Regents and CCPE approval and will be in place for Fall 2025.

The School of Art, Art History & Design is accredited by the National Association of Schools of Art and Design, which requires periodic comprehensive program reviews. The School is currently under review and had their site visit in Fall 2024. The efficiency of the program is high, with a small number of faculty serving many students, in some cases by combining studio courses for students at different levels for better utilization of facilities and faculty resources. Efficient use of facilities and materials within a very restricted budget is a top priority for the School.

For CCPE use: reviewer/date

Justification needed for BA in Art and BA in Art History and Criticism —check one or more boxes and provide a detailed explanation

☒ Program is critical to the role and mission of the institution (detailed explanation).

BA in Art: The arts are an important part of what makes a campus community a vibrant campus community. The art major enables students to attain proficiency in the practice of art and knowledge of the history of art as part of a general college education. Some may want to devote themselves to a period of intensive studio art education, while others may be interested in pursuing art for the purpose of building cultural awareness and critical thinking skills. This latter scenario describes the BA in Art—as opposed to the Bachelor of Fine Arts—and offers students flexibility to partner a BA in Art with a variety of other bachelor's degrees or minors. Students pursuing a BA in Art also participate in shows each semester in Richards Hall where students, faculty, and members of the Lincoln community come to see and purchase their creative productions. In short, students in the BA Art program contribute to the artistic community for UNL and for the greater Lincoln community.

BA in Art History: Art history as a field studies a great diversity of cultures throughout history and in the modern world. In addition, undergraduate programs in art history are a crucial part of UNL's vision to be a "comprehensive university" and make it competitive with other Big Ten institutions that offer similar programs. The School of Art, Art History & Design and the College believe that the BA in Art History needs to be modernized, reimagined, and made more relevant to our students and to Nebraska's citizens. A proposal is in development and priorities will be to prioritize engagement with "public practice" welcomes partnering minors/majors with disciplines such as civil engineering, public policy, K-12 education, and arts management.

☒ Program contains courses supporting general education or other programs (detailed explanation).

BA in Art: Majors and non-majors frequently choose ceramics, printmaking, photography, sculpture, street art, and painting to fulfill ACE requirements and electives. In addition, there are currently 121 declared art minors at UNL and 98 of them are outside the College. All BFA Art and BFA Graphic Design students have required art courses that are a part of the BA Art program, as stipulated by NASAD.

BA in Art History: Art history courses are also required for art majors; thus, the program serves a variety of students beyond its own majors. Art history courses are also required of graduate art majors.

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).

With new leadership in the College, the faculty are engaging in conversations about strategic alignment and academic program offerings. As such, a proposal is under development for revision of the BA in Art History that will support the exponential growth in the Graphic Design program and facilitate curricular partnerships with the Emerging Media Arts program. A proposed modification or other action is expected in the next academic year.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Art, Art History and Design - Graduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the MFA in Art and MA in Art History

Signed 

(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MA	2	1	0	2	0	1.00
	MFA	4	8	8	9	6	7.00

Evidence of Need

The MFA in Art at the University of Nebraska-Lincoln is a crucial part of the comprehensive arts offerings in the Hixson-Lied College of Fine and Performing Arts. Supported by an internationally recognized faculty, the program offers instruction in two- and three-dimensional art forms, and in traditional and digital media. The ceramics program is particularly prestigious, consistently ranked in the top ten by *U.S. News & World Report*. Art courses offered by the School of Art, Art History & Design serve art majors as well as non-majors; many introductory courses fulfill general education requirements for undergraduates. Graduate students from the program receive top awards, internships, and residencies around the world. The quality of offerings means there is constant demands for courses from majors and non-majors, and that certain areas within the program are under high demand from resident and non-resident students. Finally, the MFA is the terminal degree in the field and we currently have 21 MFA students enrolled.

The MA in Art History offers the only graduate-level art history degree in the state of Nebraska. Art History students regularly pursue interdisciplinary interests intersecting with archeology, anthropology and the digital humanities. Art History courses are required for maintaining robust ancillary programs at both the undergraduate and graduate level, and for accreditation from the National Association of Schools of Art and

Design.

The School of Art, Art History & Design is accredited by the National Association of Schools of Art and Design, which requires periodic comprehensive program reviews. The School is currently under review and had their site visit in Fall 2024. The efficiency of the program is high, with a small number of faculty serving many students, in some cases by combining studio courses for students at different levels for better utilization of facilities and faculty resources. Efficient use of facilities and materials within a very restricted budget is a top priority for the School.

For CCPE use: reviewer/date

Justification needed for MA in Art History —check one or more boxes and provide a detailed explanation

☐ Program is critical to the role and mission of the institution (detailed explanation).

☒ Program contains courses supporting general education or other programs (detailed explanation).
The Art History program offers undergraduate courses that meet general education requirements and are a part of required programs for a number of majors/degree, at both the undergraduate and graduate level.

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

UNL offers the only graduate-level art history degree in the state of Nebraska.

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).


With new leadership in the College, the faculty are engaging in conversations about strategic alignment and academic program offerings. As such, the M.A. in Art History is under review. A proposed modification or other action is expected in the next academic year.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Athletic Training - Graduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the MS in Athletic Training

Signed  March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MS	-	-	-	-	-

Evidence of Need

The most recent program review for the Master of Science in Athletic Training (MSAT) Program was conducted by the Commission on Accreditation of Athletic Training Education (CAATE) during the Spring Semester of 2023. As a result, the program was granted 10 years of accreditation, with the next comprehensive review scheduled for the 2032-2033 academic year.

According to data from the 2023 U.S. Bureau of Labor Statistics, employment for athletic trainers is projected to grow by 13% from 2023 to 2033, a rate much faster than the average for all occupations. In Nebraska, particularly in South Nebraska's non-metropolitan region and the Lincoln area, the share of athletic trainer employment is higher than the national average. Given these trends, we are well-positioned to meet the educational needs of aspiring athletic trainers while supporting the workforce demands and contributing to the societal and economic development of local, regional, state, and national communities.

The inaugural cohort, which began in July 2024, included four students. Cohort 2, set to begin on July 14, 2025, has already accepted six students, with three months remaining in the application cycle. This increase in accepted applicants reflects growing interest and consistent demand for the program.

The MSAT Program at UNL is structured for maximum efficiency, integrating both didactic and experiential learning while adhering to the standards set by the national accreditation body, CAATE. Students complete a rigorous 43-credit-hour curriculum over one summer session and four regular academic semesters.

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☒ Program is newly approved within the last five years (no additional justification needed).

Program began in Summer 2024

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Child, Youth and Family Studies – Undergraduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Education and Human Sciences: Child, Youth and Family Studies

Signed  March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	8287	8814	8037	8050	7835	8204.60
Faculty Full-time Equivalency (FTE) ¹	23.00	20.80	22.80	22.50	22.00	22.22
Instructional Full-time Equivalency (FTE) ²	14.64	15.04	16.40	16.40	15.35	15.57
SCH/Faculty FTE ¹	360.30	423.75	352.50	357.78	356.14	370.09
SCH/Instructional Faculty FTE ²	566.05	586.04	490.06	490.85	510.42	528.69

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BSEH	103	136	131	157	148	135.00

Evidence of Need

An Academic Program Review (APR) was conducted in 2024, with an external site visit completed in November 2024. Our department offers undergraduate students significant flexibility to design their academic programs while maintaining strong professional preparation through required internship experiences. This combination allows students to pursue diverse career paths, from pre-health and pre-law tracks to human services and family support roles. The curriculum uniquely integrates personal and professional development, teaching skills that students can apply both in their careers and daily lives, from understanding couple relationships and family dynamics to financial planning. This practical application of knowledge makes the program especially appealing to current students who prioritize work-life balance and holistic skill development.

Our undergraduate program prepares students for graduate school (e.g. family science, family therapy, social work, counseling psychology, and law), or for employment in human services agencies or programs. Our program not only enhances students' knowledge and skills but also opens diverse career opportunities where understanding human behavior and development is essential. Learning about human behavior, developing inter-personal skills such as empathy, compassion and communication enhances future career flexibility and expands leadership opportunities. Additionally, many of our undergraduate students use our degree to move them forward in education or careers focused on providing mental health services to Nebraskans across the state, a need that has continued to grow since the 2020 global pandemic.

Undergraduates in our program also have the option to pursue initial teaching certification through our program. Our program is addressing the early childhood educator workforce shortage that exists across the state of Nebraska by our hands-on, quality experiential learning opportunities that students gain from working in our Child Development Lab School and our classrooms. The program's success in post-graduation placement is evident; CYAF graduates filled about 30% of the open educator positions in Nebraska in 2024.

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Child, Youth and Family Studies- Graduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the MS in Child, Youth and Family Studies and the graduate certificates listed below

Signed  March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MS	38	41	33	23	24	31.80
	Early Childhood and Family Policy Graduate Certificate	0	0	0	0	0	0.00
	Family Financial Planning Graduate Certificate	0	2	1	1	0	0.80
	Financial Counseling Graduate Certificate	0	1	0	0	0	0.20
	Medical/Family Therapy Graduate Certificate	0	0	0	0	2	0.40
	Youth Development Graduate Certificate	0	2	0	2	0	0.80

Evidence of Need

An Academic Program Review (APR) was conducted in 2024, with an external site visit completed in November 2024. Our M.S. programs offer students flexibility in meeting their career aspirations. Students that wish to pursue careers in academia complete our M.S. program and move on to pursue a doctoral degree, with a popular career path being a faculty member at a university. Other students

complete their M.S., degree and possess the clinical skills and credentials to be a Marriage and Family Therapist and address the critical emerging mental health crisis that exists throughout our nation, including the state of Nebraska. Our M.S. programming is available in both in-person and online delivery to accommodate the various learners across the state and nation. Our students seek and find careers as family financial planners, human service providers, therapists, social service agency directors, and Extension educators in Nebraska and beyond. One of the greatest strengths of our programs is the ability to meet the needs of adult learners with an interest in furthering their education credentials without significantly interrupting their current employment (e.g., rural childcare provider in Nebraska). The demand for the program by students is high due to an online option as many of these learners are full-time employed or have geographical constraints to regularly attend in-person courses at our university.

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Classics and Religious Studies - Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Arts and Bachelor of Science in Classics and Religious Studies

Signed  _____ March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	4919	5467	6044	7125	7407	6192.40
Faculty Full-time Equivalency (FTE) ¹	9.00	9.00	5.00	8.00	4.00	7.00
Instructional Full-time Equivalency (FTE) ²	5.05	3.93	3.50	4.50	2.65	3.93
SCH/Faculty FTE ¹	546.56	607.44	1208.80	890.63	1851.75	1021.04
SCH/Instructional Faculty FTE ²	974.06	1391.09	1726.86	1583.33	2795.09	1694.09

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BA/BS	13	17	12	8	15	13

Evidence of Need

Classics and Religious Studies majors study the languages and cultures of the ancient Mediterranean world and civilization's major religions. . Many graduates have gone on to graduate or professional school, other graduates have gone on to a range of positions within the community and beyond.

The program was last reviewed in Fall 2024. The program's efficiency is evident in its average SCH/ FTE of 1694.09 and was commented on by the external review team: "the Department demonstrates great breadth and depth of teaching. For instance, it punches above its weight in number of student credit hours and has a broad reach across the University through popular general education courses, such as World Religions and Classical Mythology, whose enrollments the Department has steadily increased due to demand."

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

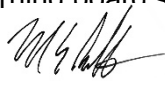
Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln

Program: Dance - Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Arts in Dance

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	530	647	511	706	686	616.00
Faculty Full-time Equivalency (FTE) ¹	2.5	1.2	2.2	2.2	2.2	2.06
Instructional Full-time Equivalency (FTE) ²	1.90	0.80	1.58	1.58	1.58	1.5
SCH/Faculty FTE¹	212	539.2	232.3	320.9	311.8	323.2
SCH/Instructional Faculty FTE²	278.9	808.8	323.4	446.8	434.2	458.4

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

All Programs (certificates, undergraduate and graduate degrees):							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BA	3	3	6	6	4	4.40

Evidence of Need

The Dance program at University of Nebraska-Lincoln is accredited by the National Association of Schools of Dance, which requires a periodic program review, last undertaken in 2019. The School is currently under review, has prepared its self-study, and is welcoming NASD accreditors for a site visit in April 2025.

The dance major at UNL is the only degree program in dance in the state of Nebraska and thus is essential to students interested in that field of study. It is also crucial to the institution, as dance studies intersect with other arts disciplines (particularly music and theatre) and also with studies in health and wellness. Recent graduates of the dance program have gone on to enroll in medical schools.

Since dance study relies heavily on small class size and individualized instruction, the program is necessarily small. As is demonstrated by the data in the table above, the efficiency of the program is still strong, with a SCH/Instructional FTE ratio considerably higher than the CCPE threshold. Dance courses serve a much larger population of students than just dance majors, including an average of 30 minors per year and students majoring in other areas but taking dance classes.

For CCPE use: reviewer/date

Justification needed—check one or more boxes and provide a detailed explanation or attach a document

☒ Program is critical to the role and mission of the institution (detailed explanation).

UNL's strong focus on the arts only remains comprehensive by including a dance program, which intersects with and advances instruction in music and theatre. In addition, the dance program makes UNL's comprehensive arts education competitive with other Big Ten institutions

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☒ Program meets a unique need in the region, state, or nation (explain).
UNL offers the only bachelor's degree program in dance in the state of Nebraska.

☐ Program is newly approved within the last five years (no additional justification needed).


☒ Other (detailed explanation).
With new leadership in the College and the School, the faculty are engaging in conversations about strategic alignment and academic program offerings.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Digital Humanities – Graduate Certificate Program
(Interdisciplinary)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Digital Humanities Graduate Certificate

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	Digital Humanities Graduate Certificate	6	5	3	9	7	6.00

Evidence of Need

UNL's Digital Humanities Graduate Certificate Program allows graduate and post-baccalaureate students to gain scholarly credentials in the interdisciplinary area of digital humanities and learn about a vibrant and rapidly expanding field. Students can use innovative digital methods to pursue their own research questions, or partner with faculty on established projects. Certificate holders have gone on to PhD programs, postdocs, and faculty positions as well as careers in libraries, cultural heritage, and the tech industry.

The program was reviewed within the Academic Program Reviews for the Center for Research in the Digital Humanities in Spring 2017 and the Department of English in Spring 2024.

For CCPE use: reviewer/date

Justification is not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** English - Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Arts and Bachelor of Science in English

Signed 

(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	24201	21077	18836	18443	17755	20062.40
Faculty Full-time Equivalency (FTE) ¹	43.20	35.25	48.88	45.75	42.69	43.15
Instructional Full-time Equivalency (FTE) ²	20.82	14.43	27.06	24.27	24.37	22.19
SCH/Faculty FTE ¹	560.21	597.93	385.35	403.13	415.91	472.50
SCH/Instructional Faculty FTE ²	1162.39	1460.64	695.96	760.07	728.55	961.52

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BA/BS	65	77	63	57	51	62.6

Evidence of Need

English majors explore print and digital texts to discover deeper meanings through literary, rhetorical and historical analysis. Through coursework in English, students develop strong writing, research, and analysis skills as well as the ability to apply multiple contexts to a complicated issue or problem. These skills are critical to virtually every career field and augments work accomplished in academic programs across the university. The program underwent an Academic Program Review (APR) in Spring 2024.

The English Department delivers a great deal of SCH (20,062.40 5 yr avg) and is very efficient with an SCH/Instructional Faculty FTE of 961.52.

For CCPE use: reviewer/date

Justification is not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs


Institution: University of Nebraska-Lincoln

Program: English - Graduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the MA and PhD in English and the Teaching of Writing

Graduate Certificate

Signed 

(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

All Programs (certificates, undergraduate and graduate degrees):							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MA	11	10	10	8	7	9.20
	PhD	16	7	4	10	12	9.80
	Teaching of Writing Graduate Certificate	1	1	0	1	0	0.60

Evidence of Need

The Department of English offers the M.A. and Ph.D. in English for students interested in Literary and Cultural Studies, Creative Writing, and Composition and Rhetoric. Many of our M.A. and Ph.D. alumni have obtained tenure-track jobs in colleges and universities, while others have found excellent jobs in film, publishing, libraries, science communication, and other areas. Our alumni have earned such awards as PEN America Literary Awards, Mellon grants, National Endowment for the Humanities grants, and National Endowment for the Arts fellowships.

The Certificate in the Teaching of Writing is designed specifically for students interested in enhancing their teaching skills in the area of writing. The certificate provides advanced coursework in rhetoric, literacy, writing, and teacher inquiry. Students often include the Nebraska Writing Project's summer institute (ENGL 857B) in their course of study.

The program underwent an Academic Program Review (APR) in Spring 2024 and the review team wrote, "If departmental rankings were based solely on external awards and recognition, research productivity, research

excellence, teaching excellence, and the creativity of its faculty, we have no doubt that the department would be ranked by the US World and News Report much higher than it currently is.”

For CCPE use: reviewer/date

Justification is not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Environmental Science - Undergraduate Program
(Interdisciplinary)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Environmental Science

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BSES	0	2	2	11	12	5.40

Evidence of Need

The Environmental Science (BS) degree prepares graduates to address complex environmental challenges through a multidisciplinary approach that integrates biology, chemistry, physics, geology, and social sciences. Students gain a strong foundation in environmental systems, sustainability, and resource management, with opportunities to specialize in areas such as climate science, water resources, soil science, and ecosystem restoration.

The most recent review of the Environmental Science degree program was completed in 2022 as part of the School of Natural Resource's academic program review.

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain)

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Hospitality, Restaurant and Tourism Management – Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Arts in Hospitality, Restaurant and Tourism Management

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	2180	2609	2482	2322	2232	2365.00
Faculty Full-time Equivalency (FTE) ¹	2.0	2.0	2.0	3.1	4.3	2.68
Instructional Full-time Equivalency (FTE) ²	1.15	1.15	1.15	2.13	2.66	1.65
SCH/Faculty FTE ¹	1090	1304.5	1241	749	519.07	980.7
SCH/Instructional Faculty FTE ²	1895.7	2268.7	2158.3	1090.1	839.1	1650.4

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BA	41	45	49	36	26	39.40

Evidence of Need

The Hospitality, Restaurant, and Tourism Management (HRTM) program's most recent review was in Spring 2024, part of the biannual cycle, and included a comprehensive self-study and feedback from the HRTM advisory board. The last department-wide review (APR) that included HRTM was conducted in 2018; the department is currently engaged in the 2025 APR process.

The HRTM program at the University of Nebraska–Lincoln is crucial due to the significant role the hospitality industry plays in Nebraska's economy. The hospitality sector is the third-largest revenue generator in the state, employing more than 100,000 people and contributing \$4.3 billion to Nebraska's economy. The program prepares students for leadership roles in this growing industry, emphasizing service excellence and practical experience.

The demand for the HRTM program is strong, driven by the industry's growth and the program's comprehensive curriculum along with the program's impressive placement rate after graduation.

The HRTM program at UNL is designed to be highly efficient, combining classroom instruction with hands-on learning experiences. Students complete three internships, gaining practical skills and industry connections. The program's curriculum covers a wide range of topics, including financial management, human resources, and marketing, tailored specifically to the hospitality and tourism sectors. This comprehensive approach ensures that graduates are well-prepared for various roles in the industry, from hotel management to event planning.

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Integrated Science - Undergraduate Program
(Interdisciplinary)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Integrated Science

Signed  _____

March 21, 2025

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BS	44	50	80	70	1	49.00

Evidence of Need

Integrated Science is an individualized program of study that allows learners to customize their degree program to pursue their academic and professional goals in concentration areas not available within existing departmental curricula.

All degree programs undergo a review process every seven years. The most recent review of the Integrated Science degree program was completed in 2024.

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Microbiology - Undergraduate Programs
(Interdisciplinary)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Microbiology

Signed 

(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BS	19	14	20	19	15	17.40
	BSMB	21	11	14	21	9	15.20

Evidence of Need

Microbiology is an interdisciplinary degree program that offers educational opportunities in various areas of microbiology leading to a Bachelor of Science degree. Students can complete the program requirements through the Colleges of Arts and Sciences or the College of Agricultural Sciences and Natural Resources. The preparation offered is suitable for a professional career in microbiology, which may lead to employment in the food industry, clinical microbiology, biotechnology, and pharmaceuticals; or federal agencies such as the Food and Drug Administration, U.S. Department of Agriculture, U.S. Public Health Service, and Environmental Protection Agency. The program is also suitable as preparation for graduate studies leading to academic careers and professional careers in medicine, dentistry, veterinary medicine, pharmacy, and health-related fields.

The program is efficient by leveraging courses offered through biological sciences, chemistry, biochemistry, plant pathology, food science and technology, and veterinary medicine and biomedical sciences. The program only offers two courses specific to Microbiology, an introduction course and research topics. This degree program was reviewed as part of the Academic Program Review process for the Department of Plant Pathology in 2022.

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Modern Languages and Literatures - Graduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the MA and PhD in Modern Languages and Literatures

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MA	3	11	6	7	4	6.20
	PhD	1	3	5	2	4	3.00

Evidence of Need

The Department of Modern Languages offers MA and PhD degrees that emphasize literature and include coursework on applied linguistics and foreign language teaching methods. The department was last reviewed by an external team in Spring 2019 and is scheduled to be reviewed again in Spring 2026. Graduate students in this program assist with undergraduate instruction and prepare to teach language, culture, and literature at the high school or post-secondary level. Most of the courses at the 800-level are cross-listed with 400-level undergraduate courses, making these degree programs more efficient. Recent graduates are now in teaching positions in colleges or high schools; some are now tenure line faculty at other institutions. Others pursue a range of non-academic careers in areas such as diplomacy, film, translation, business, and international hospitality.

For CCPE use: reviewer/date

Justification is not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** French- Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Arts and Bachelor of Science in French

Signed  _____
(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	2385	2203	2094	1795	1638	2023.00
Faculty Full-time Equivalency (FTE) ¹	3.0	3.0	6.0	6.0	7.0	5.0
Instructional Full-time Equivalency (FTE) ²	0.90	1.20	3.70	3.70	4.70	2.8
SCH/Faculty FTE ¹	795	734	349	299	234	482.2
SCH/Instructional Faculty FTE ²	2650	1835	565	485	348	1176.6

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BA/BS	9	4	8	4	4	5.8

Evidence of Need

French majors gain a versatile and practical command of the French language and learn to communicate effectively in speech and writing. Graduates are prepared for a variety of careers including teaching, business, translation, politics, social work, and non-profit work. The Department of Modern Languages and Literatures and all of its programs were reviewed in Spring 2019 and are scheduled to be reviewed again in Spring 2026.

For CCPE use: reviewer/date

Justification needed —check one or more boxes and provide a detailed explanation

☐ Program is critical to the role and mission of the institution (detailed explanation).

☒ Program contains courses supporting general education or other programs (detailed explanation).
The University of Nebraska requires all admitted students to have second language experience, evidenced by at least two years of a foreign language in high school or one year of university level classes. In addition to the university-wide language requirements, several colleges at UNL require additional foreign language training.

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).


A proposal to merge the French and German majors into a single major is under review at the campus level. The proposed modification brings together and strengthens these two modern languages to ensure students in the state of Nebraska continue to have access to advanced instruction in these languages, literatures, and cultures.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** German - Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Arts and Bachelor of Science in German

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	1803	1599	1324	1171	1097	1398.80
Faculty Full-time Equivalency (FTE) ¹	3.0	2.0	4.0	4.0	3.0	3.2
Instructional Full-time Equivalency (FTE) ²	1.80	1.40	2.80	2.80	2.80	2.32
SCH/Faculty FTE ¹	601	799	331	292	365	477.6
SCH/Instructional Faculty FTE ²	1001	1142	472	418	391	684.8

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

All Programs (certificate, undergraduate and graduate degrees):							
Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BA/BS	10	12	5	9	6	8.4

Evidence of Need

German majors study advanced language and grammar, German history, migration and identity, film, theater, women's writing, and German for business. Graduates are prepared for a variety of careers including teaching, business, translation, politics, social work, and non-profit work. A small number of faculty teach a considerable number of credit hours. The Department of Modern Languages and Literatures and all of its programs were reviewed in Spring 2019 and are scheduled to be reviewed again in Spring 2026.

A proposal to merge the French and German majors into a single major is under review at the campus level. The proposed modification brings together and strengthens these two modern languages to ensure students in the state of Nebraska continue to have access to advanced instruction in these languages, literatures, and cultures.

For CCPE use: reviewer/date

Justification is not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Spanish - Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 20, 2024
- the governing board's action was: continuation of the Bachelor of Arts and Bachelor of Science in Spanish

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	10343	8890	8591	8819	8051	8938.80
Faculty Full-time Equivalency (FTE) ¹	12.0	11.0	15.7	15.5	15.0	13.8
Instructional Full-time Equivalency (FTE) ²	5.90	5.00	10.01	10.27	10.35	8.3
SCH/Faculty FTE ¹	861	808	547	568	536	664
SCH/Instructional Faculty FTE ²	1753	1778	858	858	777	1204.8

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BA/BS	38	15	18	23	20	22.8

Evidence of Need

The Department of Modern Languages' program in Spanish language and culture enables students to gain the cultural and linguistic proficiency that enables them to understand and explore in depth different aspects of Hispanic culture and the Spanish language; the program is critical to helping the university fulfill its role and mission. The major prepares students for a career in teaching, nonprofit work, business, translation, politics, or social work. Many graduates go on to graduate or professional school.

The department was last reviewed by an external team in Spring 2019. The program is efficient with an SCH/Instructional Faculty FTE of 1204.8 5-year average.

For CCPE use: reviewer/date

Justification is not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln

Program: Music- Undergraduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Arts in Music, Bachelor of Music and Bachelor of Music Education

Signed 

(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	14884	14111	14964	16124	17286	15473.80
Faculty Full-time Equivalency (FTE) ¹	40.00	39.12	43.00	39.64	39.83	40.32
Instructional Full-time Equivalency (FTE) ²	24.61	23.19	26.23	25.17	25.49	24.94
SCH/Faculty FTE ¹	372.10	360.71	348.00	406.76	433.99	384.31
SCH/Instructional Faculty FTE ²	604.79	608.44	570.49	640.64	678.18	620.51

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BA	7	13	9	10	18	11.40
	BM	14	9	15	12	10	12.00
	BME	22	23	27	18	21	22.20

Evidence of Need

The disciplinary area of music contributes significantly to a comprehensive R1 institution. The Glenn Korff School of Music is accredited by the National Association of Schools of Music, which requires a periodic program review. The last review was in 2022, and the School received notice that it is reaccredited through 2030. The program's facilities have been under construction and will be state of the art when reopened. The facilities are expected to support student enrollment and faculty recruitment. The study of music necessarily requires a great deal of one-on-one and small-group instruction, but the School is still very efficient in utilizing its facilities and faculty. The small instructional settings are balanced by large-enrollment courses designed for non-majors. Efficiency is further demonstrated in the high SCH/instructional FTE ratio. There is much demand for the non-major courses, which satisfy general-education requirements for undergraduates, and there is also

significant demand for the degree programs offered in music. UNL offers the most comprehensive bachelor's program in the state. Students from all over the country and internationally audition to enroll in the School.

BM Music: The professional BM degree continues to be a vitally important degree for performing musicians in the state of Nebraska and we envision increased enrollment in the future as we continue to revise our core music curriculum.

BA Music: The BA in music provides a way for students to continue performing and conduct extra work in partnering degrees like English, Psychology, Computer Science, and Business/Entrepreneurship. Because of the ways that music can partner with other disciplines, we are currently preparing for expanded BA areas of study. We anticipate that these additions and partnerships will increase student enrollment. These expansions are poised to take advantage of the new music building's technological capabilities.

BME Music Education: Graduates of the music education program teach in schools throughout the United States. They include directors of high school bands, choirs, and orchestras, elementary general music teachers, and instructors of non-traditional offerings such as guitar classes, computer music labs, and popular music ensembles. The music education curriculum at UNL provides a breadth of learning opportunities that reinforce the rich traditions of school music and support continuing innovations in the music teaching profession. The high rate of job placement for graduates is a significant attraction for students within the state and creates a high demand for the program. Students in the music education program take the same set of core music requirements as other music majors and continue to take applied music lessons and participate in music ensembles until they begin student teaching in their final semester.

For CCPE use: reviewer/date

Justification is not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).


Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln

Program: Music - Graduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the MM, DMA and PhD in Music

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MM	21	17	14	15	16	16.60
	DMA	13	18	8	14	9	12.40
	PhD	1	2	2	1	2	1.60

Evidence of Need

Music contributes significantly to a comprehensive R1 institution. The Glenn Korff School of Music is accredited by the National Association of Schools of Music, which requires a periodic program review. The last review was in 2022 and the School received notice that it is reaccruited through 2030. The study of music necessarily requires a great deal of one-on-one and small-group instruction, but the School is still very efficient in utilizing its facilities and faculty. The small instructional settings are balanced by large-enrollment courses at the undergraduate level. UNL is the only doctoral-granting music program in the state of Nebraska and offers the most comprehensive master's program in the state. In addition, the programs are attractive to students nationally and internationally who audition to enroll in the School. The program's facilities have been under construction and will be state of the art when reopened. The facilities are expected to support student enrollment and faculty recruitment.

The Music Ph.D. underwent an in-depth review in 2018-19 and planned to award an average of two PhDs a year. Enrollment in the PhD was affected by the disruptions of COVID-19, particularly in spring 2020 and the

2021-21 academic year, impacting graduation numbers. The PhD Music curriculum takes advantage of the curricular resources of two other existing UNL doctoral programs and strengthens the other music programs.

The MM degree continues to be an important bridge to a terminal degree for numerous music graduate students. Intensive study that is a part of the MM is crucial for performing artists who seek performer's certificates at other institutions and for those who complete their DMA programs elsewhere. The MM in music also provides sufficient expertise for graduating students to find performing careers in a variety of musical disciplines. Many music educators seek the MM degree after teaching in K-12 environments in order to continue their professional development and impact in their school settings. UNL's MM program is one of the largest programs in Nebraska.

For CCPE use: reviewer/date

Justification needed for PhD—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☒ Program contains courses supporting general education or other programs (detailed explanation).
PhD students in music education who serve as GTAs are essential to the delivery of our Bachelor of Music Education degree program. Music is a nationally-identified teacher shortage area, and it has also been a statewide teacher shortage area in each of the past five years. PhD students in Piano Pedagogy and Vocal Pedagogy teach applied lessons and courses that contribute to NASM-required applied lesson and literature/pedagogy requirements.

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☒ Program meets a unique need in the region, state, or nation (explain).
The University of Nebraska-Lincoln's PhD in Music is the state's only PhD degree in Music. It is essential for music programs to offer a comprehensive program (undergrad through PhD) and inclusive of music education at an R1 Doctoral University, designated "Very High Research Activity." Students and graduates of this program have a lasting impact on K-12 education and post-secondary education in the State of Nebraska.

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).
The Music Ph.D. underwent an in-depth review in 2018-19 and planned to award an average of two PhDs a year. Enrollment in the PhD was affected by the disruptions of COVID-19, particularly in spring 2020 and the 2021-21 academic year, impacting graduation numbers.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Natural Resource & Environmental Economics – Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and the deletion of the program was presented to the institution's governing board on June 19, 2025

Signed  _____ March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	87	102	63	57	93	80.40
Faculty Full-time Equivalency (FTE) ¹	41.80	31.30	34.80	34.85	34.00	35.35
Instructional Full-time Equivalency (FTE) ²	17.26	14.56	13.78	16.21	16.64	15.69
SCH/Faculty FTE ¹	2.08	3.26	1.81	1.64	2.74	2.30
SCH/Instructional Faculty FTE ²	5.04	7.00	4.57	3.52	5.59	5.14

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BSNE	3	2	5	1	0	2.20

Evidence of Need

The University of Nebraska–Lincoln offers the only Bachelor of Science in Natural Resources and Environmental Economics in the state, playing a critical role in preparing skilled professionals for the field. To ensure the program continues to meet evolving workforce needs and industry trends, the Department of Agricultural Economics has conducted a thorough evaluation of its academic offerings. As a result, the BS in Natural Resources and Environmental Economics is currently under revision and is expected to be integrated as a specialized career pathway within the BS in Agricultural Economics.

For CCPE use: reviewer/date

Justification —check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☒ Other (detailed explanation).
Currently under revisions to be integrated as a specialized career pathway within another degree program.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Nutrition and Health Sciences - Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Education and Human Sciences: Nutrition and Health Sciences

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	9387	8721	8580	8672	9190	8910.00
Faculty Full-time Equivalency (FTE) ¹	21.00	21.00	23.00	22.25	21.85	21.82
Instructional Full-time Equivalency (FTE) ²	11.10	10.96	12.80	11.83	10.80	11.50
SCH/Faculty FTE ¹	447.00	415.29	373.04	389.75	420.59	409.14
SCH/Instructional Faculty FTE ²	845.68	795.71	670.31	733.36	850.93	779.20

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BSEH	51	143	153	157	139	128.60

Evidence of Need

The most recent program review for the Nutrition and Health Sciences (NHS) undergraduate program was conducted in spring 2024 as part of the biennial program assessment peer review. The last department-wide review (APR) was conducted in 2018; the department is currently engaged in the 2025 APR process.

The NHS Department mission is to enhance human health and well-being through the discovery and application of scientific knowledge. Graduates are prepared to enter a variety of nutrition/health/fitness/community health-related positions, including community and corporate health programs, hospitals and medical clinics, government and private agencies that focus on health or fitness assessments, lifestyle behavior changes. Approximately 75% of graduates apply for professional school with the intent of becoming healthcare providers.

The program has a large enrollment, with an average of 128 degrees awarded each year for the past 5 years. The program efficiency is evident, with a high SCH/Instructional Faculty FTE ratio of 779 over 5 years.

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Nutrition and Health Sciences - Graduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and will be presented to the institution's governing board Aug 2025
- the governing board's action was: reconfiguration of the MS and PhD in Nutrition, continuation of MS in Nutrition and Health Sciences, and Nutrition, Non-coding RNAs and Extracellular Vesicles Graduate Certificate

Signed 

(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MS (Nutrition and Health Sciences)	14	14	21	19	16	16.8
	MS (Nutrition)	2	0	1	0	2	1.00
	PhD	0	6	2	3	3	2.80
	Nutrition, Non-coding RNAs and Extracellular Vesicles Graduate Certificate	1	2	0	1	0	0.80

Evidence of Need

The Nutrition and Health Sciences (NHS) graduate programs undergo Academic Program Review at UNL every seven years, with the most recent review in 2018. The department is currently in the 2025 APR process. The MS in Nutrition and PhD in Nutrition are designed to meet the needs of nutritional specialists with biochemical & molecular knowledge in academia, industry, government and non-government organizations. Students in the program acquire competencies in human nutrition, biochemistry and molecular biology, experimental design and statistical data analysis, presentation skills and research proposal development. Competencies are acquired through a combination of class work and cutting-edge laboratory research. The

PhD in Nutrition is the sole program available for research doctoral students working under the supervision of our biomolecular research faculty.

The MS in Nutrition serves as an important degree for students in the PhD program who need to convert to a MS program at any point of their doctoral studies. The MS in Nutrition and Health Sciences meets the needs of students who are training to be registered dietitians, community health workers, and nutrition and exercise specialists, all of whom are in high demand both within Nebraska and outside the state.

Graduate students from our programs have various career opportunities across academia and in industry. They have pursued epidemiological research positions and public health opportunities available in non-profit or government agencies, public health initiatives, and community nutrition programs. Our students have also become registered dietitians and nutrition professionals with employment ranging from independently owning nutrition consulting practices, overseeing health-focused food product production, and working as wellness programs coordinators. Overall, our program provides a strong foundation for a diverse range of careers focused on improving health and well-being through diet and nutrition.

The MS in Nutrition and Health Sciences program has graduated an average of 16.8 students per year over the past five years with high applicant numbers. The PhD in Nutrition enrollment is limited by the current number of faculty who are able to support graduate students through assistantships; recent hiring and recent faculty grant success will generate a larger future enrollment.

For CCPE use: reviewer/date

Justification needed for Nutrition MS and PhD—check one or more boxes and provide a detailed explanation or attach a document

☒ Program is critical to the role and mission of the institution (detailed explanation).
Basic and applied research and creative activity represent a major component of the University of Nebraska–Lincoln’s mission, with the quest for knowledge being an essential part of an R1 university. Students in the PhD in Nutrition program acquire competencies in human nutrition, biochemistry, molecular biology, experimental design, statistical data analysis, and research proposal development. Graduates have the knowledge and training to become academics in many areas of nutrition, including molecular nutrition, nutrigenomics, nutritional biochemistry, and nutritional epidemiology. The training of these nutrition professionals to improve human health aligns with strategic plans and vision for the university.

The PhD in Nutrition is essential for research activity. . and for faculty to successfully move forward key research agendas.

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☒ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).
NHS researchers and NPOD generated approximately \$10 million in research expenditures in 2024. Essential to this research process is the accessibility of doctoral students to investigators. The PhD in Nutrition is the only STEM doctoral degree available to students in NHS. If the PhD in Nutrition did not exist, researchers would be forced to rely on MS students or postdoctoral staff to move faculty research agendas forward. This would also practically eliminate the possibility of recruiting new research faculty to the department and to the NPOD Center.

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).
The MS in Nutrition the only STEM program in the department that can be used for doctoral students in the PhD in Nutrition if they are not progressing in their program of study. This degree allows students to still complete a STEM graduate degree. An average of one student each year for the past five years has needed this option to finish a graduate degree.


New leadership will begin in the College on July 1, 2025.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** PGA Golf Management - Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in PGA Golf Management

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	1007	1084	1001	1282	1486	1172.00
Faculty Full-time Equivalency (FTE) ¹	1.00	1.00	2.00	2.00	2.00	1.60
Instructional Full-time Equivalency (FTE) ²	0.95	0.95	1.95	1.95	1.95	1.55
SCH/Faculty FTE ¹	1007.00	1084.00	500.50	641.00	743.00	795.10
SCH/Instructional Faculty FTE ²	1060.00	1141.05	513.33	657.44	762.05	826.77

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BS	16	18	5	11	12	12.40

Evidence of Need

Nebraska's golf industry is experiencing significant growth. This expansion has created a rising demand for skilled professionals who can contribute to the industry's continued success. The PGA Golf Management program at UNL—one of only 16 programs in the country—plays a critical role in meeting this need.

Through this program, students acquire the knowledge and skills necessary for success in the golf industry through extensive classroom studies, self-study courses, internships, tournament participation, and player development. Since the program began in 2004, all graduates seeking employment in the golf industry have been successful, underscoring the program's effectiveness in preparing students for meaningful careers in this dynamic field.

The program is accredited by the PGA of America, with the most recent accreditation occurring in 2021.

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Plant Biology - Undergraduate Program
(Interdisciplinary)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Plant Biology

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BSPB	4	4	6	10	3	5.40

Evidence of Need

UNL offers the only BS degree in Plant Biology in the state of Nebraska. Plant biologists play a critical role in supporting Nebraska agriculture by applying scientific knowledge to optimize crop production and develop innovative solutions to manage pests, diseases, and environmental stresses.

All degree programs in the College of Agricultural Sciences and Natural Resources are reviewed every seven years as part of the Academic Program Review process. The last academic program review for Plant Biology was Fall 2023.

For CCPE use: reviewer/date

Justification is not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).


☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Plant Health - Graduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the DPH in Plant Health

Signed 
(Chief Academic Officer or designated representative)

March 21, 2025
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	DPH	0	3	6	3	0	2.40

Evidence of Need

The University of Nebraska–Lincoln offers the only Doctor of Plant Health (DPH) program in the state and is one of only two such programs in the entire United States, playing a vital role in preparing highly skilled professionals to address complex plant health challenges. Despite the critical need for expertise in this field, student enrollment has not met expectations. While the standalone DPH program is under review for discontinuation, we will create a series of stackable Plant Health certificates to support plant health education and research in Nebraska and beyond. These credentials will continue to provide essential knowledge and training to meet the evolving needs of the agricultural industry and plant health professions.

For CCPE use: reviewer/date

Justification—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).
The DPH is under campus review for discontinuation.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Plant Pathology - Graduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the MS and PhD in Plant Pathology

Signed  March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MS	0	1	3	0	2	1.20
	PhD	0	1	0	2	1	0.80

Evidence of Need

UNL offers the only PhD and MS credential offered in plant pathology for Nebraska. Plant Pathology is a cornerstone of Nebraska's agriculture, driving innovation and sustainability across the state's diverse agricultural landscape. These disciplines are essential to enhancing crop productivity, improving resource efficiency, and addressing emerging plant disease outbreaks. Nebraska's strong foundation in plant sciences not only supports the state's leading role in food, fuel, and fiber production but also fuels advancements in precision and digital agriculture, biotechnology and the bioeconomy, and plant breeding. Graduates from these programs are at the forefront of the national plant technology sector, shaping the future of sustainable agriculture and food security.

Additionally, the PhD and MS programs serve as a critical factor in recruiting and retaining exceptional faculty members. It enhances the institution's competitiveness and appeal to distinguished educators and researchers in the field.

The program was established within the last five years. The rising enrollment in this new program has yet to be reflected in graduation figures. Maintaining and expanding this program is essential to ensuring Nebraska's agricultural resilience, supporting its economy, and reinforcing UNL's role as a national leader in plant sciences.

For CCPE use: reviewer/date

Justification—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☒ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Regional and Community Forestry - Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Regional Community Forestry

Signed  _____ March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	5348	5338	5388	5935	5715	5544.80
Faculty Full-time Equivalency (FTE)¹	41.80	31.30	34.80	34.85	34.00	35.35
Instructional Full-time Equivalency (FTE)²	17.26	14.56	13.78	16.21	16.64	15.69
SCH/Faculty FTE¹	127.94	170.54	154.83	170.30	168.09	158.34
SCH/Instructional Faculty FTE²	309.80	366.51	390.90	366.06	343.42	355.34

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BS	-	0	2	2	7	2.75

Evidence of Need

Urban trees and forests are vital components of the infrastructure in our cities and towns, providing numerous benefits such as cooling and filtering the air, improving water quality, reducing reliance on hard infrastructure, increasing property values, lowering crime rates, enhancing human health, and enriching overall community well-being. Nebraska's unique community forests contribute billions of dollars in value and generate hundreds of millions in annual benefits, underscoring the importance of their proper management by highly trained urban forestry professionals.

Recognizing this need, the Nebraska Forest Service (NFS) and the Nebraska Statewide Arboretum (NSA), in partnership with the University of Nebraska-Lincoln and the U.S. Forest Service, took a significant step in establishing a four-year undergraduate program in Urban and Community Forestry. This program not only serves Nebraska but also supports workforce needs across many western states.

The most recent review of the Regional and Community Forestry degree program was completed in 2022 as part of the School of Natural Resource's academic program review. The program was established within the last five years.

For CCPE use: reviewer/date

Justification not needed. New program effective start date Fall 2020

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☒ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Textiles, Merchandising and Fashion Design – Undergraduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Science in Education and Human Sciences: Textiles, Merchandising and Fashion Design

Signed  March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	3644	3120	2919	2830	2646	3031.80
Faculty Full-time Equivalency (FTE) ¹	7.00	7.00	7.80	8.00	8.00	7.56
Instructional Full-time Equivalency (FTE) ²	3.24	3.65	4.65	4.35	4.35	4.05
SCH/Faculty FTE ¹	520.57	445.71	374.23	353.75	330.75	405.00
SCH/Instructional Faculty FTE ²	1124.69	854.79	627.74	650.57	608.28	773.22

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BSEH	5	22	22	21	14	16.80

Evidence of Need

The Department of Textiles, Merchandising & Fashion Design (TMFD) has two primary established program review processes, including the Biennial Program Review (last completed 2024) and the Academic Program Review (last completed 2017; upcoming next year).

Because of the multi-industry dependencies of the textile and apparel industry, the industry's careers fall into numerous Bureau of Labor Statistics categories. Long-term projections outlined by the Bureau of Labor Statistics and Projections Central for Nebraska indicate that 14 of the 19 industry categories will see job growth between now and the year 2032. The Advanced Functional Fabrics of America has determined that 306,000 textile positions are needed nationwide by 2028. The National Retail Federation has found that 25% of jobs in Nebraska are

supported by the retail industry, leading to a total impact of \$30.1B on Nebraska's GDP (direct impact \$11.7B). There are approximately 29,400 retail establishments, with 206,300 in direct retail employment (Retail's Impact Nebraska, 2022; <https://nrf.com/research-insights/retails-impact/nebraska>). The Nebraska Department of Education and Career and Technical Education (CTE) has identified merchandising as a part of the marketing career cluster, outlining the core academics needed for young Nebraska students' career preparation. Most career opportunities in merchandising (and the other fields they've identified) need a four-year degree. The programs in Textiles, Merchadising and Fashion Design prepares graduates for these jobs.

For CCPE use: reviewer/date

Justification not needed

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Textiles, Merchandising and Fashion Design – Graduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 20, 2024
- the governing board's action was: a reconfiguration of the MS, MA and and continuation of the Graduate Certificate

Signed  _____ March 21, 2025
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MA	3	2	0	0	2	1.40
	MS	1	5	4	2	3	3.00
	Quilt Studies Graduate Certificate	0	1	1	4	2	1.60

Evidence of Need

The Department of Textiles, Merchandising & Fashion Design (TMFD) most recent Academic Program Review (APR) was in 2018. The next APR is forthcoming in AY 2025-26. However, the department regularly examines and reviews the graduate program and curricular changes and also engages with the department's Professional Advisory Council each year. Thus, TMFD regularly reviews programs and their courses, engages with students, and gains feedback from industry professionals, resulting in programs that are highly responsive to changing student and industry needs.

The TMFD program is needed to meet employer demand across the state. The Advanced Functional Fabrics of America has determined that 306,000 textile positions are needed nationwide by 2028. The MS program is one of only four programs nationwide that can directly fill this gap. The National Retail Federation has found that 25% of jobs in Nebraska are supported by the retail industry, leading to a total impact of \$30.1B on Nebraska's GDP (direct

impact \$11.7B).

Looking forward, the department is seeing an increase in graduate applications. The department received a total of 29 Master's applications for Fall 2024 and Spring 2025 program start dates. However, for Fall 2025 alone, the department has already received 26 applications for Master's degree programs. Program revisions are under consideration for the master's programs. The college will receive a new Dean July 1.

For CCPE use: reviewer/date

Justification needed for MA and MS—check one or more boxes and provide a detailed explanation or attach a document

- ☒ Program is critical to the role and mission of the institution (detailed explanation).
The Master's programs in Textiles, Merchandising & Fashion Design (TMFD) align with UNL's role to create opportunity for the state of Nebraska by designing and executing a skill-based program to advance teaching, research, and creative scholarship in the textiles and apparel industry. Of UNL's three primary missions of teaching, research, and service, this program teaches textiles and apparel professionals of Nebraska and beyond.
- TMFD programs aim to strengthen Nebraska's natural resource ecosystem and help to build *strong communities* in Nebraska through textiles. This not only enhances environmental sustainability but also promotes job growth and workforce development in the industry, which in turn supports local economies and helps retain residents within the state. In particular, TMFD graduate programs conduct both scientific and social science research, and creative scholarship
- ☐ Program contains courses supporting general education or other programs (detailed explanation).
- ☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).
- ☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).
- ☐ Program provides unique access to an underserved population or geographical area (explain).
- ☒ Program meets a unique need in the region, state, or nation (explain).
The TMFD graduate programs are the only such program in Nebraska.
- ☐ Program is newly approved within the last five years (no additional justification needed).
- ☒ Other (detailed explanation).
New leadership will begin in the College on July 1, 2025.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln **Program:** Theatre - Undergraduate Programs

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the Bachelor of Arts and Bachelor of Fine Arts in Theatre, Bachelor of Fine Arts in Acting, and Bachelor of Fine Arts in Emerging Media Arts

Signed 

(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	8470	8491	6866	7403	7168	7679.60
Faculty Full-time Equivalency (FTE) ¹	15.30	11.50	18.50	17.83	17.20	16.07
Instructional Full-time Equivalency (FTE) ²	8.74	6.20	11.60	11.73	11.65	9.98
SCH/Faculty FTE ¹	553.59	738.35	371.14	415.20	416.74	499.00
SCH/Instructional Faculty FTE ²	969.11	1369.52	591.90	631.12	615.28	835.38

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	BA (Theatre)	2	13	14	13	6	9.60
	BFA (Theatre)	2	13	5	2	3	5.00
	BFA (Acting)	-	-	-	0	0	0.00
	BFA (Emerging Media Arts)	0	0	9	22	23	10.80

Evidence of Need

The Johnny Carson School of Theatre & Film (JCSTF) is unique as a school that offers programs in live theatre, filmmaking, and emerging media arts. As such, it not only represents a crucial presence as part of a comprehensive arts program in a comprehensive research university, but it attracts students nationally as a highly competitive program. JCSTF is accredited by the National Association of Schools of Theatre (NAST), which requires a periodic program review, last reviewed in 2022.

Pertaining to all our BA and BFA programs in JCSTF, the faculty is very small, and classes for the major are intentionally and necessarily small. However, the efficiency of the program is clear from the SCH/Instructional FTE ratio above, which is explained in large part by the fact that the program offers introductory undergraduate theatre courses that attract hundreds of students from all over campus and fulfills a general education

requirement for undergraduates. Faculty are also very efficient in being able to offer a wide variety of courses in the major despite the small faculty size.

BFA Theatre: The BFA in Theatre (Design/Technical Production) program provides comprehensive knowledge and practical experience in theatre. The School, is reviewing curricular innovations to modernize the program and better prepare students not just for “pure” theatre design/production, but also to develop skill sets related to cinema, live audio/concert production, and immersive audiovisual experiences (e.g., gallery showings, or theme park experiences). These innovations are expected to attract new students. Graduates would be prepared for jobs in a media production economy that represents 6% of annual domestic GDP.

BFA Acting: The BFA: Acting was first initiated in Fall 2022 and as of Fall 2024 already has 38 students.

BA Theatre: The BA in Theatre is perhaps the most diverse and professionally applicable general theatre program in the state. The program is designed for students who want to pursue careers as artist entrepreneurs who can collaborate across numerous audiovisual artistic media. BA Theatre students often partner their degrees with business/entrepreneurship, dance, music, or film studies. Several graduates of our BA program have secured internships with We are Nebraska and the Lied Center; MFA programs at CalArts, Carnegie Mellon, UCLA, and Columbia; and careers at Amazon, DreamWorks, and Disney Cruise Line.

BFA Emerging Media Arts: Emerging Media Arts BFA was implemented effective Fall 2019 The Emerging Media Arts BFA degree allows students to learn to create stories and build worlds using filmmaking, interactive media, virtual reality, virtual production, experience design, sounds, physical computing, wearable technologies, data visualization and artificial intelligence, and participate in experiential and project-based learning through studio and laboratory experiences with 1-to-1 faculty mentoring. This BFA degree is unique in the state of Nebraska—and the region—and is fast becoming the catalyst for interdisciplinary curriculum. Students from computer science, engineering, mathematics and others take elective courses offered in the emerging media arts program.

For CCPE use: reviewer/date

Justification needed for Theatre BFA—check one or more boxes and provide a detailed explanation or attach a document

☒ Program is critical to the role and mission of the institution (detailed explanation).

Theatre helps provide theatrical productions for the School and meet technical production demands that provide a crucial cultural component to UNL and the greater Lincoln community.

☒ Program contains courses supporting general education or other programs (detailed explanation).

Entry level theatre courses produce a sizable general university population.

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☒ Program meets a unique need in the region, state, or nation (explain).
By embracing live, audiovisual productions as well as cinematic experiences in the BFA Theatre program, the School will be a one-of-a-kind school of theatre in the state and region. The School's national recognition and reputation is furthered by generous support of Nebraska native and UNL alumnus, Johnny Carson.

☒ Program is newly approved within the last five years (no additional justification needed).

Emerging Media Arts BFA was implemented effective Fall 2019. Acting BFA was implemented effective Fall 2022

☒ Other (detailed explanation).

With new leadership in the College and School, the faculty are engaging in conversations about strategic alignment and academic program offerings. The Theatre BFA is innovating for the future, and curricular and program revisions are anticipated to be in place for 2026-27.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska-Lincoln

Program: Theatre - Graduate Program

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the MFA in Theatre

Signed 

(Chief Academic Officer or designated representative)

March 21, 2025

(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Number of Degrees and Awards	MFA	3	3	3	6	3	3.60

Evidence of Need

The Johnny Carson School of Theatre & Film (JCSTF) is unique as a school that offers programs in live theatre, filmmaking, and emerging media arts. As such, it not only represents a crucial presence as part of a comprehensive arts program in a comprehensive research university, but it attracts students nationally as a highly competitive program. JCSTF is accredited by the National Association of Schools of Theatre (NAST), which requires a periodic program review, most recently reviewed in 2022.

The School is also innovating for the future by moving away from “pure” theatre/stage design/tech and towards entertainment design and production. As such, by embracing live, audiovisual productions as well as cinematic experiences under this shift, the School envisions growth in this program and will further solidify the JCSTF as a one-of-a-kind school of theatre in the state and region.

The MFA in Theatre is considered the terminal degree for practitioners in this field. In comparison, the number of completers is within the threshold of other terminal degrees (doctorate programs).

For CCPE use: reviewer/date

Justification needed—check one or more boxes and provide a detailed explanation or attach a document

☒ Program is critical to the role and mission of the institution (detailed explanation).

MFA students in Theatre help provide theatrical productions for the School and meet technical production demands that provide a crucial cultural component to UNL and the greater Lincoln community.

☒ Program contains courses supporting general education or other programs (detailed explanation).

MFA students support undergraduate education through productions and courses that are a part of the general education program.

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☒ Program meets a unique need in the region, state, or nation (explain).

We offer the only MFA in Theatre in the state of Nebraska. Also, the employment rate for students who graduate from this program is very high. As a Research 1 University, it is crucial to have a vibrant graduate program that receives national recognition, which our graduate program does.

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).

The MFA in Theatre is considered the terminal degree for practitioners in this field. In comparison, the number of completers is within the threshold of other terminal degrees (doctorate programs).

Summary of 2024-2025 Program Review Results at the University of Nebraska at Omaha (UNO)
Academic Year 2019/20-2023/24

UNO Programs	Degree	5-Year Mean of Degrees Granted	Undergraduate Degrees ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Chemistry	BA/BS	15.8	413.49	Continuation	
English					
Bachelor of Arts	BA	29.2			
Bachelor of Multidisciplinary Studies	BMS	7.4		Continuation	
Teaching ENGL to Speakers of Other Languages	UG Certificate	7.0			
	Total		352.91		
English	MA	12.4			
Advanced Writing	Graduate Certificate	3.4		Continuation	
Literature and Culture	Graduate Certificate	0.4			
Teaching ENGL to Speakers of Other Languages	Graduate Certificate	4.2			
Geography					
	BA/BS	7.0			
Bachelor of Multidisciplinary Studies	BMS	2.0		Continuation	
	Total		467.01		
	MS	4.4			X
Geographic Information Science	Graduate Certificate	1.8		Continuation	
Geology	BA/BS	8.6	545.93	Continuation	
Pharmaceutical Sciences	BS	0.0	178.57	Continuation	X
School of Arts					

UNO Programs	Degree	5-Year Mean of Degrees Granted	Undergraduate Degrees ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Art History	BAH	4.8		Discontinue upon approval of new combined major	X
Art/Fine Art (Multidisciplinary)	BMS	6.6		Continuation	
Studio Art	BFA	7.6			
Studio Art	BSA	49.4			
Creative Writing	BFA	13.4			
Theatre	BTH	9.8			
Theatre (Multidisciplinary)	BMS	0.2			
	Total		305.95		
School of Music				Continuation	
Music	BA	19.0			
Music (Multidisciplinary)	BMS	0.2			
Music Education, K-12	BM	8.6			
Music Performance	BM	5.8			X
	Total		418.28		
Master of Music	MM	9.6		Continuation	
Kodaly	Graduate Certificate	0.4			

UNO Programs	Degree	5-Year Mean of Degrees Granted	Undergraduate Degrees ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
World Languages & Literature					
Bachelor of Multidisciplinary Studies	BA	25.2		Continuation	
	BMS	0.8			
	Total		349.13		
Language Teaching	MA	4.6			X
Spanish	Graduate Certificate	0.7		Continuation	
Teaching Spanish to Heritage/Bilingual Learners	Graduate Certificate	0.3			
Writer's Workshop					
Writing	MFA	15.2		Continuation	

Performance Standards:	Degrees per Year
Total Less than Two Years and Associate	10 or greater
Total Bachelors	7 or greater
Total Masters	5 or greater
Total Ph.D.	3 or greater
Undergraduate SCH/Instructional Faculty FTE	300 or greater

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** Chemistry

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BA/BS degrees in Chemistry

Signed: _____

(Chief Academic Officer or designated representative)

3/20/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	7,930	8,176	8,215	7,475	7,752	7,910
Faculty Full-time Equivalency (FTE) ¹	20.33	22.00	23.33	22.67	21.67	22.00
Instructional Full-time Equivalency (FTE) ²	18.37	18.79	21.00	18.59	19.03	19.16
SCH/Faculty FTE ¹	390.00	371.64	352.07	329.78	357.78	360.25
SCH/Instructional Faculty FTE ²	431.68	435.13	391.19	402.10	407.36	413.49

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Chemistry BA/BS	18	15	13	16	17	15.8

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** English

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BA degree in English

Signed: _____
(Chief Academic Officer or designated representative)

3/20/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	16,080	17,550	16,796	16,684	14,769	16,376
Faculty Full-time Equivalency (FTE) ¹	49.33	50.00	50.67	50.33	46.33	49.33
Instructional Full-time Equivalency (FTE) ²	48.43	47.92	47.40	47.46	40.98	46.44
SCH/Faculty FTE ¹	325.95	351.00	331.50	331.47	318.76	331.73
SCH/Instructional Faculty FTE ²	332.03	366.24	354.35	351.54	360.40	352.91

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
English	Bachelor of Arts (BA)	39	31	25	25	26	29.2
	Bachelor of Multidisciplinary Studies (BMS)	8	5	8	5	11	7.4
Teaching ENGL to Spkrs of Other Lang	Undergraduate Certificate	6	5	5	8	11	7.0

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** English

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the MA in English

Signed: _____
(Chief Academic Officer or designated representative)

3/20/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Advanced Writing	Graduate Certificate	2	3	3	3	6	3.4
English	Masters of Arts	11	16	12	10	13	12.4
Literature and Culture	Graduate Certificate	0	0	0	2	0	0.4
Teaching ENGL to SPKRS of Other Lang	Graduate Certificate	4	3	5	6	3	4.2

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Ant Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** Geography

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BA/BS in Geography

Signed: _____
(Chief Academic Officer or designated representative)

3/20/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	5,799	5,225	4,989	5,016	4,932	5,192
Faculty Full-time Equivalency (FTE) ¹	10.67	11.67	12.00	12.67	12.00	11.80
Instructional Full-time Equivalency (FTE) ²	10.75	11.03	11.32	11.77	10.85	11.14
SCH/Faculty FTE ¹	543.66	447.86	415.75	396.00	411.00	442.85
SCH/Instructional Faculty FTE ²	539.69	473.71	440.72	426.17	454.77	467.01

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Geography	BA/BS	7	1	9	9	9	7.0
	Bachelor of Multidisciplinary Studies (BMS)	4	1	4	0	1	2.0

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).

The BA shares faculty and courses with the BS in GEOG and the BS in Environmental Science Geography and Planning Concentration

Coordinating Commission for Postsecondary Education

Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** Geography

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the MS degree in Geography

Signed: [Signature]
(Chief Academic Officer or designated representative)

4/15/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Geography	Master of Science	4	3	2	9	4	4.4
Geographic Information Science	Graduate Certificate	4	3	1	1	0	1.8

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐

Program is critical to the role and mission of the institution (detailed explanation).

☐

Program contains courses supporting general education or other programs (detailed explanation).

☐

Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☒

Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

According to a 2025 report by Hanover Education, the graduate certificate in GIS represents a potential high growth area due to a projected 10% completion growth and a 3% labor market growth in the IPEDS Plains Region for this certificate/these skills over the next 10 years. The same report notes that while the projected student demand for the MS in geography is mixed, the projected labor market growth is 3%. In the Omaha community and local region many employers need Geography and Geospatial specialists with advanced degrees to work high-tech geography-based jobs. Some of these employers include US Army Corp of Engineers, US National Parks System, NRCS, Black Hills Energy, Nebraska Games and Parks, Northern Natural Gas, Olsson and Associates, HDR, Union Pacific Railroad, AECOM, Omaha City Department, Public works, Planning, and Transportation, Douglas County/Omaha GIS (DoGIS), MUD, OPPD and many others. As well as rely on our graduates and their expertise, these companies and organizations contribute significantly to the regional economy as well as provide funding to the University through numerous channels.

☐

Program provides unique access to an underserved population or geographical area (explain).

☒

Program meets a unique need in the region, state, or nation (explain).

The MS Geography program at UNO is the only graduate degree in Geography offered within the Omaha metropolitan area and the only Master of Science (MS) degree in Geography offered within the state of Nebraska (UNL offers an MA and PhD). UNO's MS degree is crucial to maintaining advanced geographic and geospatial knowledge and skillsets within the region. The program plays a pivotal role in preparing students for a rapidly changing world where environmental, climatic, social, and economic challenges demand geographic expertise. Many employers require an MS degree specifically, making our graduates especially competitive for high-pay, high-skill, and in-demand geographic/geospatial positions throughout the region and

☐ state. Our graduate students participate in a variety of internship programs and frequently receive job offers prior to graduation.

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).

The MS program is directly linked to the new Graduate Certificate in Geography Education, which provides Nebraska and regional high school teachers with the advanced geographic knowledge and skills they need to be effective educators. This is crucial given that teachers in Nebraska have limited opportunities to obtain advanced education in Geography. The demand by educators and local employers for advanced geographic education and skills (see above) indicates a gap in workforce development and higher education that will only widen if the program is cut back or eliminated.

To increase enrollment in the geography graduate program, the Geography/Geology department will implement the following actions and strategies:

1. More effectively advertise our department's participation in the Fast Track program by 1) directly contacting all majors and informing them about the program and 2) taking time in class to provide an overview of Fast Track and explain the benefits of participating in the program. Students who enroll in Fast Track are much more likely to join our graduate program. This is crucial given that the majority of our graduate students come out of either our undergraduate BS/BA geography program or the environmental studies program. This will be done beginning in Fall 2025.
2. Enhance recruitment at the American Association of Geographers (AAG) international and regional meetings. The department will be hosting a combined AAG Great Plains Rocky Mountains (GPRM) regional meeting and National Council for Geographic Education meeting in October 2025. This will provide an excellent opportunity for faculty and current graduate students to advertise the graduate program to perspective undergraduates. Faculty will also make a concerted effort to reach out to potential graduate students at the international AAG meeting in Spring 2026 and beyond.
3. Enhance recruitment at the Nebraska GeoFest Event held at UNO each Fall.
4. Direct recruitment at Wayne State, UNL and UNK
5. Build a list of Geography Employers in the community and send them details about our graduate program and provide contact information on an annual basis. A number of Omaha's largest employers demand employees with the latest geographic skills and offer tuition-free or reduced tuition programs. We will compile a list of employers and begin making contacts in Spring and Summer 2025.
6. Better connect with potential graduate students currently completing the undergraduate program in Environmental Studies. This is a large and growing pool of students, nearly half of which are enrolled in the Geography & Planning or Earth Science Option. In Spring 2025, two geography faculty members began teaching a required introductory course for all Environmental Science majors. These faculty will begin to promote the Fast Track and the graduate program in Geography in this course.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** Geology

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BA/BS in Geology

Signed: _____
(Chief Academic Officer or designated representative)

3/20/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	4,316	3,380	3,398	3,050	2,982	3,425
Faculty Full-time Equivalency (FTE) ¹	8.33	7.67	7.67	7.00	6.00	7.33
Instructional Full-time Equivalency (FTE) ²	6.94	6.90	6.71	5.83	5.08	6.29
SCH/Faculty FTE ¹	517.92	440.87	443.22	435.71	497.00	466.94
SCH/Instructional Faculty FTE ²	621.90	490.21	506.79	523.16	587.59	545.93

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Geology	BA/BS	11	3	9	8	12	8.6

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).

The BA shares faculty and courses with the BS in GEOL and the BS in Environmental Science
Earth Sciences Concentration

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** Pharmaceutical Sciences

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BS degree in Pharmaceutical Science

Signed: 
(Chief Academic Officer or designated representative)

4/15/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	3 yr avg
Student Credit Hours (SCH)	n/a	n/a	13	35	24	24
Faculty Full-time Equivalency (FTE) ¹	n/a	n/a	0.33	0.67	1.00	0.67
Instructional Full-time Equivalency (FTE) ²	n/a	n/a	0.04	0.28	0.28	0.20
SCH/Faculty FTE ¹	n/a	n/a	39.00	52.50	24.00	38.50
SCH/Instructional Faculty FTE ²	n/a	n/a	325.00	125.00	85.71	178.57

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

Note: Pharmaceutical Science program started in fall 2021. Data for program review are available for 3 years in this review period.

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	3 yr avg
Pharmaceutical Sciences	Bachelor of Science	n/a	n/a	0	0	0	0

Note: Pharmaceutical Science program started in fall 2021.

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☒ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** School of Arts

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: continuation of the BFA and BSA Studio Art, BFA Creative Writing, and the BTH Theatre, discontinuation of art and art history upon approval of new combined major

Signed: [Signature]
(Chief Academic Officer or designated representative)

4/15/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	11,626	11,474	12,266	12,326	12,974	12,133
Faculty Full-time Equivalency (FTE) ¹	47.67	48.33	49.00	50.67	50.00	49.13
Instructional Full-time Equivalency (FTE) ²	40.41	36.76	38.68	40.39	42.14	39.68
SCH/Faculty FTE ¹	243.90	237.39	250.33	243.38	259.48	246.88
SCH/Instructional Faculty FTE ²	287.70	312.13	317.11	304.93	307.88	305.95

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Art History	BAH	3	8	2	4	7	4.8
Art / Fine Art	BMS	6	4	11	5	7	6.6
Studio Art	BFA	4	13	4	11	6	7.6
	BSA	42	50	65	47	43	49.4
Creative Writing	BFA	12	17	16	11	11	13.4
Theatre	BTH	11	12	8	11	7	9.8
	BMS	1	0	0	0	0	0.2

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☒ Program contains courses supporting general education or other programs (detailed explanation).

Art History supports student recruitment through four general education courses that introduce students to the field and serve as a gateway into the major. As part of a broader institutional effort to revise the general education curriculum, the program is reimagining these courses to include more integrative learning and contemporary themes, making them more appealing to potential majors. Additionally, Art History plays a vital role in the large Studio Art program, where its courses are required for accreditation by the National Association of Schools of Art and Design.

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☒ Program meets a unique need in the region, state, or nation (explain).

UNO provides the only BA in Art History and Arts Management in the city of Omaha. The arts sector of Omaha has been expanding with great momentum over the last 15 years. New organizations like The Union for Contemporary Art, Benson First Friday, 2nd Friday on Vinton, Amplify Arts and galleries such as Petshop, Gallery 1516, and Project Project require trained professionals for whom UNO's Art History and Arts Management programs provide education and internship/workforce experience

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).

The UNO Art History program has recently initiated two major efforts designed specifically to increase declared majors and graduates: a newly revised Arts Management concentration and a proposed combined major in Studio Art and Art History. These strategies are built on targeting high-interest student groups and are projected to bring the program in line with CCPE thresholds.

1. The Arts Management concentration, launched in Fall 2024, provides a professionally relevant track for students interested in galleries, museums, and nonprofit arts organizations. It reduces the major's required credit hours from 72-74 to 54-56, a change designed to support double majors, particularly from Studio Art, the Art History minor, and other programs with Art History

requirements, including OLLAS, Women and Gender Studies, Ancient and Mediterranean Studies, and Medieval and Renaissance Studies.

Efforts to increase majors into the Arts Management concentration include:

- Faculty-led promotion in classes and greater engagement with advising.
- Recently updated promotional materials distributed across campus and throughout Omaha-area high schools.
- Events that raise the profile of the major, such as the Arts Management Roundtable, and presentations to organizations like the Kent Bellows Mentoring Program.
- Featured visibility at all Art & Art History recruiting events.

Preliminary Impact:

- Seven Art History majors graduated in 2023-24, the highest total in five years.
- Eleven students have declared Art History as their major for Fall 2025.
- Enrollment in ART 3760 Research, Writing, and Communication for Careers in the Arts, a course populated mostly by majors, has reached a historic high.

2. A new combined major in Studio Art and Art History, pending review by the CFAM Educational Policy Committee, is designed to expand the Art History major population by leveraging the unit's largest affiliated program. Studio Art currently enrolls over 300 students, many of whom take 3-5 Art History courses and express interest in academic and curatorial fields.

The new interdisciplinary degree offers:

- Completion in 120 credit hours, removing typical barriers to double majoring.
- A professionally versatile profile appealing to students interested in museum work, graduate study, curation, and arts administration.
- A more accessible structure for Studio Art students to deepen their art historical knowledge alongside studio practice.

Once approved the combined major will benefit from the same marketing strategies as the Arts Management concentration.

Art & Art History is also in active discussions with UNO's Language Studies to develop the institution's first cross-college combined major.

A separate letter from the Dean of CFAM is attached to this document that outlines the college's support for this combined major initiative

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** School of Music

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BA degree in Music and the BM degrees in Music Education and Music Performance

Signed: _____
(Chief Academic Officer or designated representative)

3/20/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	9,853	10,216	10,547	11,915	11,691	10,844.4
Faculty Full-time Equivalency (FTE) ¹	29.67	31.33	30.67	31.67	29.33	30.53
Instructional Full-time Equivalency (FTE) ²	24.87	27.53	27.62	24.90	25.21	26.03
SCH/Faculty FTE ¹	332.12	326.04	343.92	376.26	398.56	355.38
SCH/Instructional Faculty FTE ²	396.18	371.09	381.86	478.51	463.74	418.28

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Music	Bachelor of Music (BA)	13	21	20	26	15	19.0
	Bachelor of Multidisciplinary Studies (BMS)	0	0	0	1	0	0.2
Music Education, K-12	Bachelor of Music (BM)	6	3	12	15	7	8.6
Music Performance	Bachelor of Music (BM)	3	2	8	10	6	5.8

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☒ Program contains courses supporting general education or other programs (detailed explanation).

The Bachelor of Music in Performance and the Bachelor of Music in Music Education share considerable coursework that streamlines resources. Students take several of the same courses that must be offered for the Bachelor of Music in Music Education.

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☒ Program provides unique access to an underserved population or geographical area (explain).

The School of Music added a jazz concentration under the BM Performance degree starting Fall 2024. No other university in the state offers the BM Performance (jazz) concentration. Offering this degree at UNO provides access to people in Omaha to stay in the state to earn this degree. It is important that Omaha area students have an option to pursue a professional degree in performance.

☒ Program meets a unique need in the region, state, or nation (explain).

We anticipate high interest for the jazz concentration and expect this will bring up our numbers in the BM Performance degree. This will be an option for students wishing to study jazz who want a professional degree instead of a liberal arts degree (BA Jazz). The BM Performance (jazz) concentration contains coursework that will prepare students to enter the workforce as a jazz musician or attend graduate school. This is also true for the overall BM Performance degree – it prepares students to enter the workforce as a performer or attend graduate school.

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** Music

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the Master of Music

Signed: _____
(Chief Academic Officer or designated representative)

3/20/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Kodaly	Graduate Certificate	0	0	0	0	2	0.40
Music	Master of Music	7	12	8	8	13	9.60

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** World Languages & Literature

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the BA degree in World Language and Literature

Signed: _____
(Chief Academic Officer or designated representative)

3/20/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)	5,889	5,727	5,076	4,978	5,120	5,360
Faculty Full-time Equivalency (FTE) ¹	16.67	19.00	17.33	15.33	16.00	16.87
Instructional Full-time Equivalency (FTE) ²	15.35	16.78	15.61	14.82	14.26	15.36
SCH/Faculty FTE ¹	353.34	301.42	292.85	324.65	320.50	318.55
SCH/Instructional Faculty FTE ²	383.65	341.30	325.18	335.90	359.61	349.13

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
World Languages & Literature	Bachelor of Arts (BA)	34	24	27	20	21	25.2
	Bachelor of Multidisciplinary Studies (BMS)	2	0	2	0	0	0.8

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** World Languages & Literature

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the MA Language Teaching

Signed: _____
(Chief Academic Officer or designated representative)

3/20/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:		19-20	20-21	21-22	22-23	23-24	5 yr avg
Language Teaching	Master of Arts	6	3	5	2	7	4.6
Spanish	Graduate Certificate	n/a	n/a	0	1	1	0.7
Teaching Spanish to Heritage/Bilingual Learners	Graduate Certificate	n/a	n/a	0	0	1	0.3

Note: Graduate Certificates started in 2021-22 AY and the average is for 3-year period.

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☒ Other (detailed explanation).

Market research indicates the primary criteria that individuals look for in a program such as the MA Language Teaching (MALT) is to be able to complete a teacher certification as part of the graduate program. Because MALT does not offer this, it has struggled to attract students. The program is considering changes and updates to the graduate program so it can be attractive to applicants and meet market demands.

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: University of Nebraska at Omaha **Program:** Writer's Workshop

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on June 19, 2025
- the governing board's action was: Continuation of the MFA Writing

Signed: _____
(Chief Academic Officer or designated representative)

3/20/25
(Date)

Evidence of Demand and Efficiency

Undergraduate Programs/Coursework (ONLY):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Student Credit Hours (SCH)						
Faculty Full-time Equivalency (FTE) ¹						
Instructional Full-time Equivalency (FTE) ²						
SCH/Faculty FTE ¹						
SCH/Instructional Faculty FTE ²						

¹ Faculty FTE defined as the headcount FTE of full-time (1.0 FTE) faculty with any percentage teaching appointment expectation.

² Faculty FTE defined as the apportioned instructional/teaching FTE (any faculty rank FTE devoted to instruction – i.e.: 0.8 FTE faculty member with 60% Teaching appointment = 0.48 Instructional faculty FTE).

All Programs (certificates, undergraduate and graduate degrees):

Academic Year:	19-20	20-21	21-22	22-23	23-24	5 yr avg
Writing	3	17	21	17	18	15.20
Master of Fine Arts						

Evidence of Need (provide a detailed explanation below or attach documentation)

For CCPE use: reviewer/date

Justification if the program is below either or both CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

Summary of 2024-2025 Program Review Results at the University of Nebraska Medical Center (UNMC)
Academic Year 2019/20-2023/24

UNMC Program	Degree	5-Year Mean of Degrees Granted	Undergraduate Degrees ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
No UNMC Reviews Due for 2024-2025					



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs**June 19, 2025**

AGENDA ITEM: In-Depth Reports required by the Nebraska Coordinating Commission for Postsecondary Education (CCPE)

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

Approval is requested to continue the Ph.D. degree in Philosophy at the University of Nebraska-Lincoln (making the MA degree non-admitting), transitioning the BA degree in Religion at the University of Nebraska at Omaha to a specialization/concentration/option of another degree, and to approve the Physics Department action plan, including continuation of the singular revised Physics BS degree at the University of Nebraska at Kearney. The Philosophy and Physics review reports and action plans will be submitted to the CCPE. If the in-depth reports are accepted by CCPE, the programs will be monitored annually by the Board until such time as monitoring is deemed no longer necessary by CCPE. A proposal to revise the Religion degree will be submitted to the Board in Fall 2025.

- UNL MA and PhD in Philosophy
 - The Department of Philosophy in the College of Arts and Sciences averages 2 PhD graduates per year. While lower than the CCPE threshold of 3 per year, this is consistent with norms of the discipline and current funding. Nevertheless, the action plan includes measures to reduce attrition and time-to-degree, and additional support for graduate teaching assistants. These measures will allow recruiting and graduating more students, on average. The Department does not intend to grow the MA program. At its current size, it does not create additional financial, academic, or administrative burden, but supports the department with both tuition revenue and as a feeder to the PhD program. Given the current number of students and the action plan, the department is confident they will be close to, if not achieving the average of 3 PhD graduates per year by the next review.
- UNK Physics Programs (Physical Science BA, Physics BA, Physical Science BS, Astronomy BS, Physics BS, Physics Comprehensive, Physics Comprehensive-Engineering Emphasis, Astrophysics Comprehensive)
 - The Department of Physics and Astronomy has been actively working to consolidate its programs to address low numbers of students and graduates. In addition to the in-depth report and action plan, there are a number of discontinuations of programs on the agenda as part of the strategic alignment of programs. Student numbers have increased over the past few years, both at UNK, and in neighboring states. These, coupled with planned

program changes and enhanced recruitment efforts are ongoing pieces of the action plan to increase the number of graduates towards the CCPE threshold.

BACKGROUND INFORMATION

The University of Nebraska In-Depth Reports are required by Neb. Rev. Stat. § 85-1414(5) for programs identified by CCPE as not meeting its performance standards.

RECOMMENDATION

The President recommends approval.



March 21, 2025

Dr. David Jackson, Interim Executive Vice President & Provost
University of Nebraska System
3835 Holdrege Street
Lincoln, NE 68583-0743

Dear Dr. Jackson:

I am submitting the attached proposed action plan on behalf of the faculty in the Department of Physics & Astronomy at the University of Nebraska at Kearney for consideration and approval by the Board of Regents. This action plan has been carefully developed in response to the enrollment requirements set forth by the Nebraska Coordinating Commission for Postsecondary Education (CCPE), specifically addressing degree programs that have not met the minimum enrollment threshold of seven students per year.

The faculty have also chosen to delete several of the department's programs, additional information is provided for each of these as well. They are:

- Astronomy, Bachelor of Science
- Astrophysics Comprehensive, Bachelor of Science
- Physical Science, Bachelor of Arts
- Physical Science, Bachelor of Science
- Physics Comprehensive – Engineering Emphasis, Bachelor of Science.

After a thorough review of the proposed action plan, I find it to be both comprehensive and feasible. I fully endorse its implementation.

Please let me know if you require additional information or have any questions regarding the plan.

Sincerely,

A handwritten signature in black ink, appearing to read 'Julie J. Shaffer'.

Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs

tlp

Cc: Charles J. Bicak, Interim Chancellor
Paul Twigg, Dean
Joel Berrier, Department Chair

The Department of Physics and Astronomy at UNK is aware of the low number of graduates that we have had for the last evaluation period, but we have not been negligent in attempting to increase our student numbers and to respond to changes in the field. *Table 1* below presents the degrees awarded across our programs over the past eight academic years. The total enrollment across all degree programs offered by the Department of Physics and Astronomy is currently at its highest point since our previous evaluation, with 54 students across our programs (see *Table 2*). We believe we are seeing increasing numbers due to streamlining existing programs, adding new options to existing programs, enhancing collaborations with UNL, and increasing student exposure and opportunities that cater to growing student numbers. This year we have seen the largest incoming class of engineering students putting our total engineering enrollment at 27, and we continue to see growing interest in our Astronomy and Astrophysics programs with 11 declared majors (3 with expected graduation dates of May 2025). Over the past decade, the number of bachelor's degrees conferred in our neighboring states (CO, IA, MO, KS, WY, SD) in Astronomy has steadily increased, rising by 188% between 2016 and 2023, per the [AIP](#). This trend highlights a growing nationwide interest in the field, reinforcing the need for strong undergraduate programs in Nebraska.

DESCRIPTION	2023-24	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17
Physics Comprehensive	1	1		1	1	1		
Physics		1	2				2	
Physical Science	1							
Physics Comp Engineering	1		1			1		
Astrophysics Comprehensive							1	
Physics Minor	1		2	2			2	1

				Fall 2024	Fall 2023	Fall 2022	Fall 2021	Fall 2020	Fall 2019	Fall 2018	Fall 2017
Academic Plan Grand Total				57	45	37	35	46	48	52	46
Major	Total			27	22	20	20	23	24	22	18
	40.0801	ASTRON	Astronomy								
		ASTRON-BS	Astronomy	4	3	3	3	2	3	1	
		ASTROPH	Astrophysics Comprehensive	1	1						
		ASTROPH-BS	Astrophysics Comprehensive	6	8	4	5	5	3	2	1
		PHS712-BSE	Physical Science 7-12 Field								
		PHY712	Physics 7-12 Subject								
		PHY712-BSE	Physics 7-12 Subject	1				1			
		PHYCOMP-BS	Physics Comprehensive	6	2	2	5	3	5	5	2
		PHYS	Physics			1	1				
		PHYS2A	Physics								1
		PHYS-BA	Physics								1
		PHYS-BS	Physics	4	4	4	2	7	8	9	12
		PHYSICI-BS	Physical Science			1					
		PHYSENG-BS	Physics Comp Engineering	5	4	5	4	5	5	5	1
Minor	Total			3	3	1	2	3	2	4	3
	40.0801	ENGR-MN	Engineering	1							
		PHYS-MN	Physics	2	2		2	3	2	4	3
		SCIELED-MN	Science Elementary Education		1	1					

Table 3. Consolidation of Programs

Old Program	New Program
Physical Science BA Physics BA	Physics BA
Physical Science BS Astronomy BS Physics BS	Physics BS
Physics Comprehensive Physics Comprehensive - Engineering Emphasis Astrophysics Comprehensive	Physics Comprehensive

In addition to our program consolidation, our department worked with the Health Science program, the Department of Chemistry, and the Department of Biology to create a Health Science emphasis in the Physics BS program. This Health Science emphasis allows greater flexibility in our program for students with an interest in pursuing an MD or for students interested in pursuing further careers in Health or Medical Physics and provides an opportunity for future growth which interfaces with the Health Sciences program at UNK. These programs have been successful in improving MCAT scores for students as well as giving students a well-grounded understanding of the physics of the body with applications in medicine.

The Engineering Foundations Program at UNK provides a valuable opportunity for students from Western and Rural Nebraska to pursue an education in STEM fields who are otherwise hesitant to start that career at UNL. We offer physics and engineering courses unavailable at community colleges and are expanding partnerships with nearby community colleges to create new pathways for students in Physics and Engineering. A “2+2” program with Mid-Plains Community College allows students to pursue any physics emphasis, while a new 1+1+2 pipeline, developed with UNL, supports engineering students. This model has broad application, and we intend to develop relationships with other community colleges across Nebraska to draw in students from more rural communities.

Our department has the benefit of a strong relation with UNL Engineering where we have transferred 28 students from UNK to UNL in the past five years, with 14 graduates and eight still enrolled at UNL. Our department offers two pathways: (1) a “2+2” degree option, where students complete two years at UNK before transferring to UNL and (2) a “3+2” dual degree program, combining an Engineering degree from UNL with a physics degree from UNK. However, challenges remain, our “2+2” students do not earn a degree from UNK, and “3+2” students must manually transfer credits to earn their physics degree. To address this, we are working with UNL to revise the “2+2” pathway so that UNK can provide a degree to these students as well as a reverse-articulation agreement to streamline credit transfers for the “3+2” students.

Recruiting

Our department began to expand its outreach efforts into new areas based on results of a survey of our majors. This summer we will host a virtual three-day quantum computing camp slated for this summer as part of the outreach for the EQUATE collaboration. We propose a two-day summer workshop for 10 teachers to build a network of local science teachers who will regularly engage with the department. This program would provide training, classroom materials, and an annual robotics competition at UNK for schools with limited resources. This initiative is designed to foster ongoing connections between UNK and regional schools, encouraging more students to explore physics and engineering while providing teachers with valuable resources and support.

To promote and grow interest in Astronomy and Astrophysics, we actively use the UNK Planetarium for recruitment and outreach. We continue to expand our recruitment efforts by hosting monthly public shows and partnering with UNK admissions for outreach events. We also provide planetarium experiences for Science Day, summer camps, and local K-12 schools. Attendance consistently exceeds 2,000 visitors annually, with strong engagement from school groups in the spring, reinforcing the planetarium’s role in attracting future students to our programs.

Student Credit Hour Production

Prior to the Covid-19 Pandemic our SCH production was closer to the target goal but dropped during and immediately after the pandemic. Over the last two years our SCH has been increasing, and we have seen a reduction in the number of faculty within the department. With the expected increase in Health Science students, as well as growth in our own programs we expect our SCH to continue to grow. In addition, the loss of a faculty line in 2023-2024 academic year assists in bringing the department closer to our required goal.

Table 5: Student Credit hour production for academic years 2018-2023 with projected SCH for 2024-2025 academic year based on current enrollment.

Academic Year	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Student Credit Hours (SCH)	2081	1974	1562	1660	1559	1640	1850
Faculty Full-Time Equivalency	7	8	7	8	8	7	7
Instructional Full-Time Equivalency	6.03	6.81	5.81	6.23	6.47	6.43	6.92
SCH/Faculty FTE	297.3	246.8	223.1	207.5	194.9	234.3	264.3
SCH/Instructional FTE	345.1	289.9	268.8	266.5	241	255	267.5

Conclusion

In order to bring our academic programs more into line with the required average number of graduating students per year we have consolidated our program offerings. Currently we are graduating between 2-3 students per year across our programs. As these programs have only been consolidated this year, our first class of students under the combined program are expected to graduate in the 2027-2028 academic year. Recent efforts in the department of Mathematics and Statistics to retain students in their courses already appear to be positively impacting our students. These efforts combined with our own retention efforts have allowed more students to be retained between semesters in our program. We expect these efforts to further increase the number of graduates over the next two years in our program. With all this in mind, we expect our class sizes to grow in the next three to four years, and we expect to graduate more majors in our degree programs. If the reverse articulation agreement can be reached with UNL College of Engineering, we expect to see an average increase of approximately 3.5 graduating students per year based on recent data, and potentially more if enrollment in our program and retention rates continue to grow. This increase will take between four to five years to be fully realized. These factors would bring our average to the approximate required levels. With our additional proposed recruitment efforts, especially in the Middle School Teacher summer camp, we hope to see additional growth in enrollment in another four to five years, and further increased number of graduates in eight to nine years.

Lastly, to respond to the shortage of qualified science teachers at the high school level we are in the process of revising our science education curriculum to better serve the needs of the future teachers of Nebraska. We are introducing a science teaching endorsement that will qualify students to teach Physics, Physical Science, Chemistry, and Biology at the 7-12 grade levels. This option should be very popular for students interested in staying in rural Nebraska where science teachers will need to be able to teach multiple science disciplines at the high school level. We expect that our existing endorsement will be phased out, along with similar existing endorsements in Biology and Chemistry, in favor of the new program.

Department of Philosophy CCPE In-depth Review
University of Nebraska-Lincoln
March 21, 2025

The Department of Philosophy requests continuance of the M.A. and Ph.D. degrees in Philosophy and offers the following action plan to fulfill the CCPE in-depth review requirements.

Background

Students can meet requirements for and obtain the MA in Philosophy as part of their studies in the PhD program. The department's graduate program is structured in a way that its MA program does not create an added financial, academic or administrative burden for the department, as its structure is consistent with the department's PhD program. The unit does not wish to grow the MA program, as the vast majority of students who enroll in the MA program pay full tuition and fees and that has been consistent for at least the last five years. Eliminating the MA would result in a loss in enrollments and tuition dollars and keeping it requires no resources beyond those needed for the PhD program. The department is confident that the action plan will result in meeting the CCPE threshold for PhD degrees and hence, this plan will focus on the PhD program.

Current State

The College of Arts and Science funds 13 philosophy graduate students each year. The average time to PhD in the discipline of philosophy is 6-7 years. Thirteen funded spots distributed to graduate students in 6.5 years in the program yields an average of 2 supported graduate students in each class. We produce an average of 2 PhDs per year, which is highly efficient, given our current level of funding and norms in the discipline.

Projected Degrees

We currently have 12 graduate students that have been in the program for 5 years or more, and 6 who are in their fourth year. Most of these students are at the "all-but-dissertation" stage, and one has recently defended his dissertation. While we cannot guarantee that all will finish, we can realistically project 5 PhDs in 2025, 3 in 2026, and 3 in 2027.

Significance of Program

The Philosophy Graduate Program is central and critical to the role and mission of UNL:

The Philosophy graduate program is critical to the *teaching mission* of UNL. The Department teaches approximately 6000 Student Credit Hours (SCH) per academic year in rigorous courses at all levels, with just 9 faculty members. Summer sessions courses are primarily taught by graduate students. The philosophy graduate program also makes essential contributions to UNL's Achievement Centered Education (ACE) general education program.

Approximately 75% of Philosophy enrollments come from large introductory courses taught by the full-time faculty, who are supported by PhD students serving as Graduate Teaching Assistants (GTAs) for small group recitations. The Philosophy GTAs are critical to supporting enrollment trends and undergraduate student success, which is made possible through active discussion in the 25-person recitation sessions that GTAs lead. GTAs enable large capacity courses that undergraduate students need to graduate. Philosophy GTAs are not just fulfilling a need, but doing it well: They have won the Graduate Studies Outstanding Teaching Assistant Awards three times since 2018.

Philosophy GTAs are supported by College of Arts and Sciences Teaching Fellowships, which are fully funded by temporary cash funds held at the college level. No permanent state funds are used to support GTAs in Philosophy. We estimate that the Philosophy Graduate Program generates an additional 3500 SCH beyond what the philosophy faculty could produce without graduate students. At \$277 base tuition per SCH, this entails that the Philosophy Graduate Program contributes \$969,500 in financial value to UNL.

The Philosophy Graduate Program is also central to the University's *research mission*. All Big Ten Universities and the vast majority of AAU member institutions have philosophy PhD programs. Having a PhD program allows the department to attract and retain quality faculty and enables productive research programs which have borne fruit in recent book publications at top presses, such as Cambridge and Oxford University Press. The department contributes to UNL's book publication goals that are essential to reentry to the AAU. Philosophy faculty also serve on interdisciplinary research teams with other units such as Earth and Atmospheric Science, and Engineering. Teaching large numbers of undergraduates without the help of teaching assistants would reduce research productivity and render our department less attractive to current and potential research-active faculty.

**The Philosophy Graduate Program meets a unique need in the region and state/
After graduation our students contribute to Nebraska's educated work force:**

UNL's Department of Philosophy has the only philosophy graduate program in the state of Nebraska. After earning their MA or PhD, many of our students teach at other institutions in Nebraska, including the University of Nebraska at Omaha, Southeast Community College, Chadron State, Doane, and Creighton. The Philosophy Graduate Program is a valuable source of instructional labor in the state, providing qualified instructors to teach courses in ethics, logic, and other philosophical subjects across Nebraska. As instructors at many of Nebraska's institutions of higher learning, our graduates' contribution to Nebraska's educated work force is multiplied. Other Nebraska Philosophy PhDs work in policy or industry in the state, such as software development and consulting.

The Philosophy Graduate Program is a well-respected national program:

In 2022, UNL's Philosophy Graduate Program was given a rating of 3.9 (out of 5) by the Academic Philosophy Data and Analysis Project. This rating equaled that of Princeton, Notre Dame, and Syracuse University. According to the APDA, UNL Philosophy placed 82% of their

2012-2021 PhD's in academic jobs, putting them in the top half of all philosophy graduate programs. In 2022, the most influential reviewer of philosophy graduate programs (Philosopher's Gourmet Report) recommend our program for graduate students interested in studying Value Theory and Philosophy of Social Science.

Action Plan

The College of Arts and Sciences currently provides the Department of Philosophy with funds to support 13 GTAs per year and produce an average of 2 PhDs per year. In order to increase the number of PhDs to 3 per year, we would need to increase the number of students in our program, reduce attrition, and reduce the time to degree. The action items below aim at these goals. Some of these measures can start immediately, while others can be implemented in the next recruiting and curricular-planning cycle.

Advising (effective immediately):

- Enforce normal progress standards outlined in the Philosophy Graduate Handbook.
- Aim to reduce attrition and time to degree with additional guidance to meet degree milestones.

Recruiting (starting Spring 2026):

- Restrict teaching fellowships to promising PhD students, with terminal MA students no longer eligible for teaching fellowships.
- Recruit approximately 2 self-funded graduate students into each first-year class.
- Support promising self-funded students to the extent possible.

Resource Management (plan for 2026 and beyond):

- Strategically use Nebraska Foundation funds to support one advanced graduate student per year to complete their PhD:
 - The Hinman fund (\approx \$11K spendable per year)
 - The Reidesel fund (\approx \$10K spendable per year).
- Reallocate some teaching assignments from temporary lecturers to graduate students:
 - PHIL 221 Political Philosophy and PHIL 107 Philosophy of Emerging Media are among the courses currently taught by a temporary lecturer, which could be taught by GTAs.
 - Be flexible with use of temporary lecturers and GTAs to accommodate possible changes in composition of faculty.
- Grow undergraduate enrollments:
 - Address unmet enrollment demands by using GTAs to add capacity to:
 - PHIL 105 Philosophy of Food: There is unmet demand for this course. Consider increasing fall seats with an in-person section to attract new students.

- PHIL 213 Medical Ethics: There is unmet demand for this course. Consider increasing spring seats, in person, and online. This course has high demand and can likely enroll 300+ students across the AY.
- Offer sections of PHIL 212: Ethics of AI and Big Data during the regular semester.
 - PHIL 212 has been offered and filled to capacity in both Summer and Spring Pre-Sessions.
 - These sections would be taught by GTAs.

Conclusion

Shifting current teaching assignments and increasing capacity in our undergraduate courses to meet enrollment demands would justify funding 2 to 3 additional GTAs per year. With the addition of private foundation funds, this would bring the average number of funded graduate students to over 15 per year, or 3 per year of our 5-year program. With recruitment and encouragement of self-funded students, more directed guidance on timely progress through the program for all graduate students, we could reach the threshold of 3 PhDs per year.

In sum, the Philosophy Graduate Program is central and critical to the role and mission of the University of Nebraska. Furthermore, it meets a unique need as the only philosophy graduate program in the State of Nebraska and contributes significantly to undergraduate education, specifically teaching essential skills for thinking carefully and critically about a variety of important issues (medicine, food, AI, etc.). Philosophy is a foundational discipline that all major R1, Big Ten universities have. A rigorous and robust graduate program is required to attract quality faculty and to meet reputational and research productivity goals for the university.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Request for approval of outside activity

☐

Review

☒

Review + Action

☐

Action

☐

Discussion

☐

This is a report required by Regents' Policy.

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

This request is for approval of outside activity in accordance with Section 3.4.5(a) of the *Bylaws of the Board of Regents of the University of Nebraska*, specifying that University employees must have the approval of the Board of Regents to provide professional services outside the University to an individual person, client, company, firm, or governmental agency over a time period lasting more than two years.

There are three faculty members at UNL requesting permission from the Board of Regents to provide professional services as journal editors for more than two years. This activity will not interfere with their normal University duties.

BACKGROUND INFORMATION

RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Proposal to delete the undergraduate Bachelor of Science in Astrophysics Comprehensive degree offered by the Department of Physics & Astronomy in the College of Arts & Sciences at the University of Nebraska Kearney (UNK).

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

The proposed deletion is part of a strategic alignment of the department's offerings. The department is consolidating multiple existing majors into a streamlined structure, offering a comprehensive degree with distinct subject emphases rather than separate programs. There are currently six students in the program. One will graduate in May 2025, the other five will transition to the new program with Astrophysics emphasis.

BACKGROUND INFORMATION

Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be... discontinued without the approval of the Board."

RECOMMENDATION

The President recommends approval.



March 21, 2025

Dr. David Jackson, Interim Executive Vice President & Provost
University of Nebraska System
3835 Holdrege Street
Lincoln, NE 68583-0743

Dear Dr. Jackson:

I am forwarding materials related to a proposal to delete the Bachelor of Science in Astrophysics Comprehensive degree, in the Department of Physics & Astronomy, within the College of Arts & Sciences. The deletion is part of a strategic effort to align the department's offerings with minimum graduation requirements while enhancing overall program enrollment. To achieve this, the department has consolidated multiple existing degree programs into a streamlined structure, offering Bachelor of Arts, Bachelor of Science, and Comprehensive degree options with distinct subject emphases.

This course of action has received full support from the Dean and the Department Chair, as well as my endorsement. Additionally, the recommendation has been thoroughly reviewed and approved by the Academic Affairs Committee.

At present, six students are enrolled in the Astrophysics Comprehensive major. One student is on track to graduate this semester, while the remaining five have transitioned to the Physics Comprehensive degree program with an Astrophysics emphasis. All necessary coursework remains available to ensure a smooth transition for these students without disruption to their academic progress.

Please let me know if you have questions or need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Julie J. Shaffer'.

Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs

tlp

Cc: Charles J. Bicak, Interim Chancellor
Paul Twigg, Dean
Joel Berrier, Department Chair

University of Nebraska

Deletion of Major or Program

Use this form for deletion of undergraduate and graduate majors, degrees, and certificates

I. Descriptive Information

Name of Campus Proposing Deletion
University Nebraska Kearney
Full Name of Program
Astrophysics Comprehensive
Degree or Credential Awarded to Graduates of the Program
Bachelor of Science
CIP Code: 6 digit
40.0801
Subject Code
ASTROPH-BS
Administrative Unit(s) for the Program
College of Arts and Sciences
Program is Currently Offered <i>[full program, not individual courses]</i>
<input checked="" type="checkbox"/> On-campus <input type="checkbox"/> Online (asynchronous) <input type="checkbox"/> Synchronous Distance <input type="checkbox"/> Hybrid/Blended of Selected
Program leads to licensure or certification
<input type="checkbox"/> no <input type="checkbox"/> yes If yes, explain:
Proposed Date for Deletion of Major or Degree <i>[The deletion date will include advertising, recruiting and admitting students]</i>
Catalog year 2024-25
Major or Degree End Date <i>[The end date will allow current students to finish the program. For example, it is suggested that for an undergraduate program this date is 5 years after students stop being accepted.]</i>
Spring 2029

II. Details

A. Justification for Deletion of the Program

Not meeting CCPE guidelines for number of graduates

B. Plan for Implementation of the Deletion

1. Current Students
Adding an Astrophysics option as an emphasis to the Physics Comprehensive Degree.
2. Current Faculty, Staff and Curriculum
There will be no faculty or staff changes. A new emphasis will be added to the existing Physics Comprehensive Degree.

3. Impact on other units and programs
none
4. Impact on Course Subject Codes
none

C. Impact on Resources

a. Fiscal
n/a

b. Human
n/a

c. Physical
n/a

d. Budget Projections [include Table 1 and Table 2]

Table 1: Projected Expenses

TABLE 1: PROJECTED EXPENSES											
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK - Astrophysics Comprehensive - BS											
	(FY24-25) Year 1		(FY____) Year 2		(FY____) Year 3		(FY____) Year 4		(FY____) Year 5		Total Cost
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Operating											
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Total Expenses		\$0.00		\$0.00		\$0.00		\$0.00		\$0.00	\$0.00

Table 2: Revenue Sources for Projected Expenses

TABLE 2: REVENUE SOURCES						
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK - Astrophysics Comprehensive - BS						
	FY(24-25) Year 1	(FY____) Year 2	(FY____) Year 3	(FY____) Year 4	(FY____) Year 5	Total
Total Revenue	\$0	\$0	\$0	\$0	\$0	\$0



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Proposal to delete the undergraduate Bachelor of Science and Arts degrees in Physical Science offered by the Department of Physics & Astronomy in the College of Arts & Sciences at the University of Nebraska at Kearney (UNK).

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

The proposed deletion is part of a strategic alignment of the department's offerings. The department is consolidating multiple existing majors into a streamlined structure, offering a comprehensive degree with distinct subject emphases rather than separate programs. There are currently no students in this major.

BACKGROUND INFORMATION

Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be... discontinued without the approval of the Board."

RECOMMENDATION

The President recommends approval.



March 21, 2025

Dr. David Jackson, Interim Executive Vice President & Provost
University of Nebraska System
3835 Holdrege Street
Lincoln, NE 68583-0743

Dear Dr. Jackson:

I am forwarding materials related to a proposal to delete the Bachelor of Arts in Physical Science degree, in the Department of Physics & Astronomy, within the College of Arts & Sciences. The deletion is part of a strategic effort to align the department's offerings with minimum graduation requirements while enhancing overall program enrollment. To achieve this, the department has consolidated multiple existing degree programs into a streamlined structure, offering Bachelor of Arts, Bachelor of Science, and Comprehensive degree options with distinct subject emphases.

This course of action has received full support from the Dean and the Department Chair, as well as my endorsement. Additionally, the recommendation has been thoroughly reviewed and approved by the Academic Affairs Committee.

Currently there are no students enrolled in this major.

Please let me know if you have questions or need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Julie J. Shaffer'.

Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs

tlp

Cc: Charles J. Bicak, Interim Chancellor
Paul Twigg, Dean
Joel Berrier, Department Chair

University of Nebraska

Deletion of Major or Program

Use this form for deletion of undergraduate and graduate majors, degrees, and certificates

I. Descriptive Information

Name of Campus Proposing Deletion
University Nebraska Kearney
Full Name of Program
Physical Science
Degree or Credential Awarded to Graduates of the Program
Bachelor of Arts
CIP Code: 6 digit
40.0801
Subject Code
PHYSICI-BA
Administrative Unit(s) for the Program
College of Arts and Sciences
Program is Currently Offered <i>[full program, not individual courses]</i>
<input checked="" type="checkbox"/> On-campus <input type="checkbox"/> Online (asynchronous) <input type="checkbox"/> Synchronous Distance <input type="checkbox"/> Hybrid/Blended of Selected
Program leads to licensure or certification
<input type="checkbox"/> no <input type="checkbox"/> yes If yes, explain:
Proposed Date for Deletion of Major or Degree <i>[The deletion date will include advertising, recruiting and admitting students]</i>
Catalog year 2024-25
Major or Degree End Date <i>[The end date will allow current students to finish the program. For example, it is suggested that for an undergraduate program this date is 5 years after students stop being accepted.]</i>
Spring 2029

II. Details

A. Justification for Deletion of the Program

Not meeting CCPE guidelines for number of graduates

B. Plan for Implementation of the Deletion

1. Current Students
Adding an Physical Science as an emphasis to the Physics BA Degree.
2. Current Faculty, Staff and Curriculum
There will be no faculty or staff changes. A new emphasis will be added to the existing Physics BA Degree.

3. Impact on other units and programs
none
4. Impact on Course Subject Codes
none

C. Impact on Resources

a. Fiscal

n/a

b. Human

n/a

c. Physical

n/a

d. Budget Projections [include Table 1 and Table 2]

Table 1: Projected Expenses

TABLE 1: PROJECTED EXPENSES											
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK - Physical Science - BA											
	(FY24-25) Year 1		(FY____) Year 2		(FY____) Year 3		(FY____) Year 4		(FY____) Year 5		Total Cost
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Operating											
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Total Expenses		\$0.00		\$0.00		\$0.00		\$0.00		\$0.00	\$0.00

Table 2: Revenue Sources for Projected Expenses

TABLE 2: REVENUE SOURCES						
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK - Physical Science - BA						
	FY(24-25) Year 1	(FY____) Year 2	(FY____) Year 3	(FY____) Year 4	(FY____) Year 5	Total
Total Revenue	\$0	\$0	\$0	\$0	\$0	\$0



March 21, 2025

Dr. David Jackson, Interim Executive Vice President & Provost
University of Nebraska System
3835 Holdrege Street
Lincoln, NE 68583-0743

Dear Dr. Jackson:

I am forwarding materials related to a proposal to delete the Bachelor of Science in Physical Science degree, in the Department of Physics & Astronomy, within the College of Arts & Sciences. The deletion is part of a strategic effort to align the department's offerings with minimum graduation requirements while enhancing overall program enrollment. To achieve this, the department has consolidated multiple existing degree programs into a streamlined structure, offering Bachelor of Arts, Bachelor of Science, and Comprehensive degree options with distinct subject emphases.

This course of action has received full support from the Dean and the Department Chair, as well as my endorsement. Additionally, the recommendation has been thoroughly reviewed and approved by the Academic Affairs Committee.

Currently there are no students enrolled in this major.

Please let me know if you have questions or need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Julie J. Shaffer'.

Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs

tlp

Cc: Charles J. Bicak, Interim Chancellor
Paul Twigg, Dean
Joel Berrier, Department Chair

University of Nebraska

Deletion of Major or Program

Use this form for deletion of undergraduate and graduate majors, degrees, and certificates

I. Descriptive Information

Name of Campus Proposing Deletion
University Nebraska Kearney
Full Name of Program
Physical Science
Degree or Credential Awarded to Graduates of the Program
Bachelor of Science
CIP Code: 6 digit
40.0801
Subject Code
PHYSICI-BS
Administrative Unit(s) for the Program
College of Arts and Sciences
Program is Currently Offered <i>[full program, not individual courses]</i>
<input checked="" type="checkbox"/> On-campus <input type="checkbox"/> Online (asynchronous) <input type="checkbox"/> Synchronous Distance <input type="checkbox"/> Hybrid/Blended of Selected
Program leads to licensure or certification
<input type="checkbox"/> no <input type="checkbox"/> yes If yes, explain:
Proposed Date for Deletion of Major or Degree <i>[The deletion date will include advertising, recruiting and admitting students]</i>
Catalog year 2024-25
Major or Degree End Date <i>[The end date will allow current students to finish the program. For example, it is suggested that for an undergraduate program this date is 5 years after students stop being accepted.]</i>
Spring 2029

II. Details

A. Justification for Deletion of the Program

Not meeting CCPE guidelines for number of graduates

B. Plan for Implementation of the Deletion

1. Current Students
Adding a Physical Science as an emphasis to the Physics BS Degree.
2. Current Faculty, Staff and Curriculum
There will be no faculty or staff changes. A new emphasis will be added to the existing Physics BS Degree.

3. Impact on other units and programs
none
4. Impact on Course Subject Codes
none

C. Impact on Resources

a. Fiscal

n/a

b. Human

n/a

c. Physical

n/a

d. Budget Projections [include Table 1 and Table 2]

Table 1: Projected Expenses

TABLE 1: PROJECTED EXPENSES											
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK - Physical Science - BS											
	(FY24-25) Year 1		(FY____) Year 2		(FY____) Year 3		(FY____) Year 4		(FY____) Year 5		Total Cost
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Operating											
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Total Expenses		\$0.00		\$0.00		\$0.00		\$0.00		\$0.00	\$0.00

Table 2: Revenue Sources for Projected Expenses

TABLE 2: REVENUE SOURCES						
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK - Physical Science - BS						
	FY(24-25) Year 1	(FY____) Year 2	(FY____) Year 3	(FY____) Year 4	(FY____) Year 5	Total
Total Revenue	\$0	\$0	\$0	\$0	\$0	\$0



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Proposal to delete the undergraduate Bachelor of Science degree in Astronomy offered by the Department of Physics & Astronomy in the College of Arts & Sciences at the University of Nebraska at Kearney (UNK).

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

The proposed deletion is part of a strategic alignment of the department's offerings. The department is consolidating multiple existing majors into a streamlined structure, offering a comprehensive degree with distinct subject emphases rather than separate programs. There are currently two students in the program who are on track to graduate this academic year.

BACKGROUND INFORMATION

Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be... discontinued without the approval of the Board."

RECOMMENDATION

The President recommends approval.



March 21, 2025

Dr. David Jackson, Interim Executive Vice President & Provost
University of Nebraska System
3835 Holdrege Street
Lincoln, NE 68583-0743

Dear Dr. Jackson:

I am forwarding materials related to a proposal to delete the Bachelor of Science in Astronomy degree, in the Department of Physics & Astronomy, within the College of Arts & Sciences. The deletion is part of a strategic effort to align the department's offerings with minimum graduation requirements while enhancing overall program enrollment. To achieve this, the department has consolidated multiple existing degree programs into a streamlined structure, offering Bachelor of Arts, Bachelor of Science, and Comprehensive degree options with distinct subject emphases.

This course of action has received full support from the Dean and the Department Chair, as well as my endorsement. Additionally, the recommendation has been thoroughly reviewed and approved by the Academic Affairs Committee.

Currently there are two students enrolled in this major, they are planning to graduate this semester.

Please let me know if you have questions or need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Julie J. Shaffer'.

Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs

tlp

Cc: Charles J. Bicak, Interim Chancellor
Paul Twigg, Dean
Joel Berrier, Department Chair

University of Nebraska

Deletion of Major or Program

Use this form for deletion of undergraduate and graduate majors, degrees, and certificates

I. Descriptive Information

Name of Campus Proposing Deletion
University Nebraska Kearney
Full Name of Program
Astronomy
Degree or Credential Awarded to Graduates of the Program
Bachelor of Science
CIP Code: 6 digit
40.0801
Subject Code
ASTRON-BS
Administrative Unit(s) for the Program
College of Arts and Sciences
Program is Currently Offered <i>[full program, not individual courses]</i>
<input checked="" type="checkbox"/> On-campus <input type="checkbox"/> Online (asynchronous) <input type="checkbox"/> Synchronous Distance <input type="checkbox"/> Hybrid/Blended of Selected
Program leads to licensure or certification
<input type="checkbox"/> no <input type="checkbox"/> yes If yes, explain:
Proposed Date for Deletion of Major or Degree <i>[The deletion date will include advertising, recruiting and admitting students]</i>
Catalog year 2024-25
Major or Degree End Date <i>[The end date will allow current students to finish the program. For example, it is suggested that for an undergraduate program this date is 5 years after students stop being accepted.]</i>
Spring 2029

II. Details

A. Justification for Deletion of the Program

Not meeting CCPE guidelines for number of graduates

B. Plan for Implementation of the Deletion

1. Current Students
Adding an Astronomy option as an emphasis to the Physics BS Degree.
2. Current Faculty, Staff and Curriculum
There will be no faculty or staff changes. A new emphasis will be added to the existing Physics Comprehensive Degree.

3. Impact on other units and programs
none
4. Impact on Course Subject Codes
none

C. Impact on Resources

a. Fiscal
n/a

b. Human
n/a

c. Physical
n/a

d. Budget Projections [include Table 1 and Table 2]

Table 1: Projected Expenses

TABLE 1: PROJECTED EXPENSES											
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK - Astronomy - BS											
	(FY24-25) Year 1		(FY____) Year 2		(FY____) Year 3		(FY____) Year 4		(FY____) Year 5		Total Cost
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Operating											
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Total Expenses		\$0.00		\$0.00		\$0.00		\$0.00		\$0.00	\$0.00

Table 2: Revenue Sources for Projected Expenses

TABLE 2: REVENUE SOURCES						
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK - Astronomy - BS						
	FY(24-25) Year 1	(FY____) Year 2	(FY____) Year 3	(FY____) Year 4	(FY____) Year 5	Total
Total Revenue	\$0	\$0	\$0	\$0	\$0	\$0



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Proposal to delete the undergraduate Bachelor of Science degree in Physics Comprehensive-Engineering Emphasis offered by the Department of Physics & Astronomy in the College of Arts & Sciences at the University of Nebraska at Kearney (UNK).

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

The proposed deletion is part of a strategic alignment of the department's offerings. The department is consolidating multiple existing majors into a streamlined structure, offering a comprehensive degree with distinct subject emphases rather than separate programs. There are five current students at UNK and up to four at UNL who will be able to complete their degrees with no disruption.

BACKGROUND INFORMATION

Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be... discontinued without the approval of the Board."

RECOMMENDATION

The President recommends approval.



March 21, 2025

Dr. David Jackson, Interim Executive Vice President & Provost
University of Nebraska System
3835 Holdrege Street
Lincoln, NE 68583-0743

Dear Dr. Jackson:

I am forwarding materials related to a proposal to delete the Bachelor of Science in Astronomy degree, in the Department of Physics & Astronomy, within the College of Arts & Sciences. The deletion is part of a strategic effort to align the department's offerings with minimum graduation requirements while enhancing overall program enrollment. To achieve this, the department has consolidated multiple existing degree programs into a streamlined structure, offering Bachelor of Arts, Bachelor of Science, and Comprehensive degree options with distinct subject emphases.

This course of action has received full support from the Dean and the Department Chair, as well as my endorsement. Additionally, the recommendation has been thoroughly reviewed and approved by the Academic Affairs Committee.

Currently there are two students enrolled in this major, they are planning to graduate this semester.

Please let me know if you have questions or need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Julie J. Shaffer'.

Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs

tlp

Cc: Charles J. Bicak, Interim Chancellor
Paul Twigg, Dean
Joel Berrier, Department Chair

University of Nebraska

Deletion of Major or Program

Use this form for deletion of undergraduate and graduate majors, degrees, and certificates

I. Descriptive Information

Name of Campus Proposing Deletion
University Nebraska Kearney
Full Name of Program
Astronomy
Degree or Credential Awarded to Graduates of the Program
Bachelor of Science
CIP Code: 6 digit
40.0801
Subject Code
ASTRON-BS
Administrative Unit(s) for the Program
College of Arts and Sciences
Program is Currently Offered <i>[full program, not individual courses]</i>
<input checked="" type="checkbox"/> On-campus <input type="checkbox"/> Online (asynchronous) <input type="checkbox"/> Synchronous Distance <input type="checkbox"/> Hybrid/Blended of Selected
Program leads to licensure or certification
<input type="checkbox"/> no <input type="checkbox"/> yes If yes, explain:
Proposed Date for Deletion of Major or Degree <i>[The deletion date will include advertising, recruiting and admitting students]</i>
Catalog year 2024-25
Major or Degree End Date <i>[The end date will allow current students to finish the program. For example, it is suggested that for an undergraduate program this date is 5 years after students stop being accepted.]</i>
Spring 2029

II. Details

A. Justification for Deletion of the Program

Not meeting CCPE guidelines for number of graduates

B. Plan for Implementation of the Deletion

1. Current Students
Adding an Astronomy option as an emphasis to the Physics BS Degree.
2. Current Faculty, Staff and Curriculum
There will be no faculty or staff changes. A new emphasis will be added to the existing Physics Comprehensive Degree.

3. Impact on other units and programs
none
4. Impact on Course Subject Codes
none

C. Impact on Resources

a. Fiscal
n/a

b. Human
n/a

c. Physical
n/a

d. Budget Projections [include Table 1 and Table 2]

Table 1: Projected Expenses

TABLE 1: PROJECTED EXPENSES											
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK - Astronomy - BS											
	(FY24-25) Year 1		(FY____) Year 2		(FY____) Year 3		(FY____) Year 4		(FY____) Year 5		Total Cost
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Operating											
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Total Expenses		\$0.00		\$0.00		\$0.00		\$0.00		\$0.00	\$0.00

Table 2: Revenue Sources for Projected Expenses

TABLE 2: REVENUE SOURCES						
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK - Astronomy - BS						
	FY(24-25) Year 1	(FY____) Year 2	(FY____) Year 3	(FY____) Year 4	(FY____) Year 5	Total
Total Revenue	\$0	\$0	\$0	\$0	\$0	\$0



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Proposal to delete the undergraduate Bachelor of Science degree in Spanish Translation and Interpretation Comprehensive offered by the Department of Modern Languages in the College of Arts & Sciences at the University of Nebraska at Kearney (UNK).

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

This deletion is proposed based on low enrollment and a strategic alignment of the department's offerings. Current students will be moved to the Modern Languages BA with a Spanish Translation and Interpretation emphasis; they should be able to complete their major in a timely manner.

BACKGROUND INFORMATION

Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be... discontinued without the approval of the Board."

RECOMMENDATION

The President recommends approval.



March 21, 2025

Dr. David Jackson, Interim Executive Vice President & Provost
University of Nebraska System
3835 Holdrege Street
Lincoln, NE 68583-0743

Dear Dr. Jackson:

I am forwarding materials related to a proposal to delete the Bachelor of Science in Spanish Translation & Interpretation Comprehensive degree, in the Department of Modern Languages, within the College of Arts & Sciences. The deletion is part of a strategic effort to align the department's offerings with minimum graduation requirements while enhancing overall program enrollment.

This course of action has received full support from the Dean and the Department Chair, as well as my endorsement. Additionally, the recommendation has been thoroughly reviewed and approved by the Academic Affairs Committee.

Accommodation plans are in place for students to complete this existent degree program in a timely manner.

Please let me know if you have questions or need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Julie J. Shaffer'.

Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs

tlp

Cc: Charles J. Bicak, Interim Chancellor
Paul Twigg, Dean
Michelle Warren, Department Chair

University of Nebraska

Deletion of Major or Program

Use this form for deletion of undergraduate and graduate majors, degrees, and certificates

I. Descriptive Information

Name of Campus Proposing Deletion
University Nebraska Kearney
Full Name of Program
Spanish Translation and Interpretation Comprehensive
Degree or Credential Awarded to Graduates of the Program
Bachelor of Science
CIP Code: 6 digit
16.0905
Subject Code
SPANTRC-BS
Administrative Unit(s) for the Program
College of Arts and Sciences
Program is Currently Offered <i>[full program, not individual courses]</i>
<input checked="" type="checkbox"/> On-campus <input type="checkbox"/> Online (asynchronous) <input type="checkbox"/> Synchronous Distance <input type="checkbox"/> Hybrid/Blended of Selected
Program leads to licensure or certification
<input type="checkbox"/> no <input type="checkbox"/> yes If yes, explain:
Proposed Date for Deletion of Major or Degree <i>[The deletion date will include advertising, recruiting and admitting students]</i>
Summer 2025
Major or Degree End Date <i>[The end date will allow current students to finish the program. For example, it is suggested that for an undergraduate program this date is 5 years after students stop being accepted.]</i>
Summer 2029

II. Details

A. Justification for Deletion of the Program

Program did not meet CCP requirements and due to budget reductions the program is being inactivated.

B. Plan for Implementation of the Deletion

1. Current Students
Students in current program will be moved to the Modern Languages BA emphasis in Spanish Translation & Interpretation
2. Current Faculty, Staff and Curriculum
N/A

3. Impact on other units and programs
n/a
4. Impact on Course Subject Codes
n/a

C. Impact on Resources

- a. **Fiscal**
None
- b. **Human**
None
- c. **Physical**
None

d. Budget Projections [include Table 1 and Table 2]

Table 1: Projected Expenses

TABLE 1: PROJECTED EXPENSES											
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK Spanish Translation and Interpretation Comprehensive											
	FY 24-25 Year 1		(FY____) Year 2		(FY____) Year 3		(FY____) Year 4		(FY____) Year 5		Total Cost
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Operating											
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Total Expenses		\$0.00		\$0.00		\$0.00		\$0.00		\$0.00	\$0.00

Table 2: Revenue Sources for Projected Expenses

TABLE 2: REVENUE SOURCES						
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK Spanish Translation and Interpretation Comprehensive						
	FY24-25 Year 1	(FY____) Year 2	(FY____) Year 3	(FY____) Year 4	(FY____) Year 5	Total
Total Revenue	\$0	\$0	\$0	\$0	\$0	\$0



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Proposal to delete the undergraduate Bachelor of Arts degree in English with a Writing Emphasis offered by the Department of English in the College of Arts & Sciences at the University of Nebraska at Kearney (UNK).

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

This deletion is proposed as a merger of English and English Writing majors into a single Bachelor of Arts in English. Current students will be able to complete their degrees as planned. New students who may have chosen English Writing can enroll in the English BA with a writing focus.

BACKGROUND INFORMATION

Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be... discontinued without the approval of the Board."

RECOMMENDATION

The President recommends approval.



March 21, 2025

Dr. David Jackson, Interim Executive Vice President & Provost
University of Nebraska System
3835 Holdrege Street
Lincoln, NE 68583-0743

Dear Dr. Jackson:

I am submitting materials related to a proposal for the discontinuation of the Bachelor of Arts in English – Writing Emphasis within the Department of English in the College of Arts & Sciences. The deletion is part of a strategic effort to align the department's offerings with minimum graduation requirements while enhancing overall program enrollment. This change will streamline the program structure by merging the English and English – Writing majors into a single Bachelor of Arts in English.

This course of action has received full support from the Dean and the Department Chair, as well as my endorsement. Additionally, the recommendation has been thoroughly reviewed and approved by the Academic Affairs Committee.

Currently, approximately a dozen students are enrolled in the English – Writing Emphasis B.A. Our transition plan ensures that these students will experience no disruption, as all required courses will continue to be offered. They will be able to complete their degree as planned under the existing curriculum. Moving forward, new students who would have selected the English – Writing Emphasis B.A. will instead enroll in the English B.A. and follow the writing-focused course pathway, rather than the literature-focused pathway.

Please let me know if you have questions or need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Julie J. Shaffer', is written above the printed name.

Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs

tlp

Cc: Charles J. Bicak, Interim Chancellor
Paul Twigg, Dean
Megan Hartman, Interim Department Chair

University of Nebraska

Deletion of Major or Program

Use this form for deletion of undergraduate and graduate majors, degrees, and certificates

I. Descriptive Information

Name of Campus Proposing Deletion
University Nebraska Kearney
Full Name of Program
English – Writing Emphasis
Degree or Credential Awarded to Graduates of the Program
Bachelor of Arts
CIP Code: 6 digit
23.0101
Subject Code
ENGWRIT-BA
Administrative Unit(s) for the Program
College of Arts and Science
Program is Currently Offered <i>[full program, not individual courses]</i>
<input checked="" type="checkbox"/> On-campus <input type="checkbox"/> Online (asynchronous) <input type="checkbox"/> Synchronous Distance <input type="checkbox"/> Hybrid/Blended of Selected
Program leads to licensure or certification
<input type="checkbox"/> no <input type="checkbox"/> yes If yes, explain:
Proposed Date for Deletion of Major or Degree <i>[The deletion date will include advertising, recruiting and admitting students]</i>
Fall 2024
Major or Degree End Date <i>[The end date will allow current students to finish the program. For example, it is suggested that for an undergraduate program this date is 5 years after students stop being accepted.]</i>
Fall 2028

II. Details

A. Justification for Deletion of the Program

Not meeting CCPE guidelines for number of graduates

B. Plan for Implementation of the Deletion

1. Current Students
Students will complete their program in a newly combined degree program with an emphasis in writing.
2. Current Faculty, Staff and Curriculum
n/a
3. Impact on other units and programs

None

4. Impact on Course Subject Codes

C. Impact on Resources

a. Fiscal

n/a

b. Human

n/a

c. Physical

n/a

d. Budget Projections [include Table 1 and Table 2]

Table 1: Projected Expenses

TABLE 1: PROJECTED EXPENSES											
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK English Writing Emphasis											
	(FY 24-25) Year 1		(FY____) Year 2		(FY____) Year 3		(FY____) Year 4		(FY____) Year 5		Total Cost
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Operating											
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
Total Expenses		\$0.00		\$0.00		\$0.00		\$0.00		\$0.00	\$0.00

Table 2: Revenue Sources for Projected Expenses

TABLE 2: REVENUE SOURCES						
CAMPUS AND NAME OF PROGRAM, CENTER, OR UNIT: UNK English Writing Emphasis						
	FY(24-25) Year 1	(FY____) Year 2	(FY____) Year 3	(FY____) Year 4	(FY____) Year 5	Total
Total Revenue	\$0	\$0	\$0	\$0	\$0	\$0



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Proposal to establish the undergraduate Bachelor of Science degree in Robotics Engineering offered by the College of Engineering at the University of Nebraska-Lincoln (UNL).

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

The Bachelor of Science degree in Robotics Engineering is designed to meet the growing demand for skilled professionals in this rapidly developing field. Robotics and automation have become integral components to numerous Nebraska industries including agriculture, manufacturing, and healthcare. At present, there are nearly 100 unfilled job openings for robotics professionals in Nebraska, highlighting the demand for industry professionals with this specialized skillset.

Approval of this 128 credit hour Bachelor's degree would require simultaneous approval to create a degree with a >120 credit hours. This is consistent with other engineering degrees offered by UNL, similar programs at peer institutions, and is necessary to meet both general education requirements and standards set by ABET, the accrediting agency for Engineering.

BACKGROUND INFORMATION

Section 2.9 of the Bylaws of the Board of Regents provides that, "No curriculum leading to a degree or certificate shall be adopted... without the approval of the Board."

RECOMMENDATION

The President recommends approval.

March 31, 2025

David Jackson, Interim Executive Vice President & Provost
University of Nebraska
3835 Holdrege Street
Lincoln, NE 68583-0745

Dear Dr. Jackson,

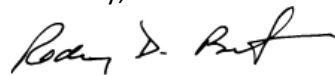
I am forwarding to you materials related to a proposal to create a new Bachelor of Science in Robotics Engineering to be administered by the College of Engineering. The proposed degree program is an interdisciplinary collaboration between the School of Computing, Department of Electrical and Computer Engineering, and Mechanical and Materials Engineering. The program is designed to meet the growing demand in this field, specifically in Nebraska, and is supported by external market data and letters of support from industry.

The proposed major utilizes existing resources already in place, given the existing programs in computing, electrical engineering, and mechanical engineering and centralized College of Engineering student support services. The program fulfills a critical and unmet need at the University of Nebraska-Lincoln and is strongly supported by key community college partners.

The degree requirements align with other College of Engineering programs and adhere to the Accreditation Board for Engineering and Technology (ABET) professional accreditation standards. Therefore, I fully support the 128-credit hour program and the exception request of the Board of Regents 120-Credit Hour Policy (RP-5.1.4).

This proposal has the unanimous endorsement of the Academic Planning Committee, the full support of the College of Engineering faculty and curriculum committees, and the support of Dean Lance Pérez. The proposal is also supported by Interim Executive Vice Chancellor Mark Button, and it has my approval. I am requesting you approve it and that it be reported to the Board of Regents at its next regular meeting.

Sincerely,

A handwritten signature in black ink, appearing to read "Rodney D. Bennett", written in a cursive style.

Rodney D. Bennett
Chancellor

c: Jennifer Clarke, Chair, Academic Planning Committee
Mark Button, Interim Executive Vice Chancellor
Lance Pérez, Dean, College of Engineering
Josh Davis, Associate to the Chancellor
Renee Batman, Assistant Vice Chancellor
Suzi Tamerius, Project Coordinator
Karen Griffin, Coordinator of Faculty Governance
Andrea Kessler, Administrative Assistant

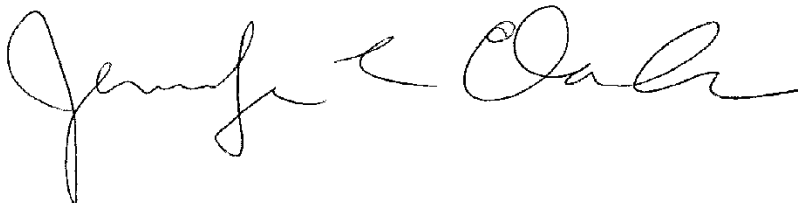
March 27, 2025

Chancellor Rodney Bennett
201 Canfield Administration
City Campus (0419)

Dear Chancellor Bennett:

The Academic Planning Committee (APC) considered a proposal to create a new Bachelor of Science in Robotics Engineering program. The program is administered by the College of Engineering and is an interdisciplinary collaboration between the School of Computing, Department of Electrical and Computer Engineering, and Mechanical and Materials Engineering. The APC voted to recommend approval of the proposal at its March 27, 2025, meeting and I am forwarding this proposal for your consideration.

Sincerely,



Jennifer Clarke, Chair, Academic Planning Committee and Professor, Food Science and Technology

c: Interim Executive Vice Chancellor Mark Button
Dean Lance Perez
Professor Witty Srisa-an
Professor Jerry Hudgins
Professor Jeffrey Shield
Associate to the Chancellor Josh Davis
Assistant Vice Chancellor Renee Batman
Project Coordinator Suzi Tamerius



MEMORANDUM

TO: Academic Planning Committee Chair

FROM: Mark Button, Interim Executive Vice Chancellor

DATE: January 24, 2025

SUBJECT: Proposal to Create a Bachelor of Science in Robotics Engineering

Attached please find a proposal to create a new Bachelor of Science in Robotics Engineering to be administered by the College of Engineering. The proposed degree program is an interdisciplinary collaboration between the School of Computing, Department of Electrical and Computer Engineering, and Mechanical and Materials Engineering. The program is designed to meet the growing demand in this field, specifically in Nebraska and is supported by external market data and letters of support from industry.

The program leverages our core strength, existing courses, and provides a specialty that will attract new students. I appreciate the efforts undertaken to design a program that is reflective of our need to steward resources and provide innovative and rigorous programs for students.

The degree requirements are aligned with other College of Engineering programs and is structured to meet Accreditation Board for Engineering and Technology (ABET) professional accreditation standards. Thus, I fully support the 128-credit hour program and the exception request of the Board of Regents 120-Credit Hour Policy (RP-5.1.4).

The college has carefully considered the resources required to support the new major as outlined in the proposal. Much of what is required is already in place, given the existing programs in computing, electrical engineering, and mechanical engineering and centralized College of Engineering student support services. I am confident that Dean Pérez will prioritize college resources to continue to support the faculty needed for the program.

This new undergraduate degree program has the full support of the faculty and curriculum committees and Dean Lance C. Pérez. I fully support this proposal.



October 15, 2024

Kathleen Ankerson
Executive Vice Chancellor
208 Canfield Administration Building
Lincoln, NE 68588-0106

Dear Executive Vice Chancellor Ankerson:

I am writing to provide my strongest support for the attached proposal to create a Bachelor of Science in Robotics degree program. The proposed degree fulfills a growing workforce need in the state of Nebraska, the region and the nation. The College of Engineering has a long track record in the field of robotics and it is a strength of our faculty across several academic units. The development of this degree program is funded by the Heartland Robotics Cluster (HRC), a collaboration between the College of Engineering, Metro Community College and Invest Nebraska, and has widespread industry support. The HRC is providing funding for a new instructional robotics laboratory that will be used in the new degree program. This proposal is strongly aligned with the undergraduate enrollment growth goal in the strategic plans of the College of Engineering.

Attached to this letter is the proposal that was reviewed and approved by the college and other supporting documents. If you have any questions regarding the proposal, please do not hesitate to contact me.

Sincerely,

Lance C. Pérez, Ph.D., FASEE
Fred Hunzeker Dean of Engineering
Omar H. Heins Professor of Electrical and Computer Engineering



April 17, 2024

Associate Dean Mark Riley

Subject: Support for Robotics Engineering Baccalaureate

To Whom It May Concern,

I am writing this letter to support the establishment of the Robotics Engineering Baccalaureate. The Electrical and Computer Engineering Department plans to fully participate in the governance and operation of the program with the School of Computing and the Mechanical and Materials Engineering Department, as provided by the Structure and Governance document/agreement.

Should you require further information or have any queries, please do not hesitate to reach out to me via email at jhudgins2@unl.edu or through my phone number.

Sincerely,

Dr. Jerry L. Hudgins,
Professor and Chair

c: J. Shield
W. Srisa-an



Department of Electrical and Computer Engineering

C209 Scott Engineering Center | P.O. Box 880511 | Lincoln, NE 68588-0511 | 402.472.3772
1110 S. 67th St. | The Peter Kiewit Institute | Omaha, NE 68182-0572 | 402.554.2288
ece.unl.edu



April 13, 2024

Subject: SoC Support for Undergraduate Robotics Engineering Program

Dear Associate Dean Riley,

The School of Computing strongly supports the proposed undergraduate Robotics Engineering Program based on the proposed curriculum and the governance plan. We are excited by the opportunity to collaborate as a partner in developing and implementing this program.

If you have any questions regarding this letter, please do not hesitate to reach out to me.

Sincerely,

Witawas Srisa-an,
Director, School of Computing
University of Nebraska Lincoln



School of Computing
256 Avery Hall | Lincoln, NE 68588-0115 | 402.472-2401 | FAX 402.472.7767
computing.unl.edu



April 18, 2024

College of Engineering Curriculum Committee

RE: Proposed Robotics Program

To Whom It May Concern:

I am pleased to offer my support for the proposed undergraduate program in Robotics Engineering. Developing this program will put UNL Engineering at the forefront of robotics education, putting us at the forefront of workforce development in this rapidly expanding field. Most robotics engineering opportunities are minors or emphasis areas at the undergraduate level, with formal degree programs confined to graduate programs. Of the Big 10 engineering programs, only the University of Michigan offers an undergraduate degree in robotics engineering, and only a few other engineering colleges offer this degree program. Thus, this program has the potential to attract students desiring a robotics degree program from the outset. The highly interdisciplinary nature of the proposed program will ensure the graduating students will be well prepared for a productive career, such as in manufacturing and other areas seeing increasing automation.

Please let me know if you have further questions.

Sincerely,

Jeffrey E. Shield
Robert W. Brightfelt Professor of Engineering
Chair, Department of Mechanical & Materials Engineering



Department of Mechanical and Materials Engineering
W342 Nebraska Hall | Lincoln, NE 68588 | 402.472.2375
mme.unl.edu



April 15, 2024

Lance C. Perez, Ph.D., FASEE
Omaar H. Heins Professor of Electrical and Computer Engineering
Dean, College of Engineering
University of Nebraska-Lincoln
114 Othmer Hall
Lincoln, NE 68588-0642

Dear Dean Perez,

Please accept this letter in staunch support of the College of Engineering's establishment of a University of Nebraska-Lincoln (UNL) undergraduate program in Robotics Engineering.

As Nebraska's statewide venture development organization, Invest Nebraska partners with the Nebraska Department of Economic Development to assist entrepreneurs and innovators and invest in this state's most promising technology startups. Additionally, we collaborate with state partners to build the entrepreneurial infrastructure needed for early-stage companies to grow in Nebraska and compete in the 21st century.

In 2021, we partnered with the UNL College of Engineering, Metropolitan Community College, Northeast Community College, the Manufacturing Extension Partnership, Nebraska Innovation Studio, and The Combine to create a grand vision for robotics and automation in the state under the Heartland Robotics Cluster. In response to the U.S. Department of Commerce's Economic Development Administration's Build Back Better Regional Challenge (BBBRC), this cluster applied for and received a \$25 million grant to begin the process of building the robotic and automation infrastructure.

The time is right to establish a UNL undergraduate program in Robotics Engineering. While preparing our BBBRC application, three major data points became evident:

- In 2021, Brookings identified Lincoln, Nebraska as one of thirteen "early adopter" metro areas in the country showing above-average involvement in AI activities.
- Nebraska has a growing robotic startup culture. Invest Nebraska has invested in several robotic startups in recent years including:
 - Virtual Incision
 - Capstone Technologies
 - Drone Amplified
 - Marble Technologies

Continued on next page

801 R Street, Suite 1
Lincoln, NE 68508
402.742.7860
InvestNebraska.com

- Grain Weevil
 - BirdsEye Robotics
- In 2021, according to the Nebraska Public Power District, Nebraska had the fourth highest number per capita of middle-school and high-school teams participating in First, Vex, or Create robotic competitions in the country.

This last point is extremely important. Nebraska has young students in our middle schools and high schools exploring the STEM fields through a local robotic team. These students compete with their peers, share knowledge, receive mentorship, and build collaboration through teamwork. Like decades of Nebraska sports activities, robotics would have an even greater impact for our state's youth by providing students an actual pathway to careers in various STEM fields.

The establishment of an undergraduate program in Robotics Engineering will continue to demonstrate the College of Engineering's commitment to workforce development and active response to future employment demand in STEM fields.

I sincerely appreciate the collaboration between Invest Nebraska and the UNL College of Engineering these past years and look forward to an exciting future.

Best regards,



Daniel Hoffman
CEO
Invest Nebraska



Drone Amplified, INC

1811 S. Pershing Road, Lincoln, NE 68502

www.DroneAmplified.com

531-333-2828

April 16, 2024

Dear Mark Riley,

I am writing to express my enthusiastic support for the proposed Robotics Engineering Degree Program in the College of Engineering at the University of Nebraska-Lincoln (UNL). As a professor in the School of Computing, currently on leave as CEO of Drone Amplified, I have a deep understanding of the critical need for skilled professionals in the field of robotics. Drone Amplified was started out of the UNL NIMBUS Lab and is headquartered in Lincoln. We have grown from under 10 employees to over 20 in the past year and see a continued need for more graduates with the skills and background they will develop from the proposed Robotics Engineering program.

The proposed program is well-designed and addresses the growing demand for engineers who are proficient in robotics and automation. The program's emphasis on hands-on learning, cutting-edge technology, and interdisciplinary collaboration will produce graduates who are highly sought after by employers.

The establishment of this program will not only benefit the University of Nebraska-Lincoln but also the state of Nebraska as a whole. The high-tech industry is rapidly expanding, and the availability of a skilled workforce is essential for attracting and retaining businesses. The Robotics Engineering Degree Program will help Nebraska compete for jobs and investment in this growing sector.

In addition to its economic benefits, the program will also have a positive impact on the educational landscape in Nebraska. The program will attract a significant number of students, both from within the state and beyond, who are passionate about robotics and engineering. These students will bring diverse perspectives and talents to the university, enriching the academic environment for all students.

The Robotics Engineering Degree Program has my full support and I am confident that this program will be a valuable asset to the University of Nebraska-Lincoln and the state of Nebraska. If you have any questions, please do not hesitate to contact me.

Sincerely,

Carrick Detweiler



MARKET ANALYSIS

Undergraduate Robotics Program

Prepared for the University of
Nebraska – Lincoln College of
Engineering

May 2021

In the following report, Hanover assesses demand for undergraduate programs in robotics, specifically highlighting demand trends nationwide. This report includes an examination of student and labor market demand, and an analysis of potential competitor programs.



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- 3 / Executive Summary
- 5 / Student Demand Analysis
- 6 / Labor Market Analysis
- 7 / Real-Time Job Postings Intelligence
- 8 / Competitor Analysis
- 9 / Program Trends
- 11 / Program Benchmarking

EXECUTIVE SUMMARY

RECOMMENDATIONS

Based on an analysis of degree completions, labor market demand, and market competitors, Hanover recommends that the University of Nebraska – Lincoln College of Engineering (UNL):



DEVELOP THE PROPOSED PROGRAM AS A BACHELOR'S IN ROBOTICS ENGINEERING.

Positive student demand indicators reveal strong student interest in robotics programs, and occupational growth suggests program graduates will enjoy a stable labor market. Hanover recommends naming the program Bachelor's in Robotics Engineering based on competitor trends; just over half of reviewed programs use this title, suggesting that this name will be familiar to prospective students.



OFFER INTERNSHIP OR CO-OP OPPORTUNITIES WITHIN THE PROGRAM.

Almost all reviewed programs require experiential learning, but these requirements typically take the form of projects rather than internships. Providing students with hands-on experience in professional settings could help differentiate UNL, and better prepare graduates for the workforce.



EMPHASIZE ITS ROBOTICS LABS AND RESEARCH IN PROGRAM MARKETING.

Reviewed programs provide relatively little information about their labs and research foci. While most reviewed programs do note a robotics lab of some sort, only Worcester Polytechnic Institute provides clear information about lab research areas. Highlighting UNL's research topics and opportunities for student participation could further distinguish UNL in marketing the program.

EXECUTIVE SUMMARY

KEY FINDINGS

Robotics is a small but rapidly growing field.

Bachelor's conferrals in robotics totaled only 370 nationwide in 2019, but conferrals increased at an annualized rate of 69.3 percent. Several sources also point to robotics as a top "future" engineering field, poised to grow as robotics and automation become more embedded in a variety of industrial sectors. This data indicates that student demand for robotics is increasingly quickly, and that the field presents a strong opportunity for UNL.

Graduates of a robotics program can anticipate a stable job market.

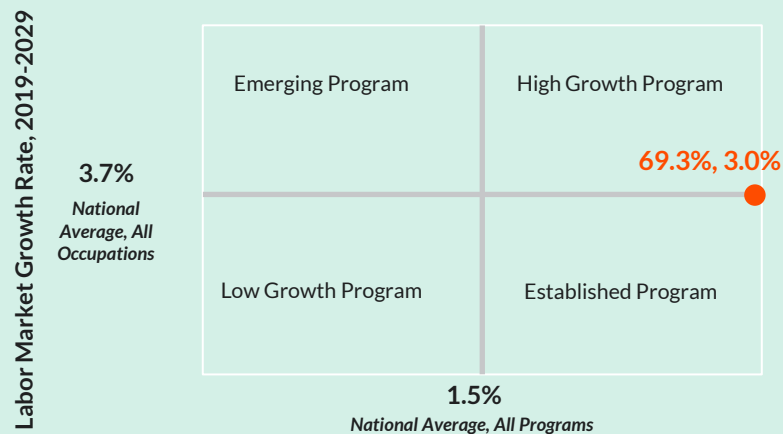
Across the nation, relevant occupation are projected to grow as fast as average from 2019 to 2029. The total number of relevant positions is also projected to be high. Moreover, the United States is home to one of the largest robotics markets in the world. These trends indicate that graduates of UNL's proposed program will enjoy strong employment demand.

Most reviewed programs require experiential learning, but internships are somewhat unique.

Nine of 10 reviewed degrees have an experiential learning requirement. Of those nine, seven require students to complete a capstone project. Only one – at the Pennsylvania College of Technology – requires an internship, though Capitol Technology University and Johnson & Wales University advertise internship opportunities. Widener University also operates an optional co-op program. These competitor trends indicate that workplace based-experiential learning would differentiate UNL's program.

NATIONAL BENCHMARK ANALYSIS

Comparison of bachelor's in robotics completions and relevant labor market to all completions and all occupations nationwide



Annualized Degree Completions Growth Rate, 2015-2019

FAST FACTS



28

Total number of relevant programs nationwide as of 2019



1,404

Total number of job postings for *Robotics engineers* and *Robotics technicians* nationwide over the last six months



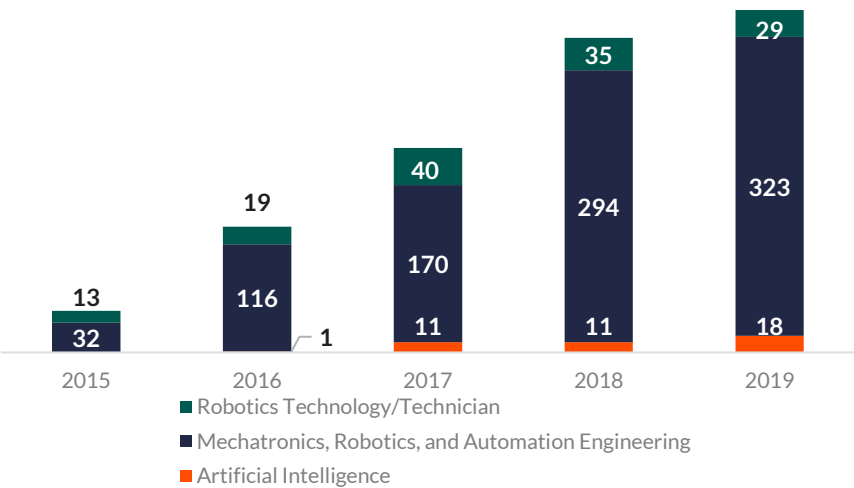
\$936

Average per credit tuition among reviewed degree programs

STUDENT DEMAND ANALYSIS

NATIONAL BACHELOR’S DEGREE COMPLETIONS

Distribution of degree completions nationwide from 2015 to 2019



TOTAL DEGREE COMPLETIONS

Aggregate degree completions by geographic level (2019)

	Nebraska	Plains	National
Artificial Intelligence	0	0	18
Mechatronics, Robotics, and Automation Engineering	0	0	323
Robotics Technology/Technician	0	0	29
Total Completions, Observed Fields	0	0	370
Growth Rate, Observed Fields	--	--	69.3%
Growth Rate, All Fields	0.6%	-0.4%	1.5%

Source: [IPEDS](#). Note: The Plains region includes IA, KS, MN, MO, NE, ND, and SD

ANALYSIS

Robotics is a small but rapidly growing field.

Relevant bachelor’s conferrals increased at an annualized rate of 69.3 percent from 2015 to 2019, indicating that student interest in this field has increased dramatically. However, this discipline is small; there were only 370 robotics conferrals nationwide as of 2019, and no state or regional institutions reported relevant conferrals in 2019. These trends suggest that UNL can expect strong growth in a robotics program unique to the region, but that initial enrollment may be somewhat limited.

Robotics is a “path of the future” within engineering.

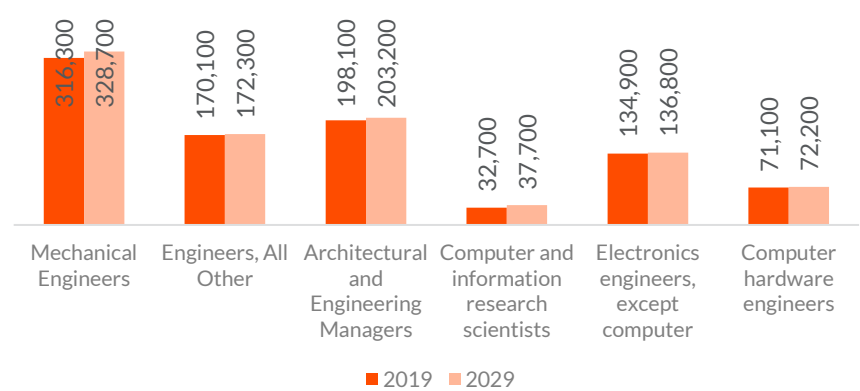
Robotics tops the University of California – Riverside’s [list](#) of engineering paths positioned for future growth. UCR cites the robot-driven “fourth industrial revolution” as the key component in demand for robotics degrees. UCR also notes that robotics degrees often overlap with programs in the more traditional fields of electrical engineering, computer engineering, and computer science.

[Machine Design](#) similarly emphasizes that robotics is a forward-looking engineering field. In 2018, Machine design reported that “engineers of tomorrow need to learn how to navigate new technology fields. One such tech wave is the evolution of robotics.” The growing demand for automated technologies (e.g., the Internet of Things and AI) has sparked growth in demand for robotics education. Students in a robotics program will benefit from learning about applications of the newest engineering technologies.

LABOR MARKET ANALYSIS

NATIONAL CURRENT AND PROJECTED EMPLOYMENT

Robotics-related positions nationwide as of 2019 and 2029 (projected)



TOTAL LABOR MARKET

Aggregate projected employment growth by geographic level

	Nebraska	Plains	National
Estimated Employment (2018)	2,915	47,588	923,200
Projected Employment (2028)	3,186	50,260	950,900
Employment Growth, Observed Occupations	9.3%	5.6%	3.0%
Total Annual Openings, Observed Occupations	238	3,568	58,100
Employment Growth, All Occupations	5.5%	4.9%	3.7%

Source: [Projections Central](#)

Note: Due to data update schedules, national data refer to the period 2019 to 2029. The Plains region includes IA, KS, MN, MO, NE, ND, and SD

ANALYSIS

Occupational projections indicate a stable job market for program graduates.

Relevant occupations are projected to grow about as fast as average nationally and regionally and faster than average in Nebraska. Positions are also expected to be numerous, with nearly one million individuals employed in these occupations nationwide by 2029. These trends suggest that pertinent engineering occupations will provide a secure labor market for program graduates.

According to the International Federation of Robotics (IFR), the United States boasts one of the largest robotics markets in the world.

The IFR's [2020 Executive Summary](#) found that only China and Japan outpace the United States in terms of industrial robot installations. In addition, the United States maintained this strong position in the industrial robot market despite an overall decrease in robot installations worldwide from 2018 to 2019. The IFR also provides information about which industries use the most robots. As of 2019, the top sectors for robot installations are:



- Automotive
- Electrical/electronics
- Metal and machinery
- Plastic and chemical products
- Food

The use of robotics in the food industry is a positive sign for UNL's interest in agricultural robotics. UNL should consider opportunities for robotics related to the automotive and electronics industries as well.

NOTE: Long-term projections for Robotics engineers and Robotics technicians are unavailable, but job postings for these fields are examined on the following page.



REAL-TIME JOB POSTINGS INTELLIGENCE

TOP ROBOTICS-RELATED JOB TITLES

National robotics-related positions by geography



TOP SKILLS AND PROGRAMS

Top Skills

- Robotics (544)
- Computer Programming/Coding (534)
- Python (417)
- C++ (267)
- Linux (183)
- Machine Learning (140)
- MATLAB (126)

Top Programs

- Computer Science (344)
- Electrical Engineering (176)
- Engineering (172)
- Mechanical Engineering (169)
- Computer Engineering (81)
- Robotics (74)
- Electrical (44)

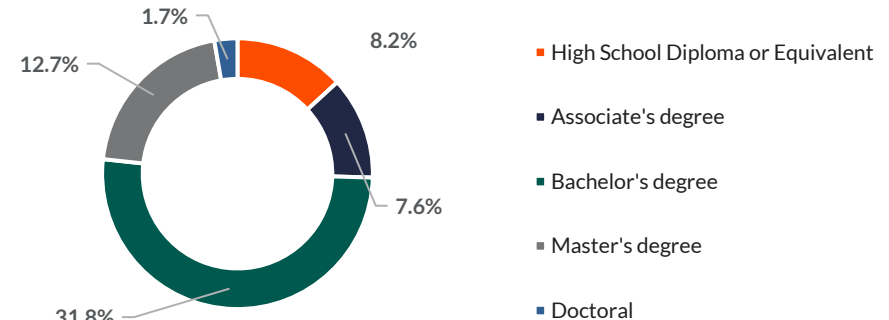
Note: For this analysis, Hanover retrieved job postings data for *Robotics Engineers* from [JobsEQ](#), a proprietary database providing real-time job postings aggregated from thousands of websites. (Note that JobsEQ is able to provide information about more detailed occupational categories). All data reflect the 180-day period as of May 2021.

ANALYSIS

Nationwide, employers advertised a total of **1,323** relevant job postings for robotics engineers over the past six months, and 84 in the Plains region.

In the plains region, top locations included St. Louis, MO, Iowa, and Minnesota. Educational attainment data indicates that a bachelor's is the appropriate degree level for this program, further confirming demand for UNL's proposed degree. Information about top skills and programs shows that robotics engineers need strong backgrounds in programming and computer science in addition to engineering skills.

EDUCATION REQUIREMENTS



Note: 532 listings did not specify educational attainment requirements.

TOP NATIONAL EMPLOYERS

- | | | |
|------------|---------------------|-----------------------------------|
| ▪ iRobot | ▪ Johnson & Johnson | ▪ Nvidia |
| ▪ Amazon | ▪ Carnegie Mellon | ▪ Apple |
| ▪ TuSimple | ▪ Bosch Group | ▪ Georgia Tech Research Institute |

COMPETITOR ANALYSIS

ANALYSIS

Market conditions for a new robotics engineering bachelor's are favorable.

Both degree conferrals and programs in robotics increased from 2015 to 2019, indicating that new programs are opening in response to rising student demand. These trends, particularly when combined with the dearth of programs in UNL's state and region, suggest that UNL has the opportunity to be a first mover in a rapidly growing field.

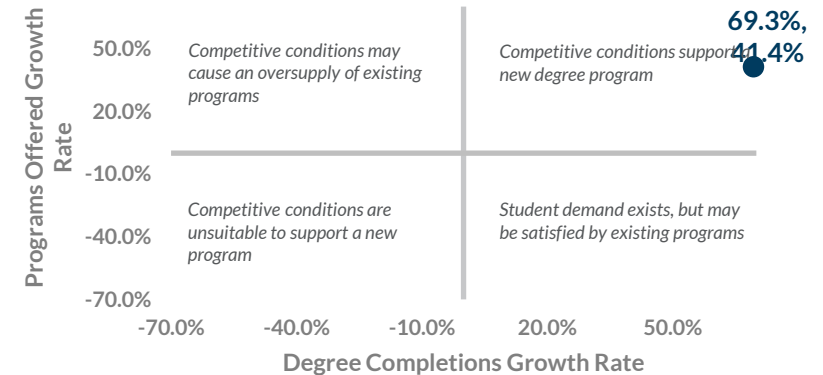
To provide a more detailed picture of the competitive landscape, Hanover benchmarked 10 bachelor's degree programs nationwide. Given the limited number of robotics bachelor's degrees, Hanover conducted an internet scan for the most relevant programs based on title and curriculum.

REVIEWED PROGRAMS

Institution	Program
Capitol Technology University Laurel, MD	BS in Mechatronics and Robotics Engineering Technology
Grand Canyon University Phoenix, AZ	BS in Engineering - Robotics Emphasis
Johnson & Wales University Providence, RI	BS in Robotics Engineering
Miami University Oxford, OH	BSE in Robotics Engineering
Millersville University Millersville, PA	BS in Automation & Intelligent Robotics Engineering Technology

NATIONAL MARKET SATURATION

Do competitive conditions nationwide support an additional bachelor's program in robotics?



Institution	Program
Pennsylvania College of Technology Williamsport, PA	BS in Automation Engineering Technology: Robotics and Automation
University of Hartford West Hartford, CT	BS in Robotics Engineering
University of Michigan – Dearborn Dearborn, MI	BSE in Robotics Engineering
Widener University Chester, PA	BS in Robotics Engineering
Worcester Polytechnic Institute Worcester, MA	BS in Robotics Engineering

PROGRAM TRENDS

NAMING CONVENTIONS



Nine of 10 reviewed programs contain the phrase “robotics engineering” or “robotics engineering technology” somewhere in the course title. Six reviewed programs are simply bachelor’s in robotics engineering. This pattern indicates that the name robotics engineering will best most familiar to prospective students.

CREDIT REQUIREMENTS

127

Benchmarked programs require students to complete an average of 127 credits to earn the degree (not including Miami University and WPI, which have unusual credit reporting structures). Pennsylvania College of Technology and the University of Hartford require the most credits at 131, whereas Millersville University requires only 120.

DURATION



Reviewed programs require four years to complete. Though robotics engineering programs have an average credit requirement slightly above the standard 120 for a bachelor’s, this structure does not appear to affect completion timelines.

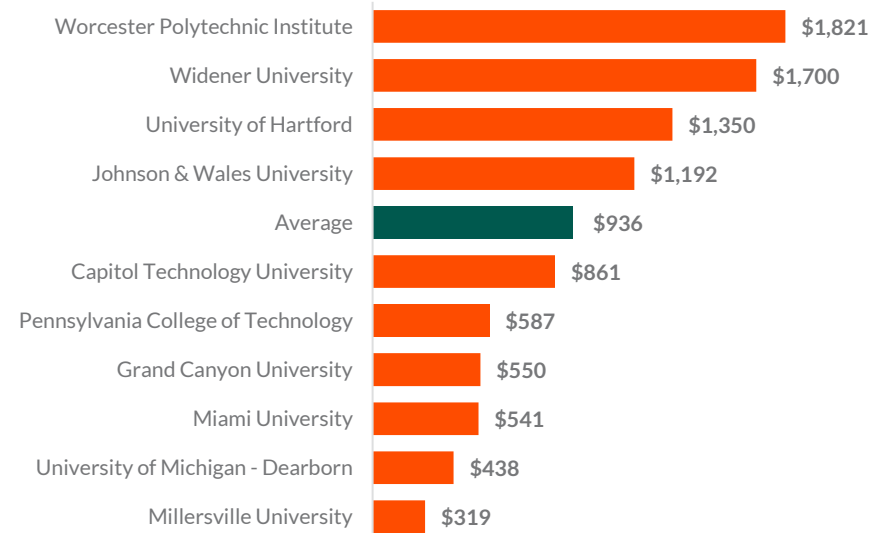
CURRICULUM



Reviewed programs have strict structures, with relatively little room for electives. In general, curricula combine mechanical engineering, electrical engineering, and computer science. See the program benchmarking for complete curriculum lists.

(PER-CREDIT) TUITION

Tuition ranges from \$319 per credit at Millersville University to \$1,821 per credit at Worcester Polytechnic Institute. If UNL develops a robotics engineering degree, a tuition rate around or lower than \$936 per credit will be cost competitive.



SPOTLIGHT: SPECIALIZATIONS

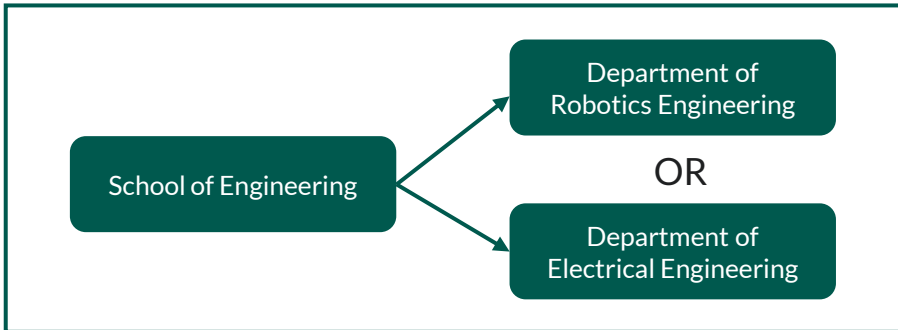


Only one reviewed program – at Miami University – reports specializations within its robotics program. Miami’s [BSE](#) offers tracks in automation, intelligent systems, and general robotics.

PROGRAM TRENDS

ACADEMIC HOUSING

All programs are housed in schools or divisions of engineering. Where department level-information is available, institutions appear to have dedicated robotics engineering departments or house programs in the electrical engineering department. Institutions note that these programs are interdisciplinary (typically encompassing elements of mechanical engineering, electrical engineering, and computer science) but typically do not provide specific examples of interdepartmental collaboration.



RESEARCH

Reviewed programs provide relatively little information about research, though six mention robotics-related labs. WPI, which provides the most detailed information about its labs, mentions research opportunities in:

<i>Adaptive and Intelligent Robotics</i>	<i>Music, Perception, and Robotics</i>	<i>Manipulation and Environmental Robotics</i>	<i>Human-Inspired Robotics</i>
<i>Computational Intelligence and Bionic Robotics</i>	<i>Control and Intelligent Robotics</i>	<i>Novel Engineering of SWARM Technologies</i>	<i>Automation and Interventional Medicine</i>

EXPERIENTIAL LEARNING

Nine of 10 reviewed programs require an experiential learning component as a capstone course. Project requirements are the most common form of experiential learning, but some programs also offer internship or directed study opportunities. Providing an internship could help distinguish UNL's program.

7 programs
require capstone
projects

3 programs
require or offer
internships

1 program offers
directed study

CAREER OUTCOMES:

Reviewed programs market occupations related to electrical, mechanical, and computer engineering, as well as applications to the medical, aerospace, and manufacturing industries.

Sample Occupations

- Automation engineer
- Robotics engineer
- R&D product development engineer

Sample Industries

- Artificial limb development
- Manufacturing automation
- Outer space probe development

SPOTLIGHT: PARTNERSHIPS



Only one institution, Widener University, advertises external partnerships. Widener provides an optional co-op program that allows students to gain a year of work experience while still working towards their degree.

PROGRAM BENCHMARKING

Hanover identified relevant programs via an internet scan focusing on degree titles and curriculum. Note that tuition reflects in-state rates where applicable. Semester or annual tuition rates were converted assuming a course load of 15 credits per semester.

Institution	Program	Academic Housing	Credits	Duration	Research Areas	Curriculum	Experiential Opportunities	Partnerships	Career Outcomes	Per-Credit Tuition
Capitol Technology University Laurel, MD	BS in Mechatronics and Robotics Engineering Technology	Engineering and Engineering Technologies Division	125	4 years	--	Courses in: <ul style="list-style-type: none"> ▪ Mechatronics ▪ Electronics and engineering ▪ Computer science ▪ Robotics ▪ Full curriculum 	<ul style="list-style-type: none"> ▪ Required capstone project (report or project) ▪ Internship opportunities 	--	<ul style="list-style-type: none"> ▪ Mechatronics Technology ▪ Robotics Technician ▪ Industrial Technologist ▪ Project Coordinator ▪ Applications Technologist 	\$861
Grand Canyon University Phoenix, AZ	BS in Engineering - Robotics Emphasis	College of Science, Engineering, and Technology	128	4 years	--	Courses in: <ul style="list-style-type: none"> ▪ Advanced mathematics ▪ Engineering ▪ Full curriculum 	<ul style="list-style-type: none"> ▪ Two capstone project courses 	--	<ul style="list-style-type: none"> ▪ Design artificial limbs ▪ Develop automated manufacturing systems ▪ Design outer space probes ▪ Produce robotic surgical platforms 	\$550
Johnson & Wales University Providence, RI	BS in Robotics Engineering	Engineering and Design Division	122	4 years	<ul style="list-style-type: none"> • Several clubs (robotics, tech and entrepreneurship) • Computing machinery association 	Courses in: <ul style="list-style-type: none"> ▪ Robotics ▪ Automation ▪ Mechatronics engineering ▪ Full curriculum 	<ul style="list-style-type: none"> ▪ Requires 6 credits of experiential education (directed study, internship, or project) 	--	<ul style="list-style-type: none"> ▪ Computer hardware engineer ▪ Electro-mechanical technician ▪ Industrial designer 	\$1,192

Source: Institutional Websites (see embedded hyperlinks)

PROGRAM BENCHMARKING

Hanover identified relevant programs via an internet scan focusing on degree titles and curriculum. Note that tuition reflects in-state rates where applicable. Semester or annual tuition rates were converted assuming a course load of 15 credits per semester.

Institution	Program	Academic Housing	Credits	Duration	Research Areas	Curriculum	Experiential Opportunities	Partnerships	Career Outcomes	Per-Credit Tuition
Miami University Oxford, OH	BSE in Robotics Engineering	College of Engineering and Computing – Department of Electrical and Computer Engineering	108*	4 years	General electrical and computer engineering lab	Specializations in: <ul style="list-style-type: none"> Automation Intelligent Systems General Robotics Courses in: <ul style="list-style-type: none"> Mechanical engineering Electrical engineering Computer engineering Computer science Full curriculum 	<ul style="list-style-type: none"> Two senior design project courses 	--	--	\$541
Millersville University Millersville, PA	BS in Automation & Intelligent Robotics Engineering Technology	College of Engineering and Technology – Department of Applied Engineering, Safety, and Technology	120	4 years	Labs for adaptive computing, automatics, CADD, electronics, fluid power, humanoid, intelligent machines, materials processing, and rapid prototyping	Courses in: <ul style="list-style-type: none"> Electronics Control systems Mechanical systems Computer programming Full curriculum 	--	--	<ul style="list-style-type: none"> Software engineers Robotics programmers Process engineers Robotics technicians 	\$319
Pennsylvania College of Technology Williamsport, PA	BS in Automation Engineering Technology: Robotics and Automation	School of Engineering Technologies	131	4 years	Labs for robotics, electronics engineering, and computer engineering	Courses in: <ul style="list-style-type: none"> Electrical/electronics Mechatronics Robotics Vision systems Networking Automated systems Software applications Full curriculum 	<ul style="list-style-type: none"> Required Internship 	--	<ul style="list-style-type: none"> Technical sales Automation integrator Controls tech Mechanical tech Controls engineer 	\$587

Source: Institutional Websites (see embedded hyperlinks)

*Miami University does not include general education requirements in its credit total

PROGRAM BENCHMARKING

Hanover identified relevant programs via an internet scan focusing on degree titles and curriculum. Note that tuition reflects in-state rates where applicable. Semester or annual tuition rates were converted assuming a course load of 15 credits per semester.

Institution	Program	Academic Housing	Credits	Duration	Research Areas	Curriculum	Experiential Opportunities	Partnerships	Career Outcomes	Per-Credit Tuition
University of Hartford West Hartford, CT	BS in Robotics Engineering	College of Engineering, Technology, and Architecture	131	4 years	Two new robotics labs	Courses in: <ul style="list-style-type: none"> Computer engineering Electrical engineering Mechanical engineering Sensing Computer science Full curriculum 	<ul style="list-style-type: none"> Two capstone design courses 	--	<ul style="list-style-type: none"> Industrial robotics Factory automation and advanced manufacturing 	\$1,350
University of Michigan – Dearborn Dearborn, MI	BSE in Robotics Engineering	College of Engineering and Computer Science – Department of Electrical and Computer Engineering	125	4 years	--	Courses in: <ul style="list-style-type: none"> Electrical engineering Computer engineering Mechanical engineering Robotics Automotive Full curriculum 	<ul style="list-style-type: none"> Two senior design courses 	--	<ul style="list-style-type: none"> Robotics engineer 	\$438
Widener University Chester, PA	BS in Robotics Engineering	School of Engineering – Department of Robotics Engineering	130	4 years	New robotics lab	Courses in: <ul style="list-style-type: none"> Smart sensors/controls Electrical engineering Mechanical engineering Full curriculum 	<ul style="list-style-type: none"> Two senior project courses 	<ul style="list-style-type: none"> Optional co-op that provides on year work experience 	<ul style="list-style-type: none"> Robotics engineer Software engineer Automation engineer R&D engineer 	\$1,700
Worcester Polytechnic Institute Worcester, MA	BS in Robotics Engineering	School of Engineering – Department of Robotics Engineering	15*	4 years	22 robotics labs	Courses in: <ul style="list-style-type: none"> Computer science Electrical and computer engineering Mechanical engineering Full curriculum 	<ul style="list-style-type: none"> Major qualifying project 	--	<ul style="list-style-type: none"> Software engineer Hardware engineer Mechanical engineer R&D product development engineer 	\$1,821

Source: Institutional Websites (see embedded hyperlinks)

*WPI uses a non-standard credit system



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University of Nebraska-Lincoln

New Undergraduate Major or Degree

I. Descriptive Information

Name of Institution Proposing New Major or Degree	
University of Nebraska-Lincoln	
Name of Proposed Major or Degree	
Robotics Engineering	
Degree to be Awarded to Graduates of the Major	
Bachelor of Science	
Other Majors or Degrees Offered in this Field by Institution	
Robotics Minor	
CIP Code: 6 digit <i>[Browse here: http://nces.ed.gov/ipeds/cipcode/Default.aspx?y=55]</i>	
14.4201, Mechatronics, Robotics and Automation Engineering	
Subject Code: 4 characters	
ROBO	
Administrative Units for the Major or Degree	
College of Engineering Dean's Office	
Proposed Delivery Site	
Lincoln, NE	
Program will be Offered <i>[full program, not individual courses]</i>	
X	On-campus only Distance only Both (on-campus and distance)
Program leads to licensure or certification	
no	X yes If yes, explain: will seek ABET accreditation
Curriculum Categories and Number of Credit Hours (must equal 120 credit hours)	
Existing or repackaged curricula:	100 credit hours
Revised or redesigned curricula:	0 credit hours
New curricula:	28 credit hours
Proposed Date the New Major or Degree will be Initiated	
Fall 2025	

II. Details

A. Purpose of the Proposed Major or Degree:

The Robotics Engineering undergraduate degree program is designed to meet the growing demand for skilled professionals in this rapidly developing field. Robotics and automation have become integral components to numerous Nebraskan industries including agriculture, manufacturing, and healthcare. At present, there are nearly 100 unfilled job openings for robotics professionals in Nebraska, highlighting the demand for industry professionals with this specialized skillset. Identifying the importance of developing robotics and automation in the region, a generous grant from the Department of Commerce's Economic Development

Administration allows for the hiring of several key positions necessary to build out the proposed program.

Building upon the foundation of engineering principles, the Robotics Engineering program seeks to cultivate a diverse community of learners who are passionate about pushing the boundaries of technology. Through an interdisciplinary curriculum, comprehensive projects, and experiential learning opportunities, students will gain hands-on experience in designing, implementing, and optimizing robotic systems. To achieve this interdisciplinary approach, the proposed program will be administered by the College of Engineering Dean's office with support from the School of Computing, Electrical and Computer Engineering Department, and the Mechanical and Materials Engineering Department. A core of courses including multiple offerings from each discipline with three possible emphasis tracks will allow students to specialize in applications of one of these three foundational disciplines.

The degree program in Robotics Engineering contains all the necessary elements to obtain accreditation from ABET, (formerly the Accreditation Board for Engineering and Technology) and to prepare students for professional licensure. The proposed program is 128 credit hours; thus, an exemption to the Board of Regents' 120 credit hour policy is requested, as discussed in Section B. This is the same number of credit hours currently required for the B.S. in Mechanical and Materials Engineering and is in line with other robotics engineering programs in the Big Ten conference (University of Michigan requires 128 credit hours).

B. Description of the Proposed Major or Degree:

The program's primary educational objectives (PEOs) are described here. The educational program in robotics engineering is designed so that, within a few years of graduation, our Robotics Engineering graduates will:

1. Have established successful careers in robotics, automation, or related fields, demonstrating their ability to apply principles of robotics engineering to responsibly solve complex problems.
2. Engage in continuous learning and professional development to stay abreast of advancements in robotics and emerging technologies.
3. Demonstrate leadership, ethical conduct, and effective communication in multidisciplinary teams, contributing to the progress of the robotics profession and society.
4. Contribute to the advancement of robotics and automation through innovation, research, or entrepreneurial endeavors, showcasing the ability to push the boundaries of knowledge and technology in the field.

The Student Learning Outcomes listed below will be assessed on a regular basis, pursuant to accreditation requirements through the Accreditation Board for Engineering and Technology (ABET). The assessment results will be reviewed regularly by our faculty to ensure that at the time of graduation, Robotics Engineering students will have:

1. An ability to identify, formulate, and solve complex engineering problems in the field of robotics and automation by applying principles of engineering, science, and mathematics.
2. An ability to design and implement robotic and automation solutions that meet specified needs, considering factors such as safety, ethics, and the impact on global, cultural, social, environmental, and economic contexts.
3. Effective communication skills with a range of audiences, including the ability to present and document engineering work clearly and professionally.

4. Recognition of ethical and professional responsibilities in engineering situations, making informed judgments that consider the broader impact of robotic solutions on a global scale.
5. The ability to function effectively as a member of a diverse and inclusive team, demonstrating leadership skills, goal-setting, and collaborative problem-solving.
6. Competence in developing and conducting appropriate experiments, analyzing and interpreting data, and using sound judgment to draw conclusions in the context of robotics and automation engineering.
7. The ability to acquire and apply new knowledge as needed, utilizing appropriate learning strategies to adapt to the rapidly evolving field of robotics and automation.

The curriculum is also designed to meet program-specific ABET requirements, including:

- both breadth and depth across the range of engineering science, computer science, and engineering design topics implied by the title and objectives of the program;
- design, analysis, operation and improvement of integrated systems that produce or supply products or services in an effective, efficient, sustainable and socially responsible manner;
- utilization of real-world experiences and business perspectives; and
- topical areas of productivity analysis, operations research, probability, statistics, engineering economy, and human factors.

In this section, the admission criteria and selection procedures for students seeking admission to the degree program are described.

COLLEGE ENTRANCE REQUIREMENTS

Freshman Admission Requirements

In addition to university requirements, College of Engineering applicants (except those applying to the Computer Science* major) must meet the following requirements below:

4 units of high school math, including:

- 1 unit of Algebra I
- 1 unit of Algebra II
- 1 unit of Geometry
- 1 unit of Pre-Calculus/Trigonometry or Calculus

3 units of high school science (must include):

- 1 unit of physics
- 1 unit of chemistry

If the minimum admission has not been met, a student may be admitted based on an individual review of the application:

- 24 ACT Composite (SAT equivalent score of 1180) or
- 24 ACT MATH sub-score (or 580 SAT Math score) or
- 3.5 cumulative high school GPA

Transfer Student Admission Requirements

- 2.0 last semester GPA
- 2.5 cumulative GPA
- Must be calculus-ready

International Freshmen:

- Must meet the Freshmen Admissions Requirements, and
- Must meet the minimum English proficiency requirements for the University

International Transfer:

- 2.5 Post-Secondary Cumulative GPA (combined from all schools attended)

- AND 2.0 Most recent term GPA
- Must be calculus-ready
- Must meet the minimum English proficiency requirements for the University

Readmit Students

- Students who left in good standing (RE and RI) will be admissible upon reapplication.
- Students who were academically dismissed will be evaluated based upon a review of a readmit questionnaire and documentation.

Deficient Students

Any student with deficiencies in the above areas will be reviewed by an admissions review committee to determine admissibility despite any deficiencies.

English Proficiency Requirement

In order to gain admission into the University of Nebraska-Lincoln all non-native English speakers must provide confirmation of English proficiency. The below scores grant English proficiency to the University of Nebraska-Lincoln. While a student may gain admission to the University of Nebraska-Lincoln based upon these requirements, that does not assure admission into a college. Each college may choose to raise their college requirements above the university level.

The current, approved English proficiency requirements are:

- TOEFL Internet-Based: 70 (20 Writing Subscore)
- TOEFL Paper-Based: 523 composite
- IELTS: 6.0 composite (5.5 Writing Subscore)
- University of Nebraska–Lincoln English Language Test (ELT): 74
- ACT English Subscore: 20
- SAT Reading Subscore: 26
- Graduation from a high school in the United States
- Completion of 30 semester hours (or equivalent) of coursework at a college or community college in the United States
- Successful completion of the UNL Credit English for Academic Purposes Program with a semester GPA over a 3.0 or a semester GPA above a 2.0 with an approved test score

Course Code and Name for Required Courses	Major/Degree Credit Hours	Prerequisites, if applicable	New Course and Lab Fees
Term 1	14		
MATH 106 Calculus I	5	MATH 102 or MATH 103	
ROBO 100 Introduction to Robotics	3		
CSCE 155E Computer Science I	3		
ACE 2 (select from ENGR 100 or COMM 286)	3		
ENGR 010 Freshman Engineering Seminar	0		
Term 2	16		
MATH 107 Calculus II	4	MATH 106	
PHYS 211 Physics I	4	MATH 106	
PHYS 221Physics I Lab	1		

ROBO 150 Robotics Tools	3		\$25
CSCE 156 Computer Science II	4	CSCE 155	
Term 3	18		
ACE 1 (select from JGEN 200, JGEN 120, JGEN 300, ENGL 151)	3		
PHYS 212 Physics II	4	MATH 107; PHYS 211	
PHYS 222 Physics II Lab	1		
ROBO 200 Robotics Analysis Core	3	MATH 107 or equivalent	
CSCE 336/ECEN 220 Embedded Systems	3	CSCE 155E; ECEN 103	
ECEN 215 Electronics and Circuits I	3	MATH 208 or equivalent	
ECEN 235 Electrical Lab I	1		
ENGR 020 Sophomore Engineering Seminar	0		
Term 4	17		
MATH 221 Differential Equations	3	MATH 107	
MECH 223 Engineering Statics	3	MATH 107; PHYS 211	
ECEN 345 Mobile Robotics	4	MATH 107 or equivalent	
CSCE 311 Data Structures	3	CSCE 155	
ECEN 216 Electronics and Circuits II	3	ECEN 215	
ECEN 236 Electrical Lab II	1		
Term 5	18		
ECEN 305/MECH321 Statistics and Data Analysis	3	MATH 208 or equivalent	
MECH 373 Engineering Dynamics	3	MECH 223; MATH 208 or equivalent	
ROBO 302 Robotic Design and Control	3	MATH 221	\$50
ROBO 303 Robotic Software and Algorithms	3	CSCE 155E	
ECEN 304 Signals and Systems I	3	ECEN 216; MATH 221	
Any ACE 5,6,7,9	3		
Term 6	15		
MECH 350 Dynamics and Control of Engineering Systems	3	MECH 373; ECEN 211; CSCE 155; MATH 314	
ROBO 350 Robotic System Integration	3		\$50
Any ACE 5,6,7,9	3		
Elective	3		
Elective	3		
Term 7	16		

ROBO 299 Robotic Career Experience	1		
ROBO 446 Capstone I	3		
Any ACE 5,6,7,9	3		
Elective	3		
Elective	3		
Elective	3		
Term 8	14		
ROBO 447 Capstone II	3	ROBO 446	
Any ACE 5,6,7,9	3		
Elective	3		
Elective	3		
Elective	2		
<i>Take 23 elective credits from one of the following focus areas</i>			
Mechanical Electives			
MECH 230 Introduction to Mechanical Engineering Design	3	MECH 130; MECH 325	
MECH 342 Kinematics and Dynamics of Machinery	3	MECH 130; MECH 373	
MECH 453 Robotics Kinematics and Design	3	MECH 350	
MECH 450 Mechanical Engineering Control Systems Design	3	MECH 350	
MECH 457 Mechatronic Systems Design	3	ECEN 231; MECH 350	
MECH 437 Biomedical Device Design	3	MECH 223; MECH 373	
MECH 442 Intermediate Kinematics	3	MECH 342	
MECH 449 Advanced Dynamics	3	MECH 373; MATH 221	
MECH 492 Special Topics	1-6		
Any other advisor approved 400 Level MECH course			
Electrical Electives			
ECEN 370 Digital Logic Design	3	ECEN 103; CSCE 230	
ECEN 327 Discrete Systems Lab	1	ECEN 220	
ECEN 433/CSCE 230 Microprocessor System Design	4	ECEN 305; CSCE 235	
ECEN 463 Digital Signal Processing	3	ECEN 304	
ECEN 435 Embedded Microcontroller Design	4	ECEN 433; ECEN 305	
ECEN 428 Power Electronics	3	ECEN 304; ECEN 316	

ECEN 444 Linear Control Systems	3	ECEN 304	
ECEN 464 Digital Communication Systems	3	ECEN 462	
ECEN 492 Special Topics	1-6		
Any other advisor approved 400 Level ECEN course			
Computer Electives			
CSCE 436 Advanced Embedded Systems	3	CSCE 336 or ECEN 220	
CSCE 230/ECEN 433 Computer Organization	4	ECEN 305; CSCE 235	
CSCE 454 Human-Robot Interaction	3	CSCE 156	
CSCE 473 Computer Vision	3	CSCE 156; CSCE 311	
CSCE 361 Software Engineering	3	CSCE 311	
CSCE 476 Introduction to Artificial Intelligence	3	CSCE 311	
CSCE 460 Software Engineering for Robotics	3	CSCE 361	
CSCE 351 Operating System Kernels	3	CSCE 230; CSCE 311	
CSCE 492 Special Topics	1-6		
Any other advisor approved 400 Level CSCE course			

The proposed program requires a total of 128 credit hours; an exemption to the Board of Regent's 120 credit hour policy is thus requested. As with other engineering disciplines, this number of credit hours is needed to simultaneously meet the UNL Achievement-Centered Education (ACE) and ABET requirements, and to adequately prepare graduates for a career in robotics engineering which can require professional licensure. The proposed curriculum is designed to meet these needs. In addition, the curriculum content is comparable to programs such as University of Michigan (128 credit hours); a Hanover analysis showed 127 credit hours as most typical. The total number of credits is also in line with other engineering majors at UNL (Table II.2).

Table II.2. Credit Hours Required for Other ABET-Accredited B.S. Degrees in the UNL College of Engineering

Degree	Credit Hours
B.S. Agricultural Engineering	123
B.S. Computer Engineering (Omaha)	124
B.S. Electrical Engineering	124
B.S. Software Engineering	123
B.S. Environmental Engineering	125
B.S. Construction Engineering	125
B.S. Computer Engineering (Lincoln)	126
B.S. Biological Systems Engineering	127
B.S. Industrial Engineering (IN DEVELOPMENT)	124
B.S. Mechanical Engineering	128
B.S. Architectural Engineering	128
B.S. Civil Engineering	126

Advising

Freshman students will initially be advised by professional advisors within Engineering Student Services (ESS), a College-wide advising center with subject-area expert advisors, during New Student Enrollment. These advisors ensure that students enroll in the appropriate courses by having an understanding of the prerequisites and curriculum, and will be an invaluable resource during the freshman and sophomore years. Faculty advisors will begin advising students in the second year (at the time of professional admission), transitioning from the ESS advisors, guiding them through course selection for chosen career paths and providing counsel on career paths, internships, and other professional development opportunities. Students will be assigned advisors based on sub-discipline interests, matched with faculty with appropriate expertise. ESS is in Kiewit Hall, occupying a large section of the 5th floor.

Accreditation

This program will seek accreditation from ABET (formerly the Accreditation Board for Engineering and Technology), the international standard for engineering programs. All other eligible College of Engineering degree programs have ABET accreditation. Accreditation is based on program educational objectives, student outcomes, program assessment protocols, curriculum, faculty, facilities and institutional support.

PROGRAM CRITERIA FOR MECHATRONICS, ROBOTICS, AND SIMILARLY NAMED ENGINEERING PROGRAMS

Co-Lead Societies: American Society of Mechanical Engineers, Institute of Electrical and Electronics Engineers

These program criteria apply to engineering programs that include “mechatronics”, “robotics”, or similar modifiers in their titles.

1. Curriculum

The structure of the curriculum must provide both breadth and depth across the range of engineering topics implied by the title of the program.

The curriculum must include:

- A) Differential calculus, integral calculus, differential equations, linear algebra, and calculus-based physics
- B) Engineering topics including mechanical systems, electronic circuits, control systems, and computer science, as well as the application of sensors, actuators, and embedded controllers
- C) Modeling, analysis, and design of systems or processes that integrate hardware and software to control mechanical systems.

2. Faculty

The program must demonstrate that faculty members responsible for upper-level courses in engineering topics are maintaining currency in their specialty area(s).

Course Codes

The “ROBO” Course Subject Code will need to be created. Ten new courses will need to be developed along with use of existing CSCE, ECEN, and MECH courses

C. **Plans for Implementation**

The plan for implementation is the following. We have hired two Assistant Professors of Practice with three year offers. Funding from EDA will provide support for more than two years; College of Engineering resources will be utilized at the conclusion of the EDA support.

We aim to begin with a “soft launch” in this first year in order to bring in a small number of students at a time to facilitate development and expansion of curriculum. We will offer the first class in Fall of 2024 under the ENGR prefix and will recruit approximately 15 students this summer from the entering class. These students will begin as Engineering (no major selected), take one ENGR Robotics focused introduction course in the Fall and one ENGR Robotics tools focused course in the Spring. In AY26, presuming we have gained approval of the major, we will enhance recruiting to bring in approximately 50 students. We do anticipate some attrition from ROBO into traditional ENGR majors and have designed the first year of the curriculum to facilitate ease of transfer from ROBO into ME, EE, and CS programs. We anticipate graduating on the order of 25 students each year. At steady state we anticipate on the order of 125 students in the program. In the event that the major is substantially more attractive than we predict, we may need to limit the number of students who progress into the upper division courses or to bring on additional teaching capacity.

The two POP’s will develop course content and curriculum in collaboration with established faculty and ensure that the newly designed courses interface properly with pre-requisite courses and courses that are downstream.

Advising of the students will begin with advisors from Engineering student services. As students progress through the program, we will increasingly utilize the experience of the POP’s along with Robotics focused faculty in COE.

III. Review Criteria

A. **Centrality to UNL Role and Mission**

As stated on the UNL Role and Mission webpage: “The University of Nebraska–Lincoln was chartered by the Legislature in 1869 and serves as both the land-grant and the comprehensive public university for the State of Nebraska.” That page also states that “The university’s graduates and its faculty and staff are major contributors to the economic and cultural development of the state.”

The University provides quality education and workforce development for the economic growth of the state. Despite the job opportunities open to robotics engineers, there are currently no degree programs in the state of Nebraska dedicated to serving this need. UNL, and specifically the College of Engineering as the only engineering college in the state, is well-positioned to fill the void. The teaching of this degree program will add to the intellectual capital of the state, and the research associated with the program will increase the knowledge base of the field. The degree program is set up to train robotics engineers to solve today’s problems, while being flexible enough to address tomorrow’s problems as well. It will thus fulfill the mission of the University of Nebraska to have its graduates, faculty, and staff be major contributors to the state’s economic and cultural development.

B. **Relationship of the proposal to the NU 5-year strategy**

The proposed ROBO degree aligns very well with the NU System 5-year strategy particularly since the impetus for developing the program is to meet the growing workforce needs in Nebraska for individual skilled in robotics, automation, mechatronics, and related areas. Partnerships with the private sector have been and will increasingly be utilized in the implementation of this program in part through the inclusion of a Career Exploration course (1 Credit hour ROBO 299) and the ongoing discussions with local and regional employers on course content.

The ROBO program will by design have numerous experiential learning activities both within the required curriculum and through extracurricular activities that are anticipated (like Robotics competitions). The skills will also align well with development of micro credentials in manufacturing,

embedded systems, AI/ML, and other areas that would enhance the student skills. This program will be fiscally responsible as it will rely in large part on courses that already are being taught in support of established programs. Our approach is quite efficient needing only two new faculty to create a unique program.

C. Consistency with the Comprehensive Statewide Plan for Post-Secondary Education

This plan aligns very well with the CCPE statewide plan through meeting the need for a program to support local and regional industry and leveraging student interest in Robotics. There are no competing programs within 500 miles of the UNL campus and is likely to be an attractant to bring students from surrounding states to UNL. An added advantage to technology development is that BS graduates are likely to be very strong candidates for graduate programs including those for which UNL faculty have gained federally sponsored research support.

As part of the EDA-funded activity, we have been working with Nebraska's Metro Community College and Northeast Community College as they also develop curriculum in robotics in support of Associate Degree programs. We see these groups as partners and are exploring mechanisms for their graduates to matriculate into our BS program. There are challenges in making this seamless for the students, but there is good communication and interest in working collaboratively.

D. Evidence of Need and Demand

1. Need:

In 2021 the UNL COE contracted with Hanover to perform a market analysis for the development of an undergraduate BS program in Robotics Engineering. Their conclusions were that:

- A national market analysis indicated a favorable condition in support of a new degree program due to both a high demand from students and an under-supply of available programs.
- Job postings show 1,323 open advertised positions across the U.S. and currently 84 such positions in the Great Plains area; both of these are anticipated grow substantially. ZipRecruiter also shows 94 local job openings. The BS degree appears to be the ideal target educational level based on the degree and skill sets requested in advertised positions.
- The discipline is small compared with established programs in Mechanical Engineering, Electrical Engineering, and Computer Science, however, it is a rapidly growing field with conferrals increasing 69.3% from 2015-2019. Hanover anticipates that UNL could expect strong growth due to there being no competing programs in the Great Plains region.
- The degree name, "Robotics engineering" is the most common title and will be most familiar to prospective students.
- Hanover reported that typical credit requirements were 127 student credit hours over four years of study and curricula are a combination of mechanical engineering, electrical engineering, and computer science. There is often an emphasis on experiential learning through capstone projects, internships, and directed study.
- Programs that Hanover reviewed have strict structures (that is, with few electives). Only one program they reviewed had specializations and these were for automation, intelligent systems, and general robotics.

While preparing our BBBRC application that funded the Heartland Robotics Cluster, our partner Invest Nebraska identified three major data points in support of developing a BS degree in robotics engineering:

- In 2021, Brookings identified Lincoln, Nebraska as one of thirteen "early adopter" metro areas in the country showing above-average involvement in AI activities.

- Nebraska has a growing robotic startup culture. Invest Nebraska has invested in several robotic startups in recent years including:
 - Virtual Incision
 - Capstone Technologies
 - Drone Amplified
 - Marble Technologies
 - Grain Weevil
 - BirdsEye Robotics
- In 2021, according to the Nebraska Public Power District, Nebraska had the fourth highest number per capita of middle-school and high-school teams participating in First, Vex, or Create robotic competitions in the country. These young students would be our future UNL enrollees in Robotics Engineering.

According to Invest Nebraska, this last point is extremely important. Nebraska has many young students in our middle schools and high schools exploring the STEM fields through a local robotics team. These students compete with their peers, share knowledge, receive mentorship, and build collaboration through teamwork. Like decades of Nebraska sports activities, robotics would have an even greater impact for our state's youth by providing students a robust pathway to careers in various STEM fields.

2. Demand:

Nebraska has a strong student participation in a number of competitive robotic organizations with interest at all levels of primary education. At present, organizers of these groups have expressed dissatisfaction with the lack of opportunities for those deeply involved in robotics to pursue this passion as a career. Since the HRC project launched in 2022, we have supported on campus activities of student robotic competitions from VEX and FIRST Robotics. These competitions in 2024 brought 62 VEX teams comprised of 230 participants while the FIRST competition brought 76 teams with 576 participants to the UNL campus. Some of these competitors are likely to enter UNL and COE through traditional programs in Mechanical Engineering, Electrical Engineering, and Computer Science. We see Robotics Engineering as a potential destination program that encourages students (and especially those from Nebraska, Iowa, Kansas, South Dakota) to come to UNL and migrate to the program that best fits their career aspirations. The differentiator is the Robotics Engineering is designed as an application-oriented degree program in a manner similar to that of Agriculture Engineering, Construction Engineering, and others. The application focus will attract some students in the door while a proportion of them are likely to continue on to the more traditional engineering degrees. Student migration from Robotics Engineering into traditional engineering disciplines has been one of the key considerations as we have crafted the curriculum and has led to a higher degree of flexibility than in nearly all of the current COE programs.

COE does already offer a number of courses in the Robotics Engineering topics and across departments; these will be incorporated into the new ROBO degree as electives and as one of the required courses. There currently are 226 students enrolled in 8 robotics-focused courses and 97 students enrolled in 6 robotics-focused courses that each have a laboratory component. Currently COE has a Robotics Minor which averages 20 students. The number of students who matriculate to completion of the minor is quite small (averaging 3 students per year). The challenge for these students appears to be similar for most ENGR students who have interest in a minor but find difficulty completing the requirements on top of their academic load in an engineering major. The proposed ROBO program provides an alternative where students can focus on robotics-oriented applications.

E. Avoidance of Unnecessary Duplication

There are no other robotics engineering degree programs in the state of Nebraska, and there are no other colleges of engineering in the state; thus, we are poised to rapidly and effectively establish a degree program in robotics engineering. Kansas offers a number of engineering technology degrees at Wichita State University and Kansas State University but no bachelors in robotics. South Dakota school of Mines and Technology offers a minor in robotics as does North Dakota State. Bismarck State offers an Associate's program in industrial automation and robotics. Iowa has a number of schools offering two-year technical degrees in robotics and automation but no four-year programs. Graduates from these programs could be recruited to continue their education at UNL. Colorado School of Mines offers emphasis tracks in robotics for their computer science or mechanical engineering degrees but not as a standalone major. The University of Colorado offers Master of Science and Doctor of Philosophy degrees through their robotics program. Minnesota offers Master's level degrees in Robotics through the Minnesota University's Minnesota Robotics Institute as well as a number of technical degrees from smaller schools. The closest undergraduate four-year robotics degrees we could identify are located in Indiana, Michigan, Oklahoma, and Arizona.

F. Adequacy of Resources:

1. Faculty/Staff

Two new professors of practice positions have been hired as part of the Heartland Robotics Cluster grant administered by the department of commerce's Economic Development Administration. The current plan is for them to spend year 0 developing curriculum for the new courses while piloting ROBO 100 and ROBO 150 in the Fall and Spring.

2. Library/Information Resources

Current library resources will be sufficient to support the program.

3. Physical Facilities and Equipment

Classrooms will be identified in Kiewit Hall. A dedicated teaching laboratory has been identified in Scott Engineering Center, room C330.

4. Instructional Equipment and Informational Resources

The current EDA funding provides resources to purchase teaching equipment for robotics and some operational support. Refresh of equipment will be maintained regularly and using College resources.

5. Course and Lab Fees

We anticipate that ROBO students would pay differential tuition. Additionally we plan to include lab fees in ROBO 150, 302, and 350 to offset some materials costs.

6. Budget Projections [include Table 1 and Table 2]

IV. Appendix

A. **Catalog Copy**

B. **Four Year Plan Block Diagrams**

C. **Letters of Support**

Internal

Jerry Hudgins, Professor and Chair, Electrical and Computer Engineering

Witawas Srisa-an, Director, School of Computing

Jeffrey Shield, Professor and Chair, Mechanical and Materials Engineering

External

Daniel Hoffman, CEO, Invest Nebraska

Carrick Detwiler, CEO, Drone Amplified, INC and Professor, School of Computing

D. **Hanover Report**

Appendix A: Catalog Copy

Overview

A. **Description**

Building upon the foundation of engineering principles, the Robotics Engineering program seeks to cultivate a diverse community of learners who are passionate about pushing the boundaries of technology. Through an interdisciplinary curriculum, comprehensive projects, and experiential learning opportunities, students will gain hands-on experience in designing, implementing, and optimizing robotic systems. To achieve this interdisciplinary approach, the proposed program will be administered by the School of Computing, Electrical Engineering Department, and the Mechanical Engineering Department, with a core of courses including multiple offerings from each discipline with three possible emphasis tracks, allowing students to specialize in one of these three foundational disciplines.

The Robotics Engineering Program at the University of Nebraska-Lincoln is dedicated to advancing knowledge and innovation in the field of robotics and automation. Our mission is to educate and empower students to become proficient and ethical robotics and automation professionals who can contribute to the societal, industrial, and technological challenges of today and tomorrow. Through rigorous academic programs, cutting-edge research, and impactful outreach, we strive to foster a culture of learning, collaboration, and responsible use of robotic and automation technologies.

Program Educational Objectives

The primary student learning outcomes of the proposed degree program are described here. The educational program in robotics engineering is designed so that, within a few years of graduation, our Robotics Engineering graduates will:

1. Have established successful careers in robotics, automation, or related fields, demonstrating their ability to apply principles of robotics engineering to responsibly solve complex problems.
2. Engage in continuous learning and professional development to stay abreast of advancements in robotics and emerging technologies.
3. Demonstrate leadership, ethical conduct, and effective communication in multidisciplinary teams, contributing to the progress of the robotics profession and society.
4. Contribute to the advancement of robotics and automation through innovation, research, or entrepreneurial endeavors, showcasing the ability to push the boundaries of knowledge and technology in the field.

B. **Admission**

Students are expected to meet minimum college entrance requirements. After being admitted to the college, students wishing to pursue a degree in robotics engineering must go through the Professional Admission process, which is performed for qualifying students with GPA of at least 2.5 after completion of ROBO200 with minimum grade of C+.

C. **College Requirements**

Students must have high school credit for (one unit is equal to one high school year):

1. Mathematics – 4 units: 2 of algebra, 1 of geometry, and 1 of precalculus and trigonometry
2. English – 4 units
3. Natural sciences – 3 units that must include 1 unit of physics and 1 unit of

chemistry (chemistry requirement waived for students in construction management or computer science)

4. Foreign language – 2 units of a single foreign language
 5. Social studies – 3 units
 6. Students having a composite ACT score of 28 or greater (or equivalent SAT score) will be admitted to the College of Engineering even if they lack any one of the following: trigonometry, chemistry, or physics. Students without test scores who are missing a full unit of trigonometry/pre-calculus/calculus or chemistry or physics will be evaluated through College Review.
 7. Students having an ACT score of 19 or less in English (or equivalent SAT score) or a grade lower than B in high school English, must take ENGL 150 Writing and Inquiry or ENGL 151 Writing and Argument.
- A total of 16 units is required for admission.

Engineering requires that student performance meet one of the following standards: composite ACT of 24, SAT of 1180, ACT Math subscore of 24, SAT Math subscore of 580, or a 3.5 cumulative GPA.

Any domestic first-year student who does not gain admission to Engineering but does gain admission to the University of Nebraska-Lincoln (UNL) will be reviewed through College Review. College Review is conducted through the College Review Committee which considers factors beyond standardized testing. Any first-year student who is not admitted through college review is placed in Pre-Engineering (PENG) with the Exploratory and Pre-Professional Advising Center (Explore Center). Students in the Explore Center can transfer to the College of Engineering once college admission requirements are met.

Students for whom English is not their language of nurture must meet the minimum English proficiency requirements of the University.

Students who lack entrance units may complete precollege training by Independent Study through the University of Nebraska–Lincoln Office of On-line and Distance Education, in summer courses, or as a part of their first or second semester course loads while in the Explore Center or other colleges at UNL. Students should consult their advisor, their department chair, or Engineering Student Services (ESS) if they have questions on current policies.

Other Admission Requirements

Students who transfer to the University of Nebraska–Lincoln from other accredited colleges or universities and wish to be admitted to the College of Engineering (COE) must meet COE first-year student entrance requirements, have a minimum cumulative GPA of 2.5, and be calculus-ready. Students not meeting either of these requirements must enroll in the Explore Center or another University college until they meet COE admission requirements. Students transferring from UNO, UNL, or UNK to the College of Engineering must be in good academic standing with their institution.

The COE accepts courses for transfer for which a C or better grade was received. Although the University of Nebraska–Lincoln accepts D grades from the University of Nebraska Kearney and the University of Nebraska Omaha, not all majors in the COE accept such low grades. Students must conform to the requirements of their intended major and, in any case, are strongly encouraged to repeat courses with a grade of C- or less.

Students who were previously admitted to COE and are returning to the College of Engineering must demonstrate a cumulative GPA of 2.5 to be readmitted to COE.

D. College Degree Requirements

Grade Rules

Grade Appeals

In the event of a dispute involving any college policies or grades, the student should appeal to their instructor, and appropriate department chair or school director (in that order). If a satisfactory solution is not achieved, the student may appeal their case through the College Academic Appeals Subcommittee.

E. Catalog Rule

Students must fulfill the requirements stated in the catalog for the academic year in which they are first admitted at the University of Nebraska–Lincoln. In consultation with advisors, a student may choose to follow a subsequent catalog for any academic year in which they are admitted to and enrolled as a degree-seeking student at Nebraska in the College of Engineering. Students must complete all degree requirements from a single catalog year. The catalog which a student follows for degree requirements may not be more than 10 years old at the time of graduation.

Students who have transferred from a community college may be eligible to fulfill the requirements as stated in the catalog for an academic year in which they were enrolled at the community college prior to attending the University of Nebraska-Lincoln. This decision should be made in consultation with the student's College of Engineering academic advising team (e.g., ESS professional advisor and the chief faculty advisor for the student's declared degree program). The chief faculty advisor has the final authority for this decision. Eligibility is based on a) enrollment in a community college during the catalog year the student wishes to utilize, b) maintaining continuous enrollment of at least 12 credit hours per semester at the previous institution for at least 2 semesters, and c) continuous enrollment at the University of Nebraska-Lincoln within 1 calendar year from the student's last term at the previous institution. Students must complete all degree requirements from a single catalog year and within the timeframe allowable for that catalog year.

F. Learning Outcomes

The Student Learning Outcomes listed below will be assessed on a regular basis, pursuant to accreditation requirements through the Accreditation Board for Engineering and Technology (ABET). The assessment results will be reviewed regularly by our faculty to ensure that at the time of graduation, Robotics Engineering students will have:

1. An ability to identify, formulate, and solve complex engineering problems in the field of robotics and automation by applying principles of engineering, science, and mathematics.
2. An ability to design and implement robotic and automation solutions that meet specified needs, considering factors such as safety, ethics, and the impact on global, cultural, social, environmental, and economic contexts.
3. Effective communication skills with a range of audiences, including the ability to present and document engineering work clearly and professionally.
4. Recognition of ethical and professional responsibilities in engineering situations, making informed judgments that consider the broader impact of robotic solutions on a global scale.
5. The ability to function effectively as a member of a diverse and inclusive team, demonstrating leadership skills, goal-setting, and collaborative problem-solving.

6. Competence in developing and conducting appropriate experiments, analyzing and interpreting data, and using sound judgment to draw conclusions in the context of robotics and automation engineering.
7. The ability to acquire and apply new knowledge as needed, utilizing appropriate learning strategies to adapt to the rapidly evolving field of robotics and automation.

G. Quick Points

1. College	Engineering
2. Degree Offered	Bachelor of Science in Robotics Engineering
3. Hours Required	128
4. Minimum Cumulative GPA	2.4 for graduation
5. Minor Available	Yes

H. Major Requirements

Robotics Core

ROBO 100	Introduction to Robotics	3
ROBO 150	Robotics Tools	3
ECEN 345	Mobile Robotics	4
ROBO 299	Robotics Career Experiences	1
ROBO 302	Robot Design and Control	3
ROBO 303	Robot Software and Algorithms	3
ROBO 350	Robotic System Integration	3
ROBO 446	Capstone 1 (ACE 8)	3
ROBO 447	Capstone 2 (ACE 10)	3
Credit hours subtotal:		26

Engineering Seminars

ENGR 10	Freshman Engineering Seminar	0
ENGR 20	Sophomore Engineering Seminar	0
Credit hours subtotal		0

Mathematics

MATH 106	Calculus 1 (ACE 3)	5
MATH 107	Calculus 2 (ACE 3)	4
MATH 221	Differential Equations (ACE 3)	3
ECEN 305 / MECH 321	Statistics	3
ROBO 200	Robotics Analysis Core	3
Credit hours subtotal:		18

Science

PHYS 211	General Physics 1 (ACE 4)	4
PHYS 221	General Physics Lab 1	1
PHYS 212	General Physics 2 (ACE 4)	4
PHYS 222	General Physics Lab 2	1
ECEN 215	Electronics and Circuits 1	3
ECEN 235	Circuits lab 1	1
Credit hours subtotal:		14

Technical Writing (ACE 1)

JGEN 200	Technical Communication (ACE 1)	3
Or JGEN 120, JGEN 300, ENGL 151		
Credit hours subtotal		3

Communication (ACE 2)

ENGR 100	Interpersonal Skills (ACE 2)	3
Or COMM 286		
Credit hour subtotal		3

ACE Requirements

Select one course each from ACE 5, 6, 7, 9	12
--------------------------------------------	----

Core Computer Science Requirements

CSCE 155E	Computer Science 1	3
CSCE156	Computer Science 2	4
CSCE 331	Data Structures	3
Credit hours subtotal:		10

Core Electrical Engineering Requirements

ECEN 216	Electronics and Circuits 2	3
ECEN 236	Circuits lab 2	1
ECEN 220 / CSCE 336	Embedded Systems	3
ECEN 304	Signals and Systems 1	3
Credit hours subtotal:		10

Core Mechanical Engineering Requirements

MECH 223	Statics	3
MECH 373	Engineering Dynamics	3
MECH 350	Dynamics and Control	3
Credit hours subtotal:		9

Technical electives

Take 23 elective credits from one of the following focus areas

Robot Design / Build focus area (recommended courses)

MECH 230	Intro to Mechanical Engineering Design	3
MECH 342	Kinematics	3
MECH 437	Biomedical Device Design	3
MECH 442	Intermediate Kinematics	3
MECH 449	Advanced Dynamics	3
MECH 453	Robotics Kinematics and Design	3
MECH 450	Control Systems	3
MECH 457	Mechatronic System Design	3
MECH 492	Special Topics	1-6
Advisor-approved 400 level MECH course		3

Robot Software / Algorithms focus area (recommended courses)

CSCE 230	Computer Organization	4
CSCE 351	Operating Systems Kernels	3

CSCE 361	Software Engineering	3
CSCE 436	Advanced Embedded Systems	3
CSCE 454	Human Robot Interaction	3
CSCE 460	Software Engineering for Robotics	3
CSCE 473	Computer Vision	3
CSCE 476	Intro to AI	3
CSCE 492	Special Topics	1-6
Advisor-approved 400 level CSCE course		3

Robot Sensors / Signals focus area (recommended courses)

ECEN370	Digital Logic Design	3
ECEN 327	Digital Logic Design lab	1
ECEN 433	Microprocessor System Design	4
ECEN 463	Digital Signal Processing	3
ECEN 435	Embedded Microcontroller Design	4
ECEN 428	Power Electronics	3
ECEN 444	Linear Control Systems	3
ECEN 464	Communication Systems	3
ECEN 492	Special Topics	1-6
Advisor-approved 400 level ECEN course		3

I. **Other** (formatting placeholder)

Appendix B: Four-Year Plan Block Diagrams

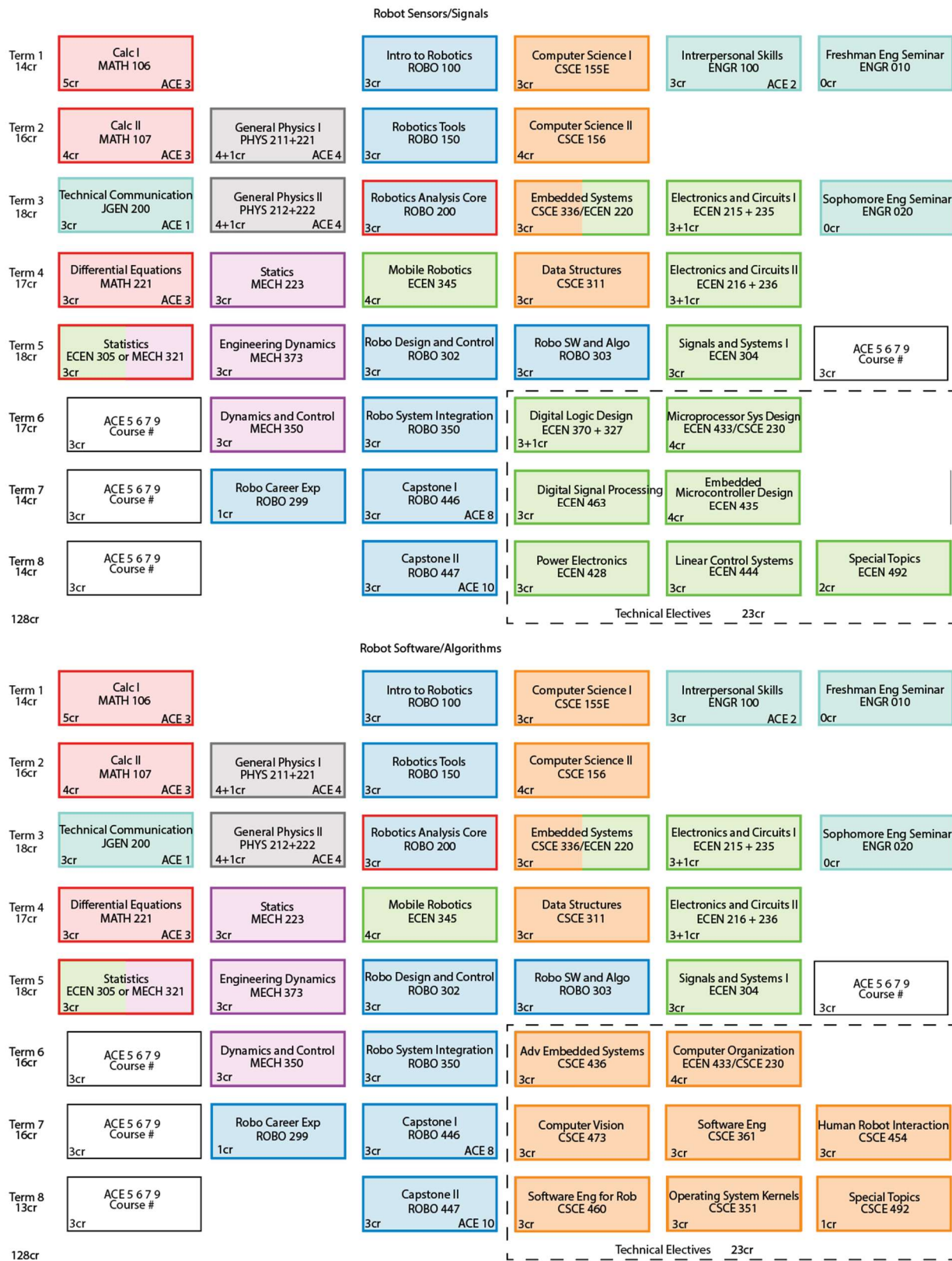


TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

	FY2025-26 Year 1	FY2026-27 Year 2	FY2027-28 Year 3	FY2028-29 Year 4	FY2029-30 Year 5	Total
Reallocation of Existing Funds						\$ -
Required New Public Funds						\$ -
1. State Funds						\$ -
2. Local Tax Funds (community colleges)						\$ -
Tuition and Fees ¹	\$ 373,295	\$ 746,590	\$ 1,119,885	\$ 1,493,180	\$ 1,866,475	\$ 5,599,425
Other Funding						\$ -
1 Heartland Robotics Cluster Grant	\$ 309,192	\$ 317,718				\$ 626,910
2						\$ -
3						\$ -
Total Revenue	\$ 682,487	\$ 1,064,308	\$ 1,119,885	\$ 1,493,180	\$ 1,866,475	\$ 6,226,335

¹ Tuition only per projected enrollment and tuition rate schedule below.

CCPE; 11/19/08

	Year 1	Year 2	Year 3	Year 4	Year 5
Enrolled Students	25	50	75	100	125
Resident 85% @ Avg. Rate	\$ 244,460	\$ 488,920	\$ 733,380	\$ 977,840	\$ 1,222,300
Non-resident 15% @ Avg. Rate	\$ 128,835	\$ 257,670	\$ 386,505	\$ 515,340	\$ 644,175
Total Tuition	\$ 373,295	\$ 746,590	\$ 1,119,885	\$ 1,493,180	\$ 1,866,475

Tuition Rates	Percentage	Rate / CH	CH/Year
Resident CoE courses	85%	\$ 397	22
Non-resident CoE courses	15%	\$ 1,158	22
Resident Base	85%	\$ 277	10
Non-resident Base	15%	\$ 888	10
Average Resident Combined Tuition		\$ 359.50	\$ 11,504
Average Non-resident Combined Tuition		\$ 1,073.63	\$ 34,356

TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

	FY2025-26 Year 1		FY2026-27 Year 2		FY2027-28 Year 3		FY2028-29 Year 4		FY2029-30 Year 5		Total	
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Faculty ¹	2.00	\$ 284,192	2.00	\$ 292,718	2.00	\$ 301,499	2.00	\$ 310,544	2.00	\$ 319,861	2.00	\$ 1,508,814
Professional											-	\$ -
Graduate assistants											-	\$ -
Support staff											-	\$ -
Subtotal	2.00	\$ 284,192	2.00	\$ 292,718	2.00	\$ 301,499	2.00	\$ 310,544	2.00	\$ 319,861	2.00	\$ 1,508,814
Operating												
General Operating ²	\$	25,000	\$	25,000	\$	25,000	\$	25,000	\$	25,000	\$	125,000
Equipment											\$	-
New or renovated space											\$	-
Library/Information Resources											\$	-
Other											\$	-
Subtotal	\$	25,000	\$	25,000	\$	25,000	\$	25,000	\$	25,000	\$	125,000
Total Expenses	2.00	\$ 309,192	2.00	\$ 317,718	2.00	\$ 326,499	2.00	\$ 335,544	2.00	\$ 344,861	2.00	\$ 1,633,814

¹ Estimated salaries and benefits for two full-time faculty of practice, assuming 3% annual increases.

² General operating expenses for faculty development, laboratory equipment and supplies, travel, memberships, office equipment and supplies, communications, data processing, equipment maintenance, rentals, etc.

CCPE; 11/19/08



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Proposal to establish the undergraduate Bachelor of Arts and Bachelor of Science degrees in Modern Languages, by merging the current French and German majors, offered by the Department of Modern Languages and Literatures in the College of Arts and Sciences at the University of Nebraska-Lincoln (UNL).

☐

Review

☒

Review + Action

☐

Action

☐

Discussion

☐

This is a report required by Regents' Policy.

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

Currently the Department of Modern Languages and Literatures offers both French and German majors for the BA and BS. The proposed modification will join them into a single major, Modern Languages, with an option in French and an option in German. The major will continue to be available for both the BA and the BS. If the merger is approved, the individual majors in French and in German will be discontinued for new students, and deleted after all students currently pursuing the programs have completed them. The new program will have two options, French and German, with the possibility of adding options in additional languages and/or comparative literature in the future.

BACKGROUND INFORMATION

Section 2.9 of the Bylaws of the Board of Regents provides that, "No curriculum leading to a degree or certificate shall be adopted... without the approval of the Board."

RECOMMENDATION

The President recommends approval.



March 31, 2025

David Jackson, Interim Executive Vice President & Provost
University of Nebraska
3835 Holdrege Street
Lincoln, NE 68583

Dear Dr. Jackson,

I am forwarding to you a proposal to modify two undergraduate majors of French and German within the Bachelor of Arts and Bachelor of Science degrees into one major, "Modern Languages". The new major would be administered by the Department of Modern Languages and Literatures in the College of Arts and Sciences.

The proposal has the unanimous approval of the Academic Planning Committee, CAS faculty and curriculum committees, and Acting Dean Pat Dussault. In addition, the proposal is supported by Amy Goodburn, Sr. Associate Vice Chancellor and Dean of Undergraduate Education, and it has my approval. I am requesting you approve it as well.

Sincerely,

A handwritten signature in black ink, appearing to read "Rodney D. Bennett".

Rodney D. Bennett
Chancellor

Enclosures

c: Jennifer Clarke, Chair, Academic Planning Committee
Mark Button, Interim Executive Vice Chancellor
Patrick Dussault, CAS Interim Dean
Rigoberto Guevara, Professor
Josh Davis, Vice Chancellor, Institutional Strategy and External Relations
Renee Batman, Assistant Vice Chancellor
Suzi Tamerius, Project Coordinator
Karen Griffin, Coordinator of Faculty Governance
Angela Kessler, Administrative Assistant



MEMORANDUM

TO: Academic Planning Committee Chair

FROM: Mark Button, Interim Executive Vice Chancellor
Amy Goodburn, Senior Associate Vice Chancellor and Dean

DATE: March 11, 2025

SUBJECT: Proposal to Modify French and German Undergraduate Majors

Attached please find a proposal to modify the two undergraduate majors of French and German within the Bachelor of Arts and Bachelor of Science degrees into one major, "Modern Languages." The new major in Modern Languages would be offered within the Bachelor of Arts and Bachelor of Science degrees and would be administered by the Department of Modern Languages and Literatures in the College of Arts and Sciences. Upon approval, the two individual majors, 1) French, and 2) German would be deleted but would remain as options in the new program.

The proposed merger advances the world languages programs by ensuring students will continue to have access to advanced instruction of these languages and cultures. The proposal is budget neutral as no new coursework is needed, but some courses were redesigned.

The new major continues to meet an important need for a comprehensive, research university and is important to Nebraska's success in an increasingly global economy. Multilingual individuals are highly sought after in international business, diplomacy, education, and industries like healthcare and technology. For example, German language skills are highly valued in engineering and manufacturing sectors due to Germany's role as a leader in precision manufacturing and engineering. The program design and shared learning outcomes provides the opportunity for additional options within the major in the future.

This merger of these two majors has the full support of the CAS faculty and curriculum committees and Acting Dean Pat Dussault. In addition, the proposal is supported by Amy Goodburn, Sr. Associate Vice Chancellor and Dean of Undergraduate Education and myself. We ask for your review and endorsement of this program modification.



Date: December 19, 2024

To: Katherine S. Ankerson
Executive Vice Chancellor

From: Mark E. Button 
Dean, College of Arts & Sciences

Subject: Merger of Majors in French and German into a Combined Major in Modern Languages

Please find attached the proposal for the merger of majors in French and German into combined major in Modern Languages.

Currently the Department of Modern Languages and Literatures offers both French and German majors for the BA and BS. The proposed modification will join them into a single major, Modern Languages, with an option in French and an option in German. The major will continue to be available for both the BA and the BS. If and only if the merger is approved, the individual majors in French and in German will be discontinued for new students, and deleted after all students currently pursuing the programs have completed them.

The Modern Languages major will have 15 credits of required courses in Intermediate Language, Literature, and Advanced Communication and Writing and 18 credits in either the French or the German option. A minor will be required for all students pursuing the major, regardless of option.

The proposed modification brings together and strengthens two critical world languages to ensure students in the state of Nebraska continue to have access to advanced instruction in these languages, literatures, and cultures. The program will have two options, French and German, with the possibility of adding options in additional languages and/or comparative literature in the future.

The proposed changes were approved in the Modern Languages and Literatures by secret ballot vote: 16-Yes, 1-No, and 1-abstain, prior to submission to the college for approval. The CAS Curriculum and Advising Committee met on December 5, 2024, and unanimously approved this proposal. This was presented for approval to the college faculty at our regularly scheduled fall faculty meeting on December 12, 2024, and received unanimous approval.

I support this proposal.

Appendix A

Catalog Copy

Modern Languages Major

Appendix A: Catalog Copy

Overview Tab

Quick Points

College: Arts and Sciences
Degree Offered: BA or BS
Hours Required: 120
Minor Available: Yes
Advisor: Taylor Scholl

Description

The Department of Modern Languages and Literatures is a dynamic intellectual community with a shared commitment to the study of language, literature, and culture. A major in Modern Languages and Literatures (with an option in French or German) will expose students to other languages, literatures, and cultures, while helping them acquire values and skills that enable cross-cultural communication. In addition, it will offer transformative learning opportunities for students outside the classroom such as faculty-led study abroad programs, internships, and service-learning. Students will be prepared to think critically and develop a greater appreciation for the diverse and increasingly interconnected world that they will live and work in.

Learning Outcomes

Students completing the Modern Languages and Literatures major (with an option in French or German) will

1. Acquire a solid, versatile, practical command of the target language, allowing effective communication in both speech and writing.
2. Develop the ability to communicate effectively in oral and written contexts; understand stylistic and cultural norms, and learn to use the language spontaneously.
3. Learn to ask productive questions, appreciate and apply critical thinking skills, identify arguments and rhetorical nuance, and reflect on the role of language in identity formation in the target language
4. Develop intercultural competencies, deepen their respect for cultural differences, learn to appreciate diversity in a broad context, and recognize how their own cultural socialization impacts their understanding of other lived experiences.

Additional French option learning outcome:

Learn to recognize, discuss, and value the nature and meaning of cultural expressions (literary and otherwise) within the field of French studies and beyond.

Additional German option learning outcome:

Learn to discuss and interpret cultural expressions of the German-speaking world, such as literature, film, theater, and other media.

Major Tab

Major Requirements

Complete the required courses in one of the option languages, either French or German, as well as courses from the option category in the same language for a total of 33 credit hours.

Core Requirements

Required Courses	
Intermediate Language¹	6
FREN 203: Intermediate French I, and FREN 204: Intermediate French II OR GERM 201: Intermediate German I, and GERM 202: Intermediate German II	
Literature	6
FREN 301: Introduction to Literary French, and FREN 302: Themes in French Literature, Culture, Film, and Theatre OR GERM 303: Introduction to Literary German, and GERM 302: Themes in German Literature, Culture, Film, and Theatre	
Advanced Communication and Writing	3
FREN 304: Advanced Communication and Writing OR GERM 304: Advanced Communication and Writing	
Total Required Courses	15

¹ Students who have established a placement or proficiency level that allows them to begin their language study beyond the intermediate level, may be eligible for retroactive credit for FREN 203 and FREN 204, or GERM 201 and GERM 202, or may substitute more advanced coursework.

Specific Major Requirements: Complete one option in either French or German.

French Option	
FREN 303: Advanced Grammar and Conversation	3
Additional Advanced French Courses	
FREN 300-Level Courses	3
FREN 400-Level Courses	6
FREN Literature Courses: Select two courses from the following ¹ : <ul style="list-style-type: none"> FREN 445: Topics in Medieval and Early Modern French Writing FREN 453: Topics in Nineteenth Century French Culture and Writing FREN 457: Modern French Writing 	6

<ul style="list-style-type: none"> • FREN 460: Literature of French Expression • FREN 461: Cultural Productions of the Reformation • FREN 482: Short Fiction • FREN 483: French/Francophone Theatre • FREN 484: Repeating Islands: Caribbean Literature and Culture Across Languages • FREN 485: Writing the Self: Autofiction in/and the French-Speaking World • FREN 486: French and Francophone Women Writers 	
Total Option Courses	18

¹Special Topics and other 300- or 400- level courses when related to French language, literature, and culture may be used by approval of the advisor.

German Option	
GERM 301: German for Professional Purposes	3
GERM 403: Advanced Syntax and Stylistics	3
Additional Advanced German Courses	
GERM 300-Level Courses	3
GERM 400-Level Courses	6
Area Studies or Additional Advanced German Course: Select one from the following ¹ : <ul style="list-style-type: none"> • GERM 300 or 400 Level Course • HIST 327: 19th Century Germany • HIST 328: History of Germany, 1914 to Present • HIST/JUDS 339: The Holocaust • HIST/MRST 421: The German French-Speaking World • HIST 429: History of Fascism in Europe • MUSC 442: German Composers • PHIL 471: Kant 	3
Total Option Courses	18

¹Special Topics and other 300- or 400- level courses when related to German language, literature, and culture may be used by approval of the advisor.

Additional Major Requirements

Minor Requirement

A minor (or 2nd major/degree) is required by this major.

Grade Rules

C- and D Grades

A grade of C or above is required for all courses in the major and minor.

Pass/No Pass

No course taken Pass/No Pass will be counted toward the major or minor.

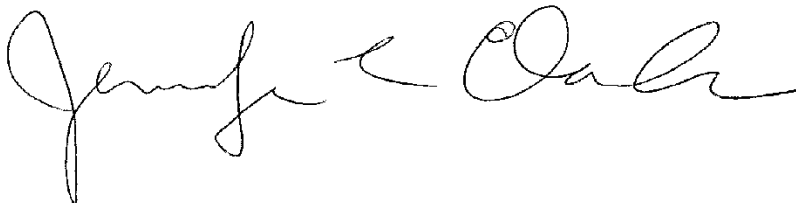
March 27, 2025

Chancellor Rodney Bennett
201 Canfield Administration
City Campus (0419)

Dear Chancellor Bennett:

The Academic Planning Committee (APC) considered a proposal to modify the two undergraduate majors of French and German within the Bachelor of Arts and Bachelor of Science degrees into one major, "Modern Languages". The new major would be administered by the Department of Modern Languages and Literatures in the College of Arts and Sciences. The APC voted to recommend approval of the proposal at its March 27, 2025, meeting and I am forwarding this proposal for your consideration.

Sincerely,



Jennifer Clarke, Chair, Academic Planning Committee and Professor, Food Science and Technology

c: Interim Executive Vice Chancellor Mark Button
Interim Dean Patrick Dussault
Professor Rigoberto Guevara
Associate to the Chancellor Josh Davis
Assistant Vice Chancellor Renee Batman
Project Coordinator Suzi Tamerius

University of Nebraska-Lincoln

Modification of Undergraduate Major or Degree

e.g. name change, merger/consolidation, etc.

I. Descriptive Information

Name of Institution Proposing Modification			
University of Nebraska-Lincoln			
Name of Current Major or Degree			
French German			
Degree Currently Awarded to Graduates of the Program			
Bachelor of Arts, Bachelor of Science			
Current CIP Code: 6 digit			
16.090 French Language and Literature 16.0501 German Language and Literature			
Current Subject Code: 4 characters			
FREN GERM			
Program is Currently Offered <i>[full program, not individual courses]</i>			
<input checked="" type="checkbox"/> On-campus only <input type="checkbox"/> Distance only <input type="checkbox"/> Both (on-campus and distance)			
Program currently leads to licensure or certification			
<input checked="" type="checkbox"/> no <input type="checkbox"/> yes If yes, explain:			
Administrative Units for the Major or Degree			
Department of Modern Languages and Literatures			
Name of Proposed Major or Degree			
Modern Languages			
Degree to be Awarded to Graduates of the Proposed Program			
Bachelor of Arts, Bachelor of Science			
Other Majors or Degrees Offered in this Field by Institution			
None			
Proposed CIP Code: 6 digit <i>[browse here: http://nces.ed.gov/ipeds/cipcode/Default.aspx?y=55]</i>			
16.0101 Foreign Languages and Literatures, General.			
Proposed Subject Code			
<i>[Only fill in this box if changes to the subject code are part of the proposal]</i>			
Proposed Delivery Site			
UNL—City Campus			
Proposed program will be Offered <i>[full program, not individual courses]</i>			
<input checked="" type="checkbox"/> On-campus only <input type="checkbox"/> Distance only <input type="checkbox"/> Both (on-campus and distance)			
When modified: Program will lead to licensure or certification			
<input checked="" type="checkbox"/> no <input type="checkbox"/> yes If yes, explain:			
Percentage of Program Proposed Content Changes			
Curriculum/Courses: 50%	Learning Objectives: 15%	Competencies: 0%	Required Clinical: NA

Proposed Date Modifications will be Initiated
Fall 2025 (or when fully approved)

II. Details

A. Description of Proposed Modification:

Currently the Department of Modern Languages and Literatures offers both French and German majors for the BA and BS. The proposed modification will join them into a single major, Modern Languages, with an option in French and an option in German. The major will continue to be available for both the BA and the BS. If and only if the merger is approved, the individual majors in French and in German will be discontinued for new students, and deleted after all students currently pursuing the programs have completed them.

The Modern Languages major will have 15 credits of required courses in Intermediate Language, Literature, and Advanced Communication and Writing and 18 credits in either the French or the German option. A minor will be required for all students pursuing the major, regardless of option.

B. Justification of Proposed Modification:

The proposed modification brings together and strengthens two critical world languages to ensure students in the state of Nebraska continue to have access to advanced instruction in these languages, literatures, and cultures. The program will have two options, French and German, with the possibility of adding options in additional languages and/or comparative literature in the future.

C. Impact on Subject Codes:

None. Courses will continue to be offered under either FREN or GERM, and if at any time a course is developed that serves both, MODL can be used.

D. Plan for Implementation

- The French and German faculty developed a common structure and shared learning outcomes for the major. They identified and proposed changes to some French courses to create more alignment between the courses in both languages. The Department of Modern Languages and Literatures voted to approve the modification. The CAS Curriculum and Advising Committee voted to approve the modification to the major and the changes to the French courses. The CAS Faculty approved the changes to the major in the Fall Faculty meeting in December 2024.
- Students currently pursuing the French major and the German major will be able to complete the programs and earn the majors.
- We will continue to recruit students to study French and German and will update our recruitment materials to reflect the new major while highlighting the specific languages.
- We will continue our robust biennial assessment of the major, monitoring student performance in each option to continuously improve the program.

III. Additional Details

A. Purpose of the Proposed Major or Degree:

The purpose of the proposed modification is to strengthen enrollment in the major and ensure continued instruction in critical languages.

B. Description of the Proposed Major or Degree:

A major in Modern Languages and Literatures (with an option in French or German) will expose students to other languages, literatures, and cultures, while helping them acquire values and skills that enable cross-cultural communication. In addition, it will offer transformative learning opportunities for students outside the classroom such as faculty-led study abroad programs, internships, and service-learning. Students will be prepared to think critically and develop a greater appreciation for the diverse and increasingly interconnected world that they will live and work in.

The primary student learning outcomes of the proposed major are as follows: Graduates with a major in Modern Languages will

1. Acquire a solid, versatile, practical command of the target language, allowing effective communication in both speech and writing.
2. Develop the ability to communicate effectively in oral and written contexts; understand stylistic and cultural norms, and learn to use the language spontaneously.
3. Learn to ask productive questions, appreciate and apply critical thinking skills, identify arguments and rhetorical nuance, and reflect on the role of language in identity formation in the target language
4. Develop intercultural competencies, deepen their respect for cultural differences, learn to appreciate diversity in a broad context, and recognize how their own cultural socialization impacts their understanding of other lived experiences.

Additional Learning Outcome for German option:

Learn to discuss and interpret cultural expressions of the German-speaking world, such as literature, film, theater, and other media.

Additional Learning Outcome for French option:

Learn to recognize, discuss, and value the nature and meaning of cultural expressions (literary and otherwise) within the field of French studies and beyond.

Implementation Plan

There are currently 30 declared French majors. Students will be allowed to complete that program or choose to change their major to the Modern Languages major, French option, with the updated curriculum. The last date of admission or declaration would be the Spring 2025 (or the final term prior to the merged major becoming available), and all students will be allowed to complete the major (estimated deletion Fall 2030). Students will continue to be advised by the department's assigned advisor.

There are currently 17 declared German majors. Students will be allowed to complete that program or choose to change their major to the Modern Languages major, German option, with the updated curriculum. The last date of admission or declaration would be the Spring 2025 (or the final term prior to the merged major becoming available), and all students will be allowed to complete the major (estimated deletion Fall 2030). Students will continue to be advised by the department's assigned advisor.

All standard university policies for catalog rules will apply.

Admission criteria and selection procedures for students seeking admission to the major or degree.

Admission criteria and selection into the proposed Modern Languages major is consistent with CAS College admission and student selection procedures. No additional requirements are needed for admission into the program.

Core Requirements

Required Courses	
Intermediate Language¹	6
FREN 203: Intermediate French I, and FREN 204: Intermediate French II <i>OR</i> GERM 201: Intermediate German I, and GERM 202: Intermediate German II	
Literature	6
FREN 301: Introduction to Literary French, and FREN 302: Themes in French Literature, Culture, Film, and Theatre <i>OR</i> GERM 303: Introduction to Literary German, and GERM 302: Themes in German Literature, Culture, Film, and Theatre	
Advanced Communication and Writing	3
FREN 304: Advanced Communication and Writing <i>OR</i> GERM 304: Advanced Communication and Writing	
Total Required Courses	15

French Option	
FREN 303: Advanced Grammar and Conversation	3
Additional Advanced French Courses	
FREN 300-Level Courses	3
FREN 400-Level Courses	6
FREN Literature Courses: Select two courses from the following ¹ : <ul style="list-style-type: none"> FREN 445: Topics in Medieval and Early Modern French Writing FREN 453: Topics in Nineteenth Century French Culture and Writing FREN 457: Modern French Writing FREN 460: Literature of French Expression FREN 461: Cultural Productions of the Reformation FREN 482: Short Fiction FREN 483: French/Francophone Theatre FREN 484: Repeating Islands: Caribbean Literature and Culture Across Languages FREN 485: Writing the Self: Autofiction in/and the French-Speaking World FREN 486: French and Francophone Women Writers 	6
Total Option Courses	18

German Option	
GERM 301: German for Professional Purposes	3
GERM 403: Advanced Syntax and Stylistics	3
Additional Advanced German Courses	
GERM 300-Level Courses	3
GERM 400-Level Courses	6
Area Studies or Additional Advanced German Course: Select one from the following ¹ : <ul style="list-style-type: none"> GERM 300 or 400 Level Course 	3

<ul style="list-style-type: none"> • HIST 327: 19th Century Germany • HIST 328: History of Germany, 1914 to Present • HIST/JUDS 339: The Holocaust • HIST/MRST 421: The German French-Speaking World • HIST 429: History of Fascism in Europe • MUSC 442: German Composers • PHIL 471: Kant 	
Total Option Courses	18
Minor Requirement: A minor (or 2 nd major/degree) is required by this major.	

Four Year Plan – French Option

Term 1	15	Term 2	15
CDR Language (FREN 201) ACE 1 ACE 6 Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course		CDR Language (FREN 202) CDR Writing ACE 2 Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course	
Term 3	15	Term 4	15
FREN 203 ACE 7 ACE 4 CDR Diversity Elective, Minor, or 2 nd Major Course		FREN 204 ACE 9 CDR Social Science Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course	
Term 5	14	Term 6	16
FREN 301 (ACE 5) FREN 303 (CDR Humanities) ACE 3 Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course		FREN 302 FREN 304 CDR Science CDR Lab Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course	
Term 7	15	Term 8	15
FREN 300 Level FREN 400 Level (Literature, ACE 10) FREN 400 Level Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course		FREN 400 Level (Literature) FREN 400 Level ACE 8 Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course	

Four Year Plan – German Option

Term 1	15	Term 2	15
GERM 201 (CDR Language) ACE 1 ACE 6 Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course		GERM 202 (CDR Language) CDR Writing ACE 2 Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course	
Term 3	15	Term 4	15
GERM 301 (CDR Humanities) ACE 7 ACE 4		GERM 302 (ACE 5) GERM 304 ACE 9	

Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course		CDR Social Science Elective, Minor, or 2 nd Major Course	
Term 5	14	Term 6	16
GERM 303 ACE 3 CDR Diversity Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course		GERM 300 Level German 3/400 Level or Area Studies CDR Science CDR Lab Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course	
Term 7	15	Term 8	15
GERM 403 (CDR Writing) GERM 400 Level Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course		GERM 400 Level (ACE 10) ACE 8 Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course Elective, Minor, or 2 nd Major Course	

How and when advisors are assigned for students in the major or degree.

Currently, there is one advisor who serves all of the Department of Modern Languages and Literatures majors. This would not change with the merger of French and German into a single major.

If applicable, national guidelines or accreditations for such programs, and how this program meets the established standards.]

Not Applicable

IV. Review Criteria

A. Centrality to UNL Role and Mission

The Modern Languages major with options in French and in German provides students with opportunities to acquire proficiency in French or German and deepen students' understanding of these literatures and cultures. It is thus critical to helping the university fulfill its role as a comprehensive land-grant university and as the "primary intellectual and cultural resource for the state." This program provides Nebraska community members with global perspectives and cultural competencies that are critical to Nebraska's success in an increasingly global economy. It contributes substantively to the aims of N2025:

Aim: Innovate student experiences that prepare graduates to be life-long learners and contributors to the workforce in Nebraska and the world

Maintaining a vibrant language program is critical to meeting one of the targets for this aim, "The number of students who engage in study-abroad programs in an academic year will increase to 10%" Both French and German offer faculty-led education abroad experiences annually.

Broaden Nebraska's engagement in community, industry, and global partnerships

This major equips students with language skills essential for engaging with global communities and industries. Multilingual graduates can foster partnerships with French-speaking and German-speaking countries, enabling Nebraska-based companies to expand their reach and influence.

Create a climate at Nebraska that emphasizes, prioritizes, and expands inclusive excellence and diversity

The major broadens perspectives on global diversity:

- French is a global language spoken across continents, including Africa, the Caribbean, and Canada, exposing students to the cultural richness of these regions.
- German opens doors to understanding the history and culture of Central and Eastern Europe, including its evolving diversity due to migration and globalization.

The study of French and German promotes cultural awareness and diversity, helping students develop empathy and respect for cultural differences.

B. Relationship of the proposal to the NU 5-year strategy

This major contributes substantively to the following elements of the NU 5-year strategy:

Strategy Two: Talent Development

The study of modern languages equips students with skills, experiences, and perspectives that enhance their career readiness and ability to thrive in a global economy. Multilingual individuals are highly sought after in international business, diplomacy, education, and industries like healthcare and technology.

Nebraska's talent pool benefits from French and German graduates in areas like diplomacy, law, and international relations. These professionals can lead global initiatives that align with Nebraska's goals for workforce and talent expansion. In healthcare and social services, French-speaking professionals address the needs of growing immigrant and refugee populations from Francophone countries.

Strategy Three: Culture, Diversity, and Inclusion

The major builds cultural competency. Studying French and German helps students understand cultural differences, fostering empathy and adaptability—enhancing our campus community and preparing students for working effectively in Nebraska's growing multicultural environment.

C. Consistency with the Comprehensive Statewide Plan for Post-Secondary Education

This major is in full alignment with the Comprehensive Statewide Plan for Post-Secondary Education

Meeting the Needs of Students

The study of French and German fosters critical thinking skills and equips graduates with the knowledge and workplace competencies needed to succeed as employees, entrepreneurs, and global citizens. Language learning is cognitive training requiring analysis of language structures, syntax, and meaning, which sharpens problem-solving, pattern recognition, and logical reasoning. Students engage with texts, films, and cultural artifacts that require critical analysis of themes like power, identity, ethics, and global challenges. This cultivates nuanced thinking and the ability to analyze complex, real-world issues.

Meeting the Needs of the State

This major helps Nebraska respond to employer demands by building a skilled, adaptable, and globally aware workforce. It provides the multilingual proficiency needed for global business. French language skills equip professionals (e.g., healthcare providers, social workers) to deliver culturally sensitive services to diverse populations, particularly the French-speaking immigrants from Africa and other regions are growing in rural and urban Nebraska. German language skills are highly valued in engineering and manufacturing sectors due to Germany's role as a leader in precision manufacturing and engineering.

D. Adequacy of Resources:

1. Faculty/Staff

All faculty are current members of the Department of Modern Languages and Literatures. No additional faculty are necessary for this modification.

2. Library/Information Resources

Existing library and/or information resources are sufficient for the proposed modification. No additional resources are required.

3. Physical Facilities and Equipment

Existing facilities and equipment are sufficient for the proposed modification. No additional resources are required.

4. Instructional Equipment and Informational Resources

The current instructional equipment is sufficient for the proposed modification. No additional resources are required.

5. Course and Lab Fees

The Department of Modern Languages removed all Lab fees from language courses effective Fall 2025.

6. Budget Projections [include Table 1 and Table 2]

As this is not a new program, only existing resources are utilized.

See Table 1 and Table 2, attached.

Table 1: Projected Expenses - \$0

Table 2: Revenue Sources for Projected Expenses - \$0

V. Appendix

A. Catalog Copy

B. Letters of Support

Internal

See transmittal memo for record of Department Support.

**TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM
MODIFICATION OF MODERN LANGUAGES MAJOR**

	FY2025-26 Year 1		FY2026-27 Year 2		FY2027-28 Year 3		FY2028-29 Year 4		FY2029-30 Year 5		Total	
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
¹ Faculty	6.00	\$ 732,615	6.00	\$ 743,604	6.00	\$ 754,759	6.00	\$ 766,080	6.00	\$ 777,571	6.00	\$ 3,774,629
Professional	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Graduate assistants	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Support staff	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Subtotal	6.00	\$ 732,615	6.00	\$ 743,604	6.00	\$ 754,759	6.00	\$ 766,080	6.00	\$ 777,571	6.00	\$ 3,774,629
Operating												
General Operating	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
Equipment	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
New or renovated space	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
Library/Information Resources	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
Other	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
Subtotal	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
Total Expenses	6.00	\$ 732,615	6.00	\$ 743,604	6.00	\$ 754,759	6.00	\$ 766,080	6.00	\$ 777,571	6.00	\$ 3,774,629

¹ Salaries and benefits associated with the current six permanently budgeted faculty in French and German, assuming 1.5% annual increases.

CCPE; 11/19/08

**TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM
MODIFICATION OF MODERN LANGUAGES MAJOR**

	FY2025-26 Year 1	FY2026-27 Year 2	FY2027-28 Year 3	FY2028-29 Year 4	FY2029-30 Year 5	Total
¹ Reallocation of Existing Funds	\$ 187,095	\$ 198,084	\$ 209,239	\$ 220,560	\$ 232,051	\$ 1,047,029
Required New Public Funds						\$ -
1. State Funds						\$ -
2. Local Tax Funds (community colleges)						\$ -
² Tuition and Fees	\$ 545,520	\$ 545,520	\$ 545,520	\$ 545,520	\$ 545,520	\$ 2,727,600
Other Funding						\$ -
Total Revenue	\$ 732,615	\$ 743,604	\$ 754,759	\$ 766,080	\$ 777,571	\$ 3,774,629

¹ Reallocation of existing state-aided budget for the salaries and benefits associated with permanently budgeted faculty (assumes 1.5% annual salary increases), in support of French and German minors and language instruction.

² Tuition only for continued level of enrollment of 48 majors, consisting of 40 residents and 8 nonresidents. Assumes no change to the current tuition rates.

CCPE; 11/19/08



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs**June 19, 2025**

AGENDA ITEM: Proposal to establish the undergraduate Bachelor of Arts and Bachelor of Science degrees in Multidisciplinary Studies offered by the College of Arts and Sciences at the University of Nebraska-Lincoln (UNL).

☐**Review**☒**Review + Action**☐**Action**☐**Discussion**☐*This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

Multidisciplinary Studies is part of a larger effort to offer more flexible degree completion pathways to students who may have pursued an undergraduate degree but who stopped short of graduating. The new major was designed to address an unmet need at UNL, allowing students to complete their degree in the most efficient and cost-effective way possible. The Multidisciplinary Studies major is a viable option for any student who has completed (either at UNL or another accredited institution) 60 or more UNL degree applicable credit hours. While the Multidisciplinary Studies major will be unique to each student pursuing it, its simple structure of two core courses and three focus or theme components, make it much easier to plan and pursue. Completion of a 4-year college degree is often a requirement for jobs in many employment sectors. Many of those jobs do not require a specific major, but rather the broad transferable knowledge and skills that college graduates possess. By earning a degree with a major in Multidisciplinary Studies, students expand their career opportunities, earning potential, and ability to contribute to the workforce in our state and beyond.

BACKGROUND INFORMATION

Section 2.9 of the Bylaws of the Board of Regents provides that, "No curriculum leading to a degree or certificate shall be adopted... without the approval of the Board."

RECOMMENDATION

The President recommends approval.



March 28, 2025

David Jackson, Interim Executive Vice President & Provost
University of Nebraska
3835 Holdrege Street
Lincoln, NE 68583-0745

Dear Dr. Jackson,

I am forwarding to you materials related to a proposal to create a new undergraduate major in Multidisciplinary Studies within the Bachelor of Arts and Bachelor of Science degrees administered by the College of Arts and Sciences. The Multidisciplinary Studies program provides a flexible degree completion pathway that is currently missing from the University of Nebraska-Lincoln's offerings but is common at many peer institutions, including our NU sister campuses.

The Multidisciplinary Studies major is intentionally designed to support the needs of students who may be in transition, whether transitioning from a different UNL major, a transfer institution, or a pause in pursuing a degree and are interested in readmission. Future states could include online delivery to expand access to services. The proposed major utilizes existing courses and does not require many new resources. An additional academic advisor is expected in Year 5 and will be funded by college resources. The program fulfills a critical and unmet need at the University of Nebraska-Lincoln and is strongly supported by key community college partners.

This proposal has the unanimous endorsement of the Academic Planning Committee, the full support of the College of Arts and Sciences faculty and curriculum committees, and the support of Acting Dean Patrick Dussault. The proposal is also supported by Amy Goodburn, Sr. Associate Vice Chancellor and Dean of Undergraduate Education, and it has my approval. I am requesting you approve it and that it be reported to the Board of Regents at its next regular meeting.

Sincerely,

Rodney D. Bennett
Chancellor

- c: Jennifer Clarke, Chair, Academic Planning Committee
- Mark Button, Interim Executive Vice Chancellor
- Amy Goodburn, Senior Associate Vice Chancellor and Dean
- Patrick Dussault, CAS Interim Dean
- Renee Batman, Assistant Vice Chancellor
- Suzi Tamerius, Project Coordinator
- Karen Griffin, Coordinator of Faculty Governance
- Andrea Kessler, Administrative Assistant



MEMORANDUM

TO: Academic Planning Committee Chair

FROM: Mark Button, Interim Executive Vice Chancellor
Amy Goodburn, Senior Associate Vice Chancellor and Dean

DATE: January 24, 2025

SUBJECT: Proposal to Create New Undergraduate Major in Multidisciplinary Studies

Attached please find a proposal to create a new undergraduate major in Multidisciplinary Studies within the Bachelor of Arts and Bachelor of Science degrees, administered by the College of Arts and Sciences. The Multidisciplinary Studies program provides a flexible degree completion pathway that is currently missing from the University of Nebraska-Lincoln's offerings, but is common at many peer institutions, including our NU sister campuses.


The program is expected to further state-wide goals for degree completion and workforce development. It is intentionally designed to support transfer students, especially students returning after stopping out. Future state could include online delivery to expand access. The program utilizes existing courses and student support structures, thus requiring very few resources. An additional academic advisor is expected in Year 5 and will be funded by college resources. The program fulfills an important unmet need at the University of Nebraska-Lincoln and is strongly supported by key community college partners.

This new major has the full support of the College of Arts and Sciences faculty and curriculum committees and Acting Dean Pat Dussault. In addition, the proposal is supported by Amy Goodburn, Sr. Associate Vice Chancellor and Dean of Undergraduate Education and myself. We ask for your review and endorsement of this new program.



DATE: December 19, 2024

TO: Katherine S. Ankerson
Executive Vice Chancellor

FROM: Mark E. Button 
Dean, College of Arts and Sciences

Subject: Resubmission for New Major – Multidisciplinary Studies

Please find attached a resubmission proposal for a new major titled Multidisciplinary Studies in the College of Arts and Sciences.

Multidisciplinary Studies is part of a larger effort to offer a more flexible degree completion pathway to students who may have pursued an undergraduate degree but who stopped short of graduating. The new major was designed to address an unmet need at UNL, allowing students to complete their UNL degree in the most efficient and cost-effective way possible. The Multidisciplinary Studies major is a viable option for any student who has completed (either at UNL or another accredited institution) 60 or more UNL degree-applicable credit hours. It should allow students to build a cohesive yet flexible completion plan that recognizes credit previously completed while upholding the same university and degree requirements of all CAS students.

The Multidisciplinary Studies major is intended to serve the needs of students who may be in transition, whether transitioning from a different UNL major, a transfer institution, or a pause in pursuing a degree. In all of these cases, it is not uncommon for interests and goals to have shifted, making continuing on their original path no longer feasible or meaningful. For this reason, it is possible some students pursuing CAS majors may shift to this program, nonetheless the primary audience is transferring students and students who have stopped out and are interested in readmission. The Multidisciplinary Studies major allows students to utilize past coursework toward a broad, general liberal arts major and ultimately earn their four-year degree. It will be especially attractive to those who are seeking completion of a degree for personal growth and career advancement. We anticipate its offering to increase enrollment overall, as otherwise those students may not be retained, or may never return to or enroll at UNL.

While the Multidisciplinary Studies major will be unique to each student pursuing it, its simple structure of two core courses and three focus or theme components, make it much easier to plan and pursue. Completion of a 4-year college degree is often a requirement for many jobs in many employment

sectors. Many of those jobs do not require a specific major, but rather the broad transferrable knowledge and skills that college graduates possess. By earning a degree with a major in Multidisciplinary Studies, students expand their career opportunities, earning potential, and ability to contribute to the workforce in our state and beyond (see Section III, Part D. Evidence of Need and Demand, for data.)

The three components of the Multidisciplinary Studies major may or may not relate to one another. In contrast, students who, upon entering UNL or after a few terms, wish to design their own interdisciplinary major, may use the Individualized Program of Study (IPS). The IPS major allows a student to develop and propose their own major around a single cohesive theme, with a customized title that will be referenced on their official transcript. This process requires a faculty sponsor and a formal curricular proposal reviewed and approved by the CAS Curriculum and Advising Committee.

This proposal was unanimously approved by the CAS Curriculum and Advising Committee on October 28, 2021. This was presented for approval to the college faculty at our regularly scheduled fall faculty meeting on December 15, 2021, and received unanimous approval. This proposal was originally submitted to the Executive Vice Chancellor's office in February 2022.

I strongly support this proposal and believe that it will provide our students with an additional opportunity to pursue a major that will set them apart and give them a competitive advantage.

Multidisciplinary Studies Major Proposal
Appendix A – Catalog Copy

Multidisciplinary Studies Major Proposal

Appendix A – Catalog Copy

Quick Points

College: Arts and Sciences

Degree Offered: Bachelor of Arts or Bachelor of Science

Hours Required: 120

Minimum Cumulative GPA: 2.0

Minor Available: No

Advisor: TBD

Overview Tab

Description

The Multidisciplinary Studies major provides a flexible degree completion option for students with at least 45 degree-applicable credits (either from UNL or a transfer institution.) Students will complete a foundational course and a capstone course tailored to their unique needs, with the remaining hours for the major made up of three focus or theme areas approved by their academic advisor and the college. A focus is a set of courses in a single discipline, while a theme is a set of courses across several disciplines that inform a cohesive topic, population, time period, or geographic region. Depending on the focus or theme, students may be able to complete the major primarily on-line from a distance. All CAS degree requirements outside of the major (ACE, CDR, Experiential Learning, etc.) remain consistent for Multidisciplinary Studies majors.

Process: Once a student declares the Multidisciplinary Studies major, they will take a required academic and career planning course in which they will reflect upon their past academic background alongside their current interests and goals. In this course, a degree and experiential learning plan will be required that will guide selection of theme and focus areas as well as remaining coursework to earn their degree. Through that process, students may be asked to identify and connect with academic advisors and faculty with expertise related to their theme or focus areas. Their degree plan will be submitted to the Sr. Director for Student Academic and Career Development, who will review and prepare it for final approval by the College of Arts and Sciences Curriculum and Advising Committee. Once approved, the degree audit will be programmed to reflect their remaining requirements for the major. Regular connection to their academic advisor and the CAS career coaches is essential every semester to stay on track and prepare for the best after-graduation opportunities.

Major Tab

Major Requirements

Core Requirements

Required Courses	
CASC 300: Academic and Career Planning for Multidisciplinary Studies	1
CASC 481: Multidisciplinary Studies Capstone	3
<i>Subtotal</i>	<i>4 hrs</i>
Themes or Focus Areas ^{1 2}	
Theme or Focus #1 - <i>Select 15 hours from the same designator, or courses from different departments that represent an approved theme</i>	15
Theme or Focus #2 - <i>Select 15 hours from the same designator, or courses from different departments that represent an approved theme.</i>	15
Theme or Focus # 3 - <i>Select 15 hours from the same designator, or courses from different departments that represent an approved theme.</i>	15
At least 15 hours within the theme or focus areas must be at the 300 or 400 level.	
Total Credit Hours	49 hrs

¹ Themes and Focus Areas must be approved by the advisor. Some courses from a single designator may not be used in a focus area based on content or exclusions by the college or department.

² At least 30 hours in the Theme or Focus Areas must be from CAS disciplines.

Additional Major Requirements

Grade Rules

C- and D Grades

A grade of C or above is required for all courses in the major.

Pass/No Pass

No more than 6 hours of courses taken Pass/No Pass will be counted toward the major.

Restrictions

- Multidisciplinary Studies majors may not double major or dual matriculate.
- Minors must be approved in their degree plan to prevent significant overlap with the theme and focus areas of the major.
- Courses may be included in only one focus or theme.
- No more than 9 hours of internship, research, thesis, or other independent study courses may apply in the major. No more than 9 hours of internship, research, thesis, or other independent study courses may apply in the major.

Learning Outcomes Tab

The primary student learning outcomes of the Multidisciplinary Studies major are:

- Comprehend, critically evaluate, and discuss complex issues and information
- Examine problems from multiple perspectives and disciplinary lenses
- Communicate clearly using different forms of writing for a variety of audiences
- Develop and defend evidence-based arguments
- Contextualize political, social, and historical events
- Reflect upon and articulate the value of a liberal arts multidisciplinary academic preparation to career pathways of interest.

Multidisciplinary Studies Major Proposal

Appendix B – Letters of Support

Internal

Tony Lazarowicz, Director of Advising

Meagan Savage, Associate Director of Career Development

External

Central Community College

Northeast Community College

Southeast Community College



Date: January 7, 2025

Re: Support in Establishing Ability for Multidisciplinary Studies Major and Degree Completion

I want to share a few recent quotes from students that highlight the importance of this program request.

All my classes at UNL from history, psychology, math, and engineering helped me find different ways to connect with the people around me (customers, peers, managers, employees, etc.) That helped me be one of the top bankers in my market, and eventually become a branch manager... having Math, Engineering, and History as the focuses of my college degree will give me a well-rounded college education and strong foundation to continue growing in my field.

There have been many reasons for me to return to finish my degree, such as furthering my career, but the single most important reason was for "Me". I had always wanted to finish my degree to prove to myself that I could achieve that goal. As the years went on, I finally made the decision that now was the time. As a bonus, to be able to complete my degree where it all began helps to complete that dream. I am excited to continue and complete my degree at the University of Nebraska-Lincoln.

We have a real opportunity to increase access to higher education both in the State of Nebraska and beyond our state borders. I've had multiple students reach out to inquire whether such a program as a multidisciplinary studies program exists. To date, there has been no formal mechanism. To do so, however, we need to be creative in our curriculum delivery. We've had both former local and long-distance students inquire about the opportunity, and while we cannot guarantee a fully-online degree completion option, this approach to curriculum does provide some flexible options including some paths that would allow former students, including those who have moved away, the opportunity to complete their degree.

The cost of education is often a deterrent for students to attend college. A recent survey by ECMC Group (As reported in a CNBC article March 14, 2021) found that only 53% of high school students were likely to attend a four-year school, which was 20% lower than 8 months prior. With the price tag being a barrier, students are working more. A 2020 report by the National Center for Educational Statistics indicates that 43% of full-time undergraduate students are also working, while 27% are working more than 20 hours per week. A flexible degree completion option, such as this can create cost-of-living savings while potentially also allowing students the ability to maintain their current employment. They will stay engaged in a high quality education from a college that is committed to their ability to complete their degree.

This program will attract both new students and returning students alike. I recently visited with a colleague at UNO who works with their Division of Continuing Studies. She noted that they often receive students who transfer from UNL and many adult learners who need the flexible program and a way to have a flexible pathway to graduation. In fact, I have often referred many prospective returning students to our UNO colleagues because I knew they could reach their goals and meet them where they were at. By establishing a multidisciplinary studies major, we can now confidently keep those same students here. Not only will we be able to keep those

students here at UNL, but we'll allow them a flexible, yet highly intentional pathway toward graduation that is rooted within our strong liberal arts tradition.

I fully recognize that a main question that we must be prepared to answer is whether student support services will be available to students pursuing this additional major within the college. As a current advising leader in the college, I am committed to ensuring that these students have access to the same level of advising that all of our current students have, including:

- Availability to meet with either in person or remote.
- Provide continued access to other campus offices such as Husker Hub, the Center for Academic Success and Transition and many tutoring centers across campus

In closing, I believe that the University of Nebraska-Lincoln, the College of Arts and Sciences, and our departments have an opportunity to be a leader in undergraduate education. While it will serve students who want to return to UNL to complete their degree, it also can be an opportunity for global recruitment, particularly students who may find the cost of higher education to be a barrier (for reference, the most expensive portion of higher education for an in-state student living on campus is room and board). We would join 6 of our Big 10 peers as well as UNO and UNK who offer a Bachelor's degree with a major in Multidisciplinary Studies (also referred to as Interdisciplinary Studies or Liberal Studies at these institutions), which will help us compete with other institutions who are already attracting learners who desire a Big 10 caliber degree. To this end, I am in full support of our institution's desire to establish a Multidisciplinary Studies Major and pathway for completion of a bachelor's degree.



*Tony Lazarowicz, Ph.D.
Director of Academic Advising
College of Arts and Sciences
University of Nebraska-Lincoln*



December 13, 2024

College of Arts and Sciences Dean's Office
1223A Oldfather Hall
University of Nebraska-Lincoln

Dear Dean's Office:

As Assistant Director for Career Development in the College of Arts and Sciences, I am writing to express my enthusiastic support for the proposed Multidisciplinary Studies degree program. Degrees in the College of Arts and Sciences are inherently flexible, with a combination of focus and range, both of which are at the core of this program. Like all of our majors, Multidisciplinary Studies will prepare students with essential skills to be successful not only in their respective careers but also in their lives and as contributing citizens in local and global communities.

Where I see this program filling a need is for those who understand the value of a college education, but who are not drawn to a specific major discipline. Often the conversation around pursuing higher education encourages students to "major in something you're passionate about." But not every student has a passion. The student population is changing, and students pursue higher education for various reasons. For some, it's a passion for their major. Others have more practical and tangible motivations. They seek the skills, qualifications, and educational foundation necessary for a secure and stable future for themselves and their families. These students, who previously felt they didn't have options, can find an academic home within the Multidisciplinary Studies program.

I recently met with an employer representative from Omaha National, who looks to hire from CAS majors because our students learn quickly, ask good questions, and work well on teams. She is less concerned about a student's specific major and instead values the well-rounded, flexible nature of our students and alumni. Her testimonial is consistent with broad data compiled by the National Association of Colleges and Employers (NACE), which indicates the skills at the center of our degree options are all things employers desire in new graduates—communication, critical thinking, collaboration, and curiosity.

Multidisciplinary Studies has the potential to attract students who might otherwise not complete a 4-year degree, help them develop these skill sets, and prepare them for careers they find meaningful in countless fields and industries. They will be equipped to adapt to the ever-changing landscape of work, pursue several different career paths if they choose, and rise quickly into leadership and supervisory roles. All of this will significantly impact their earning power over their lifetime, especially compared to their peers without a 4-year degree.

Establishing the Multidisciplinary Studies Major is an opportunity for the College to meet the changing demands of those we serve and broaden our reach. It will increase access to quality education, open up countless meaningful career opportunities, and vastly improve the financial security for those that elect to pursue the major. This will result in more influential alumni having a positive impact on their communities and the world around them.

Sincerely,

Meagan Savage
Associate Director for Career Development
College of Arts and Sciences



Academic and Career Advising Center

107 Oldfather Hall | Lincoln, NE 68588-0330 | 402.472.4190 | casadvising@unl.edu



Central Community College maximizes student and community success

December 4, 2024

Dear Dean Button,

It is my pleasure to provide a letter of support for the new UNL Arts & Sciences Multidisciplinary Studies degree. I see it as another viable opportunity for our community college transfer students who come to the University or who may have started or stopped out and now have the opportunity to reengage with learning from UNL's talented faculty and staff.

Central Community College serves a broad range of students throughout our 25-county service area through our campuses in Columbus, Grand Island and Hastings and our centers in Kearney, Lexington, Holdrege and Ord. In addition to traditional age and nontraditional adults, we annually work with over 2,000 high school students earning "early college" credit coursework designed for academic transfer or workforce readiness. From October 2023 through September 2024, 666 transcripts were sent to UNL from CCC, the largest single transfer institution. Historically, of Central's first-time full- and part-time credit students from the Fall 2017 cohort, 14% (352) transferred to UNL with 68% (240) of those transferring ultimately graduating. About a third of those 240 degrees earned were in majors within Arts & Sciences. Similar breakdowns were observed from the Fall 2016 cohort. I am confident if the Multidisciplinary Studies program would have been available, that number of degrees and graduating transfer percentages would be higher. To ease the burden on transfer students, seeking appropriate mixes of in-person and distance-delivered courses may be further beneficial, but not a requirement. The Academic and Career Planning and Capstone courses seem especially beneficial to provide students with a clear pathway to success as well as application in their chosen career and life goals.

If approved, CCC looks forward to assisting with promotion of this opportunity to our current and former students as a viable pathway to earning a bachelor's degree in addition to continued work for seamless articulation and transfer of current and new Arts & Sciences courses to UNL.

Sincerely,

Matt Gotschall, Ph.D.
College President and UNL Alumnus

College Administration
3134 W Highway 34
PO Box 4903
Grand Island, NE 68802
(308) 398-4222

Columbus
4500 63rd St.
PO Box 1027
Columbus, NE 68602
(402) 564-7132

Grand Island
3134 W Highway 34
PO Box 4903
Grand Island, NE 68802
(308) 398-4222

Hastings
550 S Technical Blvd
PO Box 1024
Hastings, NE 68902
(402) 463-9811

Holdrege
1308 2nd St.
PO Box 856
Holdrege, NE 68949
(308) 995-8133

Kearney
1215 30th Ave.
PO Box 310
Kearney, NE 68848
(308) 338-4000

Lexington
1501 Plum Creek Pkwy.
PO Box 827
Lexington, NE 68850
(308) 324-8480

Ord
1514 K St.
Ord, NE 68862
(308) 728-3299

Central Community College is an affirmative action/equal opportunity institution.



December 10, 2024

To Whom It May Concern:

Northeast Community College is pleased to offer our support for the proposed Multidisciplinary Studies major in the College of Arts and Sciences at the University of Nebraska-Lincoln (UNL). This innovative program addresses a significant need in higher education by providing a flexible and efficient pathway for transfer students to complete their undergraduate degree.

At Northeast, we are deeply committed to fostering pathways that align with our students' educational and career goals. We are excited about the potential for collaboration between our institution and UNL to promote Multidisciplinary Studies to students seeking degree completion options. We are confident this initiative will not only benefit students but also enhance the broader educational landscape in our state.

Thank you for your dedication to expanding educational opportunities and supporting student achievement. We look forward to seeing the positive impact of the Multidisciplinary Studies major on students and the community.

Sincerely,

A handwritten signature in black ink, appearing to read 'Charlene Widener', is written over a light blue horizontal line.

Dr. Charlene Widener, Vice President of Educational Services
Northeast Community College

Dr. Mark Button, Dean
College of Arts and Sciences
University of Nebraska–Lincoln

12/19/2024

Dear Dean Button,

We are writing to express Southeast Community College's full support for the University of Nebraska, College of Arts and Sciences' proposed major in Multidisciplinary Studies. As the Dean of Arts & Sciences and Vice President for Instruction at Southeast Community College, we recognize the profound value this new program holds for Southeast Community College students and beyond, particularly those who have already earned significant academic credits but have yet to complete their degrees.

The introduction of the Multidisciplinary Studies major addresses a critical gap in higher education, providing a flexible, yet structured, pathway for students seeking to complete their degree in a way that accommodates their unique academic histories and career aspirations. Many of our students at Southeast Community College are in a similar situation, having completed substantial coursework in diverse fields, but facing challenges when it comes to returning to a traditional, narrowly defined academic program. The Multidisciplinary Studies major is precisely the kind of innovative, forward-thinking solution that can help these students fulfill their educational goals.

We are particularly impressed by the design of the major, which allows students to create a personalized academic path that leverages their prior learning while fulfilling the degree requirements of the College of Arts and Sciences. This flexibility, combined with the thoughtful inclusion of core courses such as CASC 300 (Academic and Career Planning) and CASC 481 (Arts and Sciences Capstone), ensures that students will not only complete their degrees but will do so with the skills necessary to thrive in an ever-evolving workforce.

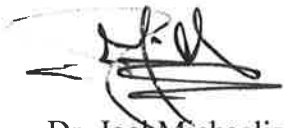
Furthermore, the major's emphasis on critical thinking, communication, and interdisciplinary learning aligns with the essential competencies that employers across industries value most. By encouraging students to approach problems from multiple perspectives and develop evidence-based arguments, the program will cultivate well-rounded graduates who are equipped to succeed in a wide range of careers, particularly in sectors where a specific disciplinary focus is not required but a broad set of transferable skills is paramount.

At Southeast Community College, we are deeply committed to supporting our students in their academic and career pursuits, and we believe that this new major at the University of Nebraska will significantly enhance opportunities for our graduates. We look forward to continuing to collaborate with your office to ensure that our students are aware of and able to take advantage of this exciting opportunity.

Please accept our strongest endorsement of the Multidisciplinary Studies major. We are confident that it will make a positive impact on students' lives.

Please do not hesitate to reach out if we can be of further assistance as you move forward with this new major.

Sincerely,

A handwritten signature in black ink, appearing to read "Joel Michaelis", with a stylized flourish at the end.

Dr. Joel Michaelis
Vice President for Instruction
Southeast Community College

A handwritten signature in black ink, appearing to read "Carolee Ritter", with a stylized flourish at the end.

Dr. Carolee Ritter
Dean, College of Arts & Sciences
Southeast Community College

Multidisciplinary Studies Major Proposal

Appendix C – Student Example Plans

Multidisciplinary Studies Proposal

Appendix C: Student Example Plans

Example 1: Pre-Health Student Initially, Change of Direction

This student entered UNL declared as Pre-Health with an intention to go to Medical School. After their 2nd term, they declare a major in Biological Sciences, and a minor in Humanities in Medicine. In their 5th term, they realize that they may not be competitive for Medical School and they do not enjoy the sciences. They are not close to finishing the Biological Sciences major, and wish they could switch to a different one in Humanities or Social Science, but it would significantly prolong their time to degree. The Multidisciplinary Studies major allows them to utilize all of that science coursework, alongside the interdisciplinary courses they have enjoyed.

Component 1: Focus Biology - LIFE 120, 120L, 121, 121L, BIOS 206, BIOS 312, BIOS 310

Component 2: Focus Chemistry - CHEM 109A/L, 110A/L, 251, 252, 253, 254, BIOC/CHEM 431, BIOC/CHEM 432

Component 3: Theme Health in Humanities and Social Sciences - PHIL 213, HIST 221, COMM 354, SOCI 252, COMM 368

Term 1 – Undeclared, Pre-Health	15	Term 2 – Undeclared, Pre-Health	16
MATH 103 – College Algebra/Trigonometry LIFE 120 (ACE 4) – Fundamentals of Biology I LIFE 120L (CDR Lab) – Biology I Lab ENGL 150 (ACE 1) – Writing and Inquiry SPAN 201 (CDR Language) – Intermediate Span I	5, B 3, B- 1, A 3, A 3, A	MATH 106 (ACE 3) – Calculus I LIFE 121 (CDR Science) – Fundamentals of Biology II LIFE 121L - Biology II Lab CHEM 109A – General Chemistry I CHEM 109L – General Chemistry Lab I SPAN 202 (CDR Language) – Intermediate Span II	5, B- 3, B 1, B 3, C 1, B 3, A
Term 3 – BS Biological Sciences	15	Term 4 – BS Biological Sciences	15
CHEM 110A – General Chemistry II CHEM 110L – General Chemistry Lab II BIOS 206 - Genetics PSYC 181 (ACE 6) – Intro to Psychology SOCI 101 (ACE 9) – Intro to Sociology	3, B 1, B 4, B- 3, A 4, A	CHEM 251 – Organic Chemistry I CHEM 253 – O Chem Lab I PHYS 141 – Elementary General Physics PHIL 213 (ACE 5) – Medical Ethics STAT 218	3, B 1, B 5, C 3, B 3, A
Term 5 – BS Biological Sciences	16	Term 6 –Multidisciplinary Studies	16
CHEM 252 – Organic Chemistry II CHEM 254 – O Chem Lab II BIOS 312 - Microbiology BIOC 431 – Biochemistry I COMM 101 (ACE 2) – Communication 21 st Century HIST 221 (CDR Humanities) – History of Science	3, C 1, B 3, C 3, C 3, A 3, A	CASC 300 – Acad. Career Planning Multidisciplinary BIOS 310 – Biological Sciences Seminar BIOC 432 – Biochemistry II SOCI 252 (CDR Social Science) – Health and Society COMM 354 – Health Communication Elective	1, P 3, B 3, C 3, A 3, A 3, A
Student begins to seek alternatives and learns about Multidisciplinary Studies.		Student takes CASC 300 to map out a plan but is not ready to cease pursuing BIOS major until end of this term.	
Term 7	15	Term 8	12
COMM 368 – Communication and Aging CDR Writing CDR Diversity (upper level) Additional Sci-base Course, any level Elective (upper level)	3 3 3 3 3	CASC 481 – Multidisciplinary Capstone ACE 8 (upper level) ACE 7 Elective (upper level)	3 3 3 3

Example 2: Transfer Student with Associate of Arts Degree

This student began coursework at a Community College with an original intention to transfer to UNL and ultimately pursue med school at UNMC. While attending classes they worked part time at a bank and really enjoyed it, and through their coursework they realized their interests and strengths were not in the sciences. After finishing their Associate of Arts degree, they continued to work at the bank full-time. While they enjoy their work, they know that to move up to a supervisory position, they need a 4-year degree, and would like to claim it in the most efficient way possible. They enjoyed some English and History courses they took in the past and have general interest in Pop Culture, but above all, want to advance their career potential to lead people and projects.

Previous CC Coursework (65 credits)

CC Courses	UNL Equivalencies		Cr
General Biology	BIOS 101/101L	General Biology and Lab	4
Human Relations Skills	ALEC 102	Intro to Leadership	3
Pre-Calculus Algebra	MATH 101	College Algebra	3
Elementary Spanish I	SPAN 101	Beginning Spanish I	5
Public Speaking	COMM 209	Public Speaking	3
English Composition I	ENGL 150	Writing and Inquiry	3
Elementary Spanish II	SPAN 102	Beginning Spanish II	5
Principles of Physics I	PHYS 141	Physics for Life Sciences I	5
World Civilization I	HIST 120	World History to 1500	3
Introduction to Literature	ENGL 180	Introduction to Literature	3
Trigonometry	MATH 102	Trigonometry	3
College Chemistry	CHEM 109A/109L	General Chemistry I and Lab	4
US History to 1877	HIST 110	American History to 1877	3
Intermediate Spanish I	SPAN 201	Intermediate Spanish I	3
US History from 1865	HIST 111	American History after 1877	3
Intermediate Spanish II	SPAN 202	Intermediate Spanish II	3
Statistics	STAT 218	Introduction to Statistics	3
English Composition II	ENGL 151	Writing for Change	3
American National Government	POLS 100	Power and Politics	3
Total Equivalent Credits			65

Transfer Equivalencies and Degree Plan

Upon transferring to UNL, the student has 65 credits of specific degree requirements, but UNL has a limit of 60 transfer hours toward the necessary 120, leaving 60 more needed at UNL. The following specific degree requirements have been fulfilled upon transfer:

- ACE 1-9 per new articulation agreement (ACE 10 unfulfilled)
- CAS College Distribution: Writing, Science, Humanities, Social Science, Language

Component 1 - Focus in History

CC Equivalencies: HIST 110, 111, 120

UNL Courses: HIST 305 and HIST 320

Component 2 - Theme of Professional Practice and Communication

CC Equivalencies: ALEC 102, COMM 209, and STAT 218

UNL Courses: COMM 311 and COMM 325

Component 3: Theme of Pop Culture and Media

CC Equivalencies: none

UNL Courses: COMM 250, COMM 280, ENGL 206, ENGL 315B, and SOCI 373

UNL Coursework and Completion Timeline (61 credits)

The following timeline is possible, if the student chooses to enroll full-time in fall and spring terms. Summer terms may be possible if a lighter load is preferred.

UNL Term 1	16	UNL Term 2	15
CASC 300: Acad. Career Planning Multidisciplinary	1	HIST 320: History of American Medicine	3
COMM 250: Rhetoric and Media in Civic Life	3	COMM 311: Intercultural Communication	3
COMM 280: Communication and Pop Culture	3	(CDR Diversity)	
ENGL 206: Science Fiction	3	Elective	3
Elective	3	Elective	3
Elective	3	Elective	3
UNL Term 3	15	UNL Term 4	15
SOCI 373: Sociology of Pop Culture	3	CASC 480 (ACE 10): Capstone	3
HIST 305: Digital America	3	ENGL 315B: Women and Pop Culture	3
COMM 325: Interviewing	3	Elective	3
Elective	3	Elective (3/4XX)	3
Elective (3/4XX)	3	Elective (3/4XX)	3

Note: Students who have not completed the Associate's degree may still transfer and begin the Multidisciplinary Studies major, with the possibility of claiming their Associate's Degree retroactively through a Nebraska Community College.

Example 3: Returning Student to UNL after 10 years away

This student began at UNL as a traditional first-time freshman majoring in Engineering. In her third term, she changed her major to History, but then had her first child and stopped out. 10 years later, she is interested in returning to academics and ultimately the workforce but knows that finishing her degree will create more and better opportunities for careers. She is no longer interested in Engineering, or feeling prepared to pick back up in Math and Science. She completed 4 years of a single world language in High School. She enjoyed the History and Sociology courses she took in the past, and has general interest in topics related to health and families. She wonders if there is a way to complete her degree focusing on those interests, so that she can stay motivated to finish and advance her career.

Component 1: Focus History (HIST 110, 111, 113, 249, 320, 305)

Component 2: Theme Pop-Culture and Media (COMM 250, COMM 280, ENGL 207, ENGL 315B, SOCI 373)

Component 3: Theme Health and Family (SOCI 226, SOCI 326, COMM 354, COMM 370, ENGL 210I)

Term 1 – UNL, Engineering	15	Term 2 – UNL, Engineering	16
MATH 106 (ACE 3) – Calculus I CHEM 109A/L (ACE 4, CDR Lab) – General Chemistry I HIST 110 (ACE 5) – Am. History to 1865 CIVE 112 – Intro to Civil Engineering ENGR 10	5, B 4, B 3, A 3, A 0, P	MATH 107 – Calculus II PHYS 211 – General Physics I (CDR Science) CIVE 130 CIVE 221 – Geometric Control SOCI 101 (ACE 9) – Intro to Sociology	4, C 4, B 2, B 3, C 3, B
Term 3 – UNL, Engineering	17	Term 4 – UNL, Considering History	14
MATH 208 – Calculus III PHYS 212 – General Physics II JGEN 200 (ACE 1) – Tech. Communication THEA 112G (ACE 7) MECH 223 – Engr Statistics ENGR 20	4, C 4, C 3, B 3, B 3, B 0, P	HIST 111 (CDR Humanities) – Am. History 1865-present PSYC 181 (ACE 6) – Intro to Psychology CHEM 110A/L MATH 221	3, B 4, B 4, C 3, C
Term 5 – UNL	13	Term 6 - UNL	15
CASC 300 – Acad. Career Planning Multidisciplinary COMM 101 (ACE 2) – Communication in 21 st Century ENGL 254 (CDR Writing) – Writing and Communities HIST 113 (CDR Diversity) – History of Hip Hop Elective	1, P 3, A 3, A 3, B 3, B	COMM 250 (CDR Social Sci) – Rhetoric Media Civic Life HIST 249 – History of the American Family HIST 320 – History of American Medicine ENGL 207 – Reading Popular Fiction SOCI 226 – Sociology of the Family CASC 95 – Internship (EL)	3, A 3, B 3, A 3, B 3, B 0, P
Term 7 - UNL	15	Term 8 - UNL	15
COMM 280 – Communication and Pop Culture SOCI 373 – Sociology of Pop Culture HIST 305 – Digital America ENGL 210I – Literature of Illness COMM 354 – Health Communication	3, A 3, B 3, A 3, B 3, A	CASC 480 (ACE 10) – Multidisciplinary Capstone SOCI 326 – Families in Crisis COMM 370 – Family Communication ENGL 315B – Women and Pop Culture ACE 8	3, B 3, A 3, A 3, B 3, A

University of Nebraska-Lincoln

New Undergraduate Major or Degree

I. Descriptive Information

Name of Institution Proposing New Major or Degree	
University of Nebraska-Lincoln	
Name of Proposed Major or Degree	
Multidisciplinary Studies	
Degree to be Awarded to Graduates of the Major	
Bachelor of Arts or Bachelor of Science	
Other Majors or Degrees Offered in this Field by Institution	
None	
CIP Code: 6 digit	
30.0000 Multi-/Interdisciplinary Studies	
Subject Code: 4 characters	
CASC	
Administrative Units for the Major or Degree	
College of Arts and Sciences	
Proposed Delivery Site	
City Campus	
Program will be Offered <i>[full program, not individual courses]</i>	
<input checked="" type="checkbox"/> On-campus only <input type="checkbox"/> Distance only <input type="checkbox"/> Both (on-campus and distance)	
Program leads to licensure or certification	
<input checked="" type="checkbox"/> no <input type="checkbox"/> yes If yes, explain:	
Curriculum Categories and Number of Credit Hours (must equal 120 credit hours)	
Existing or repackaged curricula:	116 credit hours
Revised or redesigned curricula:	0 credit hours
New curricula:	4 credit hours
Proposed Date the New Major or Degree will be Initiated	
Fall 2025	

II. Details

A. Purpose of the Proposed Major or Degree:

Multidisciplinary Studies is part of a larger effort to offer more flexible degree completion pathway to students who may have pursued an undergraduate degree but who stopped short of graduating. The new major was designed to address an unmet need at UNL, allowing students to complete their UNL degree in the most efficient and cost-effective way possible. The Multidisciplinary Studies major is a viable option for any student who has completed (either at UNL or another accredited institution) 60 or more UNL degree applicable credit hours. It should allow

students to build a cohesive yet flexible completion plan that recognizes credit previously completed while upholding the same university and degree requirements of all CAS students.

The Multidisciplinary Studies major is intended to serve the needs of students who may be in transition, whether transitioning from a different UNL major, a transfer institution, or a pause in pursuing a degree. In all of these cases, it is not uncommon for interests and goals to have shifted, making continuing on their original path no longer feasible or meaningful. For this reason, it is possible some students pursuing CAS majors may shift to this program, nonetheless the primary audience is transfer students and students who have stopped out and are interested in readmission. The Multidisciplinary Studies major allows students to utilize past coursework toward a broad, general liberal arts major and ultimately earn their four-year degree. It will be especially attractive to those who are seeking completion of a degree for personal growth and career advancement. We anticipate its offering to increase enrollment overall, as otherwise those students may not be retained, or may never return to or enroll at UNL.

While the Multidisciplinary Studies major will be unique to each student pursuing it, its simple structure of two core courses and three focus or theme components, make it much easier to plan and pursue. Completion of a 4-year college degree is often a requirement for many jobs in many employment sectors. Many of those jobs do not require a specific major, but rather the broad transferable knowledge and skills that college graduates possess. By earning a degree with a major in Multidisciplinary Studies, students expand their career opportunities, earning potential, and ability to contribute to the workforce in our state and beyond (see Section III, part D. Evidence of Need and Demand, for data.)

The three components of the Multidisciplinary Studies major may or may not relate to one another. In contrast, students who upon entering UNL, or after a few terms, wish to design their own interdisciplinary major, may use the Individualized Program of Study (IPS). The IPS major allows a student to develop and propose their own major around a single cohesive theme, with a customized title that will be referenced on their official transcript. This process requires a faculty sponsor, and a formal curricular proposal reviewed and approved by the CAS Curriculum and Advising Committee.

B. Description of the Proposed Major or Degree:

Learning Outcomes: The primary student learning outcomes of the proposed major or degree.

- Comprehend, critically evaluate, and discuss complex issues and information
- Examine problems from multiple perspectives and disciplinary lenses
- Communicate clearly using different forms of writing for a variety of audiences
- Develop and defend evidence-based arguments
- Contextualize political, social, and historical events
- Reflect upon and articulate the value of a liberal arts multidisciplinary academic preparation to career pathways of interest

Admission criteria:

The Multidisciplinary Studies major will be listed only on the applications for Transfer and Readmission to UNL. For any current students, the major can be declared after meeting with the assigned academic advisor to discuss its applicability to the students past academic record and future career goals.

Requirements: The chart below outlines the core requirements and specific major requirements along with restrictions and grade rules. One of the core requirements is CASC 300, which is designed to help students consider and plan their focus or theme areas in accordance with their past credit, interests, and career goals. Ideally, students will take CASC 300 their first term after declaring the major. In addition to helping plan their curriculum, the course will challenge students to consider their past academic and career pathways and identify

their goals for additional experiential learning and career development. CASC 481 should be taken in their final term and not at the same time as CASC 300. This means students will have a minimum of 2 semesters before graduating in most cases.

Core Requirements (4 cr)	CASC 300 Academic and Career Planning for Multidisciplinary Studies – 1 cr CASC 481 Arts and Sciences Capstone – 3 cr		
Specific Major Requirements (45 cr) Three components, either focus or theme areas consisting of at least 15 cr each with at least 15 cr of upper level coursework within the 45 total credits. At least 30 of the 45 hours must be from CAS disciplines.	Focus/Theme #1 - 15 cr	Focus/Theme #2 - 15 cr	Focus/Theme #3 - 15 cr
	Course 1	Course 1	Course 1
	Course 2	Course 2	Course 2
	Course 3	Course 3	Course 3
	Course 4	Course 4	Course 4
	Course 5	Course 5	Course 5
	A focus consists of coursework from the same department or designator. A theme consists of courses related to a topic pre-approved with the advisor.		
Total Credit Hours	49		
<i>Degree Requirements</i>	<ul style="list-style-type: none"> • All other degree requirements including ACE, CDR, Upper Level, Sci-Base (BS only), must be completed. • Minimum GPA of 2.0 required for graduation. • At least 18 hours applied to the major must be from UNL. 		
<i>Grade Rules</i>	<ul style="list-style-type: none"> • C- and D Grades: A grade of C or above is required for all courses in the major. • Pass/No Pass: No more than 6 hours of courses taken Pass/No Pass will be counted toward the major. 		
<i>Restrictions</i>	<ul style="list-style-type: none"> • Multidisciplinary Studies majors may not double major or dual matriculate. • Minors must be approved in their degree plan to prevent significant overlap with the theme and focus areas of the major. • Courses may be included in only one focus or theme. • No more than 9 hours of internship, research, thesis, or other independent study courses may apply in the major. 		

4-Year Plans: See Appendix C – Sample Case Studies and 4-Year Plans

Advising: Students will be assigned to the Assistant Director of Advising, who also serves as a non-voting member of our College Curriculum and Advising Committee. She has wide knowledge of all majors in the college and has participated in the review of Individualized Program of Study proposals.

As the major grows, it may be necessary to add another designated advisor for this program. The assigned advisor will regularly teach CASC 300 in partnership with our college Career Coaches.

C. Plans for Implementation

In Fall of 2022, the faculty of the College of Arts and Sciences approved the Multidisciplinary Studies major. We have continued to refine the proposal since then and are hopeful this version will be moved forward for further consideration. We have utilized this approved structure for approximately 8 students since then by using the

Individualized Program of Study process. Once the major is approved, and we are able to promote it, we look forward to expanding those efforts to help more students complete their degree without the extra steps of college curriculum committee review and approval.

For the students we have worked with so far, most come with 1-2 focus or theme areas already complete or nearly complete, but they often need to identify a 3rd theme or focus. If they have a particular discipline of interest, we typically work toward a focus, but themes offer more breadth and flexibility. We have developed some possible themes and course suggestions to make this process a bit easier if a student does not already have something in mind. It may also help ease the burden on degree audit programming. Possible themes include:

- Health and Family
- Pop Culture and Media
- Professional Practice and Communication

In the examples provided in Appendix C, you will see some of the courses that contribute to these themes. Students will be able to follow existing themes or develop one of their own.

III. Review Criteria

A. Centrality to UNL Role and Mission

“The university’s graduates and its faculty and staff are major contributors to the economic and cultural development of the state.”

The Evidence of Need data shared below reinforces the impact of increasing the number of citizens with a college degree. A flexible Multidisciplinary Studies major will directly affect retention and time to degree, possibly preventing students from stopping out, or welcoming back those that have. As the flagship institution of the State of Nebraska, we should be leading in this effort, but in fact have been slow to act to serve the needs of undergraduate returning students for a flexible degree completion pathway. This new major fills an unmet need at UNL and is in direct support of the related N2025 Aim: “Innovate student experiences that prepare graduates to be life-long learners and contributors to the workforce in Nebraska and the world.”

B. Relationship of the proposal to the NU 5-year strategy

Access, Affordability, and Attainment: The Multidisciplinary Studies major will be attractive to students eager to leverage the Nebraska Promise Scholarship, and similarly the recently announced Transfer Student Guarantee. By allowing students to earn a degree in a more flexible manner, graduation rates will be positively impacted, and students will spend less (and perhaps borrow less) to meet this important goal. For students who seek this program due to changes in their interests and goals, it could help retain them and avoid stopping out, or if they have stopped out, allow them to return and finish in a more timely manner.

Workforce Development: The very act of earning a 4-year college degree increases career opportunities and earnings. Allowing graduates to contribute to the economic base of our state (see evidence of need data.)

Culture, Diversity, and Inclusion: There is a clear equity gap in both retention and graduation of students who are first-generation, pell-eligible, and who identify as an underrepresented minority. These students are most likely to struggle to finance and then to balance their education amidst a variety of challenges (financial, work/school balance, family commitments, etc.) The embedded career exploration and development support in this major will help students persevere, confident in the opportunities that their degree will bring.

C. Consistency with the Comprehensive Statewide Plan for Post-Secondary Education

Participation and Access: The Multidisciplinary Studies major will help meet the CCPE’s goals to increase Nebraskans’ participation in and access to postsecondary education by enabling students who have stopped attending to return and complete their degree in ways that enable them to customize their program so they can utilize the credits they have already earned most effectively. As the flagship institution in the state, UNL should offer access to degree completion for the more than 350,000 Nebraskans with some progress toward a Bachelor’s degree (see Evidence of Need.)

Student-Centered and Serving Citizens: Students work together with an academic advisor and career coach to develop their multidisciplinary studies program in ways that enable them to build from the academic work they have already done and design a completion plan that enables them to achieve their personal and professional goals and participate actively in their communities.

Work-force Development: As noted above, earning a 4-year college degree increases career opportunities and earnings and thus expands the number of Nebraskans contributing to the economic base of the state.

D. Evidence of Need and Demand

Need: As individuals attain increasing levels of education, their prospects for employment and weekly earnings increase. And as the percentage of a state’s population with a college degree increases, so does economic growth. The Bureau of Labor Statistics provides the following relevant data from 2020 related to unemployment rates and median weekly earnings for workers with a Bachelor’s degree vs. Associates or no degree:

- Bachelor’s Degree: \$1305 and unemployment rate of 5.5%
- Associate’s Degree: \$938 and unemployment rate of 7.1%
- Some college, no degree: \$877 and unemployment rate of 8.3%

Research conducted by the American Action Forum in 2019 showed that for every 1% increase in population with a Bachelor’s degree, there is a .08% increase in the state’s Gross Domestic Product.

Demand: The following data comes from the CCPE 2021 Nebraska Higher Education Progress Report (3/11/21):

- The percentage of Nebraskans ages 22 to 64 who have some college or an associate’s degree is 35.1%
- For the period 2015-2019, Nebraska had 363,701 total 22-64-year-olds with some college or associate’s degree.
- The percentage difference in college attainment between whites and minorities ages 25 to 44 is 25.7%, which ranks third worst in the country.

The major relies on courses already available to students with many that have additional capacity to accommodate the predicted enrollment growth. However, the goal is to reach 100 declared majors by AY 2025, and given their time to graduation is shorter than others, by eventually admitting 50 students per academic year, the total number of active majors should stay at approximately 100.

	Year 1	Year 2	Year 3	Year 4	Year 5
Projected Students	20 New Students	30 New Students	40 New Students	50 New Students	50 New Students

Similar offerings at other peer institutions support this goal as reasonable. Policies vary, but most of these institutions are targeting degree completion rather than first time freshman.

- Missouri – 244 Students (this program is closest in structure to what we propose.)
- Indiana – 310 Students
- Penn State – 32 Students
- Michigan – 126 Students

- Iowa – 217 Students

E. Avoidance of Unnecessary Duplication

There are no other Multidisciplinary Studies majors within the College of Arts and Sciences or the University. The closest match in the College of Arts and Sciences is to the Individualized Program of Study major that allows a student to develop their own major with its own title. In this program, a major is designed around a unique and interdisciplinary theme. The student proposes a title for their major which is listed on their transcript. The main difference between these two majors in CAS is that the Multidisciplinary Studies major provides a prescribed structure and the three Theme or Focus areas do not necessarily have to connect, making it much more accessible to students in transition.

The Bachelor of Applied Science offered by CASNR is also a flexible degree but focused on science and leadership in society. It leads students through CASNR degree requirements and students choose electives in consultation with an advisor, primarily from CASNR disciplines, but it does not offer a broad, liberal arts degree, nor does it attract students interested in the Humanities or Social Sciences.

State of Nebraska Comparators – While several other institutions around the state offer degree completion pathways that share some characteristics with the proposed Multidisciplinary Studies major, we do not see this as unnecessary duplication. It is clear that UNL is lacking the kind of degree completion program that is available at other institutions across the state. Students who began their degree program at UNL, but who stopped out, should be able to finish at UNL rather than starting over at another institution, perhaps further prolonging their time to degree. And students in the local area should be able to pursue this flexible degree path nearby when they have personal and professional connections here.

Institution	Program Name	Degree Offered	Degree Marketed to
UNO	Multidisciplinary Studies	Bachelor of Multidisciplinary Studies	Multigenerational learners, the BMS program allows for flexibility in acceptance of transfer credit and other college-level learning outside the traditional classroom.
UNK	General Studies	Bachelor of General Studies	Students interested in tailoring a program to their interests. Especially compatible to transfer students wishing to reach their degree sooner.
Chadron State	Essential Studies	BA or BS	Students interested in learning outcome-based courses applicable to a life of responsible inquiry.
Peru State	Liberal Arts	BA	Continuing or transfer students interested in becoming intellectually well-rounded individuals who wish to attain a broad-based undergraduate education.
Wayne State	Interdisciplinary Studies (<i>More closely aligned with our IPS major.</i>)	BA or BS	Students who want to combine courses from two or more programs to create your own.
Doane University	Liberal Arts Studies	BA or BS	Students seeking a bachelor's degree for career advancement and personal growth.
Nebraska Wesleyan University	Integrative Studies (<i>More closely aligned with our IPS major.</i>)	BA or BS	Students who want to let their goals, passions and imagination guide their proposed course of study.

F. Adequacy of Resources:

1. Faculty/Staff - No additional faculty will be needed for this program. Eventually, as we grow to more than 100 students, an additional advisor line will be necessary.
2. Library/Information Resources - There are adequate library resources to support the program.
3. Physical Facilities and Equipment - No additional facilities or equipment will be needed.
4. Instructional Equipment and Informational Resources - This program will rely on existing courses already supported within colleges and departments.
5. Course and Lab Fees - The two required courses will not have course or lab fees assigned. With the variance of courses that may be suitable for this major, it is difficult to establish if course and lab fees will be substantial.
6. Budget Projections
Attached

IV. Appendix

A. Catalog Copy – See attached Appendix A

B. Letters of Support – See attached Appendix B

Internal

Supporting letters of approval from department and participating college graduate committees.

- Tony Lazarowicz, Director of Academic Advising, College of Arts and Sciences
- Meagan Savage, Associate Director for Career Development, College of Arts and Sciences

External

External letters of support, if appropriate, including letters of support from multiple potential employers

- Employers - Given the broad and varied nature of this major, there are no specific employment sectors that will be especially impacted, rather all of them will. The data provided in the Evidence of Need and Demand illustrates the overall benefit of increasing the percentage of the population with a college degree.
- Community College Partners – Academic Leaders from Southeast Community College, Northeast Community College, and Central Community College have engaged with the college on the value of Multidisciplinary Studies for their students.

C. 4-Year Plans – See attached Appendix C for Sample Student Cases and Plans

TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

	FY2025-26 Year 1	FY2026-27 Year 2	FY2027-28 Year 3	FY2028-29 Year 4	FY2029-30 Year 5	Total
Reallocation of Existing Funds						\$ -
Required New Public Funds						\$ -
1. State Funds						\$ -
2. Local Tax Funds (community colleges)						\$ -
Tuition and Fees ¹	\$ 99,720	\$ 249,300	\$ 349,020	\$ 448,740	\$ 498,600	\$ 1,645,380
Other Funding						\$ -
1						\$ -
2						\$ -
3						\$ -
Total Revenue	\$ 99,720	\$ 249,300	\$ 349,020	\$ 448,740	\$ 498,600	\$ 1,645,380

¹ Tuition only per enrollment schedule below.

CCPE; 11/19/08

Projected Enrollment					
	Year 1	Year 2	Year 3	Year 4	Year 5
Number of Students Enrolled	20	50	70	90	100
Credit Hours per Academic Year	18	18	18	18	18
Resident Tuition per CH	\$ 277	\$ 277	\$ 277	\$ 277	\$ 277
Total Projected Tuition	\$ 99,720	\$ 249,300	\$ 349,020	\$ 448,740	\$ 498,600

TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

	FY2025-26 Year 1		FY2026-27 Year 2		FY2027-28 Year 3		FY2028-29 Year 4		FY2029-30 Year 5		Total	
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Faculty											-	\$ -
Professional											-	\$ -
Graduate assistants											-	\$ -
Support staff ¹									1.00	\$ 62,820	1.00	\$ 62,820
Subtotal	-	\$ -	-	\$ -	-	\$ -	-	\$ -	1.00	\$ 62,820	1.00	\$ 62,820
Operating												
General Operating											\$ -	
Equipment											\$ -	
New or renovated space											\$ -	
Library/Information Resources											\$ -	
Other											\$ -	
Subtotal	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
Total Expenses	-	\$ -	-	\$ -	-	\$ -	-	\$ -	1.00	\$ 62,820	1.00	\$ 62,820

¹ Estimated salary plus benefits for one full-time Advisor beginning in year five.

CCPE; 11/19/08



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Proposal to establish the Diabetes Center of Excellence in Diabetes Care, Research, and Education (C-DIACARE) administered by the College of Medicine at the University of Nebraska Medical Center (UNMC).

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

Diabetes is a growing health concern, impacting almost all organ systems, and all types of people. It is an expensive disease. About 10% of adult Nebraskans have diabetes, and their healthcare expenses are more than double those without diabetes. UNMC is already a well-established leader in diabetes care, research, and education. Having a Board of Regents Center will allow efforts to be strengthened and enhanced across Nebraska and beyond. The Center will bring together new groups of researchers and educators, coordinate efforts for greater impact, and expand opportunities for research funding and donor support.

BACKGROUND INFORMATION

Section 2.11 of the Bylaws of the Board of Regents provides that multi-departmental centers for research, teaching, and/or service require approval by the Board of Regents.

RECOMMENDATION

The President recommends approval.



October 3, 2024

David Jackson, Ph.D.
Interim Executive Vice President and Provost
University of Nebraska
145 Varner Hall
Lincoln, NE 68583-0743
djackson@nebraska.edu

Dear Dr. Jackson,

I am writing in support of the creation of the Diabetes Center for Excellence in DIAbetes CAre, Research, and Education (C-DIACARE) at the UNMC campus. Faculty leadership in groundbreaking diabetes trials has earned recognition from funding agencies, positioning UNMC as a leader in diabetes research. Designating this center as a "Board of Regents Center" will unify research and education efforts across the University of Nebraska system, bolstering statewide diabetes prevention and care. This focus addresses rising diabetes care costs and works to reduce health disparities, especially in rural areas. Attracting specialized personnel and additional research funding will foster innovation in diabetes management and establish valuable healthcare partnerships.

This proposal has been reviewed by us, and it has our approval. We are requesting your review and approval, that of the Chief Academic Officers, and that it be submitted to the Board of Regents at an upcoming meeting.

Sincerely,

H. Dele Davies, MD, MS, MHCM
Interim Chancellor



October 3, 2024

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

Dear Chancellor Davies:

I am writing to express my support for the proposal to establish the Diabetes Center for Excellence in DIAbetes CAre, Research, and Education (C-DIACARE) at the UNMC/Nebraska Medicine campus. This initiative presents an excellent opportunity to enhance diabetes care, research, and education, while positioning UNMC as a leader in this critical field. With faculty experienced in major clinical trials, the center is well-positioned to attract additional research funding. Designating C-DIACARE as a "Board of Regents Center" will strengthen diabetes care and research efforts across Nebraska. This initiative also offers great promise in lowering healthcare costs and addressing rural health disparities through prevention and early diagnosis.

This proposal has been reviewed by Academic Affairs and the Vice Chancellor for Research Office, and it has our approval. We are requesting your review and approval, that of the Chief Academic Officers, and that it be submitted to the Board of Regents at an upcoming meeting.

Sincerely,

A handwritten signature in black ink, reading "Jane Meza".

Jane Meza, Ph.D.
Interim Vice Chancellor, Academic Affairs
University of Nebraska Medical Center


Thursday, June 6, 2024
To Whom It May Concern:

We would like to submit the accompanying request for a new Board of Regents Center to be called DiaCare. Diabetes is a growing health concern, and there are clear health disparities related to diabetes diagnosis and outcome in both underrepresented minority populations as well as rural residents.

This new Center will bring together groups of investigators and educators that could be coordinating efforts for greater impact, as well as expand opportunities for donor-driven investments in diabetes research, including a commitment to support of the new Center director for which there is an active search and search committee in progress.

We look forward to hearing about any additional information that might be needed as the Center is being evaluated.

Sincerely,



Cyrus Desouza, MD
Professor, Department of Internal Medicine
Division Chief, Diabetes, Endocrine & Metabolism
University of Nebraska Medical Center
Omaha Veterans Administration Medical Center

Diabetes Center
Projected Expenses and Revenues
Budget justification and additional information for Table 1 and Table 2

Table 1 Projected Expenses:

Personnel:

Faculty: This includes the faculty and estimated effort for the work to be done by the Center. The effort of the final director itself will be negotiated at time of hire. The effort of the associate and assistant directors, as well as other faculty will vary with the funded projects as they are approved.

- **Director.** Dr. Cyrus Desouza, division chief for Diabetes, endocrinology and Metabolism will be serving as interim director until the proposed new director is hired. The director will spend approximately 50% of his/her effort once hired, although this effort will be negotiated at time of hire, as will their salary, so this remains a best estimate for now. Thereafter, Dr. Desouza will remain engaged as a consultant and chair of the advisory board.
- **Associate Director.** Dr. Drincic will serve as overall associate director as she is currently overseeing efforts of improving hospital care for diabetes patients, programs that can be transferred to other hospitals through education and consultation, once the Center is active.
- **Assistant directors.** There will be 4 assistant directors focused on the areas designated: community engagement, telehealth, population health, and rural engagement. Each of these will be performed by existing UNMC faculty who are currently focused on those areas. Assignments will be finalized year 2 once the director has been recruited. Effort of each may vary with tasks from year to year.
- **Other faculty.** For specific projects, specialized faculty collaborators may be required, such as biostatisticians, epidemiologists, informaticists, or nutrition experts. We have estimated a combination of these types of professionals for now.

Nonfaculty: It has been assumed that with hiring of the new director, they may bring both funding and/or additional personnel to UNMC, and with their expertise, additional grants will be submitted and funded after they arrive. As this person has not been hired, these positions are described in general terms and the numbers of each have been estimated.

- **Center program administrative support:** personnel responsible for fiscal management and assist the Director with communication and other administrative tasks, including continuing education programs
- **Project managers:** many of the research and health outcomes projects will require one or more project managers, including the current Diabetes on Track program. We have estimated the number for the time being.
- **Clinical research coordinators** are required for the direct activities of research programs taken on by the Center, funded by grant activities or foundation funds.

These may be RNs, certified diabetes educators, or research associates, depending on the type of project. We have estimated the number required at this time but the number and type of personnel will likely flux up and down with specific projects.

- **Certified diabetes educators** are required for many types of health care, outreach, and education activities that the center proposes to initiate and oversee, including direct diabetes education to patients, diabetes screening and counseling at health fairs, mentoring community nurses interested in becoming diabetes educators, and to conduct of health professional workshops, as well as direct diabetes education required as part of research grants and contracts

Operating: These types of expenses have been estimated, although the costs of the educational programs year 1 represent current programs, with matching current revenues from a variety of sources, and an assumption of an increase in these types of programs over time, with included costs and revenues that match.

- **General.** The Center will require some general operating funds for marketing materials or costs of mailing information, as well as supplies not covered by direct grants for specific programs.
- **Educational programs.** The annual Diabetes symposium costs around \$40,000 for the event space, food for attendees, program materials, continuing medical education fees, and speaker fees, which are essentially offset by educational grants as well as registration fees collected. These events are expected to increase over time, to be offset by an equal increase in educational grants and registration fees for those events. (Note: these costs are matched almost one for one with revenues from a variety of sources to include registration fees, exhibit fees, and educational grants that are routinely requested and received from a variety of commercial entities).
- **Equipment.** While none is projected at this time, it is possible that some specialized equipment may be purchased in the future as advances are made in technologies relevant to diabetes care that would allow demonstration of those technologies or direct research on efficacy in different communities and settings.
- **Library/information services:** some of the projects will require subscription fees for databases to obtain information on diabetes epidemiology and/or potential eligible research subjects.
- **Travel:** as the focus of the Center will largely be on the improvement of diabetes care across our rural state, this will require travel funds for collaborators to come to UNMC for training, for investigators to travel to rural sites for events and research, and for investigators and trainees to go to national professional meetings to present and disseminate the work of the center, as well as to participate in consensus conferences. It is essential to have support for travel throughout Nebraska in order to both collect data and disseminate information to understand, track, and improve diabetes health outcomes.

Table 2. Projected Revenue Sources:

Existing and projected funds:

- **“Diabetes on Track”** is a specific, donor funded program provided through a NU Foundation account focused on improving diabetes care across the state. This program, which is funded through 2026, will be moved into and administered through the Center. We will pursue an extension of this program which may be allowed once the Foundation sees the results of the investment to date.
- **Wahl endowment.** We received assurance of a new Wahl Endowment to fund the new Director and some programmatic funds as described here.
- **Institutional commitments to the Diabetes Center of \$1.5M divided equally between** the Dean, College of Medicine; Chair, Dept of Internal Medicine, and Chief, Diabetes, Endocrinology of Medicine: these funds will be distributed to partially fund personnel as well as some pilot research grants
- **Educational program registration, exhibit registration, and educational grants.** Our annual diabetes symposium is routinely funded by a number of sources of funds to include registration fees of individual attendees, exhibitors, and specific educational grants that are requested annually to support this continuing education activity. The amount noted here fully support the costs of the programs noted in Table 1. We assume these events and their support may expand over time as new topics or different locations are identified for these programs, all with the intention of growing knowledge around diabetes diagnosis, prevention and treatment for both patients and their families, as well as health professionals of all types, and likely scientific conferences for diabetes related researchers in the future, as well.
- **Research grants and contracts:** It is expected that with the recruitment of a new established diabetes researcher, the number of total research grant and contract income will increase over time, to include industry, federal, and other nonprofit funding sources. Note, for reference, while we have not included any existing grants and contracts, the Diabetes, Endocrinology, and Metabolism division members have been site or project principal investigators for \$1.2M to \$4.4M for FY2023 and FY2024, respectively. Thus, we have estimated a steady growth of research grants and contract revenues over time with the hire of a new director.

Proposal for a New Academic Center: Diabetes Center for Excellence in DIABETES CARE, RESEARCH, and EDUCATION (C-DIACARE)

I. Descriptive information

Name of Campus Proposing New Center
University of Nebraska Medical Center
Name of Proposed Center
CENTER for DIABETES CARE, RESEARCH, and EDUCATION (C-DIACARE)
Name of the Programs (majors) Involved
None
Other Programs Offered in this Field by Institution
The Diabetes, Endocrinology, and Metabolism fellowship trains internal medicine residency graduates in topics related to the Center as well as others.
Administrative Unit(s) for the Proposed Center <i>[e.g. college, school, division, etc.]</i>
College of Medicine, Department of Internal Medicine/Division of Diabetes, Endocrinology, and Metabolism)
Physical Location, if applicable
N/A. Functions will be distributed across faculty and administrative offices of participants and collaborators
Date Approved by the Governing Board
Proposed Date the Center will be Initiated
<i>Upon approval</i>

II. Review Criteria

A. Purpose and Context for the Center

A.1. Background:

About 1 in 10 of adult Nebraskans (9.3%) have been diagnosed with diabetes mellitus, (https://diabetes.org/sites/default/files/2024-03/adv_2024_state_fact_nebraska.pdf). However, many individuals with diabetes remain undiagnosed for up to 10 years so this is likely an underestimate, and unfortunately, the prevalence of diabetes continues to rise.

Diabetes is expensive. Health care expenses of those with diabetes are about 2.3 times of those without diabetes <https://diabetes.org/about-us/statistics/cost-diabetes#:~:text=People%20with%20diagnosed%20diabetes%20incur,in%20the%20absence%20of%20diabetes>. In 2017, the total cost of diabetes to the US was estimated as \$327 billion (ADA, Economic costs of diabetes in the US in 2017, Diabetes Care 41:91506, 2018)

<https://doi.org/10.2337/dc18-ti05>), which includes \$237 billion in direct medical costs and \$90 billion in reduced productivity.

Diabetes is not one disease (Classification and diagnosis of diabetes: standards of Care in Diabetes—2023, *Diabetes Care*, 46(suppl1):S19-S40, 2023, <https://doi.org/10.2337/dc23-S002>). Type 2 diabetes, previously called adult-onset diabetes mellitus, continues to be the most common, representing about 90% of all diabetes diagnoses. Obesity is one of the largest driving forces for type 2 diabetes risk, which continues to increase, along with sedentary behavior and age. Thus, the number at risk for as well as those diagnosed with type 2 diabetes continues to grow, but the number with other types of diabetes are increasing as well, including gestational diabetes and type 1 diabetes.

Diabetes impacts almost all organ systems, particularly the heart and vascular system, vision, hearing, bone and muscle, nerve and brain function, immune response to infectious diseases, kidney, gut function, and risk for some types of cancer, which differs between type 1 and type 2 diabetes.

A.2. History

A.2.a. Development of the clinical diabetes center.

Diabetes intersects many disciplines and impacts many academic programs in addition to clinical care. UNMC's Division of Diabetes, Endocrinology, and Metabolism (DEM) in the Department of Internal Medicine coordinates UNMC and Nebraska Medicine's many programs of nationally recognized diabetes care in its outpatient clinics, through inpatient consultation and care, professional education, and direction of its longstanding American Diabetes Association-certified Diabetes Education program for patients. Related to this care, is a broad range of diabetes research, which includes quality improvement/health outcomes research that has shown Nebraska Medicine as an exemplar of diabetes care for other hospitals across the country. UNMC committed funds to renovate space for these diabetes outpatient programs in the Specialty Services Pavilion building of UNMC/Nebraska Medicine.

Since diabetes directly impacts or is a consequence of other disease states, DEM faculty have become actively involved in diabetes care within other clinical programs, including the high-risk pregnancy clinic, cystic fibrosis program, solid organ and bone marrow transplant program, cancer center, and bariatric medicine program. DEM faculty are also actively involved in the Fred and Pamela Buffett Cancer Center's pancreatic cancer surveillance program that includes people with risk for or diagnosed with diabetes, as the incidence is higher in these groups.

A.2.b. Leadership in diabetes clinical care across Nebraska

UNMC DEM faculty have also been leaders in implementing new clinical care initiatives across Nebraska, from being the first to help patients with diabetes acquire and use blood glucose meters and insulin pumps, when they were first developed and released, to providing algorithms of care for use of new therapeutics and technologies as they are developed. The Nebraska Medicine's clinical Diabetes Center certified diabetes educators (CDEs) has also helped other health professionals across the region to become certified diabetes educators, as well.

DEM faculty established and lead Nebraska Medicine's telehealth program providing diabetes clinical care to clinics and homes across Nebraska and western Iowa, starting long before the COVID epidemic sped up adoption of telehealth. This includes many rural communities, expanding state-of-the-art diabetes and endocrine care, to communities that do not have easy access. There are well defined, recognized disparities in access to diabetes care and national clinical trials between rural and metropolitan areas, that also impact Nebraska communities. UNMC, with the proposed Center, is well positioned to close these gaps.

The UNMC DEM faculty and the clinical Diabetes Center have also transformed diabetes-related inpatient care in Nebraska Medicine over the last decade, from screening to treatment algorithms and protocols. Nebraska Medicine now leads the nation in diabetes outcomes such as hospital length of stay for diabetes patients compared to non-diabetes patients, so these programs are now being disseminated and adopted by others by the Centers for Disease Control and other academic health center collaboratives.

A.2.c. Leadership in diabetes related professional education across Nebraska

Beyond the ADA-certified patient diabetes education program, DEM faculty coordinate the annual diabetes continuing education symposium, Diabetes Update, now attended by 200 people annually. DEM faculty provide lectures and/or offer clinical experiences for other academic training programs, including internal medicine, medicine-pediatric, family medicine, psychiatry, neurology and, physical medicine residents, and registered dietitian, advanced practice nursing physician assistant and pharm D graduate students. Last but not least, DEM faculty coordinate the RRC-certified endocrinology and metabolism fellowship which helps us expand the number of diabetes providers across the state and region. Individually, DEM faculty lecture at regional and national meetings on diabetes related topics (telehealth, inpatient hospital diabetes management, pancreas transplant and post-transplant diabetes), as well as inform a broader audience by publishing manuscripts, consensus statements, and reviews on these topics.

A.2.d. Leadership in diabetes related research and graduate education

UNMC DEM faculty have been leaders in the design and implementation of many landmark federally funded, multi-center diabetes clinical trials, including the design and leading the VA Diabetes Outcome Trial, participating in and being a high enroller in the NIH-funded GRADE and D2D studies, and many other therapeutic trials. The faculty have experience and success in enrolling rural as well as metropolitan participants, so NIH and other funding agencies often turn to UNMC to participate in new studies and are interested in studies we propose because of this experience.

A.2.e. Impact and gaps the proposed Center will fill

There are many faculty across UNMC and other NU campuses who are focused on different aspects of diabetes related research from pathophysiology, care, prevention and implementation research. While there are some informal connections between these groups, there is no one place for either current faculty, students, or community agencies to come to identify collaborators or consultants.

Similarly, there are many existing graduate students working on diabetes projects that would benefit from having collaborators or members on their graduate committees to enhance the outcomes of their proposals. While it is not uncommon for diabetes related faculty to participate in team-taught graduate courses, again, there is no mechanism to find who might be the best faculty to participate.

Multidisciplinary research, particularly multi-principal investigator (MPI) grants, have a higher success rate for funding. Diabetes is complex enough that multidisciplinary teams are also needed to solve problems related to the pathophysiology, new therapeutics (behavioral, technological and pharmacologic), as well as to implement current best practices.

Having a Board of Regents designated Center will build on the successes of the DEM division and clinical Diabetes Center and fill in existing gaps to accomplish the following:

- *Serve as a clearing house where diabetes related researchers and community organizations can identify collaborators, educators, and consultants*

- *Coalesce and/or link existing research and education programs across the NU system to better coordinate existing research and education programs and enhance the success of future programs*
- *Enhance the competitiveness of the NU system for an NIH Center grant, which requires many of the elements described in the organization of the proposed C-DIACARE below*
- *Attract new funded faculty to the NU system, including and particularly, the proposed leader/director of this proposed BOR Center*
- *Attract Nebraska rural health networks to work with NU on improving rural health disparities*
- *Enhance University of Nebraska's prestige as a leader in diabetes research and education in addition to its leadership in clinical care*

A.3. Goals and objectives:

A.3.a. Vision and Goals

This proposed Center, C-DIACARE, has a **vision** to transform diabetes outcomes through research, education, outreach and changes in policy. Because diabetes is a multidisciplinary disease, multidisciplinary teams are required to develop, identify and/or implement novel strategies to prevent and improve the care of diabetes. A Board of Regents Center will provide the structure and processes to enhance communication between groups across different departments, colleges and campuses, so they can better find the expertise they need or more quickly form those multidisciplinary teams or implement potential solutions. The NU diabetes-related research and education community has already generated a strong foundation and progress with the Diabetes on Track pilot project, an innovative model of community-driven research and clinical care that was initiated as a collaboration between the College of Medicine and Public Health. Building on this foundation, and funded by a generous private NU Foundation bequest, C-DIACARE, will be structured around four cores, which parallel those of NIH Diabetes Center grants, Diabetes Research Centers (DRC) or Centers for Diabetes Translational Research (CDTR):

- Leadership Core
- Research Core
- Education Core
- Dissemination and Outreach Core

The overall goals of this proposed multi-college C-DIACARE are to:

1) *Create and maintain the structure*, space and facilities that best support its missions;
 2) *Build a comprehensive diabetes clinical-translational research program* through collaborations within UNMC and other University of Nebraska institutions, as well as community, commercial, and academic partners with a particular focus on interventions that will prevent or improve existing diabetes outcomes and expand rural participation in research trials;

3) *Provide state of the art diabetes education* for patients, current and next generation health professionals; and community and state health organizations;

AND

4) Disseminate best practices for diabetes care and education across the state and the US, to reduce health disparities of rural and underserved areas, through novel diabetes educational and outreach programs and formats in accordance with the established six pillars associated with a clinical Diabetes Center of Excellence as below (J Clin Endocrinol Metab 103: 809–812, 2018):

1. Focus on the highest risk patients with diabetes but maintain an open-door policy

2. Work collaboratively with primary care and other providers to guide diabetes care, such as patient centered medical homes
3. Provide comprehensive diabetes care for all types of diabetes-related conditions
4. Work on continuous quality improvement as part of a learning health care system
5. Help create and report metrics for quality of care to make available to others
6. Provide diabetes education programs that disseminate best practices of care

A.3.b. Proposed concentration areas for academic programs linked to the Center. The Center will benefit many education programs:

- Increased number and breadth of student research and capstone projects across the NU system focused on diabetes related topic due to a greater number of mentors and committee members to help mentor those students
- Greater availability of diabetes-related faculty to serve as guest lectures, give graduate seminars, or team-teach graduate courses on diabetes topics across NU
- Expanded endocrinology and metabolism fellowship program, which includes a research requirement, and the potential for competing for an endocrinology training grant
- Expanded number of guest lecturers for many other professional student education programs, including medical students, PA students, PharmD students, physical therapy students, advanced practice nursing students, public health research, and nutrition science students
- Greater number of faculty available to lecture and mentor students in residency programs (neurology, ophthalmology, obstetrics, family medicine, pediatrics and internal medicine) and other internal medicine and pediatrics fellowship programs such as nephrology, cardiology and others, which provide care for complications related to diabetes

The Center will also expand diabetes-related research. The focus areas of that research will necessarily change over time with the specific faculty participating, specific areas of targeted research funding, and as new knowledge is identified. Yet, existing expertise across the NU system today include the following areas (see faculty listed related to areas in Appendix A):

- Diabetes pathophysiology research
- Diabetes related heart and cardiovascular disease
- Diabetes related epidemiology, quality improvement, health outcomes, and best practice Implementation research
- Diabetes prevention research

A.3.c. Objectives. **The specific objectives** of the C-DIACARE will be:

- 1) Integrate and communicate existing diabetes academic programs across UNMC and University of Nebraska (related to care, research and education) including expertise, services, and resources among interested parties to reduce the costs of redundancy and improve effectiveness of those programs and resources
- 2) Expand extramurally funded diabetes-related clinical and translational research through expanded collaborations as well as strategic faculty recruitment.
- 3) Build collaborative research and outreach programs with communities across the state and region to test and disseminate best practices to groups with the fewest resources or greatest risk including rural and/or underrepresented minority communities.

A.4. Interdisciplinary breadth and evidence that a multi-departmental center will more effectively achieve stated academic objectives than a single department, school, or college:

Diabetes impacts many organ systems, and many disciplines are involved in diabetes health care and prevention. Thus, there is already considerable interest in participating in a coordinated diabetes center to provide a central place to identify specific or complementary expertise for multidisciplinary research and education (see Appendix A). Diabetes expertise currently exists in UNMC College of Medicine, College of Public Health, College of Nursing, College of Pharmacy, Eppley Research Institute, and Child Health Research Institute, as well as multiple departments within College of Medicine (Internal Medicine, Physiology, Pediatrics, among others), in addition to all the other NU institutions: University of Nebraska at Omaha, University of Nebraska Lincoln and University of Nebraska Kearney. There are also many relationships with the State Department of Health and other industry partners. *There is no existing mechanism or structure to bring NU faculty and students, and other entities together in a timely fashion to collaborate on efforts to improve health outcomes and reduce redundancy of efforts; thus, the primary reason for creating this new Academic Center is to provide a platform to create these larger collaboratives.*

A.5. Budget. The Budget for the center will predominantly be provided through foundation funds (existing and future), research and public health grants and contracts (existing and future), as well as direct payment for services, such as for educational programs, and consultation. See proposed budget and justification as attached, which necessarily estimates the growth which will depend, in part, on recruiting a director of the Center.

B. Centrality to Campus Role and Mission: UNMC's mission is to "change the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care." This is also the focus of this diabetes-focused Center. This Center is most aligned with five of UNMC's goals: 1) Educational Learner Focus; 2) Research scope and prominence; 3) Clinical excellence; 4) Community engagement; and 6) Economic development. This Center will also dovetail will UNMC's new Kearney campus, because the community of Kearney as well as University of Nebraska-Kearney has a history of collaborating on public health projects that involve community engagement. This Center is relevant to these goals because it will help drive the development of new biotechnologies, improve health education, including research education, as well as provide outreach to rural and underserved communities to decrease health disparities related to diabetes across the state. Having a Center to coordinate education programs and public health research, in particular, will also help the University of Nebraska, as a whole, attract trainees and faculty with specialized expertise in diabetes related research, education, and clinical care to meet the growing need for this expertise. Finally, the Center will speed the university in attracting new funding, including a NIH-funded Diabetes Center which requires evidence of this type of multidisciplinary teams and community engagement.

C. Consistency with the Comprehensive Statewide Plan for Postsecondary Education: how this program would enhance relevant statewide goals for education

As per the comprehensive statewide plan for post-secondary education, having this Center will provide the following opportunities to enhance stated goals for education:

- Better prepare UNMC's and other NU students to succeed in the workplace to contribute by providing 'hands on' opportunities to participate in cutting edge diabetes research and be educated by national leaders in diabetes research and clinical care with an additional goal of reducing health disparities in all Nebraska's communities,
- Be more responsive to industry and Nebraska health related organization needs for technical and professional skills focused on diabetes related research, care, and

technologies by providing experiences for students who will be familiar with these, as well as a clear portal to identify expertise for research, innovations and other projects

- Provide a mechanism for cooperation among diabetes related educators and researchers when developing or expanding any new programs to reduce redundancy in those programs
- Create opportunities for new diabetes related certificate programs for diabetes related skills
- Better implement new knowledge from research to educational and assess the efficacy of existing educational programs are discussing best practices for prevention and care
- Improve health outcomes across the state through research and education for the economic benefit of Nebraska's businesses

D. Evidence of Need and Demand

Diabetes care consumes considerable healthcare resources at the local, state and federal level as well as for individuals, and as the percentage of individuals at risk for or who have diabetes is not yet waning, so without additional measures focused on prevention research or implementation of established prevention strategies, diabetes costs are likely to continue to rise. Having a Center focused on developing or coordinating new approaches or studying better ways to implement existing best practices, through education and research, will be a benefit to state agencies, as well as health care providers across the state, and all those at risk for or diagnosed with diabetes in the state of Nebraska and region, as well as attract other health care systems across Nebraska to focus more of their efforts on improving diabetes care.

UNMC/Nebraska Medicine has already established itself as a location for excellent diabetes care and education, and a trusted partner for high profile, federally funded, multicenter trials. UNMC/Nebraska Medicine has also developed some foundational resources useful to diabetes related investigators. This Center will build on that foundation to help new faculty in many different departments and colleges to learn about those resources more quickly and work together to build cutting edge resources for diabetes related research, including through developing networks of community providers, organizations, and health facilities interested in participating in both research and outreach activities.

Having a Center will better attract faculty with specialized diabetes expertise as well as trainees to Nebraska to meet the growing need for diabetes related experts in the state. Having a Center will also grow diabetes related research funding. Having a center focused on reducing health disparities will ultimately lead to reducing rural and other health disparities related to diabetes diagnosis, prevention and care.

This Center will also provide the structure to compete for NIH and other funding agency-designated diabetes research centers.

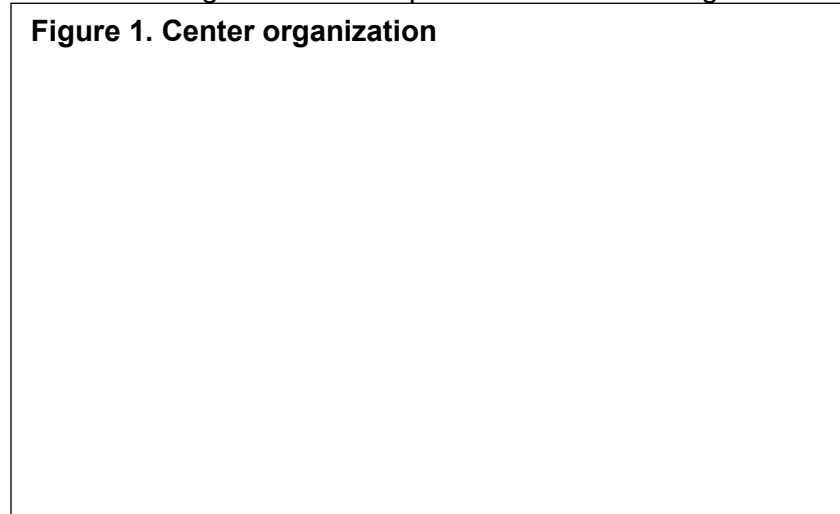
E. Organizational Structure and Administration

The Leadership core/Team will consist of the following proposed faculty and staff positions:

Director. Dr. Cyrus Desouza, Chief, Diabetes, Endocrinology, and Metabolism division, a well-established, successful diabetes researcher, will serve as the interim director of C-DIACARE. A

director is being recruited with plans to receive funding from new Endowment funds, with

Figure 1. Center organization



matching funds from the College of Medicine, Department of Internal Medicine, and the Division of DEM, to lead and oversee proposed Center activities. This director will be a member of the DEM division so will report to the Division Chief, as well as to the Department of Internal medicine chair, and to the service line director for Nebraska Medicine diabetes program activities, for those activities pertinent to that

service line. It is assumed the Director would commit 50% time to this activity, although this amount will be negotiated at time of hire. Thereafter, Dr. Desouza will remain engaged as a consultant and chair of the advisory board. Administrative support will be provided by the Division of Diabetes, Endocrinology and Metabolism, including grant and contract preparation and submission, grant administration, and educational program support.

Associate Director. Dr. Andjela Drincic will serve as overall associate director as she is currently overseeing efforts of improving inpatient care for diabetes patients and is connected to many other Centers who are doing similar work across the country. These programs may be applied to other Nebraska hospitals through education and consultation, once the Center is active.

Leadership team. The Leadership team will consist of the Director, associate director and 4 assistant directors. The role will be to help develop/guide the goals of the overall center, develop capacities for the Research, Education and Dissemination/Implementation Research/Outreach Cores, and bring specific additional expertise to the Center in 4 specific areas: telehealth, population health, community engagement, and rural engagement. The assistant directors will be finalized and named by the Chief of DEM with the new director from existing UNMC faculty once the Director has been hired. Assignments will be finalized year 2 once the director has been recruited. Effort of each assistant director may vary with tasks from year to year and specific projects.

Cores: Each of the cores will include or develop specific tools to assist faculty. Examples of some of these, although not meant to be comprehensive:

- Research core: database of research technologies and expertise available across the university relevant to diabetes. Some of those are listed below:
 - Clinical coordination: Nebraska Medicine or Omaha VA Hospital personnel, clinics and inpatient units that can be used to support inpatient and outpatient for work to support inpatient and outpatient research
 - Clinical research support unit: Composed of research nurses, clinical research support personnel, access to research pharmacy services as needed, and research coordinators that are credentialed to work at Nebraska Medicine, Omaha VA Hospital, and community settings, based on the study.

- Basic science tools such as Proteomics expertise for analysis of tissues and cells, Cell lines and Animal models being used on campus for diabetes related research
- Devices/technologies: database of health-related diabetes technologies like glucose sensors or pumps, VA BodPod® device that can measure metabolic rate in an individual, and exercise measurement/assessment facilities, web-based tools for behavioral assessment or change
- Education core: database of relevant courses and research expertise for talks or advisory work on graduate committees,
- Dissemination/Implementation Research/Outreach Core: A database of public health databases or data sources available for this type of research, community partners interested in this type of research, expertise available for analysis of research data sets

Center members. Many faculty will be approached to be Center members so they can contribute to and learn about existing and upcoming projects, as funded collaborators, or consultants. Some faculty across UNMC, UNO and UNL that are currently participating in diabetes-related research and/or education are listed in Appendix.

Community Advisory Board (CAB): This committee will be constituted to provide input and feedback on the performance and direction of the Center to the Center Director. The composition of the committee will be finalized once the Center is approved but will include high profile members of the community invested in diabetes care and prevention.

Scientific Advisory Committee: The new Director, will select and invite at least three diabetes experts external to UNMC to be members of the Scientific Advisory Committee to be chaired by the Chief of DEM. The committee will be charged to give feedback to the Director on the scientific direction(s) and output of the Center.

- **The Director will oversee the Administration and Leadership Core** which will be responsible for the following:
 - **Setting the Center agenda** including research, health policy and resource development priorities.
 - **Overseeing, expanding, and evaluating C-DIACARE resources and personnel**, including research pilot funds, facilities or technologies, biobanks, and spaces.
 - **Assisting with the recruitment of diabetes-related researchers and care providers**, focused on a range of interests including prevention, treatment, implementation, and health care policy, to expand the diabetes related workforce.
 - **Assisting with the development and implementation of a community-driven model of change** focused on diabetes care algorithms and prevention programs.
 - **Evaluating programs and initiatives** to improve on them or cease to support them if they are no longer effective as designed.
 - **Coordinating communications, meetings and initiatives** between and across the other Cores to reduce redundancies.
- **The Director with the Leadership team (Assoc and Asst Directors) will oversee the Research Core, which will be responsible for the following:**
 - **Developing, setting, and evaluating priorities for C-DIACARE research, investigator-initiated, community-based initiatives, and educational and behavioral research.** Partnering with community institutions and organizations, the Center will set and reassess these priorities annually to include clinical-translational

- research, educational and behavioral research, epidemiologic, outcomes research, community implementation, and community based public health research.
- **Administering investigator-initiated research initiatives** where small pilot grants are advertised and awarded to obtain the pilot data required for larger grants.
 - **Providing peer review for investigator-initiated research projects and grants** of diabetes related research proposals to enhance their chances for funding whether early career faculty as they launch their career in diabetes related research or more senior faculty who are transitioning into diabetes or diabetes related research fields.
 - **Collaborating with other centers on research projects** with similar goals such as, the Center for Clinical and Translational research, the Center for Health Care Policy and center for Biomedical informatics research and Innovation.
 - **Connecting diabetes related researchers with the resources they need or collaborating with others to build those resources if not currently available**
 - **Incentivizing collaborations** among and between diabetes related investigators to tackle larger or more complex problems
 - **Increasing awareness of funding opportunities for diabetes related research and/or problems identified that need research solutions**
 - **The Director with the Leadership team (Assoc and Asst Directors) and the Lead Diabetes Educator will oversee the Education Core which will be responsible for the following:**
 - **Developing priorities for educational and behavioral change programs** by partnering with communities, with their organizations and institutions, to develop priorities for diabetes care and prevention educational programs with a focus on behavioral change.
 - **Consulting for and working with community-based health facilities and programs interested in developing new diabetes education programs** to facilitate the incorporation of best practices in diabetes education.
 - **Creating a network of diabetes education programs dedicated to continuous quality improvement through a practice-based research network approach** in collaboration with existing state programs and national diabetes educator programs.
 - **Disseminating best diabetes education practices to health systems and communities as education of successful prevention and management of diabetes practices is essential**, not only for individuals with or at risk for diabetes but for communities, primary care providers, local health centers and other community advocates. Multiple strategies will be needed including maintaining evidence-based diabetes continuing education programs that will all serve as a model for others, participating in community health fairs to expand knowledge about diabetes prevention and care, and in special programs and initiatives requested by community sponsors.
 - **The Director with the Leadership team (Assoc and Asst Directors) and the Lead Diabetes Educator will oversee the Dissemination and Outreach Core, which will be responsible for the following:**
 - **Disseminating best practices into clinical care:** As the Center or published research identifies new best practices, they will be widely and effectively disseminated to ensure the latest diabetes standards of care reach the broadest audience as quickly as possible, including multiple avenues. The use of short “expert courses” and other mechanisms to develop or strengthen ongoing relationships between Center Specialists and primary care providers and health program leaders to share expertise will also be introduced and evaluated, including mechanisms to invite them as ancillary Center members.

- **Educating the next generation of clinical trainees by connecting trainees with** educational opportunities and clinical experiences and introducing them to how health outcomes and other types of research can build a pipeline of diabetes health experts for the state of Nebraska.
- **Providing and contributing to continuing education programs for community providers.** UNMC's Diabetes on Track pilot project has shown that primary care and community health providers are not screening for diabetes or providing diabetes prevention information to patients as often as recommended so additional work needs to be done to enhance diabetes prevention at the primary care and community provider level.
- **Serving as the primary point of contact for communities** to give feedback from them to guide and prompt research and disseminate research to communities.
- **Working with community agencies to develop, introduce or revise health care policy,** including the Nebraska Department of Health, Nebraska Medicaid, Health insurance providers and the health policy liaisons of major health care systems, through the Nebraska legislature and other legislative bodies, as well as community and professional organizations that are likely to improve diabetes care and outcomes.
- **To educate and help implement the principles and benefits of Value based care** by working with Nebraska regional health systems and clinics as they become the standard for future clinical care financial reimbursement.
- **Engaging and encouraging health systems to adopt a Patient Centered Medical Home (PCMH) model** in a fiscally sustainable way.

F. Partnerships with Business

The C-DIACARE will galvanize new partnerships with businesses focused on diabetes care and technologies bringing new studies, funding, and programs to the state. C-DIACARE has and will continue to collaborate with existing state related health organizations, including the State Department of Health, Douglas County Health Department, and diabetes related non-profits like the American Diabetes Association (ADA) and Juvenile Diabetes Research Foundation (JDRF) to coordinate efforts around diabetes prevention and improved diabetes care, as well as advocacy for state and federal legislation that will lead to improved diabetes care for Nebraskans with diabetes. C-DIACARE will also work closely with Nebraska's Federally Qualified Health Centers (FQHCs) such as One World Health, and Charles Drew Health Clinics to improve diabetes care for the most vulnerable. By necessity, C-DIACARE will reach out to or respond to requests from diabetes related technology businesses to conduct clinical, educational, or other types of research about best use of diabetes related medications and technologies as they are being developed as well as after they are released. The existence of the Center will encourage new collaborations with businesses by identifying a single place where individuals, communities, or businesses interested in collaborations with UNMC faculty could identify potential collaborators, including Nebraska's entrepreneurs.

G. Collaborations with Higher Education Institutions External to the University

UNMC faculty already collaborate with clinical and translational faculty at UNO, UNL, Creighton, and Boys Town National Research Institute as well as many diabetes institutions across the US, including University of Minnesota, Barbara Davis Center, University of Colorado, the Joslyn Diabetes Center in Boston, MA, and Emory University, and will participate in national collaboratives to improve diabetes care as well as multicenter clinical trials.

H. Constituencies to be Served

The Center will engage and organize UNMC faculty, staff, and trainees engaged in diabetes and related metabolic diseases-focused clinical and translational research, education, and clinical care, as well as reach out to faculty also focused on these areas at other University of Nebraska institutions. As the Center is focused on improving diabetes care and outcomes across the state, particularly in rural areas and populations that have lower diabetes related health outcomes and other health disparities, often due to economic disparities, these groups and populations should receive direct benefits as best practices are developed and disseminated. This also includes best practices for partnerships among health facilities and health agencies across the state. We will continue to seek opportunities to work with institutions working in and with high-risk diabetes populations, as well.

I. Anticipated Outcomes, Significance, and Specific Measures of Success

Outcomes and milestones: Once approved, and with the hiring of the Director,

- Convene Center leadership and finalize the organizational structure and strategic plan, which will be re-assessed at least annually
- Establish a mechanism for Center “membership” to communicate and share Center opportunities or individual member resources and opportunities
- Establish/Finalize advisory committees, and conduct a meeting to discuss goals, and obtain feedback.
- Create a C-DIACARE website to encourage membership, describe current educational programs, and C-DIACARE member research and resources available
- Strategically recruit or help recruit relevant faculty to the mission of the Center
- Develop an annual report to include metrics identified by the Center as the most valuable to describing diabetes outcomes for the state and region
- Share and disseminate changes in diabetes related care guidelines through the website and annual report or other newsletters

Significance: The faculty, resources and programs that are moving into the Center have already had an impact on diabetes care in Nebraska. Having a Center to coordinate activities will broaden that impact in Nebraska by becoming a “one stop shop” for diabetes related programs and expertise with the organizational structure that can more quickly facilitate new collaborations and implement existing diabetes standards of care across the state, that often lag far behind when the standards are set, and as the Center has been charged to do by the donor who has committed funds to the recruitment of the Center director. The Center will also provide knowledgeable and experienced staff who can test or validate new and innovative approaches to diabetes care and prevention not only in Nebraska’s metropolitan but rural communities, with the already established relationships that the clinical diabetes center has made with many providers and communities across the state.

Measures of success: The following measures of success will be followed, with the goal of a steady increase in each of the first 3 and an improvement in whichever diabetes metrics are determined to be the best early indicators of impact on diabetes prevention or care.

- Number of total C-DIACARE members, and those participating in research
- Extramural sponsored research and publications associated with C-DIACARE members
- Number of education programs and participants in those programs
- Nebraska health care systems collaborating with the center to improve diabetes care
- Change in diabetes metrics as identified by the Center advisory committees

J. Potential for the Program to Contribute to Society and Economic Development

The program will have the potential to contribute to the economic development of the university and state and contribute to society in multiple ways.

- New and increased extramural research funding which translates into new jobs for Nebraskans
- New and increased extramural funding focused on improved clinical care, which improves the health of Nebraskans, with a direct economic impact on state health expenditures as well as of Nebraska's employers.
- Potential for new collaborations with business to invent or develop new innovations that can bring new dollars to the state of Nebraska, as well as improve the health of Nebraskans.
- A focus on developing new strategies for improving diabetes care through distance technologies allowing our rural communities and populations living in rural communities to enjoy the same health benefits of those living closer to regional health centers.
- New clinical research focused on decreasing health disparities, as diabetes disproportionately impacts people at lowest socioeconomic status.
- Expanded access to regional diabetes related health education to improve diabetes care
- Potential innovations and expanded programs for health professions education for our future health professionals as well as continuing education programs for existing providers in Nebraska's most distant communities

K. Adequacy of Resources

Administration: There are many existing faculty engaged in diabetes related project administration, but with a new endowment to support their recruitment, we have started a national search to identify a director that will also expand the pool of funded diabetes investigators and potential mentors for currently unfunded faculty. Existing foundation funds can help fund administrative support, as well, although the new director will grow funds support for administration. The structure proposed to be provided by the Center will be a key detail that will enhance collaborations among all the personnel and resources described below.

Research resources:

- **Personnel:**
 - The DEM Division has developed a cadre of diabetes research personnel familiar with informed consent, diabetes related testing, and other procedures involved in clinical trial completion, including remote consent and remote recruitment.
 - The division has staff experienced in research budgeting and research grant management for all types of research funding.
 - C-DIACARE will develop collaborations with a broad range of faculty with expertise in population health, community-based interventions, rural health, epidemiology, behavioral interventions, and biostatistics.
 - C-DIACARE will establish links to PhD faculty who can provide translational support for lab-based testing of human specimens.
- **Spaces:**
 - The UNMC/Nebraska Medicine Omaha clinical Diabetes Center provides a location for recruitment of subjects as well as testing implementation of educational programs, whether directed at students, patients, or providers.

- C-DIACARE will benefit from the availability of UNMC's Clinical Research Center and Clinical Research Unit for research subject recruitment, phlebotomy as well as the conduct of complex research protocols, and laboratory space for sample preparation, and long-term storage.
- The Omaha VA Hospital also has a separate Clinical Research Center for veterans who are eligible for diabetes related studies, which also includes a BODPOD® device capable of measuring basic metabolic rate along with other research equipment, that is available for diabetes related studies.
- UNMC's College of Allied Health has developed a Clinical Research Facility in the Student Life Center which includes space and equipment available to study exercise and movement, a DEXA to measure bone and/or fat mass, and rooms for study visits and phlebotomy.
- UNMC's Lincoln and Kearney campuses also have spaces for patient recruitment and faculty interested in diabetes care and prevention to collaborate on diabetes related studies.
- UNMC faculty have already shown that they can conduct studies using telehealth devices to subjects in their homes and collaborate with primary care providers across the state in their offices, as diabetes care is often listed as one of their greatest concerns for how to implement state of the art care.
- **Patient resources:**
 - C-DIACARE will have access to the Diabetes Center care facility where 12,000 patient visits are conducted per year.
 - Nebraska Medicine is associated with many hospitals across the state with common electronic health record systems, and links to provide a 'laboratory' for introducing new methods to improve inpatient diabetes care and outcomes that can translate into changes in care after discharge, as well.
 - The Omaha VA Hospital as well as Nebraska Medicine patient information systems that are available to study diabetes health outcomes once approved by the appropriate regulatory review bodies.
 - The Nebraska Hospital Association has provided access to their data for UNMC faculty-led, approved projects.
 - The Nebraska Biobank and other human specimen biobanks for evaluation of new biomarkers
- **Other resources:**
 - REDCap, the Research Data Capture database, developed by Vanderbilt and hosted by UNMC, provides an informational database for teams to rapidly initiate a trial or research.
 - Access to Biobanking software and freezers for storage of biospecimens.
 - Access to biostatistics expertise in the Center for Collaboration on Research Design and Analysis (CCORDA) in the College of Public Health.
 - Other public health expertise including health informatics, public health policy, epidemiology in the College of Public Health.
 - There is ample access to laboratories to develop and test human biologic specimens for new biomarkers when/if needed.

Educational resources:

- The Nebraska Medicine Lead Diabetes Educator administers the UNMC/Nebraska Medicine ADA-recognized Diabetes Education program. This program provides a full range of introductory and complex diabetes education one on one inpatient or outpatient, as well as remote services, or through classes.

- UNMC has already established an annual continuing medical education (CME)-providing Diabetes Symposium, for health professionals of all kinds. The Symposium is generally held in the fall and provides up to date information on diabetes related topics of greatest interest for primary care, specialty, advanced practitioners, and nurses caring for diabetes patients and features nationally recognized speakers as well as local faculty. The conference attendance has grown to 100-200 people using a hybrid format of in-person and virtual attendance that was started during COVID and continued since because of its popularity.

Clinical care resources:

- While outside the focus of this Center, Diabetes, endocrinology and diabetes division faculty, allied health personnel, DEM fellows, and staff of the diabetes center, as well as other specialists, provide a full range of diabetes consultation and clinical care of people with diabetes and diabetes related complications (see Appendix A).
- There is a full range of Nebraska Medicine outpatient clinical care spaces on the main campus, Bellevue, and Oak View for support of telehealth, diabetes education, education of students and other trainees, and research recruitment.
- UNMC DEM has a well-established diabetes focused telehealth program with 8 clinic-based telehealth sites across Nebraska and Iowa. Separately, UNMC's director of telehealth leads two Project ECHO groups using the University of New Mexico model (<https://projectecho.unm.edu>) to disseminate diabetes and endocrine care approaches directly to health care professionals.
- A full range of specialists and researchers outside of diabetologists are available to collaborate on diabetes care including obstetricians, transplant surgeons and nephrologists, cystic fibrosis specialists, bariatric surgeons, wound care specialists, ophthalmologists, cardiovascular specialists, and neurologists (see also Appendix A).
- Diabetes Center members will benefit from Nebraska Medicine's nationally recognized hospital-based diabetes surveillance program as described below:
 1. The Advanced Inpatient Diabetes Program has received Joint Commission accreditation since 2010, including recognition as exemplary on two consecutive Joint Commission surveys with no recommendations for improvement.
 2. The program received the Society for Hospital Medicine (SHM) Top Performer Award from 2017 to present and has been featured nationally as both an example and benchmark for other programs
 3. The program also received the American Society of Hospital Pharmacists (ASHP) top national award in 2020 for our innovative diabetes pharmacist stewardship program
 4. The Diabetes center members will also benefit from UNMC/Nebraska Medicine's designation as a Member of the Center for Disease Control (CDC)'s National Healthcare Safety Network (NHSN) tasked to help develop tools and approaches for hospitals to meet healthcare quality reporting mandates with regards to hypoglycemia reporting and diabetes inpatient glycemic surveillance and reporting
 5. The Diabetes center members will be able to have early access to trends in inpatient surveillance as the Diabetes center leadership are a participant in the task force for establishing national guidelines for inpatient diabetes surveillance

Appendix A: UNMC, UNO, and UNL Faculty already involved in diabetes and metabolic diseases that will be approached to join the Center, once approved (in alphabetic order):
 Pathophys: pathophysiology; H&CV: heart and cardiovascular disease; HO: Health outcomes; QI: quality improvement; IR: implementation research; COM: College of Medicine; CON: College of Nursing; COPH: College of Public Health; COE: College of engineering; DEM: Diabetes, Endocrinology and Metaboism; IntMed: Internal Medicine; PEN: pharmacology and experimental neuroscience

Faculty name	College, Institute, NU institution	_____	Research	Focus Areas	_____
		Pathophys	H & CV	HO/QI/IR	Prevention
Padmaja Akkireddy, MBBS, DEM/Int Med	COM, UNMC			x	
Windy Alonso, PhD,	CON, UNMC		x	x	
Laura Armas, MD, DEM/Int Med	COM, UNMC			x	
Tomasz Bednarski, PhD, Nutri & Health Sci	UNL	x			
Bob Bennett, PhD, DEM/Int Med	COM, UNMC	x			
Keshore Bidasee, PhD, PEN	COM, UNMC	x	x		
Sydney Blount, MD, DEM/Int Med	COM, UNMC		x		
Brian Boerner, MD, DEM/Int Med	COM, UNMC		x		x
Clifton Davis, MD, DEM/Int Med	COM, UNMC		x	x	
Ashley Deschamp, MD, Pulm/Peds	COM, UNMC		x		
Cyrus Desouza, MBBS, DEM/Int Med	COM, UNMC	x	x	x	x
Andjela Drincic, MD, DEM/Int Med	COM, UNMC		x	x	
David Dzewelski, PhD, Health promotions	COPH, UNMC	x	x	x	x
Leslie Eiland, MD, DEM/Int Med	COM, UNMC		x		
Jose Americo Fernandes, MD, Neurol Sci	COM, UNMC			x	
Zoe Gonzalez, MD, Endo/Peds	COM, UNMC			x	
Frank Graf, OD, Ophthalmology	COM, UNMC			x	x
Rebecca Gundry, PhD, Physiology	COM, UNMC	x			

Fred Hamel, PhD, DEM/Int Med	COM, UNMC	x			
Tony Hollingsworth, PhD	Eppley Institute	x			x
David Jantzen, MS, PT, Card/Peds	COM, UNMC	x	x		
Brianna Johnson- Rabbett, MD, DEM/Int Med	COM, UNMC		x		x
Alexei Kaminskiy, PhD, Biomechanics	UNO		x		
David Kingston, PhD, Biomechanics	UNO	x	x		
Kelsey Klute, MD, Onc/Int Med	COM, UNMC		x		x
Anupam Kotwal, MD, DEM/Int Med	COM, UNMC	x	x		x
Jaekwon Lee, PhD, Biochem	UNL	x			x
Rob Lewis, PhD	Eppley Institute	x			
Jung Lim, PhD, Mech Engin	COE, UNL	x			
Lynn Mack, MD, DEM/Int Med	COM, UNMC		x	x	
Rosalind Mannon, MD, Nephro/Int Med	COM, UNMC		x		
Cori McBride, MD, Surgery	COM, UNMC				x
Cliff Miles, MD, Nephro/Int Med	COM, UNMC		x		
Steve Mohring, MD, General Internal medicine/IM	COM, UNMC		x	x	x
Jim Murphy, MD, Pulm/Int Med	COM, UNMC		x		
Sara Myers, PhD, Biomechanics	UNO		x		x
Sathish Natarajan, PhD, Nutri & Health Sci	UNL	x			x
Audrey Nelson, PhD	CON, UNMC			x	x
Amy Neumeister, MD, DEM/Int Med	COM, UNMC			x	
Jen Parker, MD, Gen Int Med/Int Med	COM, UNMC			x	x
Anery Patel, MBBS, DEM/Int Med	COM, UNMC	x		x	
Kaushik Patel, PhD, Cell Integ Phys	COM, UNMC	x	x		

Preethi Polavarapu, MBBS, DEM/Int Med	COM, UNMC			x	
Ritika Puri, MBBS	COM, UNMC			x	
Karuna Raineni, PhD, Biochem	COM, UNMC	x			
Shireen Rajaram, MD, Epidemiology	COPH, UNMC				x
William Rizzo, MD, Genetics/Peds	COM, UNMC	x	x		x
Nora Sarvetnick, PhD, Surgery	COM, UNMC	x			x
Marcia Shade, PhD	CON, UNMC			x	x
Fabiana Silva, PhD, Health Promotion	COPH, UNMC				x
Dejun Su, PhD, Health Promotion	COPH, UNMC				x
Pariwat Thaisethhawatkul, MD, Neurologic Sci	COM, UNMC			x	
Ivan Vechetti, PhD, Nutri & Health Sci	UNL	x			
Saraswathi Viswanathan, PhD, DEM/Int Med	COM, UNMC			x	
Jana Wardian, PhD, Hosp Med/Int Med	COM, UNMC			x	x
Scott Westphal, MD, Nephro/Int Med	COM, UNMC			x	x
Chris Wichman, PhD, Biostats	COPH, UNMC			x	x
Quiming Yao, PhD, Computer sci	COE, UNL	x			

TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT

	(FY2025) Year 1	(FY2026) Year 2	(FY2027) Year 3	(FY2028) Year 4	(FY2029) Year 5	Total	Sources
Existing Funds ¹							
Diabetes on Track	\$72,000	\$142,000				\$214,000	Unconfirmed amounts
Required New Public Funds ²							Confirmed amounts
1. State Funds						\$0	
2. Local Funds						\$0	
						\$0	
Tuition and Fees ³							
						\$0	
Other Funding ⁴							
Institutional Support for Personnel	\$25,000	\$100,000	\$100,000	\$100,000	\$100,000	\$425,000	
Institutional	\$25,000	\$100,000	\$100,000	\$100,000	\$100,000	\$425,000	Division/Dean/Department
Research Funding	\$75,000	\$200,000	\$536,426	\$572,380	\$700,000	\$2,083,806	
Projected/unconfirmed			\$400,000	\$500,000	\$500,000	\$1,400,000	New research projects/grants
Institutional	\$75,000	\$200,000	\$136,426	\$72,380	\$200,000	\$683,806	Division/Dean/Department
Wahl Endowment		\$80,000	\$80,000	\$80,000	\$80,000	\$320,000	
Projected/Confirmed		\$80,000	\$80,000	\$80,000	\$80,000	\$320,000	DCF Donor
Foundation Funds	\$73,329	\$183,617	\$248,044	\$270,823	\$183,203	\$959,016	
Projected/Confirmed	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$125,000	Existing DEM Donors
Projected/unconfirmed	\$48,329	\$158,617	\$223,044	\$245,823	\$158,203	\$834,016	DCF Donor
Educational Funding	\$25,000	\$40,000	\$60,000	\$70,000	\$80,000	\$275,000	
Projected/unconfirmed	\$25,000	\$40,000	\$60,000	\$70,000	\$80,000	\$275,000	DCF Donor
Total Revenue ⁵	\$270,329	\$745,617	\$1,024,470	\$1,093,203	\$1,143,203	\$4,276,823	
	\$270,329	\$745,617	\$1,024,470	\$1,093,203	\$1,143,203	\$4,276,822	

¹ Show the total amount of dollars the institution will reallocate from its budget to support this unit. Identify the source of funding and provide an explanation of the impact that the redistribution of funds and other resources will have on exiting programs or unit.

² This represents a requirement for additional public funds to support this unit. If additional state funds are required, this request will have to be included in the institution's budget request. Separately detail all sources for additional funds. For community colleges, this would include local tax funds.

³ Show additional tuition and fee revenues that will be used to support this unit.

⁴ Show the amount of external funding or donations which will become available each year to support this unit. Include a brief explanation of the nature of these resources including their specific source and the term of the commitment.

⁵ **Revenues are not expected to match expenses.**

NOTE: Where appropriate, show calculations and/or formulas that were used to project new revenue; e.g. number of new students projected multiplied by tuition and fees.

CCPE; 11/19/08

TABLE 1: PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT

Personnel	(FY2025) Year 1		(FY2026) Year 2		(FY2027) Year 3		(FY2028) Year 4		(FY2029) Year 5		Total		Notes
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	
Faculty ¹													
Cyrus Desouza (Director year 1/ Consultant year 2-5)	0.05	\$17,552									0.05	\$17,552	
Andjela Drincic (Associate Director)	0.05	\$11,757	0.10	\$42,499	0.10	\$42,499	0.10	\$42,499	0.10	\$42,499	0.45	\$181,754	
New Faculty (Director)			0.50	\$175,800	0.50	\$175,800	0.50	\$175,800	0.50	\$175,800	2.00	\$703,200	*80,000 (20%) from Wahl Endowment/rest from institution
Asst. Director of Community Engagement			0.05	\$14,412	0.05	\$14,412	0.05	\$14,412	0.05	\$14,412	0.20	\$57,650	*50/50 Wahl Endowment/Insitution
Asst. Director of Telehealth			0.05	\$14,412	0.05	\$14,412	0.05	\$14,412	0.05	\$14,412	0.20	\$57,650	*50/50 Wahl Endowment/Insitution
Asst. Director of Population Health			0.05	\$14,412	0.05	\$14,412	0.05	\$14,412	0.05	\$14,412	0.20	\$57,650	*50/50 Wahl Endowment/Insitution
Asst. Director of Rural Engagement			0.05	\$14,412	0.05	\$14,412	0.05	\$14,412	0.05	\$14,412	0.20	\$57,650	*50/50 Wahl Endowment/Insitution
Other Faculty Support Pool			0.20	\$38,970	0.20	\$38,970	0.20	\$38,970	0.20	\$38,970	0.80	\$155,880	
Non-teaching staff: Professional ²													
Administrator	0.50	\$65,127	0.50	\$65,127	0.50	\$65,127	0.50	\$65,127	0.50	\$65,127	2.50	\$325,635	*50/50 Wahl Endowment/Insitution
Non-teaching staff: support													
Project Manager	0.50	\$63,850	0.50	\$63,850	1.00	\$127,700	1.00	\$127,700	1.00	\$127,700	4.00	\$510,800	
Certified Diabetes Educator	0.50	\$67,043	0.50	\$67,043	1.00	\$134,085	1.00	\$134,085	1.00	\$134,085	4.00	\$536,340	
Research Nurse Coordinator			1.00	\$104,714	1.00	\$104,714	1.00	\$104,714	1.00	\$104,714	4.00	\$418,856	
Clinical Research Coordinator					1.00	\$81,728	1.00	\$81,728	1.00	\$81,728	3.00	\$245,184	
Clinical Research Assoc.			1.00	\$57,465	1.50	\$86,198	2.00	\$114,930	2.00	\$114,930	6.50	\$373,523	
Other													
Subtotal	1.60	\$225,329	4.5	\$673,117	7	\$914,470	7.5	\$943,203	7.5	\$943,203	28.1	\$3,699,322	
Operating													
General Operating ³		\$10,000		\$20,000		\$30,000		\$60,000		\$100,000		\$220,000	
Equipment ⁴												\$0	
New or renovated space ⁵												\$0	
Library/Information Resources ⁶		\$5,000		\$5,000		\$10,000		\$10,000		\$10,000		\$40,000	
Other ⁷													
Educational Programs		\$25,000		\$40,000		\$60,000		\$70,000		\$80,000		\$275,000	
Travel		\$5,000		\$7,500		\$10,000		\$10,000		\$10,000		\$42,500	
Subtotal		\$45,000		\$72,500		\$110,000		\$150,000		\$200,000		\$577,500	
Total Expenses	1.60	\$270,328.84	4.5	\$745,617.24	7	\$1,024,470.24	7.5	\$1,093,202.74	7.5	\$1,143,202.74	28.1	\$4,276,821.81	

¹ Show the number of additional full-time equivalent faculty and related salary and fringe benefit expenditures needed to implement and maintain the unit.

² Show the number of additional full-time equivalent professional staff and related salary and fringe benefit expenditures needed to implement and maintain the unit.

³ Included in this category should be allowances for faculty development, laboratory supplies, travel, memberships, office supplies, communications, data processing, equipment maintenance, rentals, etc.

⁴ Show anticipated expenditures for the acquisition of new or upgrades or replacement of existing equipment necessary for the implementation and/or operation of the unit.

⁵ Identify the space for the proposed unit, if appropriate. Show projected expenditures for any facilities (general classroom, laboratory, office, etc.) that will be required. Include renovation of existing facilities and construction of new facilities.

⁶ Show anticipated expenditures for library materials or other informational resources directly attributable to the new unit.

⁷ Additional Other Expenses: Show other expenses not appropriate to another category.

NOTE: All items requiring explanation may be included on this page or in the proposal narrative.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Proposal to eliminate the Center for Advanced Surgical Technology (CAST) in the College of Medicine at the University of Nebraska Medical Center (UNMC).

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

The Center for Advanced Surgical Technology was established in 2004. As its technology progressed, it became successfully commercialized through Virtual Incision, an early-stage development company. There is no further active development at UNMC, therefore the Center is not needed and there is no longer any dedicated budget. A minimal amount of unexpended funds previously committed by the chancellor was recaptured by UNMC business and finance.

RECOMMENDATION

The President recommends approval



February 25, 2025

David Jackson, PhD
Interim Executive Vice President and Provost
University of Nebraska System
145 VARH
Lincoln, NE 68583-0743

Dear Provost Jackson,

I am writing in support the closure of the Center for Advanced Surgical Technology (CAST). The Center will be closed December 31st, 2024, and therefore we request to formally discontinue it. The technology developed there has already been successfully commercialized through Virtual Incision, an early-stage development company. With other entities now leading similar innovations and no active development at UNMC, the continued operation of CAST is redundant.

We have reviewed this proposal and approved it. We request your review and approval, that of the Chief Academic Officers, and that it be submitted to the Board of Regents at an upcoming meeting.

Sincerely,

H. Dele Davies, MD, MS, MHCM
Interim Chancellor



December 5, 2024

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

Dear Chancellor Davies:

I am writing to support the proposal to remove the Center for Advanced Surgical Technology (CAST) by December 31st, 2024. The technology developed there has already been successfully commercialized through Virtual Incision, an early-stage development company. With others advancing similar technologies and no ongoing development operations at UNMC, maintaining CAST is no longer necessary.

In addition, an effective implementation plan is in place to ensure a smooth transition. This plan includes the notification of affected personnel, recapturing remaining funds, and continuing the use of the office space by the College of Medicine's Department of Surgery, ensuring that resources are optimally utilized.

This proposal has been reviewed by Academic Affairs and is approved by us. We request your review and approval, that of the Chief Academic Officers, and that it be submitted to the Board of Regents at an upcoming meeting.

Sincerely,

Jane Meza, Ph.D.
Interim Vice Chancellor, Academic Affairs
University of Nebraska Medical Center



December 5, 2024

Jane Meza, Ph.D.
Interim UNMC Vice Chancellor for Academic Affairs

Dear Dr. Meza:

I am writing in support the closure of the Center for Advanced Surgical Technology (CAST). The technology developed there has already been successfully commercialized through Virtual Incision, an early-stage development company. With other entities now leading similar innovations and no active development at UNMC, the continued operation of CAST is unnecessary. The Center will be closed December 31st, 2024, and therefore we request to formally discontinue it.

Any unspent funds will be recaptured by UNMC Business and Finance.

Sincerely,

A handwritten signature in black ink that reads "Bradley Britigan". The signature is written in a cursive, flowing style.

Bradley Britigan, M.D.
Stokes Shackleford Professor and Dean
UNMC College of Medicine



BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Approve the Fund B, University Program and Facilities Fees (UPFF) 2025-26 Allocation for the University of Nebraska at Kearney (UNK)

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ This is a report required by Regents' policy.

PRESENTERS: Charles J. Bicak, Interim UNK Chancellor
Jane Sheldon, Interim UNK Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS

UPFF Fund B Category	Approved Allocation 2024-25	Recommended Allocation 2025-26	
Health	\$1,000,000	\$1,035,000	
Student Events	765,000	785,000	
Facilities	690,000	710,000	
Union	370,000	375,000	
Wellness Center	555,000	565,000	
TOTAL	3,380,000	3,470,000	
Cost/Student			<u>Increase</u>
Per Semester	\$470.00	\$470.00	\$0.00

General policies governing the administration of the University Program and Facilities Fees are set forth in §5.9 of the *Board of Regents' Policies of the University of Nebraska*. This recommended allocation received appropriate student and administrative reviews as directed by Board of Regents' policy. The proposed allocations are based on the UPFF fees to be collected in 2025-26.

BACKGROUND INFORMATION

June 20, 2024 – The Board of Regents approved the Fund B, University Program and Facilities Fees (UPFF) 2024-25 Allocation for the University of Nebraska at Kearney (UNK).

RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Approve the Fund B University Program and Facilities Fees (UPFF):
2025-26 Allocation for the University of Nebraska-Lincoln (UNL)

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' Policy.*

PRESENTERS: Michael Zeleny, Vice Chancellor for Business and Finance
Dee Dee Anderson, Vice Chancellor for Student Affairs

PURPOSE & KEY POINTS

General policies governing the administration of UPFF fees are set forth in Chapter 5.9 of the Board of Regents' Policies. This recommended allocation received appropriate student and administrative reviews as directed by Board of Regents policy. The proposed allocations are based on UPFF fees to be collected in 2025-26.

	Approved Allocation	Recommended Allocation	
<u>Fund B Category</u>	<u>2024-25</u>	<u>2025-26</u>	
Existing Debt Service	\$ 4,245,625	\$ 4,245,625	
Campus Recreation	9,793,057	10,181,760	
Nebraska Unions	5,214,691	4,498,099	
Transit Services	1,223,903	1,248,400	
Univ. Health Center	5,613,380	5,795,476	
Counseling and Psychological Services	2,720,146	2,841,442	
 TOTAL	 <u>\$ 28,810,802</u>	 <u>\$ 28,810,802</u>	
 Cost/Student/Semester:	 667.11	 \$667.11	 <u>Increase</u> \$0.00

BACKGROUND INFORMATION

Pursuant to Board of Regents policy 5.9.1.(6), the approval of allocated Fund B monies for support must be approved by the Board or Regents upon the recommendation of the Chancellor and the President.

RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Approve the Fund B, University Program and Facilities Fee (UPFF) 2025-2026 Allocation for the University of Nebraska Medical Center.

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' policy.*

PRESENTERS: H. Dele Davies, Interim Chancellor
Anne C. Barnes, Vice Chancellor for Business and Finance and Business Development

PURPOSE & KEY POINTS

UPFF Fund B Category	Approved Allocation		Recommended Allocation	
	2024-25		2025-26	
Student Health Services	\$	404,010	\$	458,590
Supplemental Counseling	\$	38,400	\$	38,400
Campus Recreation	\$	276,675	\$	276,675
	\$	719,085	\$	773,665
Total Cost/Student/Semester				Increase
Full Time:	\$	177.25	\$	183.00 3.24%
Part Time:	\$	127.50	\$	183.00 43.53%

The 2025-2026 recommended allocation for UPFF Fund B is being increased by \$5.75/semester for Student Health Services. In addition, the Part-Time fee is being changed to be consistent with the Full-Time fee since Part-Time students are eligible for all of the same Student Health Services as the Full-Time students.

General policies governing the administration of University Program and Facilities Fees are set forth in § 5.9 of the *Board of Regents' Policies of the University of Nebraska*. This recommended allocation was reviewed by appropriate student representatives and administrative personnel as directed by Board of Regents policy. The proposed allocation is based on 2024-25 student enrollment. Actual revenues will be higher if enrollment increases and/or more students participate. The recommendation, if approved, will maintain the Fund B Campus Recreation Facility Fee at \$77.50/semester and increase the Fund B Student Health Services/Supplemental Counseling Fee to \$105.50/semester.

BACKGROUND INFORMATION

On June 20, 2024, the Board of Regents approved the 2024-25 Fund B allocation.

RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

The Board of Regents**June 19, 2025**

AGENDA ITEM: Approve the Fund B University Program and Facilities Fees (UPFF) 2025-26 Allocation for the University of Nebraska-Omaha (UNO)

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' policy.*

PRESENTERS: Joanne Li, UNO Chancellor
Carol Kirchner, UNO Vice Chancellor for Business and Finance
Cathy Pettid, UNO Associate Vice Chancellor for Student Life and Wellbeing

PURPOSE & KEY POINTS

General policies governing the administration of UPFF fees are set forth in Chapter 5.9 of the Board of Regents' Policies. This recommended allocation received appropriate student and administrative reviews as directed by the Board of Regents policy. The proposed allocations are based on UPFF fees to be collected in 2025-26. This request includes adding students to the base who have not paid UPFF fees in the past.

Fund B Category	Approved Allocation 2024-25	Recommended Allocation 2025-26
Campus Recreation	\$1,755,205	\$1,788,941
Student Activities	\$929,853	\$930,422
Milo Bail Student Center	\$878,735	\$1,289,936
Milo Bail Debt Service	\$999,430	\$999,430
H&K Debt Service	\$3,050,690	\$3,050,690
Athletics (includes Cheer & Dance)	\$1,751,450	\$2,663,547
Health Services	\$1,188,722	\$1,193,586
Facilities	\$640,160	\$696,019
Transit Services	\$1,767,985	\$1,767,985
TOTAL	<u>\$12,962,230</u>	<u>\$14,380,557</u>
Cost/Student/Semester	\$531	\$531

UNO has a population of Nebraska residents and Non-residents living in Nebraska that take all online courses yet could attend on-campus activities and/or receive services provided on-

campus. The increase in the recommended allocation is anticipated to be funded from UPFF fees assessed to these online students taking online only courses at half (\$266) of the UPFF fee which equates to \$1,418,327. The overall UPFF fee of \$531 per student does not change. This request is primarily based on the following reasons:

- Campus Recreation currently charges online only students separately for use of the facility. Assessing them UPFF will streamline this process.
- Athletics hosts over 100 ticketed home games annually (Volleyball, Hockey, Basketball, Baseball, Softball, Soccer, etc.) throughout the year and all UNO students have access to all home games and are seated in the student section located in premium areas within the competition venues.
- Milo Bail Student Center (MBSC) hosts a number of student activities that all students are welcome to attend. MBSC is an older building faced with increases in operation and maintenance expenses.
- Health and Wellness Services are available to all students whether they are on campus, hybrid, or online only.

BACKGROUND INFORMATION

Pursuant to Board of Regents policy 5.9.1.(6), the approval of allocated Fund B monies for support must be approved by the Board of Regents upon the recommendation of the Chancellor and the President.

RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025**AGENDA
ITEM:**

Approve the University of Nebraska's FY 2025-26 Operating Budget. Reappropriate with the State of Nebraska's Department of Administrative Services any unexpended balances existing on June 30, 2025 that are committed to be spent in FY 2025-26.

☐**Review**☒**Review + Action**☐**Action**☐**Discussion**☐*This is a report required by Regents' policy.*

PRESENTER: Anne Barnes, Interim Vice President and Senior Vice President | CFO

PURPOSE & KEY POINTS

The University of Nebraska's proposed 2025-26 operation budget delivers a fiscally conservative proposal that maintains our affordability and requires us to make spending cuts, while also making room for strategic investments that will move us forward in our goals for academic excellence.

Key elements of the FY2025-26 operating budget include:

- A .625% increase in state appropriations, significantly lower than the inflation-based 3.5% request submitted by the BOR. Inflationary pressures being put on operating and payroll costs as well as other state and federally funding challenges will require all academic and business units to reprioritize their spending to manage inflationary increases and funding reductions. We will need to continue to reduce spending and make increasingly difficult choices to ensure fiscal discipline as we have done for the past decade evidenced by over \$100 million in cuts and internal efficiencies.
- Affordability and accessibility remain the University's top priority, and this increase, which averages to be a 5% increase over the prior year, will ensure Nebraska's tuition rates remain low when compared to peers and others across the country.
- \$1.5 million to continue the Presidential Scholars Program. The program has been a remarkable success in its first year but currently remains unmatched by state support.

We've discussed at length the challenges facing us and we recognize we still have a great deal of work ahead. We will need to move forward with appropriate financial constraints, so that we maintain the ability to grow strategically and invest in our priority areas including achieving our strategic Foundational Pillars and system wide metrics. These strategies will require us to be highly flexible and consistently challenge the status quo.

All expenditures, including compensation, are estimated and subject to the availability of state funds appropriated to the Board of Regents.

BACKGROUND INFORMATION

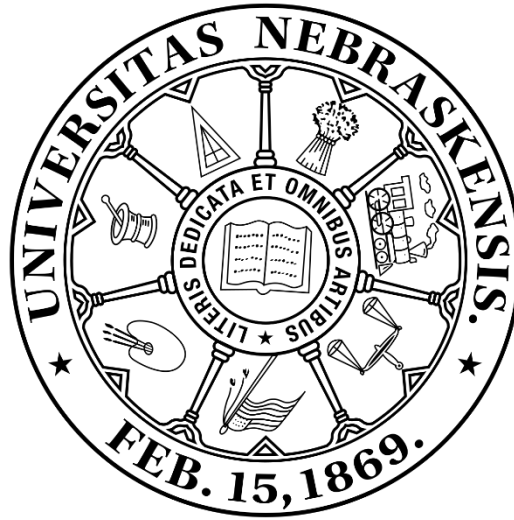
August 8, 2024 – The Board of Regents approved the FY 2025-26 and FY 2026-27 University of Nebraska Biennial Operating Budget request guidelines.

April 11, 2025 – The Board of Regents approved the 2025-2027 Collective Bargaining Agreement with the University of Nebraska at Omaha American Association of University Professors (UNO/AAUP).

April 11, 2025 – The Board of Regents approved the 2025-2027 Collective Bargaining Agreement with the University of Nebraska at Kearney Education Association (UNKEA).

RECOMMENDATION

The president recommends approval of the item.



University of Nebraska 2025-2026 Operating Budget

**Proposal to the Board of Regents
June 19, 2025**

Operating Budget

The operating budget has two components. The first is the state-aided budget which includes the University's general operations supported by state tax appropriations and student tuition. The second component is comprised of the University's outside generated revenues - designated and restricted budgets which includes the operations for self-supporting auxiliary entities of which many are restricted by bond covenants, restricted federal research grants, restricted federal financial aid, and restricted private funds. No capital construction budgets are included in this document.

University of Nebraska (Excluding NCTA)
General Operating Budget (also known as the 'State-aided' Budget)
FY 2025-26

(Operating Budget Supported Primarily by State Appropriations and Tuition Funds)

	FY 2024-25			FY 2025-26 Proposal		
	Original Budget	Updated Actuals	Change	Budget Estimates	Change in Budget	Percent
ESTIMATED FUNDING						(a)
State Appropriations	\$ 695,423,324	\$ 695,423,324	\$ -	\$ 699,769,719	\$ 4,346,395	0.6% (b)
Net Tuition (less University Remissions)						
Resident	239,933,065	242,305,130	2,372,065	262,536,509	\$ 22,603,444	9.4% (c)
Less Legislatively Mandated Tuition Waivers **	(8,697,094)	(8,697,094)	-	(9,588,531)	\$ (891,437)	10.2% (c)
Nonresident & International	143,529,864	132,198,422	(11,331,442)	139,048,064	\$ (4,481,800)	-3.1% (c)
Tuition subtotals	374,765,835	365,806,458	(8,959,377)	391,996,042	\$ 17,230,207	4.6% (c)
Investment Income, other cash funds	19,302,373	16,800,285	(2,502,088)	16,800,285	\$ (2,502,088)	-13.0%
Total Unrestricted Funds	1,089,491,532	1,078,030,067	(11,461,465)	1,108,566,046	\$ 19,074,514	1.8%
ESTIMATED EXPENDITURES:						(d)
Core Operations						
Faculty Salaries	396,567,066	403,823,442	7,256,376	409,295,907	\$ 12,728,841	3.2% (e)
Nonfaculty Salaries	295,285,891	282,948,058	(12,337,833)	282,948,058	(12,337,833)	-4.2% (e)
Benefits	83,803,649	83,803,649	-	84,597,156	793,507	0.9%
Health Insurance	107,268,350	107,268,350	-	115,045,305	7,776,955	7.2% (f)
Total Compensation	882,924,956	877,843,499	(5,081,457)	891,886,426	8,961,470	1.0%
General Operations	159,628,559	164,710,016	5,081,457	181,936,332	22,307,773	14.0% (g)
Utilities	46,938,017	46,938,017	-	48,580,848	1,642,831	3.5% (g)
Core Operations	1,089,491,532	1,089,491,532	-	1,122,403,606	32,912,074	3.0%
University Priorities:						
Nebraska Promise Increase				\$ 1,032,000	\$ 1,032,000	(h)
LB 384 Deferred Maintenance Fund				2,000,000	2,000,000	(h)
Presidential Scholars matching				1,500,000	1,500,000	(h)
				4,532,000	4,532,000	100.0%
Spending Reductions to Balance the Budget						
FY2025-26 Cuts	-	-	-	(18,369,560)	(18,369,560)	(i)
Budget Reductions	-	-	-	(18,369,560)	(18,369,560)	-100.0%
Total Expenses	1,089,491,532	1,089,491,532	(11,461,465)	1,108,566,046	19,074,514	1.8%
NET ACTIVITY	\$ -	\$ (11,461,465)	\$ (11,461,465)	\$ -	\$ -	

Notes:

- (a) An estimated \$125 million of one-time carry forward funds (encumbrances and other one-time commitments) are not reflected above. Reinstatement of allotment (spending) authority for these funds will be submitted to the State of Nebraska Department of Administrative Services (DAS). Capital construction budgets are not shown.
- (b) State appropriations reflects a .625% increase for core operations.
- (c) The 2025-26 tuition budget includes, on average, a 5% increase. Updated enrollment and remission projections as well as differential rate increases are also included. ** Legislatively Mandated Tuition Waivers is estimated based on 3-year trend.
- (d) Expenditure line items are estimated. Final budget figures may vary from figures noted above. All expenses are subject to availability of state funds appropriated to the Board of Regents.
- (e) UNO and UNK faculty increases will be governed by collective bargaining contracts. An annual merit salary pool was not provided for all employees. Also includes tenure promotions. Benefits increases amounts to support faculty rate changes.
- (f) Assumes a 7.25% increase in premiums in calendar year 2026 per actuary estimates.
- (g) Assumes a 3.5% increase in inflation.
- (h) University priorities include:
 - Nebraska Promise financial aid budgets are increased at the same rate as tuition.
 - A depreciation fund to assist with future building renewal needs as required per LB 384.
 - Funding to establish a 50 student cohort of Presidential Scholars
- (i) Spending reductions that have been made and will be required to be found to structurally balance the budget over the biennium.

University of Nebraska (Excluding NCTA)
Total Budget - All Funds
FY 2025-26

	FY 2024-25 Budget	FY 2025-26 Estimated Budget	Change Amount
General Fund Budget (state/tuition)	\$1,089,491,532	\$1,108,566,046	\$ 19,074,514
Outside Revenues:			
Designated Cash Funds	125,550,000	124,550,000	(1,000,000) (a)
Revolving/Auxiliary Funds	889,025,000	947,240,000	58,215,000 (b)
Restricted Federal Funds	752,550,000	740,700,000	(11,850,000) (c)
Restricted Trust Funds	606,550,000	650,300,000	43,750,000 (d)
Subtotals	2,373,675,000	2,462,790,000	89,115,000
TOTALS	<u>\$3,463,166,532</u>	<u>\$3,571,356,046</u>	

(a) Primarily clinical revenues (i.e. Dentistry, Munroe-Meyer Institute, etc.) and F&A recovery on research grants. These funds are primarily designated to go back to the generating campus/department. Increase is primarily inflation driven.

(b) Represents the budgets for the self-supporting units at the University (student housing, dining, Husker Athletics, etc.). Increase is primarily inflation driven.

(c) Represents an increase in federal grant activity and inflation.

(d) Represents an increase in privately funded activities (grants and contracts, Foundation support, etc.)

Tuition Rates

University of Nebraska - Lincoln

Student Category	Per Tuition Unit	2024-25 Rate	2025-26 Rate	Change
Undergraduate				
Resident	Sem. Credit Hr.	\$277.00	\$291.00	\$14.00
Nonresident	Sem. Credit Hr.	\$888.00	\$932.00	\$44.00
Graduate				
Resident	Sem. Credit Hr.	\$365.00	\$383.00	\$18.00
Nonresident	Sem. Credit Hr.	\$1,066.00	\$1,119.00	\$53.00
College of Architecture Undergraduate				
Resident	Sem. Credit Hr.	\$373.00	\$392.00	\$19.00
Nonresident	Sem. Credit Hr.	\$1,135.00	\$1,192.00	\$57.00
College of Architecture Graduate				
Resident	Sem. Credit Hr.	\$484.00	\$508.00	\$24.00
Nonresident	Sem. Credit Hr.	\$1,356.00	\$1,424.00	\$68.00
College of Business Administration Undergraduate				
Resident	Sem. Credit Hr.	\$343.00	\$360.00	\$17.00
Nonresident	Sem. Credit Hr.	\$1,100.00	\$1,155.00	\$55.00
College of Business Administration Graduate				
Resident	Sem. Credit Hr.	\$452.00	\$475.00	\$23.00
Nonresident	Sem. Credit Hr.	\$1,318.00	\$1,384.00	\$66.00
College of Engineering Undergraduate				
Resident	Sem. Credit Hr.	\$397.00	\$417.00	\$20.00
Nonresident	Sem. Credit Hr.	\$1,158.00	\$1,216.00	\$58.00
College of Engineering Graduate				
Resident	Sem. Credit Hr.	\$506.00	\$531.00	\$25.00
Nonresident	Sem. Credit Hr.	\$1,375.00	\$1,444.00	\$69.00
Law				
Resident	Sem. Credit Hr.	\$434.00	\$456.00	\$22.00
Nonresident	Sem. Credit Hr.	\$1,170.00	\$1,229.00	\$59.00

University of Nebraska at Omaha

Student Category	Per Tuition Unit	2024-25 Rate	2025-26 Adjusted Base Rate	2025-26 Rate	Change
Undergraduate					
Resident	Sem. Credit Hr.	\$251.00	\$251.00	\$264.00	\$13.00
Nonresident	Sem. Credit Hr.	\$790.00	\$790.00	\$830.00	\$40.00
Graduate					
Resident	Sem. Credit Hr.	\$365.00	\$365.00	\$383.00	\$18.00
Nonresident	Sem. Credit Hr.	\$878.00	\$878.00	\$922.00	\$44.00
College of Business Administration Undergraduate					
Resident	Sem. Credit Hr.	\$327.00	\$327.00	\$343.00	\$16.00
Nonresident	Sem. Credit Hr.	\$901.00	\$901.00	\$946.00	\$45.00
College of Business Administration Graduate					
Resident	Sem. Credit Hr.	\$421.00	\$421.00	\$442.00	\$21.00
Nonresident	Sem. Credit Hr.	\$1,036.00	\$1,036.00	\$1,088.00	\$52.00
College of Information Science & Technology Undergraduate					
Resident	Sem. Credit Hr.	\$303.00	\$398.00	\$418.00	\$20.00
Nonresident	Sem. Credit Hr.	\$946.00	\$946.00	\$993.00	\$47.00
College of Information Science & Technology Graduate					
Resident	Sem. Credit Hr.	\$381.00	\$456.00	\$479.00	\$23.00
Nonresident	Sem. Credit Hr.	\$1,064.00	\$1,125.00	\$1,181.00	\$56.00
Aviation Undergraduate					
Resident	Sem. Credit Hr.	\$251.00	\$351.00	\$369.00	\$18.00
Nonresident	Sem. Credit Hr.	\$790.00	\$890.00	\$935.00	\$45.00
Criminal Justice Undergraduate					
Resident	Sem. Credit Hr.	\$251.00	\$401.00	\$421.00	\$20.00
Nonresident	Sem. Credit Hr.	\$790.00	\$890.00	\$935.00	\$45.00
Pre-Health Undergraduate					
Resident	Sem. Credit Hr.	\$251.00	\$277.00	\$291.00	\$14.00
Nonresident	Sem. Credit Hr.	\$790.00	\$888.00	\$932.00	\$44.00
Counseling Graduate					
Resident	Sem. Credit Hr.	\$365.00	\$465.00	\$488.00	\$23.00
Nonresident	Sem. Credit Hr.	\$878.00	\$1,028.00	\$1,079.00	\$51.00
Speech Language Pathology Graduate					
Resident	Sem. Credit Hr.	\$365.00	\$490.00	\$515.00	\$25.00
Nonresident	Sem. Credit Hr.	\$878.00	\$1,028.00	\$1,079.00	\$51.00

University of Nebraska at Kearney

Student Category	Per Tuition Unit	2024-25 Rate	2025-26 Rate	Change
Undergraduate				
Resident	Sem. Credit Hr.	\$223.00	\$234.00	\$11.00
Nonresident	Sem. Credit Hr.	\$487.00	\$511.00	\$24.00
Graduate				
Resident	Sem. Credit Hr.	\$277.00	\$291.00	\$14.00
Nonresident	Sem. Credit Hr.	\$609.00	\$639.00	\$30.00

University of Nebraska Medical Center				
Student Category	Per Tuition Unit	Programs Starting in 2024/2025	Programs Starting in 2025/2026	\$ Change
Undergraduate				
Resident	Per Credit Hour	\$277	\$291	\$14
NonResident	Per Credit Hour	\$873	\$917	\$44
Graduate				
Resident	Per Credit Hour	\$365	\$383	\$18
NonResident	Per Credit Hour	\$1,045	\$1,097	\$52
Allied Health - Cardiovascular Interventional Technology (CVIT) (Semester)				
Resident	Flat Rate	\$4,707	\$4,942	\$235
NonResident	Flat Rate	\$4,707	\$4,942	\$235
Allied Health - Clinical Perfusion (CLPR) (Semester)-Admitted Fall 2023 & Prior				
Resident	Flat Rate	\$7,150	\$7,508	\$358
NonResident	Flat Rate	\$18,582	\$19,511	\$929
Allied Health - Clinical Perfusion (CLPR) (Semester)-Admitted Fall 2024 & Forward				
Resident	Flat Rate	\$7,496	\$7,871	\$375
NonResident	Flat Rate	\$18,582	\$19,511	\$929
Allied Health - Clinical Perfusion (CLPR) (Summer) -Admitted Fall 2023 & Prior				
Resident	Flat Rate	\$3,330	\$3,497	\$167
NonResident	Flat Rate	\$8,259	\$8,672	\$413
Allied Health - Clinical Perfusion (CLPR) (Summer) -Admitted Fall 2024 & Forward				
Resident	Flat Rate	\$3,330	\$3,497	\$167
NonResident	Flat Rate	\$8,259	\$8,672	\$413
Allied Health - Cytotechnology (CYTO) (Semester)				
Resident	Flat Rate	\$5,791	\$6,081	\$290
NonResident	Flat Rate	\$15,053	\$15,806	\$753
Allied Health - Cytotechnology (CYTO) (Summer)				
Resident	Flat Rate	\$1,287	\$1,351	\$64
NonResident	Flat Rate	\$3,344	\$3,511	\$167
Allied Health - Diagnostic Medical Sonography (SONCAH) (Semester)				
Resident	Flat Rate	\$4,983	\$5,232	\$249
NonResident	Flat Rate	\$4,983	\$5,232	\$249
Allied Health - Diagnostic Medical Sonography (SONCAH) (Summer)				
Resident	Flat Rate	\$1,107	\$1,162	\$55
NonResident	Flat Rate	\$1,107	\$1,162	\$55
Allied Health - Genetic Counseling (GCI) (Semester) - Admitted Fall 2024 & Prior				
Resident	Flat Rate	\$7,009	\$7,359	\$350
NonResident	Flat Rate	\$12,334	\$12,951	\$617
Allied Health - Genetic Counseling (GCI) (Summer) - Admitted Fall 2024 & Prior				
Resident	Flat Rate	\$3,010	\$3,161	\$151
NonResident	Flat Rate	\$5,296	\$5,561	\$265
Allied Health - Genetic Counseling (GCI) (Semester) - Admitted Fall 2025 & Forward				
Resident	Flat Rate	\$7,009	\$7,710	\$701
NonResident	Flat Rate	\$12,334	\$13,567	\$1,233
Allied Health - Genetic Counseling (GCI) (Summer) - Admitted Fall 2025 & Forward				
Resident	Flat Rate	\$3,010	\$3,311	\$301
NonResident	Flat Rate	\$5,296	\$5,826	\$530

University of Nebraska Medical Center				
Student Category	Per Tuition Unit	Programs Starting in 2024/2025	Programs Starting in 2025/2026	\$ Change
Allied Health - Magnetic Resonance Imaging (MRICAH) (Semester)				
Resident	Flat Rate	\$4,430	\$4,652	\$222
NonResident	Flat Rate	\$4,430	\$4,652	\$222
Allied Health - Medical Laboratory Science (MLS) (Semester)				
Resident	Flat Rate	\$5,953	\$6,251	\$298
NonResident	Flat Rate	\$5,953	\$6,251	\$298
Allied Health - Medical Nutrition (MNED) (Semester)				
Resident	Flat Rate	\$5,685	\$5,969	\$284
NonResident	Flat Rate	\$8,762	\$9,200	\$438
Allied Health - Medical Nutrition (MNED) (Summer)				
Resident	Flat Rate	\$1,895	\$1,990	\$95
NonResident	Flat Rate	\$2,921	\$3,067	\$146
Allied Health - Occupational Therapy (OT) (Semester)				
Resident	Flat Rate	\$9,270	\$9,734	\$464
NonResident	Flat Rate	\$16,309	\$17,124	\$815
Allied Health - Occupational Therapy (OT) (Summer)				
Resident	Flat Rate	\$2,060	\$2,163	\$103
NonResident	Flat Rate	\$3,625	\$3,806	\$181
Allied Health - Physical Therapy (Semester)-Admitted Fall 2023 & Prior				
Resident	Flat Rate	\$8,654	\$9,087	\$433
NonResident	Flat Rate	\$15,226	\$15,987	\$761
Allied Health - Physical Therapy (Semester)-Admitted Fall 2024 & Forward				
Resident	Flat Rate	\$9,072	\$9,526	\$454
NonResident	Flat Rate	\$15,226	\$15,987	\$761
Allied Health - Physical Therapy (Summer)-Admitted Fall 2023 & Prior				
Resident	Flat Rate	\$4,945	\$5,192	\$247
NonResident	Flat Rate	\$8,701	\$9,136	\$435
Allied Health - Physical Therapy (Summer)-Admitted Fall 2024 & Forward				
Resident	Flat Rate	\$5,184	\$5,443	\$259
NonResident	Flat Rate	\$8,701	\$9,136	\$435
Allied Health - Physician Assistant (Semester)-Admitted Fall 2023 & Prior				
Resident	Flat Rate	\$8,906	\$9,351	\$445
NonResident	Flat Rate	\$23,145	\$24,302	\$1,157
Allied Health - Physician Assistant (Semester)-Admitted Fall 2024 & Forward				
Resident	Flat Rate	\$9,121	\$9,577	\$456
NonResident	Flat Rate	\$23,145	\$24,302	\$1,157
Allied Health - Physician Assistant (Summer)-Admitted Fall 2023 & Prior				
Resident	Flat Rate	\$2,473	\$2,597	\$124
NonResident	Flat Rate	\$6,429	\$6,750	\$321
Allied Health - Physician Assistant (Summer)-Admitted Fall 2024 & Forward				
Resident	Flat Rate	\$2,533	\$2,660	\$127
NonResident	Flat Rate	\$6,429	\$6,750	\$321
Allied Health - Radiation Therapy (RTHCAH) (Semester)				
Resident	Flat Rate	\$4,983	\$5,232	\$249
NonResident	Flat Rate	\$4,983	\$5,232	\$249
Allied Health - Radiation Therapy (RTHCAH) (Summer)				
Resident	Flat Rate	\$1,107	\$1,162	\$55
NonResident	Flat Rate	\$1,107	\$1,162	\$55
Allied Health - Radiography (RDX) (Semester)				
Resident	Flat Rate	\$5,863	\$6,156	\$293
NonResident	Flat Rate	\$5,863	\$6,156	\$293
Allied Health - Radiography (RDX) (Summer)				
Resident	Flat Rate	\$2,605	\$2,735	\$130
NonResident	Flat Rate	\$2,605	\$2,735	\$130

University of Nebraska Medical Center

Student Category	Per Tuition Unit	Programs Starting in 2024/2025	Programs Starting in 2025/2026	\$ Change
Dentistry - Dental Hygiene				
Resident	Per Credit Hour	\$312	\$328	\$16
NonResident	Per Credit Hour	\$873	\$917	\$44
Dentistry (Semester)				
Resident	Flat Rate	\$17,314	\$18,180	\$866
NonResident	Flat Rate	\$36,097	\$37,902	\$1,805
Dentistry (Summer) P3 & P2 & P1				
Resident	Flat Rate	\$8,658	\$9,091	\$433
NonResident	Flat Rate	\$18,046	\$18,948	\$902
Dentistry - ASP (Semester)				
NonResident	Flat Rate	\$37,901	\$39,796	\$1,895
Dentistry - ASP (Summer)				
NonResident	Flat Rate	\$18,950	\$19,898	\$948
Medicine (Semester)-Admitted Fall 2023 & Prior				
Resident	Flat Rate	\$18,922	\$19,868	\$946
NonResident	Flat Rate	\$25,685	\$26,969	\$1,284
Medicine (Semester)-Admitted Fall 2024 & Forward				
Resident	Flat Rate	\$19,288	\$20,252	\$964
NonResident	Flat Rate	\$26,181	\$27,490	\$1,309
Nursing Undergraduate (Semester)-Admitted Fall 2023 & Prior				
Resident	Per Credit Hour	\$404	\$424	\$20
NonResident	Per Credit Hour	\$1,089	\$1,143	\$54
Nursing Undergraduate (Semester) - Admitted Fall 2024 & Forward				
Resident	Per Credit Hour	\$424	\$445	\$21
NonResident	Per Credit Hour	\$1,141	\$1,198	\$57
Nursing Graduate/Professional-Admitted Fall 2023 & Prior				
Resident	Per Credit Hour	\$650	\$683	\$33
NonResident	Per Credit Hour	\$1,175	\$1,234	\$59
Nursing Graduate/Professional Admitted- Admitted Fall 2024 & Forward				
Resident	Per Credit Hour	\$682	\$716	\$34
NonResident	Per Credit Hour	\$1,231	\$1,293	\$62
Pharmacy (Semester)				
Resident	Flat Rate	\$13,896	\$14,591	\$695
NonResident	Flat Rate	\$13,896	\$14,591	\$695
Public Health Graduate Programs - Admitted Fall 2023 & Prior				
Resident	Per Credit Hour	\$375	\$394	\$19
NonResident	Per Credit Hour	\$1,045	\$1,097	\$52
Public Health Graduate Programs - Admitted Fall 2024 & Forward				
Resident	Per Credit Hour	\$401	\$421	\$20
NonResident	Per Credit Hour	\$1,116	\$1,172	\$56
Public Health Professional Programs - Admitted Fall 2023 & Prior				
Resident	Per Credit Hour	\$493	\$518	\$25
NonResident	Per Credit Hour	\$1,198	\$1,258	\$60
Public Health Professional Programs - Admitted Fall 2024 & Forward				
Resident	Per Credit Hour	\$527	\$553	\$26
NonResident	Per Credit Hour	\$1,280	\$1,344	\$64



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Approve the Nebraska College of Technical Agriculture's FY 2025-26 Operating Budget. Reappropriate with the State of Nebraska's Department of Administrative Services any unexpended balances existing on June 30, 2025 that are committed to be spent in FY 2025-26.

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' policy.*

PRESENTERS: Anne Barnes, Interim Vice President for Business and Finance | CFO
Tiffany M Heng-Moss, Interim NU Vice President and Interim IANR Harlan
Vice Chancellor

PURPOSE & KEY POINTS

NCTA's operating budget assumptions are similar to those used for the University. Expenditures, including compensation, are estimated and subject to the availability of state funds appropriated to the Board of Regents. The tuition rates are based on the State of Nebraska's current budget and are subject to change if the University's state funding is cut.

BACKGROUND INFORMATION

August 8, 2024 – The Board of Regents approved the FY 2025-26 and FY 2026-27 University of Nebraska Biennial Operating Budget request guidelines.

RECOMMENDATION

The president recommends approval of the item.

Nebraska College of Technical Agriculture

State-aided Operating Budget

FY 2025-26

(Operating Budget Supported Primarily by State Appropriations and Tuition Funds)

	FY 2024-25 Budget	FY2025-26		
		Proposed Budget	Change Amount	Percent
ESTIMATED FUNDING				(a)
State Appropriations	\$ 3,889,738	\$ 3,914,049	\$ 24,311	0.6%
Net Tuition (less University Remissions)				
Resident	662,906	638,062	(24,844)	-3.7% (b)
Nonresident & International	306,161	266,768	(39,393)	-12.9% (b)
Tuition subtotals	969,067	904,830	(64,237)	-6.6%
Total Estimated Funding	4,858,805	4,818,879	(39,926)	-0.8%
EXPENDITURES:				(c)
Faculty Salaries	1,219,347	1,219,347	-	0.0%
Nonfaculty Salaries	1,613,985	1,613,985	-	0.0%
Benefits	459,524	459,524	-	0.0%
Health Insurance	551,825	591,832	40,007	7.2%
Total Compensation	3,844,681	3,884,688	40,007	1.0%
General Operations	464,773	464,773	-	0.0%
Utilities	549,351	549,351	-	0.0%
Total Expenses	4,858,805	4,898,812	40,007	0.8%
NET ACTIVITY	\$ -	\$ (79,933)	\$ (79,933)	

Notes:

- (a) An estimated \$1 million of one-time carry forward funds (encumbrances and other one-time commitments) are not reflected above. Reinstatement of allotment (spending) authority for these funds will be submitted to the State of Nebraska Department of Administrative Services (DAS). Capital construction budgets are not shown.
- (b) The tuition budget includes a proposed 5% tuition rate increase and flat enrollment.
- (c) Expenditure line items are estimated. Final budget figures may vary from figures noted above. All expenses are subject to availability of state funds appropriated to the Board of Regents.

Tuition Rates

Student Category	Per Tuition Unit	2024-25 Rate	2025-26 Rate	Change
Resident	Sem. Credit Hr.	\$149.00	\$156.00	\$7.00
Nonresident	Sem. Credit Hr.	\$149.00	\$156.00	\$7.00

Nebraska College of Technical Agriculture Total Budget - All Funds FY 2025-26

	FY 2024-25 Budget	FY 2025-26 Estimated Budget	Change Amount	Percent
State-aided Funds	\$ 4,858,805	\$ 4,818,879	\$ (39,926)	-0.8%
Revolving/Auxiliary Funds	2,325,000	2,325,000	-	0.0%
Total Funds	7,183,805	7,143,879	(39,926)	-0.6%



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Approve the renewal of the FM Global Property Insurance policy for the period July 1, 2025, to July 1, 2026

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

☐ *This is a report required by Regents' policy.*

PRESENTERS: Anne C. Barnes, Interim Vice President & CFO

PURPOSE & KEY POINTS

Pursuant to Section 6.4 of the *Bylaws*, except as provided for under Regents' Policy 6.3.1(4), all contracts shall be approved by the Board in public session.

Renewal of the following insurance policy is expected to have an aggregate impact on the University in excess of \$5 million and thus requires the approval of the Board of Regents:

FM Global Property Insurance Policy - \$6,892,341 plus any applicable taxes, fees, and surcharges

BACKGROUND INFORMATION

History of FM Global Insurance Premiums:

	25/26	24/25	23/24	22/23	21/22
Annual Premium	\$ 6,892,341	\$ 5,939,877	\$ 5,347,786	\$ 4,627,800	\$ 4,062,926
Insurable Values	\$ 17,358,426,000	\$ 15,239,793,000	\$ 13,441,439,000	\$ 11,517,047,000	\$ 9,254,956,000
Increase in Values	14%	13%	17%	24%	
Increase in Premium	16%	11%	16%	14%	
Premium Per \$100 of Value	\$ 0.0397	\$ 0.0390	\$ 0.0398	\$ 0.0402	\$ 0.0439
Limit (in most cases)	\$ 1,250,000,000	\$ 1,250,000,000	\$ 1,250,000,000	\$ 1,250,000,000	\$ 1,250,000,000
Deductible (in most cases)	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ 500,000

* - net of \$220,000 credit received upon completion of Love Library North sprinkler project and one-time supplemental membership credit celebrating FM Global's 25th anniversary of almost \$146,000.

RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Approve the Interlocal Cooperation Agreement with Nebraska State Patrol for Supplemental Security and Law Enforcement at UNL Events

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTER: Michael Zeleny, Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS

Under this Interlocal Cooperation Agreement, the Nebraska State Patrol (NSP) will provide approximately 11 to 25 officers for designated UNL events which may include, but are not limited to, football games, volleyball games, and concerts, in addition to the UNL PD officers working at the events. Additionally, NSP will, regardless of whether the football game is a home or an away game, provide a minimum of 2 additional officers per football game for the purpose of escorting the buses of the football team and an additional 2-3 officers per football game for the purpose of providing sideline security for the football team and staff.

NSP estimates the cost per officer to be an average of \$90.00 per hour with NSP officers working 3 to 8 hours per event. Based on these numbers, the cost for these services may range from \$4,320 to \$21,600 per event. This Interlocal Cooperation Agreement will be in effect until June 30, 2027.

BACKGROUND INFORMATION

UNL PD provides security and law enforcement at all UNL events, but requires supplemental security and law enforcement for certain events. The current Interlocal Cooperation Agreement ends June 30, 2025.

RECOMMENDATION

The President recommends approval.

Interlocal Cooperation Agreement

This Interlocal Cooperation Agreement ("Agreement") is entered into by and between the Nebraska State Patrol ("NSP") and the Board of Regents of the University of Nebraska on behalf of the University of Nebraska-Lincoln ("UNL") and its police department ("UNLPD") and is effective July 1, 2025 ("Effective Date").

RECITALS

WHEREAS, Neb. Rev. Stat. §13-807 authorizes public agencies to contract to perform any governmental service, activity, or undertaking which at least one of the parties is authorized by law to perform;

WHEREAS, UNLPD provides security management for all UNL events;

WHEREAS, UNLPD does not have sufficient personnel to manage the crowds expected at all UNL events;

WHEREAS, NSP has the legal authority to enforce the laws of the State of Nebraska anywhere within the state; and

WHEREAS, University of Nebraska Board of Regents policy RP-6.2.1.9 and Neb. Rev. Stat. § 73-507(2)(g) exempt this Agreement from competitive bidding.

AGREEMENT

NOW, THEREFORE, it is mutually agreed between UNLPD and NSP that this Agreement is entered into upon the following terms and conditions:

A. Purpose.

The purpose of this Agreement is to provide for the administration and implementation of assistance provided by NSP to UNLPD during UNL events which may include, but not limited to, football games, volleyball games, and concerts.

B. Administration.

UNLPD will provide UNL security management by operating within an incident command system model. NSP officers will be assigned roles and responsibilities by mutual agreement between NSP and UNLPD which will vary. Roles may include, but are not limited to:

1. Oversight of entrances or other areas in and around event grounds;
2. Escort of specified personnel for detection of law violations;
3. Arrest/citation of observed minor criminal violations;
4. Physical deterrence to criminal acts; and
5. First response to disturbances and complaints.

NSP officers assigned to work a scheduled event shall report to a designated location to be briefed and receive their assignment. The designated time and location for NSP personnel to report will be provided as soon as available but in no circumstances provided less than one (1) day prior to each event.

Assignments may generally be from 3-8 hours in duration. Some assignments may require NSP personnel to arrive several hours prior to the start of an event and remain up to 2 hours after the event has concluded.

NSP will make every reasonable effort to provide a minimum of 11 officers per event, which shall include one supervisor. NSP shall provide additional officers when available not to exceed 25 officers per event. NSP shall notify UNLPD in writing of the number of officers available to provide assistance for each event as soon as practical but no less than 3 days prior to each event.

In addition to the 11-25 officers with varying roles and responsibilities provided by NSP per event, NSP will, regardless of whether the football game is a home or an away game, provide (1) a minimum of 2 additional officers per football game for the purpose of escorting the buses of the football team and (2) an additional 2-3 officers per football game for the purpose of providing sideline security for the football team and staff.

NSP personnel will remain NSP employees and shall not be considered employees of UNL nor entitled to any benefits, including but not limited to, wages of any kind, retirement, worker's compensation, sick, or injury leave. NSP agrees that it is solely responsible for payment of income, social security, and other employment taxes due to the proper taxing authorities, and that UNL will not deduct such taxes from any payments to NSP hereunder, unless required by law.

UNL reserves the right to exclude any officer from any UNL event at any time for any reason and understands that such an exclusion may reduce the number of officers NSP can provide for an event. Any change in personnel, or number of personnel provided by NSP, as a result of an exclusion by UNL shall not violate this Agreement.

C. Confidentiality and Publicity.

Both parties acknowledge that confidential and law enforcement sensitive information may be communicated between personnel of each agency and observed during any event. Such confidential information may or may not be directly related to an ongoing law enforcement investigation or the internal policies, procedures, and/or practices of either agency. To the extent permissible by Nebraska law, both NSP and UNLPD personnel agree to keep such information confidential and will not release any confidential or law enforcement sensitive information obtained from the other party without the express written consent of the other party.

Notwithstanding the foregoing, the parties acknowledge that, under Neb. Rev. Stat. §§ 84-712 to 84-712.09, information or records of or belonging to a party will be open to public inspection and copying unless exempted from disclosure in accordance with applicable law. A party disclosing information or records shall give the other party reasonable notice prior to disclosure of specific information or records disclosed that may be withheld and the legal basis for withholding such information or records.

D. Agency Policy and Supervision.

NSP officers must always adhere to the NSP's policies and procedures. NSP officers shall be supervised by NSP personnel, but UNLPD shall retain the overall command of the operation. Assignments for individual NSP officers will be determined by mutual agreement between NSP and UNLPD.

Should a complaint of any nature be made by any NSP personnel or an outside member of the public against an employee of UNLPD, the complaint will be forwarded to the UNLPD point of contact to be handled pursuant to UNLPD policies and procedures. If a complaint is made to NSP personnel, the NSP point of contact will immediately forward it to the UNLPD point of contact.

Should a complaint of any nature be made by any UNLPD personnel or an outside member of the public against an employee of NSP, the complaint will be forwarded to the NSP point of contact to be handled pursuant to NSP policies and procedures. If a complaint is made to UNLPD personnel, the UNLPD point of contact will immediately forward it to the NSP point of contact.

E. Payment.

UNLPD agrees to reimburse NSP the actual costs associated with providing personnel to assist with UNL events. Such costs shall include overtime, wages, and benefits of NSP Officers assigned to perform services under this Agreement. As a courtesy and for budgeting purposes only, NSP estimates the cost to UNLPD for the duration of this Agreement to be an average of \$90.00 per hour per officer, but due to circumstances including the number of officers available, the overtime rate of each officer that is available, changes in wages required by applicable bargaining units and other unforeseen changes in circumstances, this is an estimate only. UNLPD agrees to pay the actual costs incurred by NSP even if such costs are in excess of the estimate provided. The cost of personnel and expenses shall be paid as follows:

1. NSP shall submit an invoice to UNLPD within 60 days following the end of each calendar month in which an event occurred. The invoice shall include each officer that worked each event, the number of hours each officer worked at each event, the hourly rate of each officer, the total cost for each officer to work at each event, the total costs per event, and the total monthly invoice costs.
2. UNLPD will remit payment to NSP within 45 days of the receipt of the invoice. If UNLPD disputes any portion of the invoice, UNLPD will remit any undisputed portion within the original 45 days.
3. Invoices shall be submitted by NSP to:

Catia Guerrero; catia@unl.edu

402-472-7186

UNL Business Center

AND

Susan Holsteen; susan.holsteen@unl.edu

402-472-4856

UNL Business Center

F. Point of Contact.

The following are the primary points of contact for each agency:

Nebraska State Patrol:

University of Nebraska-Lincoln Police
Department:

Michael Thorson, Lieutenant
Executive Protection Division
1425 H Street
Lincoln, NE 68508
402-499-5434

John Backer, Captain
john.backer@unl.edu
300 North 17th Street
Lincoln, NE 68588
402-472-8420

Sean Caradori, Troop H Captain
4600 Innovation Drive
Lincoln, NE 68521
402-479-4921

Marty Fehringer, Asst. Chief
mfehringer4@unl.edu
300 North 17th Street
Lincoln, NE 68588
402-472-8809

Routine communication, questions, or issues will begin with each agency's point of contact.

G. Term and Termination.

The term of this agreement shall be from the date of the last signature below through June 30th, 2027 ("Term"). Either party may terminate this agreement for any reason by giving the point of contact written notice 30 days in advance of the date of termination.

H. Liability and Insurance.

1. Each party agrees that it will be responsible for its own acts and the results thereof and shall not be responsible for the acts of the other party and the results thereof. Each party therefore agrees that it will assume all risk and liability to itself, its agents, or its employees for any injury to persons or property to the extent resulting in any manner from the conduct of its own operations and the operations of its agents or employees under this Agreement, and for any loss, cost, or damage to the extent caused thereby during the performance of this Agreement. This section shall survive termination of this Agreement.
2. NSP shall at its own expense obtain and maintain throughout the Term of this Agreement general commercial liability insurance against claims for bodily injury, death and property damage with limits of not less than one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) general aggregate, to cover such liability caused by, or arising out of, activities of NSP and its agents and/or employees while engaged in or preparing for the provision of services provided under this Agreement. NSP shall maintain worker's compensation insurance as required by law. Upon request by UNL, NSP shall furnish to UNL certificates of insurance evidencing such insurance is effective prior to the Effective Date of this Agreement. NSP further agrees, upon request, to include Board of Regents of the University of Nebraska as an additional insured on its general liability insurance policy on a primary and non-contributory basis.
3. NSP may satisfy its insurance obligations under section H.2. of this Agreement through a self-insurance or a pooled or cooperative insurance program ("Program"). Subject to the terms, conditions, exclusions, and limits of the Program, the Program shall pay on behalf of NSP, during any of its fiscal years, all sums for which NSP shall become legally obligated to pay as

damages for liability occurrences, up to the limits the limits set forth in section H.2. of this Agreement.. The Program may be evidenced by a Certificate of Financial Responsibility, Statement of Self-Insurance Coverage, or other evidence of a self-insurance or a pooled or cooperative insurance program. Upon request, NSP agrees to treat UNL as an additional insured as if NSP possessed general liability insurance. If any coverage required by this Agreement is provided by private insurers or quasi-governmental entities regulated under applicable insurance codes or laws, NSP shall provide coverage and evidence of coverage as set forth in section H.2. of this Agreement.

4. Each party shall notify the other party upon receipt of notice or in the event it has knowledge of any claim or damage arising out of this Agreement.

I. Compliance.

Each party shall comply with all applicable local, state, and federal statutes and regulations that pertain to this agreement.

- J. Discrimination.** NSP acknowledges UNL has certain obligations under state and federal law and University of Nebraska bylaws and policies that prohibit discrimination including harassment and retaliation. NSP shall exercise control over its employees, agents, contractors, and affiliated parties to prohibit acts of discrimination. NSP shall cooperate with UNL regarding any UNL investigation of alleged discrimination by any NSP employee, agent, contractor, or other person affiliated with NSP. If UNL finds NSP personnel engaged in discrimination or other misconduct, UNL will report the alleged misconduct to NSP. NSP shall also conduct an investigation of alleged discrimination by any NSP employee, agent, contractor, or other person affiliated with NSP. In the event that NSP determines an NSP employee, agent, contractor, or other person affiliated with NSP has engaged in discrimination or other misconduct, NSP shall take prompt and effective action, in consultation with UNL, to prevent recurrence of the conduct and to correct its effects.

K. Severability.

If any term or condition of this Agreement is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and conditions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Agreement did not contain the particular provision held to be invalid.

L. Force Majeure.

Neither party shall be liable for any costs or damages resulting from its inability to perform any of its obligations under this Agreement due to natural disaster, or other similar event outside the control and not the fault of the affected party ("Force Majeure Event"). A Force Majeure Event shall not constitute a breach of the Agreement.

In addition, if there are any changes in any state or federal statute or regulation, or changes to any funding allocations that would negatively impact either party's ability to perform this contract, the contract may be terminated upon written notice identifying the change in law or funding.

M. Entire Agreement.

This document contains the entire agreement between the parties and supersedes all prior agreements and understandings, oral or written. This agreement may only be altered, modified, or amended in writing and signed by both parties.

N. Governing Law and Forum.

This Agreement shall be governed by the laws of the State of Nebraska without giving effect to its conflicts of law provisions. Any legal actions brought by either party hereunder shall be in the state courts located in Lancaster County, Nebraska.

O. Work Status Verification.

Each party and its subcontractors shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska pursuant to Neb. Rev. Stat. §§ 4-108 to 4-114.

P. Nondiscrimination.

Each party agrees that neither it nor any of its subcontractors shall discriminate against any employee, or applicant for employment to be employed in the performance of the Agreement, with respect to hire, tenure, terms, conditions, or privilege of employment because of the race, color, religion, sex, disability, or national origin of the employee or applicant in accordance with the Nebraska Fair Employment Practice Act, Neb. Rev. Stat. § 48-1101 to 48-1125.

Q. Logos or University Marks.

NSP shall not use or display any UNL campus name, logo, trademark, service mark (individually a "Mark" and collectively the "Marks") and/or other indicia designated by UNL as a source identifier, unless expressly authorized in writing by UNL. Any unauthorized use of UNL Marks is expressly prohibited. NSP agrees it will not use UNL's name in any manner that acts as an endorsement or is an appearance of any endorsement in any promotion, advertisement, solicitation, or other communication.

R. Joint Powers.

This Agreement does not create or delegate powers to any separate legal or administrative entity. Each party will respectively finance its responsibilities described in this Agreement. The parties will not establish or maintain a joint budget. Neither party will levy, collect, or account for taxes or issue or refund bonds under this Agreement. This Agreement does not establish a joint board or administrator responsible for administering this Agreement. Except as set forth in this Agreement, each party shall, at its sole expense, acquire, hold, or dispose of any real or personal property used under this Agreement. Except as set forth in this Agreement, each party shall, at its sole expense, supply all staff, equipment, tools, materials, or supplies necessary to perform the party's responsibilities described in this Agreement.

S. Assignment.

This Agreement is non-assignable and non-transferrable. Any attempt by either party to assign its rights or obligations hereunder shall be void.

T. Federal Funding Compliance.

If this Agreement involves federal funds, (a) NSP's compliance in all respects with all applicable federal anti-discrimination laws is material to NSP's performance under this Agreement; (b) NSP certifies that it does not operate any programs promoting diversity, equity, and inclusion that violate such laws; and (c) NSP's failure to comply with such laws shall be considered a material breach of this Agreement.

If this Agreement is for \$15,000 or more and involves federal funds, then NSP shall comply with 41 CFR §§ 60-300.5(a) and 60-741.5(a), which are incorporated herein by this reference. These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and require action to employ and advance in employment individuals without regard to disability or veteran status.

If NSP has fifty (50) or more employees and this Agreement involves payment of \$50,000 or more in federal funds to NSP, then NSP shall develop or maintain a program as described in 41 CFR 60-741, subpart C. If NSP has fifty (50) or more employees and this Agreement involves payment of \$150,000 or more in federal funds to NSP, then NSP shall develop or maintain a program as described in 41 CFR 60-300, subpart C. To the extent any of the provisions of Appendix II to 2 CFR Part 200 apply to this Agreement, such provisions are incorporated herein by this reference and apply to NSP as a "contractor," "recipient," or "subrecipient."

U. Notice.

Any notice required or permitted to be given under this Agreement shall be in writing, sent via certified mail or hand delivery, effective when received, and delivered to the points of contact provided in section F and the addresses provided on the signature page of this Agreement.

V. Waiver.

A waiver of any term or provision of this Agreement by a party shall not be deemed to be a waiver of such provision on any subsequent breach of the same or any other provision contained in this Agreement. Any such waiver must be in writing to be effective, and no such waiver or waivers shall serve to establish a course of performance between the parties contradictory to the terms hereof.

W. No Authority to Bind the Other Party.

One party under this Agreement shall have no authority to enter into contracts or agreements on behalf of the other party. All contracts or agreements shall be entered on behalf of the executing party or executed jointly by both parties.

X. Electronic Signatures.

Each party agrees that this Agreement and any other documents to be delivered in connection herewith may be electronically signed, and that any electronic signatures appearing on this Agreement or such other documents are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

[Signature page to follow]

IN WITNESS WHEREOF, the parties have entered into this Agreement as of the date set forth below.

Board of Regents of the University of Nebraska

Nebraska State Patrol

Jeffrey P. Gold, President
University of Nebraska

Colonel Bryan Waugh

Date

Date

Attest:

Katie Hoffman, Corporation Secretary

A copy of notices shall be sent to:

Legal Notices
C/O P2P Procurement Contracts
1700 Y Street, BSC 125
Lincoln, NE 68588-0645



BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Approve the Guaranteed Maximum Price (GMP) for the UNMC Infrastructure Project (42nd Street Corridor).

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents ' policy.*

PRESENTER: Anne Barnes, UNMC Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS

The UNMC Infrastructure Project (42nd Street Corridor) utilizes the Construction Manager at Risk (CMR) construction delivery method. Meyers, Carlisle, Leapley Construction Company (MCL) has been selected as the CMR through University of Nebraska Sole Source Purchase as approved by Jen Bartholomew.

The GMP contract will be in the standard form and executed only within the scope, schedule and budget approved by the Board of Regents. Upon execution, GMP contracts will be reported through the standard contract reporting process.

Project Budget	\$12,000,000
Construction GMP Amendment	\$10,635,965

BACKGROUND INFORMATION

The Board of Regents, on February 7th, approved the \$12,000,000 project budget.

Authority to approve and execute construction contracts in excess of \$5,000,000 is reserved by the Board of Regents.

RECOMMENDATION

The President recommends approval.

Standard Form Agreement Between Owner and Construction Manager

Where the Construction Manager is also
The Constructor

AGREEMENT

Made as of the **5th** of **May** in the year of **2025**

Between Owner:

the Board of Regents of the University of Nebraska,
a public body corporate of the State of Nebraska, (the "Owner" or "University")
and Construction Manager:

MEYERS, CARLISLE, LEAPLEY CONSTRUCTION COMPANY
14558 Portal Circle
La Vista, NE 68138

("Construction Manager")

This Agreement is for the construction of a project identified as:

Project:
University of Nebraska -
UNMC Campus
42nd Street Corridor Streetscape Project
Project Number: **P-24172**

Architect:
Olsson
2111 South 67th Street
Suite 200
Omaha, NE 68106

The Owner and Construction Manager agree as set forth below.

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Between Owner and Construction Manager.**

Standard Form of Agreement Between Owner and Construction Manager Where the Construction Manager is also the Constructor

ARTICLE 1 GENERAL PROVISIONS

1.1 Relationship of Parties

The Construction Manager accepts the relationship of trust and confidence established with the Owner by this Agreement, and covenants with the Owner to furnish the Construction Manager's reasonable skill and judgment and to cooperate with the Architect in furthering the interests of the Owner. The Construction Manager shall furnish construction administration and management services and use the Construction Manager's best efforts to perform the Project in an expeditious and economical manner consistent with the interests of the Owner. The Owner shall endeavor to promote harmony and cooperation among the Owner, Architect, Construction Manager and other persons or entities employed by the Owner for the Project.

1.2 General Conditions

For the Construction Phase, the general conditions of the Contract shall be the University of Nebraska General Conditions found at: <https://nebraska.edu/docs/facilities/007213General-Conditions.pdf>. For the Preconstruction Phase, or in the event that the Preconstruction and Construction Phases proceed concurrently, then the General Conditions shall apply to the Preconstruction Phase only as specifically provided in this Agreement. The term "Construction Manager" as used in this agreement the term "Contractor" as used in the University of Nebraska General Conditions shall mean and refer to the Construction Manager, **Meyers, Carlisle, Leapley Construction Company, of 14558 Portal Circle La Vista, NE 68138.**

ARTICLE 2 CONSTRUCTION MANAGER'S RESPONSIBILITIES

The Construction Manager shall perform the services described in this Article. The services to be provided under Paragraphs 2.1 and 2.2 constitute the Preconstruction Phase services. If the Owner and Construction Manager agree, after consultation with the Architect, the Construction Phase may commence before the Preconstruction Phase is completed, in which both phases shall proceed concurrently.

2.1 Preconstruction Phase

2.1.1 Preliminary Evaluation

The Construction Manager shall provide a preliminary evaluation of the Owner's program and Project budget requirements, each in terms of the other.

2.1.2 Consultation

The Construction Manager with the Architect shall jointly schedule and attend regular meetings with the Owner and Architect. The Construction Manager shall consult with the Owner and Architect regarding site use and improvements, and the selection materials, building systems and equipment. The Construction Manager shall provide recommendations on construction feasibility; actions designed to minimize adverse effects of labor or material shortages; time requirements for procurement, installation and construction completion; and factors related to construction cost including estimates of alternative designs or materials, preliminary budgets and possible economies.

2.1.3 Preliminary Project Schedule

When project requirements described in Subparagraph 3.1.1 have been sufficiently identified, the Construction Manager shall prepare, and periodically update, a preliminary Project schedule for the Architect's review and the Owner's approval. The Construction Manager shall obtain the Architect's approval of the portion of the preliminary Project schedule relating to the performance of the Architect's services. The Construction Manager shall coordinate and integrate the preliminary Project schedule and the services and activities of the Owner, Architect and Construction Manager. As design proceeds, the preliminary Project schedule shall be updated to indicate proposed activity

sequences and durations, milestone dates for receipt and approval of pertinent information, submittal of a Guaranteed Maximum Price proposal, preparation and processing of shop drawing and samples, procurement and delivery of materials or equipment requiring long-lead time procurement, Owner's occupancy priority, and proposed date of Substantial Completion. **The Construction Manager shall coordinate with the Owners Representative/Architect in the development of a Critical Path Method schedule for the preparation and processing of shop drawings and samples. The resulting schedule must be mutually agreed to by the Construction Manager and the Owners Representative/Architect.** If preliminary Project schedule updates indicate that previously approved schedules may not be met, the Construction Manager shall make appropriate recommendation to the Owner and Architect.

2.1.4 Phased Construction

The Construction Manager shall make recommendations to the Owner and Architect regarding the phased issuance of Drawings and Specifications to facilitate phased construction of the Work, if such phased construction is appropriate for the Project, taking into consideration such factors as economies, time of performance, availability of labor and materials, and provisions for temporary facilities.

2.1.5 Preliminary Cost Estimates

2.1.5.1 When the Owner has sufficiently identified the Project requirements and the Architect has prepared other basic design criteria, the Construction Manager shall prepare, for the review of the Architect and approval of the Owner, a preliminary cost estimate utilizing area, volume or similar conceptual estimating techniques.

2.1.5.2 When Schematic Design Documents have been prepared by the Architect and approved by the Owner, the Construction Manager shall prepare for the review of the Architect and approval of the Owner, a more detailed estimate with supporting data. During the preparation of the Design Development Documents, the Construction Manager shall update and refine this estimate at appropriate intervals agreed to by the Owner, Architect and Construction Manager.

2.1.5.3 When the Intermediate Design documents have been prepared by the Architect and approved by the Owner, the Construction Manager shall propose a Guaranteed Maximum Price, which shall be the sum of the estimated Cost of the Work and the Construction Manager's Fee. **During the preparation of the Construction Documents, the Construction Manager shall monitor such documents in comparison to their Guaranteed Maximum Price. Should changes in such documents occur which would impact the Guaranteed Maximum Price, the Construction Manager shall promptly inform the Owner and the Architect.**

2.1.5.4 If any estimate submitted to the Owner exceeds previously approved estimates or the Owner's budget, the Construction Manager shall make appropriate recommendations to the Owner and Architect. Should the Construction Managers estimate exceed previously approved estimates or the Owner's budget, the Construction Manager shall meet with the Architect and the Owner to reconcile the differences between their two estimates.

2.1.6 Subcontractors and Suppliers

The Construction Manager shall seek to develop subcontractor interest in the Project and shall furnish to the Owner and Architect for their information a list of possible qualified subcontractors, including suppliers who are to furnish materials or equipment fabricated to a special design, from whom proposals will be requested for each principal portion of the Work. The Architect will promptly reply in writing to the Construction Manager if the Architect or Owner knows of any objection to such subcontractor or supplier. The receipt of such list shall not require the Owner or Architect to investigate the qualifications of proposed subcontractors or suppliers, nor shall it waive the right of the Owner or Architect later to object or reject any proposed subcontractor or supplier.

2.1.7 Long Lead-Time Items

The Construction Manager shall recommend to the Owner and Architect a schedule for procurement of long lead-time items which will constitute part of the Work as required to meet the Project schedule. If such long lead-time items are procured by the Owner, they shall be procured on terms and conditions acceptable to the Construction Manager. Upon the Owner's acceptance of the Construction Manager's Guaranteed Maximum Price proposal, all

contracts for such items shall be assigned by the Owner to the Construction Manager, who shall accept responsibility for such items as if procured by the Construction Manager. The Construction Manager shall expedite the delivery of long lead-time items.

2.1.8 Extent of Responsibility

The Construction Manager does not warrant, or guarantee estimates and schedules except as may be included as part of the Guaranteed Maximum Price. The recommendations and advice of the Construction Manager concerning design alternatives shall be subject to the review and approval of the Owner and the Owner's professional consultants. It is not the Construction Manager's responsibility to ascertain that the Drawings and Specifications are in accordance with applicable laws, statutes, ordinances, building codes, rules and regulations. However, if the Construction Manager recognizes that portions of the Drawings and Specifications are at variance therewith, the Construction Manager shall promptly notify the Architect and Owner in writing.

2.1.9 Compliance

The Construction Manager shall comply with applicable laws, regulations, and special requirements of the Contract Documents.

2.2 Guaranteed Maximum Price Proposal and Contract Time

2.2.1 When the Intermediate Design Documents are approved by the Owner, the Construction Manager shall propose a Guaranteed Maximum Price, which shall be the sum of the estimated Cost of the Work and the Construction Manager's Fee.

2.2.2 As the Drawings and Specifications may not be finished at the time the Guaranteed Maximum Price proposal is prepared, the Construction Manager shall provide in the Guaranteed Maximum Price for further development of the Drawings and Specifications by the Architect that is consistent with the Contract Documents and reasonably inferable therefrom. Such further development does not include such things as changes in scope, systems, kinds and quality of materials, finishes or equipment, all of which, if required, shall be incorporated by Change Order.

2.2.3 The estimated Cost of the Work shall include the Construction Manager's contingency, a sum established by the Construction Manager for the Construction Manager's exclusive use to cover costs arising under Subparagraph 2.2.2 and other costs which are properly reimbursable as Cost of the Work but not the basis for a Change Order.

2.2.4 Basis of Guaranteed Maximum Price

The Construction Manager shall include with the Guaranteed Maximum Price proposal a written statement of its basis, which shall include:

- .1** A list of the Drawings and Specifications, including all addenda thereto and the Conditions of the Contract, which were used in preparation of the Guaranteed Maximum Price proposal.
- .2** A list of allowances and a statement of their basis.
- .3** A list of the clarifications and assumptions made by the Construction Manager in the preparation of the Guaranteed Price proposal to supplement the information contained in the Drawings and Specifications.
- .4** The proposed Guaranteed Maximum Price, including a statement of the estimated cost organized by trade categories, allowances, contingency, and other items and the fee that comprise the Guaranteed Maximum Price.
- .5** The Date of Substantial Completion upon which the proposed Guaranteed Maximum Price is based, and a schedule of the Construction Documents issuance dates upon which the date of Substantial Completion is based.

2.2.5 The Construction Manager shall meet with the Owner and Architect to review the Guaranteed Maximum Price proposal and the written statement of its basis. In the event that the Owner or Architect discovers any inconsistencies or inaccuracies in the information presented, they shall promptly notify the Construction Manager, who shall make appropriate adjustments to the Guaranteed Maximum Price proposal, its basis or both.

2.2.6 Unless the Owner accepts the Guaranteed Maximum Price proposal in writing on or before the date specified in the proposal for such acceptance and so notifies the Construction Manager, the Guaranteed Maximum Price proposal shall not be effective without written acceptance by the Construction Manager.

2.2.7 Prior to the Owner's acceptance of the Construction Manager's Guaranteed Maximum Price proposal and issuance of a Notice to Proceed, the Construction Manager shall not incur any cost to be reimbursed as part of the Cost of the Work, except as the Owner may specifically authorize in writing.

2.2.8 Upon acceptance by the Owner of the Guaranteed Maximum Price proposal, the Guaranteed Maximum Price and its basis shall be set forth in Amendment 1. The Guaranteed Maximum Price shall be subject to additions and deductions by a change in the Work as provided in the Contract Documents and the date of Substantial Completion shall be subject to adjustment as provided in the Contract Documents.

2.2.9 The Owner shall authorize and cause the Architect to revise the Drawings and Specifications to the extent necessary to **reflect the agreed-upon assumptions and clarifications contained in Amendment 1**. Such revised Drawings and Specifications shall be furnished to the Construction Manager in accordance with schedules agreed to by the Owner, Architect and Construction Manager. The Construction Manager shall promptly notify the Architect and Owner if such revised Drawings and Specifications are inconsistent with the agreed-upon assumptions and clarifications.

2.2.10 The Guaranteed Maximum Price shall include in the Cost of the Work only those taxes which are enacted at the time the Guaranteed Maximum Price is established.

2.3 Construction Phase

2.3.1 General

2.3.1.1 The Construction Phase shall commence on the earlier of:

- .1 the Owner's acceptance of the Construction Manager's Guaranteed Maximum Price proposal and issuance of a Notice to Proceed, or
- .2 the Owner's first authorization to the Construction Manager to:
 - .a award a subcontract, or
 - .b undertake construction Work with the Construction Manager's own forces, or
 - .c issue a purchase order for materials or equipment required for the Work.

2.3.2 Administration

Those portions of the Work that the Construction Manager does not customarily perform with the Construction Manager's own personnel shall be performed under Subcontracts. The Construction Manager shall develop Subcontractor interest in the Project and publicly advertise and conduct pre-bid conferences with firms interested in submitting bids as Subcontractors. The Construction Manager shall obtain competitive bids from Subcontractors and from suppliers of materials or equipment fabricated to a special design for the Work. The Construction Manager may require bidders to participate in interviews, and/or to submit qualifications, bid bonds, or other bid security acceptable to the Construction Manager, as a prerequisite to bidding on portions of the Work to be performed by Subcontract. The Construction Manager shall determine, with advice from and subject to reasonable objection of the Owner, which qualified Subcontractors will be accepted as the lowest responsible bidders for portions of the Work to be performed by Subcontract. The Owner may designate specific persons or entities from whom the Construction Manager shall obtain bids; however, if the Guaranteed Maximum Price has been established, the Owner may not prohibit the Construction Manager from selecting bids from other qualified bidders. To ensure the most bids possible, the Construction Manager shall use its best efforts to receive a minimum of three (3) bids for subcontracted portions of the Work. If fewer than three bids are received, the Construction Manager shall reach out to potential bidders to determine why bids were not submitted and all responses to such inquiries shall be shared with the Owner upon Owner's request. If fewer than three (3) bids are received for a Subcontract, the Owner may, at the Owner's discretion, permit the Construction Manager to proceed with selection.

2.3.2.2 If the Guaranteed Maximum Price has been established and a specific bidder among those whose bids are delivered by the Construction Manager to the Owner and Architect (1) is recommended to the Owner by the Construction Manager; (2) is qualified to perform that portion of the Work; (3) has submitted a bid which conforms

to the requirements of the Contract Documents without reservations or exceptions, (4) complies with all Contract Documents to include providing manufacturers and models specified, but the Owner requires that another bid be accepted, then the Construction Manager may require that a change in the Work be issued to adjust the Contract Time and the Guaranteed Maximum Price by the difference between the bid of the person or entity recommended to the Owner by the Construction Manager and the amount of the subcontract or other agreement actually signed with the person or entity designated by the Owner.

2.3.2.3 Subcontracts and agreements with suppliers furnishing materials or equipment fabricated to a special design shall conform to the payment provisions of Subparagraph 7.1.8 and 7.1.9 and shall not be awarded on the basis of cost plus a fee without the prior consent of the Owner.

2.3.2.4 The Construction Manager shall schedule and conduct meetings at which the Owner, Architect, Construction Manager and appropriate Subcontractors can discuss the status of the Work. The Construction Manager shall prepare and promptly distribute meeting minutes. The Construction Manager will maintain record of all meeting minutes within the Owners Project Management System.

2.3.2.5 Promptly after the Owner's acceptance of the Guaranteed Maximum Price proposal, the Construction Manager shall prepare a Critical Path Method schedule formatted to the Owners needs and including the Owner's occupancy requirements.

2.3.2.6 The Construction Manager shall maintain a daily log containing a record of weather, Subcontractors working on the site, number of workers, Work accomplished, problems encountered and other similar relevant data as the Owner may reasonably require. The log shall be maintained within the Owners Project Management System.

2.3.2.7 The Construction Manager shall develop a system of cost control for the Work, including regular monitoring of actual costs for activities in progress and estimates for uncompleted tasks and proposed changes. The Construction Manager shall identify variances between actual and estimated costs and report the variances to the Owner and Architect at regular intervals.

2.3.2.8 The Construction Manager shall develop and maintain a program, acceptable to the Owner and the Architect, to assure quality control of the construction. The Construction Manager shall supervise the Work of all Subcontractors, providing instruction to each when its Work does not conform to the requirements of the plans and specifications and continue to manage each Subcontractor to ensure that corrections are made in a timely manner so as not to affect the progress of the Work. Should disagreement occur between the Construction Manager and the Architect over acceptability of Work and conformance with the requirements of the plans and specifications, the Owner shall be the final judge of performance and acceptability.

2.3.2.9 The Construction Manager shall maintain exclusively for the Project a competent full-time staff at the Project Site to coordinate and direct the Work and progress of the Subcontractors. All of the Construction Manager's Project management and on-site supervisory personnel shall be consistent with the Construction Manager's interview presentation and shall not be removed or replaced without the Owner's consent, which consent will not be unreasonably withheld. The Owner shall have the right to direct the Construction Manager to remove or replace any on-site personnel whose performance becomes unsatisfactory to the Owner. In such event, the Construction Manager shall promptly replace such personnel, without consideration of any additional compensation for the replacement.

2.3.2.10 The Construction Manager shall establish on-site organization and lines of authority in order to carry out the overall plans of construction. The Construction Manager shall identify an on-site staff member to represent the Construction Manager, on a daily basis with authority to negotiate change orders and contract modifications on behalf of the Construction Manager. The Construction Manager shall make available such executive personnel as necessary to execute change orders or other contract modifications on behalf of the Construction Manager so as not to delay the progress of Work.

2.3.2.11 The Construction Manager shall establish procedures for coordination among the Owner, Architect, Subcontractors and Construction Manager with respect to all aspects of the Work. The Construction Manager shall require of the various Subcontractors coordination drawings as may be necessary to properly coordinate the Work among the Subcontractors.

2.3.2.12 In coordination with the Architect, the Construction Manager shall establish and implement procedures for tracking and expediting the processing of Shop drawings and samples, as required by the General Conditions of the Contract and the Construction Documents. All Submittals shall be processed within the Owner's Project Management System. The Contractor is required to attend training for the Owner's Project Management System.

2.3.2.13 The Construction Manager shall determine the adequacy of Subcontractors' personnel and equipment, and the availability of materials and supplies to meet the Project Schedule. In consultation with the Owner and Architect, the Construction Manager shall take necessary corrective actions when requirements of a Subcontract or a Subcontractor's schedule are not being met.

2.3.2.14 The Construction Manager shall develop and maintain an effective system of Project costs control which is satisfactory to the Owner. The Construction Manager shall identify variances between actual and budgeted or estimated costs and advise the Owner and Architect whenever projected costs exceed budgets or estimates. Upon request cost control reports shall be included as part of the monthly written report to be provided by the Construction Manager to the Owner.

2.3.2.15 The Construction Manager shall maintain a system of accounting consistent with generally accepted accounting principles. The Construction Manager shall preserve all accounting records for a period of four (4) years after final acceptance of Work. The Owner shall have access to all such accounting records at any time during the performance of the Work and for a period of four (4) years after final acceptance of the Work.

2.3.2.16 The Construction Manager shall develop and implement a system for the preparation, review and processing of change orders. Without assuming any of the Architect's responsibilities for design, the Construction Manager shall recommend necessary or desirable changes to the Owner and the Architect and shall review requests for changes and submit recommendations to the Owner and Architect. All change management and/or requests for information, shall be processed within the Owner's Project Management System.

2.3.2.17 Upon request by the Owner or Architect, the Construction Manager shall promptly prepare and submit estimates of probable cost for changes in the Work, including similar estimates from the Subcontractors. If directed by the Owner, the Construction Manager shall promptly secure formal written Change Order Proposals from a Subcontractor.

2.3.2.18 The Construction Manager shall make provisions for Project security acceptable to the Owner to protect the Project site and materials stored off-site against theft, vandalism, fire and accidents, as required by job and location conditions. Mobile equipment and operable equipment at the site, and hazardous parts of new construction subject to mischief, shall be locked or otherwise made inoperable or protected when unattended.

2.3.2.19 Upon request by Owner, the Construction Manager shall identify the type and percentage of Work to be self-performed. If requested, Construction Manager shall provide a time-and-materials itemization of all self-performed portions of the Work, including but not limited to: work logs, payment logs, and daily assignment logs, and Construction Manager will provide Owner with physical access to such logs without limitation.

2.4 Professional Services

The Construction Manager shall not be required to provide professional services which constitute the practice of architecture or engineering, unless such services are specifically agreed in writing. In such event, the Construction Manager shall cause such services to be performed by appropriately licensed professionals.

2.5 Unsafe Materials

In addition to the provisions of Paragraph 10.3.1 in the University of Nebraska's General Conditions, if reasonable precautions will be inadequate to prevent foreseeable bodily injury or death to persons resulting from a material or substance encountered but not created on the site by the Construction Manager, the Construction Manager shall, upon recognizing the condition, immediately stop Work in the affected area and report the condition to the Owner and Architect in writing. The Owner shall be responsible for obtaining the services of a licensed laboratory to verify the presence or absence of the material or substance reported by the Construction Manager and, in the event such material or substance is found to be present, to verify that it has been rendered harmless. Unless otherwise required by the Contract Documents, the Owner shall furnish in writing to the Construction Manager and Architect the names

and qualifications of persons or entities who are to perform tests verifying the presence or absence of such material or substance or who are to perform the task of removal or safe containment of such material or substance. The Construction Manager and Architect will promptly reply to the Owner in writing stating whether or not either has reasonable objection to the persons or entities proposed by the Owner. If either the Construction Manager or Architect has an objection to a person or entity proposed by the Owner, the Owner shall propose another to whom the Construction Manager and Architect have no reasonable objection.

ARTICLE 3 OWNER'S RESPONSIBILITIES

3.1 Information and Services

3.1.1 The Owner shall provide full information in a timely manner regarding the requirements of the Project, including a program which sets forth the Owner's objectives, constraints, and criteria, including space requirements and relationships, flexibility and expandability requirements, special equipment and systems, and site requirements.

3.1.2 The Owner, upon written request from the Construction Manager, shall furnish evidence of Project financing at the time of commencement of the Construction Phase and from time to time thereafter as the Construction Manager may request. Furnishing of such evidence shall be a condition precedent to commencement or continuation of the Work. Any such evidence furnished to the Construction Manager shall be kept confidential.

3.1.3 The Owner shall establish and update an overall budget for the Project, based on consultation with the Construction Manager and Architect, which shall include contingencies for changes in the Work and other costs, which are the responsibility of the Owner.

3.1.4 Structural and Environmental Tests, Surveys and Reports

In the Preconstruction Phase, the Owner shall furnish the following with reasonable promptness and at the Owner's expense, and the Construction Manager shall be entitled to rely upon the accuracy of any such information, reports, surveys, drawings and tests described in Clauses 3.1.4.1 through 3.1.4.4, except to the extent that the Construction Manager knows of any inaccuracy.

3.1.4.1 Reports, surveys, drawings and tests concerning the conditions of the Project site which are required by law. If the Construction Manager requests additional testing in excess of the budgeted amount for testing in the Owner's Program Statement, such testing must receive prior written approval from the Owner.

3.1.4.2 Surveys describing physical characteristics, legal limitations and utility locations for the site of the Project, and a written legal description of the site. The surveys and legal information shall include, as applicable, grades and lines of streets, alleys, pavements and adjoining property and structures; adjacent drainage; rights-of-way; restrictions, easements, encroachments, zoning, deed restrictions, boundaries and contours of the site; locations, dimensions and necessary data pertaining to existing buildings, other improvements and trees; and information concerning available utility services and lines, both public and private, above and below grade, including inverts and depths. All information on the survey shall be referenced to a project benchmark.

3.1.4.3 The services of geotechnical engineers when such services are requested by the Construction Manager. Such services may include but are not limited to test borings, test pits, determinations of soil bearing values, percolation tests, evaluations of hazardous materials, ground corrosion and resistivity tests, including necessary operations for anticipating subsoil conditions, with reports and appropriate professional recommendations.

3.1.4.4 Structural, mechanical, chemical, air and water pollution tests, tests for hazardous materials, and other laboratory and environmental tests, inspections and reports which are required by law.

3.1.4.5 The service of other consultants requested by the Construction Manager when such services are reasonably required by the scope of the Project and are agreed to by the Owner.

3.1.4.6 All Tests, Surveys and Reports are the property of the Owner and shall be retained with the Owners' Project Management System.

3.2 Architect

The Owner shall retain an Architect to provide Basic Services, including normal structural, mechanical and electrical engineering services, which must necessarily be provided by the Architect for the Preconstruction and Construction Phases of the Work. Such services shall be provided in accordance with time schedules agreed to by the Owner, Architect and Construction Manager. Upon request of the Construction Manager, the Owner shall furnish to the Construction Manager a copy of the Owner's Agreement with the Architect, from which compensation provisions may be redacted.

3.3 Legal Requirements

The Owner shall determine and advise the Architect and Construction Manager of any special legal requirements relating specifically to the Project which differ from those generally applicable to construction in the jurisdiction of the Project. The Owner shall furnish such legal services as are necessary to provide the information and services required under Article 3.1.

ARTICLE 4 COMPENSATION AND PAYMENTS FOR PRECONSTRUCTION PHASE SERVICES

The Owner shall compensate and make payments to the Construction Manager for Preconstruction Phase services as follows:

4.1 Compensation

4.1.1 For services described in Paragraphs 2.1 and 2.2 the Construction Manager's compensation shall be calculated as follows: As outlined on the General Conditions worksheet "Addendum A".

4.1.1 Commencing with the execution of this Agreement, the Construction Manager may bill monthly for actual costs not to exceed **ZERO** (U.S.) (**\$0.00**) for such services. The owner shall pay such agreed upon amounts, as approved by the Owner, within forty-five (45) days from receipt of each invoice. If the Project proceeds into the Construction Phase, the Construction Manager's sole compensation for the Project, including compensation for services described in Paragraph 2.1 and 2.2 shall be as provided below in Article 5.

4.1.2 Compensation for Preconstruction Phase services shall be equitably adjusted if such services extend beyond from the date of this Agreement or if the originally contemplated scope of services is significantly modified.

4.1.3 If compensation is based on a multiple of Direct Personnel Expense, Direct Personnel Expense is defined as the direct salaries of the Construction Manager's personnel engaged in the Project and the portion of the cost of their mandatory and customary contributions and benefits related thereto, such as employment taxes and other statutory employee benefits, insurance, sick leave, holidays, vacations, pensions and similar contributions and benefits.

4.2 Payments

4.2.1 Payments shall be made monthly following presentation of the Construction Manager's invoice and, where applicable, shall be in proportion to services performed.

4.2.2 Payments of agreed upon amounts are due and payable (45) days from the date the Construction Manager's invoice is received by the Owner. Amounts unpaid after the date on which payment is due shall bear interest at the rate entered below, or in the absence thereof, at the legal rate prevailing from time to time at the place where the Project is located.

ARTICLE 5

COMPENSATION FOR CONSTRUCTION PHASE SERVICES

The Owner shall compensate the Construction Manager for Construction Phase services as follows:

5.1 Compensation

5.1.1 The Owner and the Construction Manager agree that in the absence of the Owner and Construction Manager agreeing to Guaranteed Maximum Price and executing Amendment 1, the Owner shall pay the Construction Manager in current funds the Contract Sum consisting of (a) the Cost of the Work as defined in Articles 6 and 7, and (b) the Construction Manager's Fee (for both Preconstruction Phase services described in Paragraphs 2.1 and 2.2 and Construction Phase services to be determined as a portion of the costs listed in Addendum A CMR Price Proposal.

The Construction Manager's fee and overhead shall be calculated at a percentage not to exceed **3.35%** of the cost of the work as defined by Article 6.

The Construction Manager's general conditions shall be at the actual cost but shall not to exceed **6%** of the cost of the work as defined by Article 6.

In addition, the Construction Manager's general requirement costs shall be at actual cost but shall not exceed **0%** of the cost of the work defined by Article 6.

5.2 Guaranteed Maximum Price

5.2.1 The sum of the Cost of the Work and the Construction Manager's Fee are guaranteed by the Construction Manager not to exceed the amount provided in Amendment 1, subject to additions and deductions by changes in the Work as provided in the Contract Documents. Such maximum sum as adjusted by approved changes in the Work is referred to in the Contract Documents as the Guaranteed Maximum Price. Costs which would cause the Guaranteed Maximum Price (GMP) to be exceeded shall be paid by the Construction Manager without reimbursement by the Owner. Any savings to the Guaranteed Maximum Price shall be returned one hundred percent (100%) to the Owner.

5.2.2 GMP shall be established at the end of Intermediate Design.

5.2.3 GMP/cost savings are going to be figured as a net-out basis as opposed to a cost category analysis.

5.3 Changes in the Work

5.3.1 Adjustments to the Guaranteed Maximum Price on account of changes in the Work subsequent to the execution of Amendment 1 may be determined by any of the methods listed in Article 7 of the University of Nebraska's General Conditions.

5.3.2 Adjustments to subcontracts awarded with the Owner's prior consent on the basis of cost plus a fee shall be calculated in accordance with the terms of those subcontracts.

5.3.3 In calculating adjustments to the Contract, the terms "cost" and "costs" as used in the above-referenced provisions of the University of Nebraska's General Conditions shall mean the Construction Manager's Fee as defined in Subparagraph 5.1.1 of this Agreement.

5.3.4 If no specific provision is made in Subparagraph 5.1.1 for adjustment of the Construction Manager's Fee in the case of changes in the Work, or if the extent of such changes is such, in the aggregate, that application of the adjustment provisions of Subparagraph 5.1.1 will cause substantial inequity to the Owner or Construction Manager, the Construction Manager's Fee shall be equitably adjusted on the basis of the fee established for the original Work. Requests for change in fee resulting from changes to Insurance or Bonding requirements will require proof of Insurance or Bond modification prior to consideration for payment.

ARTICLE 6

COST OF THE WORK FOR CONSTRUCTION PHASE

6.1 Costs to be Reimbursed

6.1.1 The term "Cost of the Work" shall mean costs necessarily incurred by the Construction Manager in the proper performance of the Work. Such costs shall be at rates not higher than those customarily paid at the place of the Project except with prior consent of the Owner. The Cost of the Work shall include only the items set forth in this Article 6.

6.1.2 Labor Costs

- .1** Wages of construction workers directly employed by the Construction Manager to perform the construction of the Work at the site or, with the Owner's agreement, at off-site workshops.
- .2** Wages or salaries of the Construction Manager's supervisory and administrative personnel when stationed at the site or office with the Owner's agreement, as outlined in the Construction Manager's proposal in Addendum 1.
- .3** Wages and salaries of the Construction Manager's supervisory or administrative personnel engaged, at factories, workshops or on the road, in expediting the production or transportation of materials or equipment required for the Work, but only for that portion of their time required for the Work.
- .4** Costs paid or incurred by the Construction Manager for taxes, insurance, contributions, assessments and benefits required by law or collective bargaining agreements, and, for personnel not covered by such agreements, customary benefits such as sick leave, medical and health benefits, holidays, vacations and pensions, provided that such costs are based on wages and salaries included in the Cost of the Work under Clauses 6.1.2.1 through 6.1.2.3.
- .5** Monies paid to Construction Manager's personnel for performance-based bonus shall be included as a portion of the General Conditions.

6.1.3 Subcontract Costs

Payments made by the Construction Manager to Subcontractors in accordance with the requirements of the subcontracts.

6.1.3.1 Construction manager bid work and acting as General Contractor: If the Construction manager competitively bids a segment of the project work and is the low bidder on that work then the Construction Manager shall treat that segment of work as a subcontract and the project cost is a fixed amount subject to the contract amendment or changes clause.

6.1.4 Costs of Materials and Equipment Incorporated in the Completed Construction

- .1** Costs, including transportation, of materials and equipment incorporated or to be incorporated in the completed construction.
- .2** Costs of materials described in the preceding Clause 6.1.4.1 in excess of those actually installed but required to provide reasonable allowance for waste and for spoilage. Unused excess materials, if any, shall be handed over to the Owner at the completion of the Work or, at the Owner's option, shall be sold by the Construction Manager; amounts realized, if any, from such sales shall be credited the Owner as a deduction from the Cost of the Work.

6.1.5 Cost of Other Materials and Equipment, Temporary Facilities and Related Items

- .1** Cost including transportation, installation, maintenance, dismantling and removal of materials, supplies, temporary facilities, machinery, equipment, and hand tools not customarily owned by the construction workers, which are provided by the Construction Manager at the site and fully consumed in the performance of the Work; and cost less salvage value on such items if not fully consumed, whether sold to others or retained by the Construction Manager. Cost for items previously used by the Construction Manager shall mean fair market value.

- .2 Rental charges for temporary facilities, machinery, equipment, and hand tools not customarily owned by the construction workers, which are provided by the Construction Manager at the site, whether rented from the Construction Manager or others, and costs of transportation, installation, minor repairs and replacements, dismantling and removal thereof. Rates and quantities of equipment rented shall be subject to the Owner's prior approval.
- .3 Costs of removal of debris from the site.
- .4 Reproduction costs, costs of telegrams, facsimile transmissions and long-distance telephone calls, postage and express delivery charges, telephone service at the site and reasonable petty cash expenses of the site office.
- .5 That portion of the reasonable travel and subsistence expenses of the Construction Manager's personnel incurred while traveling in discharge of duties connected with the Work.

6.1.6 Miscellaneous Cost

- .1 That portion directly attributable to this Contract of premiums for insurance and bonds.
- .2 Sales, use or similar taxes imposed by a governmental authority which are related to the Work and for which the Construction Manager is liable.
- .3 Fees and assessments for the building permit and for other permits, licenses and inspections for which the Construction Manager is required by the Contract Documents to pay.
- .4 Fees of testing laboratories for tests required by the Contract Documents, except those related to nonconforming Work other than that for which payment is permitted Clause 6.1.8.2.
- .5 Royalties and license fees paid for the use of particular design, process or product required by the Contract Documents; the cost of defending suits or claims for infringement of patent or other intellectual property rights arising from such requirement by the Contract Documents; payments made in accordance with legal judgments against the Construction Manager resulting from such suits or claims and payments of settlements made with the Owner's consent; provided, however, that such costs of legal defense, judgments and settlements shall not be included in the calculation of the Construction Manager's Fee or the Guaranteed Maximum Price and provided that such royalties, fees and costs are not excluded by the last sentence of Subparagraph 3.17.1 of the University of Nebraska's General Conditions or other provisions of the Contract Documents.
- .6 Data processing costs related to the Work.
- .7 Legal, mediation and arbitration costs, other than those arising from disputes between the Owner and Construction Manager, reasonably incurred by the Construction Manager in the performance of the Work and with the Owner's written permission, which permission shall not be unreasonably withheld.
- .8 Expenses incurred in accordance with the Construction Manager's standard personnel policy for relocation and temporary living allowances of personnel required for the Work, in case it is necessary to relocate such personnel from distant locations.

6.1.7 Other Costs

Other costs incurred in the performance of the Work if and to the extent approved in advance in writing by the Owner.

6.1.8 Emergencies and Repairs to Damaged or Nonconforming Work

The Cost of the Work shall also include costs described in Subparagraph 6.1.1 which are incurred by the Construction Manager:

- .1 In taking action to prevent threatened damage, injury or loss in the case of an emergency affecting the safety of persons and property, as provided in Paragraph 10.2 of the University of Nebraska's General Conditions.
- .2 In repairing or correcting damaged, or nonconforming Work, executed by the Construction Manager or the Construction Manager's Subcontractors or suppliers, provided that such damaged or nonconforming Work was not caused by the negligence or failure to fulfill a specific responsibility to the Owner set forth in this Agreement of the Construction Manager or the Construction Manager's foremen, engineers or superintendents, or other supervisory, administrative or managerial personnel of the Construction Manager, or the failure of the Construction Manager's personnel to supervise adequately the Work of the

Subcontractors or suppliers, and only to the extent that the cost of repair or correction is not recoverable by the Construction Manager from insurance, Subcontractors or suppliers.

6.1.9 The costs described in Subparagraphs 6.1.1 through 6.1.8 shall be included in the Cost of the Work notwithstanding any provision of the University of Nebraska's General Conditions or other Conditions of the Contract which may require the Construction Manager to pay such costs, unless such costs are excluded by the provisions of Paragraph 6.2.

6.2 Costs Not to Be Reimbursed

6.2.1 The Cost of the Work shall not include:

- .1 Salaries and other compensation of the Construction Manager's personnel stationed at the Construction Manager's principal office or offices other than the site office, except as specifically provided in Clauses 6.1.2.2 and 6.1.2.3.
- .2 Expenses of the Construction Manager's principal office and offices other than the site office except as specifically provided in Paragraph 6.1.
- .3 Overhead and general expenses, except as may be expressly included in Paragraph 6.1.
- .4 The Construction Manager's capital expenses, including interest on the Construction Manager's capital employed for the Work.
- .5 Rental costs of machinery and equipment, except as specifically provided in Subparagraph 6.1.5.2.
- .6 Except as provided in Clause 6.1.8.2, costs due to the negligence of the Construction Manager or to the failure of the Construction Manager to fulfill a specific responsibility to the Owner set forth in this Agreement.
- .7 Costs incurred in the performance of the Preconstruction Phase Services.
- .8 Except as provided in Clause 6.1.7.1, any cost not specifically and expressly described in Paragraph 6.1.
- .9 Costs which would cause the Guaranteed Maximum Price to be exceeded.

6.3 Discounts, Rebates and Refunds

6.3.1 Cash discounts obtained on payments made by the Construction Manager shall accrue to the Owner if (1) before making the payment, the Construction Manager included them in an Application for Payment and received payment therefore from the Owner, or (2) the Owner has deposited funds with the Construction Manager with which to make payments; otherwise, cash discounts shall accrue to the Construction Manager. Trade discounts, rebates, refunds and amounts received from sales of surplus materials and equipment shall accrue to the Owner, and the Construction Manager shall make provisions so that they can be secured.

6.3.2 Amounts which accrue to the Owner in accordance with the provisions of Subparagraph 6.3.1 shall be credited to the Owner as a deduction from the Cost of the Work.

6.4 ACCOUNTING RECORDS

6.4.1 The Construction Manager shall keep full and detailed accounts and exercise such controls as may be necessary for proper financial management under this Contract; the accounting and control systems shall be satisfactory to the Owner. The Owner and the Owner's accountants shall be afforded access to the Construction Manager's records, books, correspondence, instructions, drawings, receipts, subcontracts, purchase orders, vouchers, memoranda and other data relating to this Project, and the Construction Manager shall preserve these for a period of four (4) years after final payment, or for such longer period as may be required by law.

ARTICLE 7 CONSTRUCTION PHASE

7.1 Progress Payments

7.1.1 Based upon Application for Payment submitted to the Owner's Representative by the Construction Manager, the Owner shall make progress payments on account of the Contract Sum to the Construction Manager as provided below and elsewhere in the Contract Documents.

7.1.2 The period covered by each Application for Payment shall be one calendar month.

7.1.3 The Owner shall make payment of agreed upon amount to the Construction Manager not later than forty-five days from receipt of the Application for Payment.

7.1.4 With each Application for Payment, the Construction Manager shall submit payrolls, upon request, petty cash accounts, receipted invoices or invoices with check vouchers attached, Construction Managers Contingency Report, and any other evidence required by the Owner to demonstrate that cash disbursements already made by the Construction Manager on account of the Cost of Work equal or exceed (1) progress payments already received by the Construction Manager; less (2) that portion of those payments attributable to the Construction Manager's Fee; plus (3) payrolls for the period covered by present Application for Payment.

7.1.5 Each Application for Payment shall be based upon the most recent schedule of values submitted by the Construction Manager in accordance with the Contract Documents. The schedule of values shall allocate the entire Guaranteed Maximum Price among the various portions of the Work, except that the Construction Manager's Fee shall be shown as a single separate item. The schedule of values shall be prepared in such form and supported by such data to substantiate its accuracy as the Owner may require. This schedule, unless objected to by the Owner, shall be used as a basis for reviewing the Construction Manager's Applications for Payment.

7.1.6 Applications for Payment shall show the percentage completion of each portion of the Work as of the end of the period covered by the Application for Payment. The percentage completion shall be the lesser of (1) the percentage of that portion of the Work which has actually been completed or (2) the percentage obtained by dividing (a) the expense which has actually been incurred by the Construction Manager on account of the portion of the Work for which the Construction Manager has made or intends to make actual payment prior to the next Application for Payment by (b) the share of the Guaranteed Maximum Price allocated to that portion of the Work in the schedule of values.

7.1.7 Subject to other provisions of the Contract Documents, the amount of each progress payment shall be computed as follows:

- .1** Take that portion of the Guaranteed Maximum Price properly allocable to completed Work as determined by multiplying the percentage completion of each portion of the Work by the share of the Guaranteed Maximum Price allocated to that portion of the Work in the schedule of values. Pending final determination of cost to the Owner of changes in the Work, amounts not in dispute may be included as provided in Subparagraph 7.3.7 of the University of Nebraska's General Conditions, even though the Guaranteed Maximum Price has not yet been adjusted by Change Order.
- .2** Add that portion of the Guaranteed Maximum Price properly allocable to materials and equipment delivered and suitably stored at the site for subsequent incorporation in the Work or, if approved in advance by the Owner, suitably stored off the site at a location agreed upon in writing.
- .3** Add the Construction Manager's Fee, less retainage of Five percent (5%). The Construction Manager's Fee shall be computed upon the Cost of the Work described in the two preceding Clauses at the rate stated in Subparagraph 5.1.1 or, if the Construction Manager's Fee is stated as a fixed sum in that Subparagraph, shall be an amount which bears the same ratio to that fixed-sum Fee as the Cost of the Work in the two preceding Clauses bears to a reasonable estimate of the probable Cost of the Work upon its completion.
- .4** Subtract the aggregate of previous payments made by the Owner.
- .5** Subtract the shortfall, if any, indicated by the Construction Manager in the documentation required by Subparagraph 7.1.4 to substantiate prior Applications for Payment, or resulting from errors subsequently discovered by the Owner's accountants in such documentation.
- .6** Subtract amounts, if any, for which the Owner has withheld or nullified a Certificate for Payment as provided in Section 9.5 of the University of Nebraska General Conditions.

7.1.8 Except with the Owner's prior approval, payments to Subcontractors shall be subject to retention of not less than Ten percent (10%). The Owner and the Construction Manager shall agree upon a mutually acceptable procedure for review and approval of payments and retention for subcontracts.

7.1.9 Except with the Owner's prior approval, the Construction Manager shall not make advance payments to suppliers for materials or equipment which have not been delivered and stored at the site.

7.1.10 In taking action on the Construction Manager's Application for Payment, the Architect/Owner shall be entitled to rely on the accuracy and completeness of the information furnished by the Construction Manager and shall not be deemed to represent that the Owner has made a detailed examination, audit or arithmetic verification of the documentation submitted in accordance with Subparagraph 7.1.4 or other supporting data; that the Owner has made exhaustive or continuous on-site inspections or that the Owner has made examinations to ascertain how or for what purposes the Construction Manager has used amounts previously paid on account of the Contract. Such examinations, audits and verifications, if required by the Owner, will be performed by the Owner's accountants acting in the sole interest of the Owner.

7.2 Final Payment

7.2.1 Final payment shall be made by the Owner to the Construction Manager when (1) the Contract has been fully performed by the Construction Manager except for the Construction Manager's responsibility to correct nonconforming Work, as provided in Subparagraph 12.2.1 of the University of Nebraska's General Conditions, and to satisfy other requirements, if any, which necessarily survive final payment; (2) a final Application for Payment and a final accounting for the Cost of the Work have been submitted by the Construction Manager and reviewed by the Owner's accountants; and (3) a final Certificate for Payment has then been issued by the Architect Owner; such final payment shall be made by the Owner not more than 45 days after the issuance of the Owner's final Certificate for Payment, or as follows:

7.2.2 The amount of the final payment shall be calculated as follows:

- .1** Take the sum of the Cost of Work substantiated by the Construction Manager's final accounting and the Construction Manager's Fee; but not more than the Guaranteed Maximum Price.
- .2** Subtract amounts, if any, for which the Owner withholds, in whole or in part, a final Certificate for Payment as provided in Subparagraph 9.5.1 of the University of Nebraska's General Conditions or other provisions of the Contract Documents.
- .3** Subtract the aggregate of previous payments made by the Owner.

(If the aggregate of previous payments made by the Owner exceed the amount due the Construction Manager, the Construction Manager shall reimburse the difference to the Owner.)

7.2.3 The Owner's accountants will review and report in writing on the Construction Manager's final pay application within 45 days after delivery of the final accounting to the Owner by the Construction Manager. Based upon such Cost of the Work as the Owner's accountants report to be substantiated by the Construction Manager's final accounting and provided the other conditions of Subparagraph 7.2.1 have been met, the Owner will, within seven days after completion of the written report of the Owner's accountants, either issue a final Certificate for Payment to the Construction Manager or notify the Construction Manager in writing of the Owner's reasons for withholding a certificate. The time periods stated in this Paragraph 7.2 supersede all others

7.2.4 If the Owner's accountants report the Cost of the Work as substantiated by the Construction Manager's final accounting to be less than claimed by the Construction Manager, the Construction Manager shall be entitled to proceed in accordance with Article 9. Unless agreed to otherwise, a demand for mediation or arbitration of the disputed amount shall be made by the Construction Manager within 60 days after the Construction Manager's receipt of the Owner's final Certificate for Payment. Failure to make such demand within this 60-day period shall result in the substantiated amount reported by the Owner's accountants becoming binding on the Construction Manager. Pending a final resolution of the disputed amount, the Owner shall pay the Construction Manager the amount certified in the Owner's final Certificate of Payment.

7.2.5 If, subsequent to final payment and at the Owner's request, the Construction Manager incurs costs described in Paragraph 6.1 and not excluded by Paragraph 6.2 (1) to correct nonconforming Work, or (2) arising from the resolution of disputes, the Owner shall reimburse the Construction Manager such costs and the Construction Manager's Fee, if any, related thereto on the same basis as if such costs had been incurred prior to final payment, but not in excess of the Guaranteed Maximum Price. If the Construction Manager has participated in savings, the

amount of such savings shall be recalculated, and appropriate credit given to the Owner in determining the net amount to be paid by the Owner to the Construction Manager.

ARTICLE 8 INSURANCE AND BONDS

8.1 Insurance Required of the Construction Manager

8.1.1 Refer to Article 11 of the University of Nebraska's General Conditions. The Construction Manager will require Subcontractors to maintain insurance that complies with Article 11 of the University of Nebraska's General Conditions

8.2 Insurance Required of the Owner

8.2.1 The Owner will provide Builder's Risk insurance as outlined in §11.4 of the University of Nebraska's General Conditions.

8.3 Owners Protective Bond

8.3.1 Construction Manager will require an Owners Protective Bond ([UNFP 6.3.1.1.6](#)) of all self-performed work and subcontractors when the subcontract amount exceeds Fifteen Thousand Dollars (\$15,000.00), **unless the Owner waives such requirement.** An original of all such bonds shall be delivered to the Owner prior to the start of work. The costs of such bonds shall be included in the subcontract price that becomes part of the Cost of the Work.

ARTICLE 9 MISCELLANEOUS PROVISIONS

9.1 Dispute Resolution for the Preconstruction Phase

9.1.1 No claim or dispute among any of the parties shall be submitted to arbitration for resolution unless the parties involved agree in writing to do so after such claim or dispute has arisen, and any provision that may require arbitration under any circumstance in the Contract Documents shall have no effect.

9.2 Dispute Resolution for the Construction Phase

9.2.1 No claim or dispute among any of the parties shall be submitted to arbitration for resolution unless the parties involved agree in writing to do so after such claim or dispute has arisen and any provision that may require arbitration under any circumstance in the Contract Documents shall have no effect.

9.3 Other Provisions

9.3.1 Unless otherwise noted, the terms used in this Agreement shall have the same meaning as those in the University of Nebraska's General Conditions found at: <https://nebraska.edu/docs/facilities/007213General-Conditions.pdf>.

9.3.2 Extent of Contract

This Contract, which includes this Agreement and the other documents incorporated herein by reference, represents the entire and integrated agreement between the Owner and Construction Manager and supersedes all prior negotiations, representations or agreements, either written or oral. This Agreement may be amended only by written instrument signed by both the Owner and Construction Manager. If anything in any document incorporated into this Agreement is inconsistent with this Agreement, this Agreement shall govern.

9.3.3 Ownership and Use of Documents

The Drawings, Specifications and other documents prepared by the Architect, and copies thereof furnished to the Construction Manager, are for use solely with respect to this Project. They are not to be used by the Construction Manager, Subcontractors, Sub-subcontractors, or suppliers on other projects, or for additions to this Project outside the scope of the Work, without the specific written consent of the Owner and Architect. The Construction Manager, Subcontractors, Sub-subcontractors and suppliers are granted a limited license to use and reproduce applicable portions of the Drawings, Specifications and other documents prepared by the Architect appropriate to and for use in the execution of their Work under the Contract Documents.

9.3.4 Governing Law

The Contract shall be governed by the law of the place where the Project is located.

9.3.5 Assignment

The Owner and Construction Manager respectively bind themselves, their partners, successors, assigns and legal representatives to the other party hereto and to partners, successors, assigns and legal representatives of such other party in respect to covenants, agreements and obligations contained in the Contract Documents. Neither party to the Contract shall assign the Contract as a whole without written consent of the other. If either party attempts to make such an assignment without such consent, that party shall nevertheless remain legally responsible for all obligations under the Contract.

ARTICLE 10 TERMINATION OR SUSPENSION

10.1 Termination Prior To Establishing Guaranteed Maximum Price

10.1.1 Prior to execution by both parties of Amendment 1 establishing the Guaranteed Maximum Price, the Owner may terminate this Contract at any time without cause, and the Construction Manager may terminate this Contract for any of the reasons described in Subparagraph 14.1.1 of the University of Nebraska's General Conditions.

10.1.2 If the Owner or Construction Manager terminates this Contract pursuant to this Paragraph 10.1 prior to commencement of the Construction Phase, the Construction Manager shall be equitably compensated for Preconstruction Phase services performed prior to receipt of notice of termination: provided, however, that the compensation for such services shall not exceed the compensation set forth in Subparagraph 4.1.1.

10.1.3 If the Owner or Construction Manager terminates this Contract pursuant to this Paragraph 10.1 after commencement of the Construction Phase, the Construction Manager shall, in addition to the compensation provided in Subparagraph 10.1.2, be paid an amount calculated as follows:

- .1 Take the Cost of the Work incurred by the Construction Manager.
- .2 Add the Construction Manager's Fee computed upon the Cost of the Work to the date of termination at the rate stated in Paragraph 5.1 or as negotiated between the Owner and the Construction Manager.
- .3 Subtract the aggregate of previous payments made by the Owner on account of the Construction Phase.

The Owner shall also pay the Construction Manager fair compensation, either by purchase or rental at the election of the Owner, for any equipment owned by the Construction Manager which the Owner elects to retain and which is not otherwise included in the Cost of the Work under Clause 10.1.3.1. To the extent that the Owner elects to take legal assignment of subcontracts and purchase orders (including rental agreements), the Construction Manager shall, as a condition of receiving the payments referred to in this Article 10, execute and deliver all such papers and take all such steps, including the legal assignment of such subcontracts and other contractual rights of the Construction Manager, as the Owner may require for the purpose of fully vesting in the Owner the rights and benefits of the Construction Manager under such subcontracts or purchase orders.

Subcontracts, purchase orders and rental agreements entered into by the Construction Manager with the Owner's written approval prior to the execution of Amendment 1 shall contain provisions permitting assignment to the Owner as described above. If the Owner accepts such assignment, the Owner shall reimburse or indemnify the Construction Manager with respect to all costs arising under the subcontract, purchase order or rental agreement except those

which would not have been reimbursable as Cost of the Work if the contract had not been terminated. If the Owner elects not to accept the assignment of any subcontract, purchase order or rental agreement which would have constituted a Cost of the Work had this agreement not been terminated, the Construction Manager shall terminate such subcontract, purchase order or rental agreement and the Owner shall pay the Construction Manager the costs necessarily incurred by the Construction Manager by reason of such termination.

10.2 TERMINATION SUBSEQUENT TO ESTABLISHING GUARANTEED MAXIMUM PRICE

Subsequent to execution by both parties of Amendment 1, the Contract may be terminated as provided in Article 14 of the University of Nebraska's General Conditions.

10.2.1 In the event of such termination by the Owner, the amount payable to the Construction Manager pursuant to Subparagraph 14.1.2 of the University of Nebraska's General Conditions shall not exceed the amount the Construction Manager would have been entitled to receive pursuant to Subparagraphs 10.1.2 and 10.1.3 of this Agreement.

10.2.2 In the event of such termination by the Construction Manager, the amount to be paid to the Construction Manager under Subparagraph 14.1.2 of the University of Nebraska's General Conditions shall not exceed the amount the Construction Manager would be entitled to receive under Subparagraphs 10.1.2 or 10.1.3 above, except that the Construction Manager's Fee shall be calculated as if the Work had been fully completed by the Construction Manager, including a reasonable estimate of the Cost of the Work for Work not actually completed.

10.3 SUSPENSION

After commencement of the Construction Phase, the Work may be suspended by the Owner as provided in Article 14 the University of Nebraska's General Conditions; in such case, the Guaranteed Maximum Price, if established, shall be increased as provided in Subparagraph 14.3.2. the University of Nebraska's General Conditions, except that the term "profit" shall be understood to mean the Construction Manager's Fee as described in Subparagraph 5.3.4 of this Agreement.

**ARTICLE 11
OTHER CONDITIONS AND SERVICES**

11.1 TIME OF SUBSTANTIAL COMPLETION

11.1.1 The process by which the Construction Manager shall achieve Substantial Completion of the Construction Phase Work will be determined at the time of established GMP and submitted as part of Amendment 1.

11.2 DAMAGES FOR FAILURE TO ACHIEVE TIMELY SUBSTANTIAL COMPLETION

11.2.1 Expediting To Maintain Schedule. Construction Manager, at its sole expense, shall take all reasonable steps to expedite performance of any activity, contract, delivery, or inspection where necessary to mitigate any delay, caused by or under the control of Construction Manager or its subcontractors, to maintain the Preliminary or Construction Schedules, and to achieve Substantial Completion by the Substantial Completion Date. The Construction Manager shall sequence the work, provide temporary enclosures, provide additional labor, extend work hours or make other provisions necessary to complete the work on schedule should unusually inclement weather occur.

11.2.2 Liquidated Damages. Owner and Construction Manager recognize that the Owner's damages will be extremely difficult if not impossible to calculate should Construction Manager not substantially complete the Work within the Contract Time. In the event that Construction Manager does not achieve Substantial Completion within Contract Time, as such Contract Time may be modified by Change Order, Construction Manager shall pay Owner the amount of **\$500.00** per day.

IN WITNESS WHEREOF the parties hereto have executed this Agreement the day and year first above written.

**MEYERS, CARLISLE, LEAPLEY
CONSTRUCTION COMPANY**

**THE BOARD OF REGENTS OF THE
UNIVERSITY OF NEBRASKA**

Signature

Printed Name

Title

Date

Signature

Printed Name

Title

Date

CERTIFIED COPY OF RESOLUTION

BE IT RESOLVED, that the following named individuals, and each of them, are hereby authorized as employees of MEYERS, CARLISLE, LEAPLEY CONSTRUCTION COMPANY to execute in its behalf all contracts, agreements and releases which they, in their discretion, approve, each such employee being separately and independently authorized to so act without the concurrence or joinder in such action by and of the other named employees (List individual name(s) below):

Robert Carlisle, Founder & Chairman	
Anthony Fucinaro, Managing Principal	
Jason Jacobs, Sr. project Manager	

BE IT FURTHER RESOLVED, that any such contract, agreement or release executed by any of the above-name employees in the name of MEYERS, CARLISLE, LEAPLEY CONSTRUCTION COMPANY should be considered a contract, agreement, or release of MEYERS, CARLISLE, LEAPLEY CONSTRUCTION COMPANY and shall be binding upon it.

BE IT FURTHER RESOLVED, that any similar authority heretofore granted by the Board of Directors of the Company to employees other than those named above be and hereby is terminated as of this date, and the authority granted above shall commence this date and shall continue until revoked by resolution of the Board of Directors.

I hereby certify that I am Secretary of MEYERS, CARLISLE, LEAPLEY CONSTRUCTION COMPANY , that as such I have access to the books and records of the Corporation; that the foregoing is an excerpt from the minutes of the Board of Directors' Meeting of MEYERS, CARLISLE, LEAPLEY CONSTRUCTION COMPANY a NE Corporation, held on the ____1st____ day of ____November____, 2024____, a quorum being present; and that no action has been taken by the Board of Directors of said Corporation since said date that would have effect of changing or altering the authority granted therein.

Secretary of the Corporation

Signature

Printed Name

Date

Corporation

CERTIFIED COPY OF RESOLUTION – NOT APPLICABLE

BE IT RESOLVED, that the following named individuals, and each of them, are hereby authorized as employees of <<Legal Name of Company>> to execute in its behalf all contracts, agreements and releases which they, in their discretion, approve, each such employee being separately and independently authorized to so act without the concurrence or joinder in such action by and of the other named employees (List individual name(s) below):

BE IT FURTHER RESOLVED, that any such contract, agreement or release executed by any of the above-name employees in the name of <<Legal Name of Company>> should be considered a contract, agreement, or release of <<Legal Name of Company>> and shall be binding upon it.

BE IT FURTHER RESOLVED, that any similar authority heretofore granted by the Members/Managers of the Company to employees other than those named above be and hereby is terminated as of this date, and the authority granted above shall commence this date and shall continue until revoked by resolution of the Members/Managers.

I hereby certify that I am Secretary of <<Legal Name of Company>>, that as such I have access to the books and records of the Company; that the foregoing is an excerpt from the minutes of the Members/Managers' Meeting of <<Legal Name of Company>> a <<State>> Limited Liability Company, held on the _____ day of _____, 20____, a quorum being present; and that no action has been taken by the Members/Managers of said Company since said date that would have effect of changing or altering the authority granted therein.

Secretary of the Company

Signature
Printed Name
Date

LLC/Partnership

CERTIFIED COPY OF RESOLUTION – NOT APPLICABLE

BE IT RESOLVED, that the following named individuals, and each of them, are hereby authorized as employees of <<Legal Name of Company>> to execute in its behalf all contracts, agreements and releases which they, in their discretion, approve, each such employee being separately and independently authorized to so act without the concurrence or joinder in such action by and of the other named employees (List individual name(s) below):

BE IT FURTHER RESOLVED, that any such contract, agreement or release executed by any of the above-name employees in the name of <<Legal Name of Company>> should be considered a contract, agreement, or release of <<Legal Name of Company>> and shall be binding upon it.

BE IT FURTHER RESOLVED, that any similar authority heretofore granted by the Sole Proprietor of the Company to employees other than those named above be and hereby is terminated as of this date, and the authority granted above shall commence this date and shall continue until revoked by resolution of the Sole Proprietor.

I hereby certify that I am the Sole Proprietor of <<Legal Name of Company>>, that as such that no action has been taken by the Sole Proprietor of said Company that would have effect of changing or altering the authority granted therein.

Sole Proprietor

Signature

Printed Name

Date

Sole Proprietor

Addendum A
CMR Price Proposal

Addendum B Terms & Conditions

1. **General.** The Agreement may not be changed in any way except by an instrument in writing signed by both parties. The Contract Documents cancel and supersede any prior understandings or agreements between the parties with respect to the subject matter hereof. Failure of any party to enforce its right under the Contract Documents shall not constitute a waiver of such rights or of any other rights under the Contract Documents.
2. **Termination for Cause.** Owner may terminate the Agreement at any time if Construction Manager fails to carry out its terms or fails to make substantial progress toward the fulfillment of those terms. In such an event, Owner shall provide Construction Manager with a thirty (30) day written notice of the terms in breach. If after such notice, Construction Manager fails to remedy the breach within those 30 days, Owner may immediately cancel the Agreement.
3. **Contract Assignment.** The Agreement shall not be transferred or assigned without prior written consent of Owner.
4. **Indemnity, General and Patent.** Construction Manager shall indemnify and save harmless Owner and its respective officers, agents and employees from and against any and all liabilities and losses whatsoever, including without limitation, costs and expenses in connection therewith, on account of, or by reason of, injury to or death of, any person whatsoever, or loss of or damage to any property whatsoever, suffered or sustained in the case of, or in connection with, the negligent performance of the Agreement, except for that liability and loss arising from the acts or omissions of Owner or its agents. With respect to anything provided to Owner by Construction Manager, Construction Manager shall indemnify Owner and its respective officers, agents and employees against liability, including costs and attorney's fees for infringement of any United States patent, copyright, trade infringement or other intellectual property right arising out of the manufacture, delivery and use of such by Owner.
5. **Governing Law; Venue.** The laws of the State of Nebraska shall govern. Any dispute arising under the Agreement, which is not settled by agreement of the parties, shall be resolved in forums (except for applicable federal appellate courts) located in the State of Nebraska.
6. **Force Majeure.** Neither party shall be liable to the other for damages for any delay in performance arising out of causes beyond its reasonable control and without its fault or negligence, including without limitation: (1) fire, flood or water damage, elements of nature or other acts of God, including any of the foregoing that are harmful to electronic circuitry; (2) outbreak or escalation of hostilities, war, riots, or civil disorders in any country; (3) act or omission of the other party or any governmental authority, (4) labor disputes (whether or not the employees' demands are reasonable or within the party's power to satisfy), (5) non-performance by a third party (including any voice or data telecommunications common carrier), (6) failures or fluctuations in telephone, computer or other telecommunications equipment or lines or other equipment, (7) the real, potential, or credible threat of terrorist activity, or (8) a health emergency (e.g. serious outbreak of contagious disease such as a influenza pandemic) which in the judgment of Owner poses a serious threat to the public health. In the case of any such excusable delay, the non-performing party will be excused from performance of any affected obligation only for so long as the cause of the excusable delay prevails and such party continues to use commercially reasonable efforts to re-commence performance of its obligations as soon as possible; provided however, that the parties may mutually agree that such excusable delay is cause to cancel the Agreement in its entirety, in which case neither party shall be liable to the other for any further performance in relation obligations arising after cancellation.
7. **Compliance with Laws and Regulations; Gramm Leach Bliley; University of Nebraska Policies.** This Agreement must comply with all applicable federal, state and local laws, specifically including all laws and regulations related to the protection and security of any personal information gathered by Construction Manager, such as the Gramm Leach Bliley Act implemented at the University of Nebraska by Presidential Executive Memorandum No. 26 which requires specific contract provisions; and all other applicable policies of the University of Nebraska. Construction Manager agrees to indemnify Owner against any loss, cost, liability, or damage by reason of Construction Manager's violation of any applicable law or regulation. Construction Manager must be qualified to conduct the business necessary to the performance of the Agreement in the State of Nebraska throughout the duration of the Agreement term or any renewal thereof. Construction Manager shall obtain, at its own cost and expense, all necessary licenses, professional certifications and permits and shall assume the responsibility for and pay all applicable fees and all other taxes, which are now or may be imposed in the future by any governmental authority arising out of the conduct of Construction Manager's business.
8. **Discrimination including Sexual Harassment.** State and federal law, as well as University of Nebraska Bylaws, policies, and guidelines prohibit discrimination (as defined therein) including harassment and retaliation, against students, employees, and other members of University community. Prohibited types of discrimination include discrimination on the basis of race, color, ethnicity, national origin, sex (including sexual harassment), pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, political affiliation, and any other protected status. Construction Manager shall exercise control over itself, its employees, agents, contractors, and affiliated parties to prohibit acts of discrimination, including sexual harassment, against University students, employees, and other members of the University community. Construction Manager shall cooperate with University following any report of discrimination. In the event University determines that Construction Manager or an employee, agent, contractor, or other person affiliated with Construction Manager has engaged in discrimination, including harassment, or other inappropriate conduct, Construction Manager will take prompt and effective action, in accordance with University's direction, to prevent recurrence of the conduct and to correct its effects, which may include removal of Construction Manager or the employee, agent, contractor, or other person affiliated with Construction Manager from performing work in connection with the Project. Construction Manager's failure to comply with University's directive or any other part of this provision may be cause for immediate termination of this Agreement. Construction Manager acknowledges that University may have obligations to report any allegations or incidents of discrimination, including sexual harassment. Construction Manager and employees, agents, contractors, and other persons affiliated with Construction Manager who are directly

in performing work in connection with the Project or present on University premises shall participate in any training as may be required by University from time to time, including training regarding sexual harassment..

9. **Drug Free Workplace.** Construction Manager agrees that in the performance of this Agreement, neither Construction Manager nor any of its employees shall engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in conducting any activity covered by the Agreement. Owner reserves the right to request a copy of Construction Manager's Drug Free Workplace Policy. Construction Manager further agrees to insert a provision similar to this statement in all subcontracts or services hereunder.
10. **Weapons Policy.** Possession of dangerous weapons (concealed or unconcealed) on Owner's property, on the work site, in the Owner's vehicles, or in personal vehicles when on the Owner's property shall be a violation of Owner's policy. (A dangerous weapon shall include guns, knives, explosives, or any other device as determined by Owner, which in the manner used or intended is capable of producing death or bodily injury. Devices authorized by the Vice Chancellor for Business and Finance and/or provided to its employees for the purpose of carrying out work responsibilities shall not be deemed dangerous weapons for the purpose of this policy.) Violations of this policy shall make the offender subject to appropriate disciplinary action. Should the Owner in its reasonable judgment, determine that Construction Manager, or its employee or agent, has committed an act in violation of this policy, the Construction Manager agrees as a term and condition of the Agreement, to cause such person and weapon, to be removed from the project site, and from the Owner's premises, and to take such other action as may be reasonably necessary, to ensure compliance with this weapons policy.
11. **Proprietary Information; Confidential Employee Information; HIPAA; FERPA.** It is to be expected that the parties to the Agreement may find it necessary to reveal certain proprietary information to each other. The Agreement may, when proprietary information is exchanged, include certain provisions to mutually protect against the use and disclosure of the proprietary information of each party. In the unusual circumstance that the Agreement should result in the sharing of employee information protected by the law or University of Nebraska policy, information protected by the Health Insurance Portability and Accountability Act, information protected by the Family Educational Rights and Privacy Act of 1974, or any other information deemed confidential and protected by the law, the parties to the Agreement agree to maintain the confidentiality of such information to the extent and manner required by the law and University policy.
12. **Sub-Contractors.** Construction Manager shall not subcontract all or substantially all of any facet of the Work without the prior written approval of Owner. Construction Manager shall be fully responsible for the acts and omissions of its sub-contractors and of the persons directly or indirectly employed by them. Every sub-contractor shall be bound by the terms of the Contract Documents; provided however, that no contractual relationship shall exist between any sub-contractor and Owner, unless it is evidenced in a separate contract independent of the Agreement with Construction Manager.
13. **Unavailability of Funding.** Due to possible future reductions in state and/or federal funds, University cannot guarantee the continued availability of funding of this Agreement notwithstanding the consideration contained within this Agreement. In the event funds to finance this Agreement become unavailable, either in full or in part, due to such reductions, University may terminate this Agreement or reduce the consideration upon notice in writing to Construction Manager. Said notice shall be delivered by certified mail (return receipt requested) or in person (with proof of delivery). University shall be the final authority as to the availability of funds. The effective date of such termination or reduction in consideration shall be the actual effective date of the elimination or reduction of funding. In the event of a reduction in consideration, Construction Manager may cancel this Agreement as of the effective date of the proposed reduction upon the provision of advance written notice to University. Construction Manager shall be entitled to receive just and equitable compensation for any satisfactory work performed up to the effective date of the termination. In the event of unavailability of funding, University shall not be liable for any penalty, expense, or liability, or for general, special, incidental, consequential, or other damages resulting therefrom.
14. **Parking.** Owner shall not be responsible for providing parking for Construction Manager's parking needs. Construction Manager and/or its employees and agents will be solely responsible for any fines resulting from parking violations occurring on Owner's property. To obtain information regarding parking and to obtain permits, it is recommended that Construction Manager and any temporary employees contact the Parking and Transit Services at:
UNL: 625 Stadium Drive, Suite A, Lincoln, Nebraska, Telephone (402) 472-1800
UNO: 1313 S. 67th Street, Omaha, NE 68182, Telephone: 402.554.PARK (7275)
UNK: 2501 19th Avenue, Kearney, NE 68849, Telephone (308) 865-8367
15. **Building Rules and Regulations; Tobacco Use.** Employees of Construction Manager and any sub-contractors shall comply with all Owner rules and regulations pertaining to conduct in Owner's facilities. Owner reserves the right to request the removal or replacement of Construction Manager or sub-contractor employee who fails to comply with such rules and regulations. All buildings, property and University owned vehicles are tobacco-free. Use of tobacco products is not permitted in or on any Owner facility/property. The Construction Manager is expected to respect this tobacco-free policy and fully comply with it.
16. **Use of Premises.** To the extent that the Agreement requires Construction Manager or its employees or agents to be present on or within Owner's properties, then Construction Manager shall limit its presence and activities to such areas as are reasonably necessary in order to perform under the Agreement. The Construction Manager shall take such precautions as are required to avoid damage to buildings, facilities, utilities, ground resources, trees and landscape amenities, and other properties adjacent to Construction Manager's activities within the scope of the Agreement and agrees to be responsible and/or carry out any repairs for which it is liable, as a result of its performance under the Agreement.
17. **Hazardous Waste Generated by Construction Managers and or sub-contractors.** Any hazardous waste, which is generated from the performance of the Agreement, shall be properly disposed of by Contractor, in a timely fashion, and in accordance with applicable hazardous

waste laws and regulations. The cost for hazardous waste management and disposal is Contractor's responsibility. Should Owner deem it prudent to dispose of any hazardous waste left on its property, as a result of Contractor's failure to meet its responsibilities, all costs associated with such disposal shall be deducted from any amount yet to be paid to the Contractor and/or billed to the Contractor. University Environmental Health Services is to be notified of all hazardous waste issues. Any non-hazardous waste generated in the performance of this Agreement must be disposed of off campus by Contractor.

18. **Delivery; F.O.B.; Shipping.** Construction Manager shall bear all costs of transportation, packing, crating, delivery, installation, storage, and service under warranty for any goods or related services, delivered pursuant to the Agreement. Construction Manager shall be responsible for and make delivery, including costs of delivery, cartage, temporary storage, off-loading costs, and insurance, F.O.B. destination: University of Nebraska. Unless otherwise specified, all shipments will utilize the best commercial practice to insure safe arrival at the Owner's delivery point.
19. **Quantity.** With respect to quantity of any good purchased under the Agreement, Owner need not accept any variation in quantity except as specified in the Contract Documents. Over-shipments may be returned to Construction Manager at its expense, which shall include a reasonable cost for Owner handling, or be retained by Owner at no increase in price.
20. **Inspection.** Owner may, at any time in the course of the Agreement, inspect and test materials and supplies being used in the performance of the Agreement, including at the point of manufacture. If inspection and tests are made on Construction Manager's premises, Construction Manager without additional charge, shall provide reasonable facilities and assistance for the safety and convenience of the testing/inspection personnel. Except as otherwise agreed in writing, all goods, equipment and supplies furnished under the Agreement shall be subject to final inspection and acceptance by Owner at the delivery destination.
21. **Defective Goods or Work.** Owner, notwithstanding any prior acceptance, at its option, may reject or require prompt correction (in place or elsewhere) of any goods, equipment, supplies, or other work, which are defective in material or workmanship or otherwise fail to meet the requirements of the Agreement. All supplies furnished under the Agreement shall be subject to inspection at F.O.B. destination, and Construction Manager shall be given notice of any defects, other than latent defects, within a reasonable time after receipt of the goods, equipment, and supplies, along with all records of delivery. Owner may, in addition to any rights it may have by law, prepare for shipment and ship the defective goods, equipment, and supplies to Construction Manager, require Construction Manager to remove them, or direct a correction in place. The expense of any such remedy shall be borne by Construction Manager, including any excess cost.
22. **Liens.** Construction Manager warrants that it has title to any goods delivered under the Agreement and shall deliver same free of all liens, claims, and encumbrances.
23. **Federal, State and Local Sales Taxes; Federal Excise Taxes.** Purchases made by the Owner are exempt from the payment of State Sales and Use Taxes and Federal Excise Taxes. Certification of these exemptions will be provided to Construction Manager following the execution of the contract documents.
24. **Ambiguities.** Should Construction Manager perceive an ambiguity in the Contract Documents, Construction Manager shall request an interpretation from Owner before proceeding. If Construction Manager fails to make such a request, failure to perform with respect to the alleged ambiguity shall not be excused.
25. **Recycling Policy.** When purchasing products, materials, or supplies for use, Owner, when making such purchases shall actively pursue the purchase of products, materials, or supplies which are manufactured or produced with at least 10% post-consumer recycled materials. This policy shall not operate when it would result in the purchase of products, materials, or supplies that are of inadequate quality, not readily available or substantially higher in cost. It is the intent of Owner to continually increase the percentage produced from post-consumer recycled material, and, to increase each year the types and variety of products, materials, or supplies purchased with post-consumer recycled material.
26. **Construction Manager Identification.** Construction Manager shall cause each of its employees or any person acting on behalf of the Construction Manager, while providing goods/services to Owner under this Agreement and working on Owner's property, to carry identification, with photo, showing that the individual is an employee or person acting on behalf of the Construction Manager. A badge worn outside of clothing is appropriate for this purpose. Such identification shall be produced upon request of any Owner representative, in order to confirm that the Construction Manager's representative is authorized to be present on Owner's property and/or performing as authorized by the Agreement. Whereas campus security is of utmost importance, failure of any Construction Manager representative to produce the requisite identification upon request, shall be a material breach of the Agreement and shall be cause, at the discretion of Owner, for immediate termination of the Agreement. For those who commonly wear a work uniform, such uniform shall be worn while providing the services related to this Agreement in order that Owner may quickly and clearly identify Construction Manager's service representatives when necessary. A uniform, however, does not take the place of a photo identification badge.
27. **Legal Relationship.** Construction Manager shall under no circumstances be considered as an agent or employee of Owner and shall have no right or authority to, in any manner, obligate Owner to any person or company except as authorized in writing by Owner.
28. **Logos or University Marks.** Construction Manager shall not use or display any University name, logo, trademark, service mark (individually a "Mark" and collectively the "Marks") and/or other indicia designated by University as a source identifier, unless expressly authorized in writing by University. Any unauthorized use of Marks is expressly prohibited. Construction Manager shall not use University's name in any manner that acts

as an endorsement or is an appearance of any endorsement in any promotion, advertisement, solicitation, or other communication, especially as it relates to Construction Manager's business.

29. **Improper Business Relationships and Conflict of Interest Prohibited.** In connection with this Agreement, Construction Manager shall ensure that no improper, unethical, or illegal relationships, or conflict of interest exists between or among Construction Manager, the Owner and any staff and faculty, and any other party to this Agreement. Owner reserves the right to determine the materiality of such relationships, when discovered or disclosed, whether intended or not; and to decide whether or not cancellation of award shall result. Such cancellation shall be at no fault or liability whatsoever to Owner.
30. **Electronic and Information Technology Accessibility.** All electronic and information technology procurements, agreements, and contracts shall comply with Americans with Disabilities, Section 508 or the Rehabilitation Act of 1998 as amended and the Nebraska Accessibility Policy to be found at: <https://nitc.nebraska.gov/standards/2-Chapter.pdf> .
31. **Work Status Verification.** Construction Manager, on behalf of itself and any sub-contractor to the Agreement, agrees that it shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska pursuant to Neb. Rev. Stat. 4-108 to 4-114 as amended.
32. **Construction Manager's Certificate of Insurance.** Construction Manager will be required to furnish a certificate of insurance with bodily injury/personal injury/liability coverage, property damage liability coverage, and workman's compensation coverage. This certificate must be on file prior to any commencement of Work. It is absolutely necessary that the "Board of Regents of the University of Nebraska" is listed as an additional insured" be added to the face of the certificate for all coverage except worker's compensation. The above statement must be worded in this manner. It is also absolutely necessary that a "Completed Operations Coverage" must be included as part of Construction Manager's General Liability.
33. **Debarment.** Construction Manager certifies and warrants that it has not been debarred, suspended, or declared ineligible as defined in the Federal Acquisition Regulation 48 CFR Ch.1 Subpart 9.4. Construction Manager also certifies that Construction Manager, its partners, directors, officers, employees, licensees, subcontractors, or agents have not been excluded or debarred or otherwise become ineligible to participate in federal health care programs pursuant to 42 USC § 1320a-7. The certification and warranty set forth in this section shall be an ongoing certification and warranty during the Term, and Construction Manager shall immediately notify University of any change in the status of the certification and warranty set forth in this section. If Construction Manager becomes excluded from federal health care program participation or placed on the Consolidated List of Debarred, Suspended, and Ineligible Contractors, this Agreement may be terminated immediately, for cause, by University. If any partners, directors, officers, employees, licensees, subcontractors, personnel, or agents of Construction Manager become excluded from federal health care program participation, such individual shall be removed from participating in this Agreement immediately. Failure by Construction Manager to remove such excluded individual immediately shall provide University the right to terminate this Agreement immediately for cause..
34. **Taxpayer Transparency Act.** Under Neb. Rev. Stat. §§ 84-602.01 to 84-602.04, University is required to provide the Nebraska Department of Administrative Services with a copy of each contract that is a basis for an expenditure of state funds, including any amendments and documents incorporated by reference in the contract. Copies of all such contracts and documents will be published by the Nebraska Department of Administrative Services at <https://statecontracts.nebraska.gov/>. It shall be the sole responsibility of Construction Manager (a) to notify University of any requested redactions to this Agreement, any amendment to this Agreement, and any document incorporated by reference into this Agreement and (b) to indicate the legal basis for such requested redactions at the time of execution thereof. In addition, Construction Manager shall defend any challenge to such redactions at its own expense. Construction Manager's failure to request redactions to any contracts or documents released by University under this section shall constitute a complete waiver of any and all claims for damages caused by any such release.
35. **Public Records.** Under Neb. Rev. Stat. §§ 84-712 to 84-712.09, information or records of or belonging to University regarding, related to, or part of this Agreement will be open to public inspection and copying unless exempted from disclosure in accordance with University's interpretation and application of applicable law. It shall be the sole responsibility of Construction Manager (a) to notify University of requested redactions to any such information or records that may otherwise be required to be open to public inspection and copying and (b) to indicate the legal basis for such requested redactions. In addition, Construction Manager shall defend any challenge to such requested redactions at its own expense. Construction Manager's failure to request redactions to any information or records released by University under this section shall constitute a complete waiver of any and all claims for damages caused by any such release.
36. **Federal Funding Compliance.** If this Agreement involves federal funds, (a) Construction Manager's compliance in all respects with all applicable federal anti-discrimination laws is material to Construction Manager's performance under this Agreement; (b) Construction Manager certifies that it does not operate any programs promoting diversity, equity, and inclusion that violate such laws; and (c) Construction Manager's failure to comply with such laws shall be considered a material breach of this Agreement.

If this Agreement is for \$15,000 or more and involves federal funds, then Construction Manager shall comply with 41 CFR §§ 60-300.5(a) and 60-741.5(a), which are incorporated herein by this reference. These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and require action to employ and advance in employment individuals without regard to disability or veteran status.

If Construction Manager has fifty (50) or more employees and this Agreement involves payment of \$50,000 or more in federal funds to Construction Manager, then Construction Manager shall develop or maintain a program as described in 41 CFR 60-741, subpart C. If Construction Manager has fifty (50) or more employees and this Agreement involves payment of \$150,000 or more in federal funds to Construction Manager, then Construction Manager shall develop or maintain a program as described in 41 CFR 60-300, subpart C. To the extent any of the provisions of Appendix II to 2 CFR Part 200 apply to this Agreement, such provisions are incorporated herein by this reference and apply to Construction Manager as a "contractor," "recipient," or "subrecipient."

**Amendment 1 to Agreement
Between Owner and Construction Manager**

Pursuant to Paragraph 2.2 of the Agreement, dated **May 5th, 2025**, between **the Board of Regents of the University of Nebraska, a public body corporate of the State of Nebraska** and **Meyers, Carlisle, Leapley Construction Company** the Owner and Construction Manager establish a Guaranteed Maximum Price and Contract Time for the Work as set forth below.

ARTICLE 1

**GUARANTEED MAXIMUM PRICE
University of Nebraska at UNMC Campus
42nd Street Corridor Streetscape Project
- Project Number **P-24172****

The Construction Manager's Guaranteed Maximum Price for the Work described in the Exhibits attached hereto, including the estimated Cost of the Work as defined in the Agreement, the Construction Manager's Fee as defined in the Agreement, Construction Manger's general conditions costs for items listed on the Fee and General Conditions Worksheet, and Construction Manager's direct costs for items listed on the Fee and General Conditions Worksheet, is **Ten Million Six Hundred Thirty-Five Thousand Nine Hundred Sixty-Five and 00/100's dollars (U.S.) (\$10,635,965.00)** as defined in GMP proposal dated April 21, 2025.

This Price is for the performance of the Work in accordance with the Contract Documents listed and attached to this Amendment and marked Exhibits A through E, as follows:

- Exhibit A** **GMP Drawings – March 3, 2025**
- Exhibit B** **Guaranteed Maximum Price (GMP) – April 21, 2025**
- Exhibit C** **Schedule**

ARTICLE 2

CONTRACT TIME

The date of Substantial Completion established by this Amendment is: **May 31, 2026**

**MEYERS, CARLISLE, LEAPLEY
CONSTRUCTION COMPANY**

**THE BOARD OF REGENTS OF THE
UNIVERSITY OF NEBRASKA**

Signature

Printed Name

Title

Date

Signature

Printed Name

Title

Date



BOARD OF REGENTS AGENDA ITEM SUMMARY

Executive Committee

June 19, 2025

AGENDA ITEM: Updates to remaining Bylaws Chapters I-III of the Board of Regents of the University of Nebraska.

☐

Review

☒

Review + Action

☐

Action

☐

Discussion

☐

This is a report required by Regents' policy.

PRESENTERS: Paul Kenney, Chair

PURPOSE & KEY POINTS:

The proposed updates to remaining Bylaws Chapters I-III of the Board of Regents are intended to implement necessary updates, and clarify language, in compliance with Executive Orders that have been released and additional Department of Education mandates.

RECOMMENDATION

The Board Chair recommends approval.

Bylaws of the Board of Regents of the University of Nebraska



Contains Amendments Through April 11, 2025

Canons of Interpretation

The University of Nebraska has prohibited invidious discrimination on the basis of sex since it was founded [Charter of the University of Nebraska, Section 18, in Board of Regents of the University of Nebraska, Minutes, 1,8 (15 February 1869)], and has reaffirmed its commitment to this position from time to time over the years.

To prevent misinterpretation of the use of masculine pronouns in various pronouncements of the Board, sections of the *Bylaws* of the Board, and rules and regulations of the University, the following canons of interpretation are hereby adopted by the Board of Regents for retroactive and prospective application:

1. Words importing the masculine gender may be applied to females.
2. Words importing the plural number may include the singular.

The Corporation Secretary, or anyone designated by that officer, is hereby authorized to take the appropriate steps in modifying all *Bylaws*, policies, rules and regulations to conform with the canons listed above as the contexts may require, and the interests of clarity may dictate.

History: Added, 42 BRUN 150-151 (10 November 1978)

The Board of Regents
University of Nebraska
3835 Holdrege Street
Lincoln, Nebraska 68583-0745

Corporation Secretary

These *Bylaws* became effective, as approved by the Board of Regents of the University of Nebraska, on August 20, 1973. Subsequent changes were approved by the Board on the dates listed on the final pages of this document. Copies of the updated *Bylaws* may be found at www.nebraska.edu or in the office of the Corporation Secretary.

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Chapter I. The Board of Regents of the University of Nebraska

1.1 **The University of Nebraska.** The University of Nebraska shall include all activities, functions, and administrative entities under the jurisdiction of the Board of Regents that have been established by the Board or assigned to it for the purposes of fulfilling the objectives of the University in education, research, extension, and public service. The organization of the University includes four major administrative units, each with one or more campus sites: the University of Nebraska-Lincoln, which includes the Institute of Agriculture and Natural Resources (within which are the Agricultural Experiment Station and Cooperative Extension Service); the University of Nebraska Medical Center; the University of Nebraska at Omaha; and the University of Nebraska at Kearney.

1.1.1 The administrative units and their respective campus sites referenced above (1.1) may share or combine academic colleges, centers, facilities and programs consistent with the respective institutional and program accrediting body requirements as approved by the Board of Regents upon recommendation by the University of Nebraska System Chief Executive Officer/President.

1.1.2 The administrative units referenced above (1.1) may be separately or collectively accredited in whole, in combination or in part by individual administrative unit, academic college, department or program by their respective institutional and program accrediting body requirements as approved by the Board of Regents upon recommendation by the University of Nebraska System Chief Executive Officer/President.

History: Amended 77 BRUN 21 (11 April 2025)
Amended 56 BRUN 90 (22 June 1991)
Amended 49 BRUN 300 (16 June 1984)

1.2 The Board of Regents of the University of Nebraska. The Board of Regents of the University of Nebraska, a body corporate created by the people of Nebraska through the Constitution, has constitutional and statutory power for general supervision over all elements of the University, control and direction of all expenditures, and for general operating policies of the University. The Board of Regents consists of eight elected members, who are elected for six-year terms, and four nonvoting Student Regents, as provided in section 1.2.1 of these Bylaws. Members hold office until their terms have expired. The Governor fills Board vacancies by appointment as provided in Neb. Rev. Stat. 85-103. The term "Board" when used in these Bylaws, shall mean the Board of Regents of the University of Nebraska. The Board exercises the final authority in government governance of the University within the limits of the Constitution, the laws of the State of Nebraska, and the laws of the United States. The Board hereby delegates to the Chief Executive Officer/President of the University (hereinafter CEO/President), and through him or her to the appropriate administrative officers, general authority and responsibility to carry out the policies and directions of the Board. The Board hereby delegates to the faculty and recognized student groups of each of the administrative units the authority to develop reasonable rules and regulations for faculty and student self-government. In any case where any officer, group or agency has been authorized by these Bylaws to adopt or modify rules or regulations, such rules or regulations, before they may be effective, shall be:

~~In any case where any officer, group or agency has been authorized by these Bylaws to adopt rules or regulations, such rules or regulations, before they may be effective, shall be: (1~~

- (a) considered by the officer, group or agency at a public hearing held after giving reasonable advance public notice thereof; and ~~(2~~
- (b) reviewed and approved by the General Counsel for consistency with these Bylaws and applicable policies, laws and regulations; and ~~(3) filed with the Corporation Secretary for report to the Board. The President and cognizant Chancellor are to be timely provided with a courtesy copy of any public hearing notice.~~
- (c) filed with the Corporation Secretary for report to the Board. The CEO/President and cognizant Chief Administrative Officer/Chancellor (hereinafter CAO/Chancellor) are to be timely provided with a courtesy copy of any public hearing notice. All delegation of authority under these Bylaws is subject to

the condition that in all matters involving students, faculty, and the operation of the University, the Board reserves to itself all powers and responsibilities to take any action required in the exercise of its constitutional and statutory responsibilities in any situation.

History: Amended, 68 BRUN 3 (22 January 2010)
Amended, 56 BRUN 36 (16 March 1991)
Amended, 49 BRUN 300 (16 June 1984)

1.2.1 Student Members of the Board. Three students of the University of Nebraska shall serve as de jure nonvoting members of the Board as provided in Article VII, Section 10 of the Nebraska Constitution. These student members shall consist of the duly elected student body ~~president~~Presidents of their respective administrative units as referenced above (1.1) including the student body President of the University of Nebraska- Lincoln, the student body ~~president~~President of the University of Nebraska at Omaha, and the student body ~~president~~President of the University of Nebraska Medical Center. In addition to the *de jure* nonvoting student members of the Board, the student body president of the University of Nebraska Kearney shall be recognized and serve as a *de facto* member of the Board and shall be accorded the same nonvoting status and privileges as the *de jure* student members of the Board. The terms of office of student members of the Board shall be for the period of service as student body ~~president~~President. In event that they are unable to complete their term of service, the duly elected student body vice President from the respective administrative unit will serve for the completion of the term of service. Effective Date: July 1, 1991

History: Amended, 56 BRUN 36 (16 March 1991)
Added, 42 BRUN 151 (10 November 1978)

1.3 The Officers. The Chair and Vice Chair shall be installed at the annual meeting in accordance with the processes set forth in the Standing Rules of the Board of Regents.

History: Added, 75 BRUN 131-132 (28 June 2019)

1.3.1 The Chair of the Board. Unless he or she resigns or is removed by a majority vote of the Board, the Chair shall hold office for one year or until a successor is selected and qualified. The Chair shall preside at all meetings of the Board at which he or she is present.

(a) The Chair's signature shall appear on diplomas and like documents issued by the authority of the Board. Unless it is otherwise ordered by the Board, or otherwise provided in these Bylaws, the Chair shall sign all contracts and other instruments requiring execution on the part of the Board and perform all other duties incident to such office. ~~The Chair, in consultation with the Board, shall appoint all Committees of the Board.~~

(b) The Chair, in consultation with the Board, shall appoint all Committees and working groups of the Board.

History: Amended, 75 BRUN 131-132 (28 June 2019) Amended, 75 BRUN 71-72 (4 December 2018)
Amended, 42 BRUN 151 (10 November 1978)

1.3.2 Vice Chair of the Board. The Board shall select one of its qualified members as its Vice Chair, whose time of selection and tenure of office shall coincide with that of the Chair. In case of the absence or incapacity of the Chair of the Board, the Vice Chair shall perform the duties of the Chair.

1.3.3 Presiding Officer Pro Tempore. In the case of the absence of both the Chair and Vice Chair at a meeting of the Board, a presiding officer pro tempore shall be selected by the Board.

1.3.4 Corporation Secretary. The Board, after consultation with the CEO/President, shall appoint a Corporation

Secretary, and may also appoint an Assistant Corporation Secretary of the Board to act in event of the absence or disability of the Corporation Secretary, or to assist the Corporation Secretary as may be determined by the Board. The Corporation Secretary, or, in the event of absence or disability, the Assistant Corporation Secretary, shall:

- (a) Attend all meetings and keep an accurate record of proceedings of the Board and make such record available for public inspection pursuant to the laws of the State of Nebraska;
- (b) Promptly prepare the minutes of every meeting of the Board and promptly distribute copies thereof as instructed by the Board;
- (c) Be responsible for keeping the Board, and such persons as the Board may order, supplied with copies of any changes or amendments adopted from time to time to its Bylaws and policies, and shall comply with the provisions of applicable law;
- (d) Be custodian of the records of the Board and all documentary files thereof. The Corporation Secretary shall be responsible for maintaining a current codification of policies and procedures of the Board, and shall also provide for preservation of the records of the Board in accordance with applicable law;
- (e) Be custodian of the corporate seal of the Board, and sign and attest documents in accordance with the provisions of these Bylaws and applicable laws of the State of Nebraska;
- (f) Certify as to the authority of all administrative or executive officers of the University of Nebraska when necessary;
- (g) Perform such other duties as the Board may direct; consistent with current Board of Regents Bylaws, Policy, Standing Rules and applicable laws of the State of Nebraska;
- (h) Be a staff officer of the CEO/President; and, preparing and distributing Board meeting agendas and supporting materials in cooperation with each of the designated Board committee liaisons and
- (i) Provide for maintaining the University Board of Regents archives.

History: Amended, 75 BRUN 131-132 (28 June 2019) Amended, 75 BRUN 72 (4 December 2018) _

1.4 Meetings of the Board. All meetings of the Board shall be held in compliance with the provisions of applicable law. An annual meeting will be held during the first calendar quarter of the year. The Board shall establish the time and place for meetings during the balance of the calendar year at the annual meeting, and shall also establish the time and place of the next annual meeting. Additional meetings of the Board may be held upon the call of the Chair, or the call of two members thereof. Any changes to the time and/or place of the annual meeting subsequent to the dates selected at the respective annual meeting will require a majority vote of the board and no less than seven (7) days' notice.

History: Amended, 75 BRUN 131-132 (28 June 2019)
Amended, 63 BRUN 134 (7 April 2001)
Amended, 42 BRUN 49 (29 July 1978)

1.4.1 Place of Meetings. The annual meeting of the Board shall be held at one of the major administrative units of the University or at the Board's principal office. Other meetings of the Board shall be held within the State as directed in the call thereof. Upon written application to and approval by the Chairperson, individual Board members may attend by virtual electronic teleconference (VTC) using predetermined secured technology with no less than ten (10) days of prior notice. Virtual meetings of the Board and/or Committees of the board may be

conducted with appropriate notice by VTC as coordinated by the Corporation Secretary, with no more than one-half of the meetings of the Board during any calendar year conducted in such manner outside of pursuant to an emergency declared by the Governor

1.4.2 Quorum. A majority of all members of the Board qualified to serve and vote at said time shall constitute a quorum of the Board to transact business.

History: Amended, 38 BRUN 35 (22 February 1975)

1.4.3 Voting. An affirmative vote of a majority of all members of the Board qualified to serve and vote at said time shall be required for the adoption of any resolution relating to the selection of the officers of the Board, selection of the University system CEO/President, as well as the budget, revenue bonds, ~~or creation/elimination of standing/working committees, or amendment of~~ the Bylaws unless otherwise provided by law or herein by these Bylaws. ~~In all other matters a majority of those present at the meeting shall control action of the Board.~~

(a) In all other matters a majority of those qualified Board members present at the meeting shall control action of the Board.

(b) Voting by secret ballot, counted and reported by the Corporation Secretary, will be conducted for purposes of election of the Board officer(s) and other matters as decided by resolution and vote of the qualified members of the Board.

~~1.4.4 History: Amended, 38 BRUN 35 (22 February 1975)~~

Appearances before the Board. The Board shall consider all requests for personal appearances before it, and shall establish rules of procedure governing such appearances that take into consideration both the right of persons to appear before the Board and the time required to conduct the business of the University.

History: Amended, 74 BRUN 17 and 34-41 (1 June 2017)
Amended, 62 BRUN 14 (28 February 1998)

1.4.5 Authority as Individual Regents. The authority of the Board is conferred upon the members as a Board ~~and the. The~~ Regents can bind the Corporation and the University only by acting together as a Board, except as authority that may be granted to Committees of the Board as provided in Section 1.9 of these Bylaws.

History: Amended, 42 BRUN 151 (10 November 1978)

1.4.6 University Seal. The Board shall adopt a corporate seal, and such other seals or emblems as may be required for the University and its major administrative units.

1.5 Degrees and Diplomas. All degrees shall be conferred by the Board. Upon recommendation by appropriate faculties, diplomas from the individual major administrative units certifying the same shall be granted and issued by the Board. All diplomas shall be signed by affixing a certified facsimile signature of the CEO/President of the University, the Chair of the Board, the Corporation Secretary, and the CAO/Chancellor of the major administrative unit from which the student is graduated, and shall have the appropriate seal or replica thereof attached thereto.

1.5.1 Certificates. Certificates shall be granted and issued by the Board to students who have completed a course of study prescribed or approved by it for which no degree is conferred. Such certificates shall be called "certificates in course," and shall be distinguished from awards of merit, certificates of record, and all other types of certificates or certifications. All certificates in course shall be signed by a facsimile signature of the CEO/President, the CAO/Chancellor of the major administrative unit from which the certificate is issued, and such other University officials as the Board directs, and shall have attached thereto the appropriate seal or replica thereof.

1.5.2 Recommendations, Records, and Honorary Degrees. With the exception of honorary degrees, no degree, diploma, or certificate in course shall be conferred, granted, or approved by the Board unless the person receiving the same has been recommended by the faculty of the college in which he or she shall have pursued his or her studies; provided that no such degree, diploma or certificate in course shall be conferred, granted, or approved by the Board unless the candidate has paid all required fees and completed other required documents.

- (a) Faculty recommendations of candidates for degrees and certificates in course shall be made in writing signed by the respective deans. Each administrative unit shall implement processes within its Office of the Registrar, or such similar office, to keep the official and accurate records of the names of all persons receiving degrees, diplomas, or certificates in course.
- (b) Each of the responsible faculty governing units, through such procedure as it may adopt, may recommend to the Board candidates for honorary degrees. An honorary degree shall not be granted to any person holding an appointment with the University unless an exception is made by formal action of the Board.

History: Amended, 75 BRUN 72 (4 December 2018)

1.5.3 Awards. Degrees, diplomas, and certificates in course, which have been recommended by the several faculties and granted by the Board, shall be awarded at such times as the Board may direct.

1.5.4 Lost Diplomas. If a diploma, certificate, or document is lost, the Corporation Secretary is hereby authorized to issue a certificate or document indicating the date of issuance of the original, showing the date when the Board granted the degree or other honor and the name of the person receiving the same, and the duly appointed and acting officers are authorized to sign the certificate or document. The applicant for reissuance shall pay the cost of same.

1.6 Board Approval Required. Approval of the Board shall be required for:

- (a) The submission of the annual request for operating funds and capital improvements to the Governor and/or the State Legislature;
- (b) Appointments of administrative officers at the rank of dean or equivalent ranks and above as provided by Section 3.2 of these Bylaws; and
- (c) The creation of any new administrative unit, academic unit, teaching department or school or division or any administrative/business unit of the University, or the consolidation or elimination of any ~~such~~ administrative unit; provided, however, that, academic unit, department or school or division or administrative/business unit upon recommendation of the CEO/President.
- (d) The Board may delegate to the CEO/President and the campus Chancellors approval authority as it deems appropriate.

History: Amended, 62 BRUN 14 (28 February 1998)

1.7 Rule-Making Authority of the Board. Subject to applicable law the Board shall have the authority to make such rules and regulations as it deems appropriate and necessary for the proper governance and administration of the University. Such rules, when adopted, shall constitute official policies of the Board. These rules and regulations shall include policy statements and delegation of authority to officers of the University for normal activity and emergency.

1.8 Expenses of Members of the Board. Members of the Board serve without compensation, but shall be allowed actual travel and other expenses in conjunction with official duties, and shall file such statements of expense monthly as provided by operating rules of the University.

1.9 Committees of the Board. The Board may establish, combine and/or eliminate standing and ad hoc Committees and may prescribe their duties, functions, and membership. Until approved by the Board, the action(s) taken by any Committee shall not be binding on the Board unless the Committee has been given specific power by the Board to bind it by such action.

History: Amended, 42 BRUN 151 (10 November 1978)

1.10 Code of Ethics. In carrying out its educational, research, extension, and public service missions, the University relies on the ethical and responsible conduct of all employees and members of the Board of Regents. Even the appearance of unethical or irresponsible conduct can be damaging to the public's trust in the University.

- (a) The members of the Board and all University employees are expected to conduct themselves fairly, honestly, in good faith, and in accordance with the highest ethical and professional standards and to comply with applicable laws, regulations, and contractual obligations, and University policies.
- (b) All formal allegations of violation of ethical and responsible conduct by a Regent will be referred to the Audit and Compliance Committee of the Board for review with recusals/abstentions as appropriate.
- (c) In the event it is deemed necessary by the Audit and Compliance Committee, the matter will be remanded to the full Board for further review and/or action regarding any such allegation as appropriate with recusals/abstentions as appropriate.
- (d) As is outlined in Bylaw 1.4.5 herein, the Board shall have authority to bind the University only by acting together as a Board. When an individual Regent speaks of matters outside of the confines of the Board meetings, that member shall make it clear that they are speaking on a personal basis and not as a Regent. In any such instance, no materials obtained in that individuals work as a Regent shall be used as a basis for, or in providing evidence of any statement or claim that Regent is making.

History: Amended, 76 BRUN 203 (7 April 2023)

1.11 Amendments to the Bylaws. All proposed amendments to these Bylaws shall be presented in writing at a meeting of the Board. Such amendments shall not be voted on until a subsequent meeting, with notice thereof given as may be required by law; and if there are no such applicable provisions, then by notice given by publication in at least one legal newspaper in Nebraska and not less than ten days in advance of the meeting. An affirmative vote of a majority of all members of the Board qualified to serve and vote at said time shall be required for the adoption of any amendment to the Bylaws.

History: Amended, 40 BRUN 2 (20 November 1976)

1.12 Reviser of Bylaws; Supplements and Reissues; Powers.

- (a) The Corporation Secretary is hereby designated as the Reviser of these Bylaws and policies adopted by the Board of Regents. The Corporation Secretary shall, from time to time as he or she shall deem necessary, prepare reissues of and supplements to these Bylaws and policies adopted by the Board of Regents for publication and distribution. Publication and distribution shall be accomplished in such manner as the Corporation Secretary determines to be most appropriate. In preparing any such reissue or supplement for publication and distribution, the Corporation Secretary shall not alter the sense, meaning or effect of any act of the Board of Regents, but may:

- (1) renumber sections and parts of sections,
- (2) rearrange sections,
- (3) change reference numbers to agree with renumbered chapters, articles or sections,
- (4) substitute the proper section, article, or chapter numbers for the terms "the preceding section," "this article," "this chapter," and like terms,
- (5) strike out figures where they are merely a repetition of written words,
- (6) change capitalization for the purpose of uniformity, and
- (7) correct manifest clerical or typographical errors.

(b) In addition to the authority delegated in subsection (a) of this section, the Corporation Secretary, in preparing reissues of and supplements to these Bylaws and policies adopted by the Board of Regents for publication and distribution, may:

- (1) remove obsolete matter within any section,
- (2) remove from within any section language that conflicts with any lawful and controlling statute or regulation of the State of Nebraska or of the United States, or that has been determined to be unlawful as a result of a controlling decision of a court of the State of Nebraska or of the United States, when the same can be accomplished without impairing the sense or legality of the remainder of the section,
- (3) omit any section or sections that conflict with any lawful and controlling statute or regulation of the State of Nebraska or of the United States, or that have been determined to be unlawful as a result of a controlling decision of a court of the state of Nebraska or of the United States,
- (4) correct faulty internal and/or external references, and
- (5) harmonize provisions with former acts of the Board of Regents in these Bylaws or former policies adopted by the Board.

Changes made under the authority of this subsection (b) shall be effective only upon publication by the Corporation Secretary, and any change made under the authority of subparagraphs (2) or (3) of this subsection (b) shall be reported to the Board. No change made under authority of this subsection (b) shall effect any change in the substantive meaning of any section of these Bylaws. If the Corporation Secretary is in doubt whether or not a specific change is authorized by this subsection (b), he or she shall not make the change, but shall propose the same as an agenda item for consideration by the Board of Regents as required by Section 1.11 of these Bylaws.

~~1.11 of these Bylaws:~~

History: Added, 62 BRUN 14 (28 February 1998)

Chapter II. Structure of the University

2.0 Interrelationships of the Board, the Administration, the Faculty, and the Student Body. The Board, the Administration, the Faculty, and the Student Body carry out their respective responsibilities not as isolated entities, but as major and primary constituents of a total University organization and structure that remain mutually interdependent, and which must be supportive of the purposes, functions, and obligations of the University.

2.1 Procedures for Selection of Senior Administrative Officers. Appointment of the CEO/President shall be made by the Board. The authority to make all other senior administrative appointments, ~~i.e., including the~~ Vice Presidents, CAOs/Chancellors, Vice-Chancellors, etc., Administrative Unit Officers (aka Chief Business Officer, Chief Research Officer, etc.), Deans, and equivalent ranks, resides with the CEO/President or administrative officers designated by the CEO/President, subject to approval by the Board, as provided in this section and Section 3.2 of the Bylaws.

- (a) Whenever a vacancy occurs in the position of CEO/President or is imminent, the Board shall be the appointing authority and shall promptly appoint one or more ~~presidential~~CEO/Presidential search advisory committee(s) to assist the Board in the search for suitable candidates to fill the position and designating one of the members of the ~~presidential~~CEO/Presidential search committee(s) to serve as its chair. The ~~presidential~~CEO/Presidential search committee(s) will consult broadly with the principal constituencies with which the CEO/President interacts and shall define the responsibilities of and prepare the qualifications and profile of the next CEO/President in a manner consistent with the Bylaws. The size, responsibilities, composition of, and representation on the search committee shall be determined by the Board.
- (b) Whenever a vacancy occurs in a senior administrative position at the level of CAO/Chancellor or Vice President, and assuming the position is to be refilled, the CEO/President, shall be the appointing officer and shall promptly appoint an advisory committee to assist in the search for suitable candidates to fill the position. The size, composition of, and representation on each advisory committee shall be determined by the CEO/President, provided that each advisory committee shall include representatives of the principal constituencies with which the position in question interacts.
- (c) Whenever a vacancy occurs in a senior administrative position at the level of ~~Vice-Chancellor~~Administrative Unit Officer or Dean, and assuming the position is to be refilled, the CEO/President, or an administrative officer designated by the CEO/President to make the appointment, shall be the appointing officer and shall promptly appoint an advisory committee to assist the appointing officer in the search for suitable candidates to fill the position. The size, composition of, and representation on each advisory committee shall be determined by the appointing officer in consultation with the elected heads of faculty and student governments, provided that each advisory committee shall include representatives of the principal constituencies with which the position in question interacts.
- (d) In those cases, in which the search is for an officer other than the CEO/President, the appointing officer may serve as a nonvoting member of the advisory committee. The appointing officer shall:
 - (1) designate one of the members of the advisory committee to serve as its chair;
 - (2) define, in a manner consistent with these Bylaws, the responsibilities of the senior administrative position for which the search is being conducted; and ~~(3) define the qualifications being sought in candidates for the position.~~
 - (3) define the qualifications being sought in candidates for the position. _
- (e) Except for application materials of finalists as determined in the search process, the work and records of each search advisory committee(s), including all candidate files, shall be considered confidential and shall be treated accordingly.

History:

Amended, 72 BRUN 28-30 (30 May 2014)
Amended, 59 BRUN 210-211, 221 (10 December 1994)
Amended, 56 BRUN 174 (18 October 1991)
Amended, 55 BRUN 187 (7 September 1990)
Added, 46 BRUN 253-254 (16 January 1982)

With the addition of Sec. 2.1 all subsequent sections were sequentially renumbered. Several sections were consolidated and renumbered in the 1984 revised edition. 49 BRUN 300 (16 June 1984)

2.2 The CEO/President of the University. The CEO/President shall be the chief executive officer of the University as defined in section 1.2 and shall exercise such executive powers as are necessary for the proper government of the University and for the protection and advancement of its interests in their entirety.

- (a) The CEO/President shall enforce the regulations and orders of the Board and may issue directives and executive orders not in contravention of existing policies of the Board.
- (b) The CEO/President shall be responsible for all personnel appointments subject to confirmation of the Board, as required, and shall make interim appointments to those positions normally requiring approval of the Board during the recesses of the Board, subject in each case to the approval of the Board at its next meeting.
- (c) The CEO/President shall be an ex officio member of all faculties of the University. In the instance that an incoming CEO/President has prior to selection been a faculty member of the University of Nebraska, the faculty member status will be retained.
- (d) The CEO/President shall direct the planning, development, and appraisal of all activities of the University, and be responsible for their coordination and implementation, but may delegate authority in these areas to other officers who may be appointed by the Board upon his or her recommendation.
- (e) The CEO/President shall be responsible for the preparation of the Annual Report of the Board and submission of the total University budget to the Board for its review and approval.
- (f) The CEO/President shall provide for regular periodic evaluations of all administrative officers at the system-wide level. All matters from any major administrative unit shall be forwarded to the Board through the Office of the CEO/President or the CEO/President's designated representatives.
- (g) The CEO/President also shall be responsible for providing policy direction and oversight to the University's Department of Intercollegiate Athletics at the University of Nebraska-Lincoln.

2.2.1 Acting or Interim CEO/President. In the event that the University CEO/President shall resign, be incapacitated, be on an extended leave of absence or otherwise be unable to perform his or her duties, an Acting or an Interim CEO/President of the University shall be designated by the Board. The Acting or Interim CEO/President shall have all powers, duties, and responsibilities normally devolving upon the Office of the CEO/President of the University.

2.3 The Executive Vice President and Provost. The Executive Vice President and Provost shall be appointed by the CEO/President as provided in Sections 2.1 and of these Bylaws. After the CEO/President, he or she shall be the University's ranking academic and administrative officer. The Executive Vice President and Provost shall perform such duties as may be required by the CEO/President and the Board and shall have the following specific responsibilities:

- (a) Serve as Dean of the University-wide Graduate College and as the presiding officer of the graduate faculty and the Executive Graduate Council. In this capacity he or she shall:

- (1) recommend appointment to or removal from the graduate faculty,
 - (2) be administratively responsible for the welfare of the Graduate College and for implementing the policies of the Board and the graduate faculty concerning graduate studies and research, and
 - (3) act as an advisor to the CEO/President and, as appropriate, the CAO/Chancellors in matters pertaining to planning, development, coordination, and administration of graduate studies and research on the several campuses of the University; and
 - (4) convene and coordinate activities of the Graduate Deans of the administrative units of the university.
- (b) Serve as Acting CEO/President in the temporary absence of the CEO/President, unless otherwise designated by the Board.
 - (c) Serve as liaison to the Committees of the Board for all academic matters.
 - (d) Convene and coordinate activities of the Chief Academic Officer and Senior Research Officers of the administrative units of the university.

History: Amended, 59 BRUN 212,221 (10 December 1994)
 Amended, 49 BRUN 300 (16 June 1984)
 Amended, 46 BRUN 335-336 (27 March 1982)

2.4 The Senior Vice President for Business and Finance. The Senior Vice President for Business and Finance shall be appointed by the CEO/President as provided in Sections 2.1 and 3.2 of these Bylaws. The Senior Vice President and Chief Financial Officer (hereinafter "Senior Vice President and CFO") shall, except as otherwise specifically provided, have general supervision of and responsibility for the property, investments, and operations of the University. The Senior Vice President and CFO shall advise the president on the business and financial activities of the University.

- (a) He or she shall serve as an executive officer of the CEO/President in all matters of business, finance, and general administration.
- (b) He or she will convene and coordinate activities of the Chief Business and Finance Officers of the administrative units of the university

History: Amended, 59 BRUN 213, 221 (10 December 1994)
 Amended, 57 BRUN 119 (13 June 1992)
 Amended, 49 BRUN 300 (16 June 1984)
 Amended, 46 BRUN 336-337 (27 March 1982)
 Amended, 46 BRUN 52 (25 July 1981)

2.5 Other University-wide Officers. The CEO/President may appoint such personnel as are required for the effective operation of the University. The titles and duties of such personnel shall be defined by the CEO/President.

2.6 Vice President and General Counsel. The Vice President and General Counsel for the University shall be appointed by the CEO/President as provided in Sections 2.1 and 3.2 of these Bylaws.

History: Amended, 59 BRUN 213, 221 (10 December 1994)
 Amended, 47 BRUN 146 (24 July 1982)

2.7 Advisory Groups. The CEO/President shall establish faculty, student, administrative, and citizen advisory councils as a continuing method of communication between the CEO/President, the Board, and major segments of the University community.

2.8 The CAO/Chancellors-Vice Presidents. Each major administrative unit shall have a CAO/Chancellor~~as its chief administrative officer, who shall also be a Vice President of the University,~~ and who shall report to the CEO/President of the University and through the CEO/President to the Board.

2.8.1 Powers and Duties of the CAO/Chancellors. Subject to the guidelines and policies of the Board and the CEO/President, the CAO/Chancellors shall do all things necessary for the development of the major administrative unit for which they are responsible, and shall be members of the ~~Chief Executive Officer~~CEO/President's staff for purposes of inter-unit cooperation and planning. The CAO/Chancellor's title may include CAO/Chancellor, or other Board approved title. In addition, the CAO/Chancellors shall have the following specific responsibilities:

- (a) Provide leadership in developing the total program under their jurisdiction;
- (b) Establish offices of ~~Vice Chancellors~~ Administrative Unit Officers, Deans, ~~directors~~ Directors, and other administrative offices as are required for the effective exercise of their responsibilities, subject to the approval of the CEO/President and the Board. The organization of each major unit with the duties and responsibilities of the administrative officers, when approved by the Board, shall be appended to these Bylaws;
- (c) Recommend all personnel appointments requiring approval by the CEO/President and the Board;
- (d) Provide for regular periodic evaluations of each administrative officer in their units, which may include consultation with faculty and students;
- (e) Concern themselves with the planning and development of all activities of their units and be responsible for their coordination; employing a centralized strategic planning process and providing academic and business-related updates to the CEO/President at predetermined intervals no less frequently than annually.
- (f) Submit annual budgets for operations and construction to the CEO/President covering all activities assigned to their units; and
- (g) Determine, under the guidelines of Sections 2.8 through 2.15, the basic organization of the educational and administrative structure of the administrative unit/campus, subject to applicable law and approval by the CEO/President and the Board. Such administrative and educational organization may include departments, schools, institutes, centers, divisions, and all similar designations.

2.8.2 Administrative Functions. Each CAO/Chancellor shall provide for the following administrative functions within the structure of the major administrative unit:

- (a) General supervision of the faculties through the system of colleges and schools;
- (b) General supervision of all relationships between students and the major administrative unit. Such supervision includes, but is not limited to: admissions; registration and records; academic advising; counseling; housing; scholarships and financial aids; student activities and services; placement; foreign students; and the evaluation and certification of academic credit from other institutions;
- (c) The business and financial management of the major administrative unit and its component parts in conformity with University-wide management policies, practices, and controls established by the Office of the CEO/President and the Board. The management function should include, but is not limited to: budget preparation and implementation; keeping financial accounts for activities of the unit; auditing all expenditures and bills presented for payment; and such financial reports as may be required; Personnel

administration, including employment, termination, wage determinations, and conditions of employment for other than academic-administrative employees of the major administrative unit, in conformity with University-wide policies, practices, and procedures as may be required by the Board; and Operation and maintenance of the physical plant in coordination with the Senior Vice President and CFO, purchase of supplies and equipment, and maintenance of appropriate inventories and records of real and personal properties under the jurisdiction of the major administrative unit.

2.9 The Colleges. Subject to the powers vested in the Board, and subject to the provisions of 85-108 and 85-112 Revised Statutes of Nebraska, and other applicable law, the immediate government of each college shall be by its own faculty. Without limiting the generality of the foregoing statement, such power shall include adoption of attendance rules, determination of requirements for graduation, recommendations of candidates therefore, developing research and extension programs, discipline of students for conduct solely affecting the college, and providing to the Board recommended admission requirements, courses of study and other relevant material for meeting statutory requirements. Those persons with rank of assistant professor and above, or equivalent ranks, shall constitute the voting members of a college faculty, unless other persons are specifically included in a particular college by action of these voting members. Any system of college government shall provide for consultation with students. No curriculum leading to a degree or certificate shall be adopted, combined, renamed, or discontinued without the approval of the Board or their designee. The faculty for each college shall adopt rules and regulations relating to its government in accordance with Section 1.2 of these Bylaws.

History: Amended by the Corporation Secretary pursuant to the authority of Sec.

History: ~~Amended by the Corporation Secretary pursuant to the authority of Sec.~~ 1.12 (b) of these Bylaws (27 April 2012)

Amended, 47 BRUN 146 (24 July 1982)

2.9.1 Deans of Colleges. The Dean of a college shall be the officer primarily charged with the administration of the college. The Dean shall be the presiding officer of its faculty and the chief advisor of the CAO/Chancellor in regard to the college's welfare, and shall be in general charge, under the CAO/Chancellor, of the administrative work of the college.

- (a) The Dean shall submit recommendations to the Office of the ~~Chancellor~~ CAO/Chancellors concerning the appointment, reappointment, non-reappointment, promotion, granting of continuous appointment, demotion, transfer, dismissal, or removal of members of the college staff. All requisitions chargeable to funds apportioned to the college are subject to approval by the dean or his or her designee.
- (b) The Dean will concern themselves with the planning and development of all activities of their units and be responsible for their coordination, employing a centralized strategic planning process and providing academic and business-related updates to the CAO/Chancellors and CEO/President at predetermined intervals but no less than annually.

2.9.2 College Staff. In preparing budgetary or apportionment recommendations, or in recommending the appointment, reappointment, non-reappointment, promotion, granting of continuous appointment, demotion, transfer, dismissal, or removal of members of the college staff, the Dean of the college shall consult the department chairs affected and any special college committee that may be established to advise in these matters. If the recommendation of a chair, of a director, or an advisory committee differs from the Dean's recommendation, the Dean shall so inform the CAO/Chancellor, or, in the case of the Graduate College, the executive officer for Graduate Studies ~~and Research~~ shall inform the cognizant CAO/Chancellor and the Executive Vice President and Provost.

History: Amended, 41 BRUN 86 (10 December 1977)

2.9.3 The Schools. Collegiate and independent schools may be established by the Board upon recommendation

of the CAO/Chancellor and the CEO/President. Subject to the powers vested in the Board or delegated to administrative officers, the immediate government of such schools shall be in their respective faculties. Schools shall be subject to the general supervision and control of the Dean and faculty of the college within which they exist. Executive heads of such schools shall have powers and responsibilities assigned to their positions by the Board.

- (a) Interdisciplinary breadth encompassing commitment of funding and faculty time from more than one department.
- (b) An identifiable and sustainable budget.
- (c) Use of a centralized outcome metric driven strategic planning process
- (d) Provide academic and business-related strategic updates to the CAO/Chancellor and Dean(s) at predetermined intervals no less than annually.

2.10 The Departments. The Board may create, merge or eliminate departments of a college or a school when size or educational efficiency demands it. The department chair shall be the officer primarily charged with the administration of the department. The department chair shall be the presiding officer of its faculty and the chief advisor to the Dean or director of the administrative unit to which the department is assigned. Department chairs shall be appointed upon recommendation of the Dean in the manner provided by Section 3.2 of these Bylaws, after appropriate consultation with the department faculty, and with concurrence by the CAO/Chancellor and the CEO/President. The department chair shall not have tenure in that office, but tenure as a faculty member is a matter of separate right. The department chair may make recommendations to the Dean and the faculty of the college concerning the welfare of the department or its relations to other departments. Before making such recommendations, the department chair shall consult with the appropriate department faculty. Where the recommendation of the chair differs from the advice given by the appropriate department faculty, the chair shall so inform the Dean. The department staff shall consist of persons of the rank of assistant instructor or above or equivalent ranks in the department. Meetings of the department staff may be called by the CAO/Chancellor, the Dean, the chair, or by a majority of the staff. The department staff may make recommendations upon any matter affecting the welfare of the department or its members to the chair, to the Dean of the college, or to the faculty of the college. In the event that a departmental recommendation or the recommendation of the department chair does not receive higher administrative approval, the reasons for the action shall be communicated to the department.

History: Amended, 62 BRUN 14 (28 February 1998)

2.11 Multi-Departmental Academic Centers for Research, Teaching, and/or **Service**. Multi-disciplinary and intercampus organizational entities have become increasingly important for the pursuit of the University's mission. Such multi-departmental organizational entities may organize faculty and programs for numerous purposes such as creation of partnerships with external organizations, enhanced university research and outreach programs, development of new funding patterns, addressing emerging ~~multi-disciplinary~~multidisciplinary educational needs, and other emerging problems and issues. Organizational entities of this type are encouraged in order to serve important University goals. Such entities are considered "~~Multi-Departmental~~Multidepartment Academic Centers for Research, Teaching, and/or Service," a generic designation which applies not only to "centers" but also to all such entities such as those characterized as "bureaus," "institutes," or designations other than colleges or schools. "Multi-Departmental Academic Centers for Research, Teaching, and/or Service" require approval by the Board of Regents as stated in section 2.11 of the Bylaws of the Board of Regents if they meet all of the following criteria:

- (a) Interdisciplinary breadth encompassing commitment of funding and faculty time from more than one department.
- (b) An identifiable and sustainable budget.

- (c) Use of a centralized and entity specific outcome metrics driven strategic planning process
- (d) Provide academic and business-related strategic updates to the applicable administrative unit's CAO/Chancellor and Dean(s) or Vice Chancellor(s) at predetermined intervals no less than annually. If the unit is a system wide entity, the director will provide academic and business-related strategic updates to the Executive Vice President and Provost.

A proposal for approval should include a detailed description of the multi-departmental center function, justification, relevance to the University's strategic plans, participating departments and faculty, administration, funding, formal name, and evidence that the multi-departmental center will more effectively achieve stated academic objectives than traditional departmental, school, or college structures.

The CEO/President will conduct periodic reviews of all "Multi-Departmental Academic Centers for Research, Teaching, and/or Service," on a timetable appropriate to the nature of the center but not less frequently than every seven years, and after a preliminary progress report is submitted after the initial three years. The report of the results of periodic reviews will be provided to the Board of Regents.

History: Amended, 74 BRUN 18 (25 May 2016)
Amended, 66 BRUN 2 (20 January 2006)

2.12 Provision for Faculty Government. The faculties of each major administrative unit shall establish a governing agency for dealing with matters of interest to more than one college. Such agencies shall be democratic in structure and operation and shall determine rules concerning membership. They shall conduct business in open session, and minutes of meetings shall be public information. By no less than a majority vote of those present, an executive session may be authorized. An agency may include student participation under conditions and circumstances approved by the agency. All rules and regulations of such agency shall be adopted in accordance with Section 1.2 of these Bylaws.

~~History: Amended by the Corporation Secretary pursuant to the authority of Sec.~~

History: Amended by the Corporation Secretary pursuant to the authority of Sec. 1.12 (b) of these Bylaws (27 April 2012)

2.12.1 Responsibilities of Faculty Governing Agencies. Each agency shall have the following general responsibilities:

- (a) Adopt its rules of procedure, in accordance with Section 1.2 of these Bylaws;
 - (b) Act as the official voice of the faculty of which it is composed;
 - (c) Act on academic matters that affect more than one college;
 - (d) Advise and consult with student, staff, and administrative groups on matters of general concern, which include, but are not necessarily limited to, the budget, institutional planning, library and computer operation, student academic conduct in the classroom, and the selection of academic administrative personnel;
 - (e) Consider business specifically delegated to it by the cognizant CAO/Chancellor;
 - (f) Recommend candidates for honorary degrees; and
 - (g) Provide for the protection of academic freedom by adopting rules and regulations for consideration by the Board as provided in Paragraph 1.2 of these Bylaws:
- (1) Establish a code of academic rights and responsibilities, provided that such code shall not conflict

with Chapter IV of these Bylaws;

(2) Establish suggested penalties and sanctions for failure to adhere to the standards contained in such code; and

(3) Establish a governmental structure and a system of procedure for handling alleged failure to adhere to the standards contained in such code, provided that nothing shall conflict with anything contained in these Bylaws.

History: Amended by the Corporation Secretary pursuant to the authority of Sec. 1.12 (b) of these Bylaws (10 June 2013)

2.12.2 Appeal to the Board. In matters of policy regarding academic freedom and faculty status, after exhausting normal administrative channels, the faculty governing agency of each major administrative unit by majority vote of the members of that faculty governing agency may appeal directly to the Board.

2.13 Provision for Student Government. The students of each major administrative unit may create democratic student governing agencies at the campus, college, school, department, or living unit level. One of said agencies of each major administrative unit shall be designated by a majority vote of the students voting as the official representative of the student body. Each administrative unit will develop its own criteria for student representation. The Constitution and Bylaws of all student governing agencies at the campus level shall be subject to approval by the cognizant CAO/Chancellor in compliance with § 1.2 of these Bylaws and shall become a part of the Rules of the Board. Following approval by the cognizant CAO/Chancellor, a report of any amendments to the student governing agency's Constitution and Bylaws shall be made to the Board at the next meeting of the Board. The representative student agencies shall have the opportunity to exercise the following privileges, if they so desire:

- (a) Select student representatives at their particular level of governance;
- (b) Make recommendations to the Board concerning the budgeting of all funds collected through fees designated for the use of student organizations;
- (c) Serve on those committees that directly affect the nonacademic aspects of student life; and
- (d) Participate in other appropriate committees.

2.14 Student and Faculty Government. Subject to approval of the Board, a major administrative unit may combine the student and faculty government into a single agency.

2.15 Ombudsperson. The cognizant CAO/Chancellor of each major administrative unit is authorized to appoint an Ombudsperson. Each CAO/Chancellor shall adopt procedures governing the selection of the Ombudsperson, which shall include formal consultation with representatives of those segments of the University served by the Ombudsperson. The Office of the Ombudsperson will seek to improve academic and administrative processes within the University by discovering problems and suggesting reforms. The Office may assist any member of the University community in the resolution of academic, administrative, or personal problems that cannot otherwise be resolved equitably within existing mechanisms. The Ombudsperson may listen to, investigate, and seek to mediate and resolve complaints and grievances made to him or her concerning academic or administrative policies, procedures, practices, or decisions. The Ombudsperson may recommend appropriate changes or solutions to the CAO/Chancellor. However, the Ombudsperson shall have no authority to overturn, reverse, or modify such policies, procedures, practices, or decisions. No person shall suffer any penalty or disability because of seeking assistance from the Ombudsperson. All information presented to that office by persons seeking assistance shall be considered confidential unless a complainant shall authorize release of such information. All information received by the Ombudsperson shall be considered privileged where otherwise provided by law.

History: Amended, 71, BRUN 11 (02 March 2012) Amended, 42 BRUN 151 (10 November 1978) Amended, 40

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Chapter III. Terms and Conditions of Employment

3.0 Equal Opportunity. Recruitment, selection, employment, transfer, promotion, demotion, training, and pay of all employees of the University shall be without regard to race, color, sex, religion, national origin, or political affiliation. The University will take action to ensure that applicants are employed, and that employees are treated during employment, without regard to these factors. Merit will be the criterion by which qualifications for appointment, retention, or promotion are judged.

History: Amended 77 BRUN 21 (11 April 2025)

3.1 Categories of University Personnel.

3.1.1 Professional Staff. This category includes all personnel having a general scope of duties and responsibilities requiring educational qualifications and professional training that exempts their positions from the Federal Fair Labor Standards Act and the State Personnel System. This category consists of the following subcategories:

3.1.1.1 Academic-Administrative Staff. This subcategory includes all faculty and such administrative officers as the Board may designate. The faculty of the University of Nebraska includes all persons holding the academic rank of assistant instructor and above, or formally approved equivalent ranks.

History: Amended, 53 BRUN 26 (12 September 1987) Amended, 42 BRUN 49-50 (29 July 1978)

3.1.1.2 Other Academic Staff. This subcategory includes all persons with the rank of research associate, research assistant, graduate assistant, teaching assistant, teaching fellow, and house officer.

History: Amended, 53 BRUN 26 (12 September 1987) Amended, 42 BRUN 50 (29 July 1978)

3.1.1.3 Managerial-Professional Staff. This subcategory includes persons serving in nonacademic professional positions including nurses, technical specialists, directors not included in the academic-administrative staff, and all departmental managers. Part-time employees in this subcategory may be subject to the provisions of the Federal Fair Labor Standards Act.

3.1.2 Office and Service Staff. This category includes all persons who perform work that by custom in business, industry, and other institutions of higher education is managed on an hourly basis with such work compensated according to hours worked or earned, including clerical and office employees, foremen, general service workers, and other personnel paid on an hourly basis.

History: Amended, 42 BRUN 287 (24 March 1979)

3.1.3 Student Employees. This category includes all employees whose primary occupation is that of student, except those qualifying under 3.1.1.2.

History: Amended, 42 BRUN 287 (24 March 1979)

3.2 Authority to Create Salary Obligations. The Board shall appoint the CEO/President and approve any contract for the services of the CEO/President. Appointments to the positions of Provost, ~~Chief Administrative Officer~~ CAO/Chancellor and Vice President shall be made by the CEO/President, subject to approval by the Board. Appointments to the positions of Vice Chancellor, Dean, and equivalent ranks, shall be made by the CEO/President, or by an administrative officer designated in writing by the CEO/President, subject to approval by the Board. The CEO/President, administrative officers designated in writing by the CEO/President, shall make all other appointments to and approve all other contracts for services of the academic-administrative staff. Quarterly reports of all appointments of administrative officers to the

academic-administrative staff and faculty appointments at the rank of assistant professor or above, including type and length of appointments and salary obligations approved, shall be made to the Board and maintained on a file as a public record in the Office of the Corporation Secretary. The Board delegates authority for appointment of other professional staff and the office and service staff to the CEO/President or the ~~Chancellors~~CAO/Chancellor(s) or their authorized representatives, as appropriate.

History: Amended, 59 BRUN 220-221 (10 December 1994)
Amended, 49 BRUN 300 (16 June 1984)
Amended, 42 BRUN 152 (10 November 1978)

3.2.1 Evaluation of Senior Administrative Officers; Removal from Office. The professional performance of each administrative officer at the rank of Dean or equivalent rank, ~~Vice Chancellor~~Administrative Unit Officers, Vice President, CAO/Chancellor and Provost shall be evaluated at least annually by their supervising administrative officer as determined by the CEO/President. The CEO/President, or the supervising administrative officer designated by the CEO/President, shall have authority to remove from office an administrative officer of the rank of Dean or equivalent rank, ~~Vice Chancellor~~Administrative Unit Officers, Vice President, ~~Chancellor or Vice~~Provost, and CAO/Chancellor in accordance with the procedures required by Section 4.4.1 of these Bylaws.

History: Added, 59 BRUN 214, 221 (10 December 1994)

3.2.2 Nepotism. Subject to the powers vested in the Board, and consistent with the provisions of Neb. Rev. Stat. 49-14, 1401, the following shall constitute the Policy of the University prohibiting nepotism.

3.2.2.1 Except as authorized in section 3.2.2.4 of these By-Laws, an official or employee in the University shall not engage in nepotism.

3.2.2.2 For purposes of section 3.2.2 of these By-Laws:

- (a) Family member means an individual who is the spouse, child, parent, brother, sister, grandchild, or grandparent, by blood, marriage, or adoption, of a University official or employee;
- (b) Nepotism means the act of hiring, promoting, or advancing a family member in the University or recommending the hiring, promotion, or advancement of a family member in the University, including initial appointment and transfer to other positions in the University; and
- (c) Supervisor means an individual having authority, in the interest of the University, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees, responsibility to direct them or to adjust their grievances, or effectively to recommend any such action, if the exercise of such authority is not merely of a routine or clerical nature but requires the use of independent judgment.

3.2.2.3 In addition to the other penalties provided by law, any University employee violating the provisions above may be subject to disciplinary action.

3.2.2.4

- (a) The CEO/President or the cognizant CAO/Chancellor may, upon a written showing of good cause, grant an exception to section 3.2.2.1 of these By-Laws. The written showing of good

cause shall be filed with the appropriate University records officer and shall be considered a public record.

- (b) An official or employee who becomes a supervisor to his or her family member other than by means of nepotism shall notify the CEO/President or cognizant CAO/Chancellor within seven days of becoming aware of such situation and may continue to act as a supervisor until the CEO/President or cognizant CAO/Chancellor remedies the situation. The CEO/President or cognizant CAO/Chancellor shall act as soon as ~~practicable~~practical.

3.2.2.5 The CEO/President and CAO/Chancellors may develop and implement internal policies and directives prohibiting nepotism and the supervision of a family member.

History: Added, 69 BRUN 15-16 (5 March 2010).

3.3 Compensation for Services Rendered.

3.3.1 Professional Staff. The compensation to be paid any member of the professional staff whose appointment is subject to approval by the Board shall be determined and entered on the records of the Board when the appointment or contract for services is made. Any subsequent change in compensation shall likewise be recorded, provided that if such change is shown on the annual detailed budget as adopted by the Board, this shall constitute a sufficient record. Compensation for other professional staff shall be recorded on the personnel recommendation form at the time of appointment and subsequent changes recorded in the detailed annual budget of the University. Appointments to the professional staff shall be classified as:

- (a) All-year. Unless otherwise provided at the time of appointment, the salary shall begin July 1 and end on June 30 following, and salary payments shall be made monthly.
- (b) Academic year. All members of the professional staff with responsibilities for instruction shall be members of the academic-year class unless otherwise provided at the time of their appointment. Salary payments to such staff members who render full service for an academic year shall be made in 12 equal monthly payments. The salary year for such persons shall usually begin September 1 and end August 31 following. Full compensation for services of the academic-year group shall not be paid until such services are fully performed, including the filing of complete reports of the standing of students under the staff member's charge during such term or session. Unless otherwise provided by the Board, such staff members shall be available for assignment to duties one week before the first day of classes in the fall term through Commencement Day following the last term of the academic year, or nine months, whichever is the longer period. This period shall constitute the definition of the academic year. Members of the academic-year class serving during the summer sessions, other than those paid by the hour, shall be appointed and paid compensation as the Board may direct. The detailed summer sessions budget approved by the Board shall constitute a sufficient record of appointment to the summer sessions for permanent members of the academic-year staff. This service is distinct from service during the academic year. Staff members appointed for only the regular academic year may receive extra compensation for summer service; but staff members appointed on the all-year or 12-month basis shall not receive extra compensation for services in the summer sessions. Full compensation for summer services shall not be paid until such services have been fully performed, including the filing of complete reports of the standing of students under the instructor's charge during such term or session.

- (c) Monthly Class. Members of the professional staff employed for periods of less than the standard academic year or on a part-time basis are normally paid on a monthly basis unless otherwise provided by individual contract or agreement at the time of appointment.

History: Amended, 62 BRUN 14 (28 February 1998)

3.3.2 Office and Service Staff. Compensation to be paid a member of the office and service staff shall be determined by the CEO/President or the cognizant CAO/Chancellors, as appropriate, or their designated representatives, within the institutional policies established by the Office of the CEO/President and approved by the Board. Salaries and wages are paid on a biweekly basis.

History: Amended, 49 BRUN 300 (16 June 1984)
Amended, 42 BRUN 287 (24 March 1979)

3.3.3 Student Employees. Within institutional policies established by the Office of the CEO/President and approved by the Board, compensation for student employees shall be determined by the cognizant CAO/Chancellor or his or her designee and shall be paid biweekly.

3.3.4 Method of Payment. Salaries and wages shall be paid in State warrants. No compensation can be paid in advance of services performed. The Office of the CEO/President shall properly voucher and certify according to law all salary and wage claims, and shall present them to proper officials for issuance of warrants thereon, and deliver warrants received in pursuance thereof to the proper parties.

3.4 Conditions of Employment for the Professional Staff.

3.4.1 Salary Termination.

- (a) For members of the professional staff on all-year or on monthly appointments, the proration shall be based upon the fractional part of the month represented by the calendar days preceding the date of termination, plus any unused vacation time earned during the appointment year. For members of the professional staff on academic year appointments, compensation is divided equally between terms of the academic year. Pro rata compensation shall be based upon the fractional part of the term represented by the calendar days between the date service began and the date of termination, inclusive.

- (b) Upon Death. The salary of full-time academic-administrative staff member shall terminate at the end of the month in which death occurs, provided, however, that this provision in no way abrogates the right to receive salary earned but not yet paid because of the method of prorating academic-year salaries over a 12-month period.

3.4.2 Vacations. Members of the managerial-professional staff designated in accordance with policy adopted by the Board, and all full-time members of the all-year academic-administrative staff shall earn and receive sixteen (16) hours of vacation per month, provided that, once an employee has accumulated two hundred eighty (280) hours of unused vacation, he or she shall not earn or receive additional vacation until his or her accumulated and unused vacation is less than two hundred eighty (280) hours. For members of the academic-year staff, vacations are fixed by the University calendar for the academic year, normally the period between the end of the first academic term and the first working day following the New Year's holiday (as defined by the

CEO/President), and the period of the Fall and Spring Recesses. Other members of the managerial-professional staff and other academic staff on all-year appointments shall earn and receive eight (8) hours of vacation per month during each of the first two years of employment, twelve (12) hours of vacation per month during the third through the fifth year of employment and sixteen (16) hours of vacation per month during each year thereafter, provided that, once an employee has accumulated two hundred eighty (280) hours of unused vacation, he or she shall not earn or receive additional vacation until his or her accumulated and unused vacation is less than two hundred eighty (280) hours. In addition, all members of the professional staff are entitled to all legal and University holidays each year or their equivalent. Except as to vacation fixed by the calendar for the academic year, employees shall be encouraged to take vacation each year during times that do not interfere with the conduct of University business.

History: Amended, 66 BRUN 81 (9 March 2007)
Amended, 43 BRUN 42 (18 May 1979)
Amended, 49 BRUN 300 (16 June 1984)

3.4.3 Leaves of Absence.

3.4.3.1 Academic Leaves of Absence. The CEO/President may approve leaves of absence not to exceed one year to members of the permanent professional staff holding fulltime appointments, or part-time appointments of at least one-half full-time equivalent (.5 FTE), with or without stipends, as follows:

- (a) To carry out a specific program of teaching, research, or other creative work when the described project seems significant and the qualifications of the applicant adequate to its attainment.
 - (b) To acquire, through study, observations, interviews, travel, and cultural interchanges within the United States and abroad, new concepts, data, and procedures when, in the opinion of the appropriate committees and officers of the administration, such leaves will result in the improvement of the quality of instruction and research and contribute towards the enhancement of the scholarly prestige of the University.
 - (c) To render services sponsored or approved by the University or otherwise recognized as significant, such as assisting in the establishment or operation of new teaching extension, or research programs in the United States and abroad.
- Such leaves may be extended for one additional year with approval of the CEO/President. No leaves of absence with pay will be approved by the CEO/President except in cases where it is demonstrated to the satisfaction of the CEO/President that the best interests of the University will be substantially and directly promoted by granting such leave of absence with pay, and that the recipient of the leave of absence with pay has agreed to resume his or her duties at the University of Nebraska upon termination of the leave and continue such duties for a period of at least one academic year and, if he or she fails to do so in strict accordance with his or her agreement, agrees to reimburse the University for all pay received during the leave of absence. All granting of leaves of absence shall be contingent on satisfactory replacement or other arrangements having been made to the end that instruction and research in the department involved will not be disrupted.

History: Amended, 48 BRUN 5 (15 January 1983)

Amended 66 BRUN 37 (15 June 2006)

3.4.3.2 Stipends for Leaves of Absence. Stipends for academic leaves of absence shall be subject to the following conditions:

- (a) No limitation is placed on total stipend in cases where leave is granted without University financial support.
- (b) Staff members granted leave with University pay are permitted to accept grants to augment their income for the purpose of covering necessary travel expenses and increased cost-of-living while working outside the immediate University area.
- (c) Leaves with pay ordinarily will not be granted for the purpose of carrying out work leading to higher degrees.
- (d) The Board may provide for a regular system of sabbatical leaves for fulltime faculty members and administrators.

3.4.3.3 Leaves of Absence Due to Disability. Whenever a member of the managerial professional staff designated in accordance with policy adopted by the Board or any member of the full-time permanent academic-administrative staff is temporarily disabled due to illness or accident, such staff member upon approval of his or her supervising administrator shall be paid his or her regular salary during the period of such disability, but in no event exceeding a period of six months, less:

- (a) The amount received during such time as worker's compensation; and
- (b) The amount required, if any amount be required, to pay any substitute who has performed all or any part of the work of the incapacitated staff member. Substitutes shall be selected by the supervising administrator of the staff member. Whether such a substitute shall receive pay for such work performed or be permitted to substitute gratuitously for the incapacitated staff member shall be determined by the supervising administrator of the staff member. Such leaves of absence may be extended beyond six months without pay upon recommendation of the CAO/Chancellor and the CEO/President and approval by the Board. Other members of the managerial-professional staff shall accumulate one day of sick leave per month for the first two years of employment; thereafter, the foregoing provisions for the academic-administrative staff shall apply. In order to comply with the terms of existing United States Civil Service retirement regulations, Cooperative Extension staff with federal appointments will accumulate sick or injury leave at the rate of one month per year. Past or present service retirement benefits will not be paid during the period of an extended disability leave.

History: Amended, 62 BRUN 47 (20 June 1998)
Amended, 49 BRUN 300 (16 June 1984)
Amended, 43 BRUN 43 (18 May 1979)

3.4.3.4 **Parental Leave.** The University offers paid leave to its regular faculty and staff members for the purposes of addressing absences due to periods of incapacity for prenatal care, or for serious health conditions related to or arising from childbearing, caring for a birth parent or a newborn child, or caring for or bonding with a newly

adopted child under the terms set forth in the Regents' Policy relating to Parental Leave.

History: Amended, 77 BRUN 21 (11 April 2025)
Amended, 63 BRUN 80 (29 September 2000)
Amended, 62 BRUN 47 (20 June 1998)

3.4.3.5 Coordination with Family and Medical Leave. Under the federal Family and Medical Leave Act (FMLA), eligible faculty and staff have a right to take leave for qualifying events under FMLA, including birth of an employee's child or the placement of a child through adoption, and care of the child upon birth or placement through adoption. Any leaves taken pursuant to ~~Sections~~Section 3.4.3.4, ~~3.4.3.5 and 3.4.3.6~~ of these Bylaws are considered to be qualifying events under FMLA, and will therefore be considered part of the leave period provided by FMLA.

History: Added, 62 BRUN 47 (20 June 1998)

3.4.4 Assignment of Duties. The service and teaching obligations for each full-time member of the instructional staff in any semester shall consist of such amounts of one or more of the types of services necessary for a successful University program, including teaching, research, directing and supervising research, advising or counseling, committee assignments, administrative duties, field work, extension activities, and other miscellaneous assignments as may be deemed reasonable in each instance by the department chair and Dean or director concerned, within standards approved by the cognizant CAO/Chancellor, the CEO/President, and the Board. In determining what duties to assign to an instructional staff member, the administrative officer will confer with and obtain input from the instructional staff member.

Members of the instructional staff other than those appointed primarily for research may be relieved of all or part of their teaching obligations for one or more semesters to pursue a program of research, if recommended by the appropriate research council, where established, and the cognizant CAO/Chancellor and the CEO/President, and approved by the Board. An instructional staff member who is relieved of all teaching obligations for one or more semesters to pursue a program of research shall be expected, as a rule, to resume regular teaching obligations after completion of the assigned program. Employment by the University of members of the staff who are in the academic-year service class for non-instructional work during the summer vacation period shall be governed by the following:

- (a) Such employment shall be limited to not more than three months.
- (b) The monthly rate of remuneration for such employment shall not exceed one-ninth of the staff member's full-time remuneration during the preceding academic year.
- (c) Vacation for such employment shall be earned at the rate of two days per month, and cannot be carried beyond the summer period in which it is earned.

History: Amended, 76 BRUN 69 (9 April 2021)
Amended, 43 BRUN 168-169 (28 July 1979)
Amended, 42 BRUN 152 (10 November 1978)

3.4.5 Outside Employment. Staff members employed on a part-time basis by the University, such as practicing lawyers or physicians, may engage in outside employment or activities unless it is expressly stipulated to the contrary in the conditions of employment. Staff members employed by the University, other than those covered in the preceding paragraph, shall be encouraged to

engage in professional activities outside the University as a means of contributing to the economic growth and development of the state as well as broadening their experience and keeping them abreast of the latest developments in their specialized fields; provided such activities do not interfere with their regular duties at the University, or represent a conflict of interest. Staff members may accept temporary or occasional employment for such professional services when such employment is recommended by the Dean of the college or director of the division involved and approved by the CAO/Chancellor or CEO/President, or their designees. Specific approval of the Board/CEO/President is required before any members of the full-time professional staff:

(a) Specific approval of the Board is required before any members of the full-time professional staff. May be retained to provide professional services outside the University to an individual person, client, company, firm or governmental agency over a time period lasting more than two years.

(b) May accept professional employment requiring more than an average of two days per month during the period of his or her full-time University employment. The CEO/President shall promulgate such executive policies as shall be necessary for administration and enforcement of this Section 3.4.5 including regulations covering the conduct of outside professional activity performed in University buildings using University equipment or materials that assure there is adequate consideration to the University for such use.

Nothing contained in this Section 3.4.5 shall affect the administration or enforcement of the Medical Service Plan or the Dental Service Plan at the University of Nebraska Medical Center, or any amendments or revisions thereof which have been approved by the Board.

History: Amended, 65 BRUN 142 (16 September 2005)
Amended, 56 BRUN 90 (22 June 1991)

3.5 Terms and Conditions of Employment for the Office and Service Staff. The terms and conditions of employment for the office and service staff shall be those set forth by the CEO/President or the Chancellorscognizant CAO/Chancellor of the individual administrative units, as appropriate, or their designated representatives, within the institutional policies established by the Office of the CEO/President and approved by the Board. These terms and conditions of employment shall be made available to all employees in this category in the form of an employee handbook.

History: Amended, 49 BRUN 300 (16 June 1984)
Amended, 42 BRUN 287 (24 March 1979)

3.6 Leaves of Absence Available to All University Staff Members.

3.6.1 Military. Military leaves of absence shall be granted to all staff as may be provided by law.

3.6.2 Jury Service. Leaves of absence with pay for jury service or to testify as a witness, upon subpoena, shall be granted to all staff members.

3.7 Fees and Tuition Charged to University Staff Members. The Board may provide for a system of reduced tuition and fees for all full-time employees of the University for academic work at any unit of the University, and for the transfer of any such reduced tuition and fees to a full-time employee's spouse,

adult designee, and the employee's or adult designee's dependent children, all as may be defined and implemented in such system of reduced tuition and fees.

History: Amended by the Corporation Secretary pursuant to the authority of Sec. 1.12(b) of these Bylaws, 71 BRUN 65 (15 March 2013).

Amended, 63 BRUN 133 (7 April 2001)

Amended, 63 BRUN 133 (7 April 2001)

3.8 Conflict of Interest. No employee of the University shall engage in any activity that in any way conflicts with duties and responsibilities at the University of Nebraska. The Board of Regents has adopted Regents Policy 3.2.8 and authorized the implementation of related policies and directives to properly avoid, disclose and manage potential/actual conflicts of interest.

History: Amended, 69 BRUN 15 (5 March 2010)
Amended, 47 BRUN 147 (24 July 1982)

3.9 Political Activities of Employees. Employees of the University enjoy the full right of citizens to participate in the political life of the State of Nebraska and the United States. The welfare of the University, however, requires that each employee perform University duties without the interference of outside activities. The following policies, therefore, will apply to employees engaging in political activity.

(a) An employee of the University, contemplating filing as a candidate for any part-time public office, or entering upon the performance of the duties of any part-time public office to which the employee may be elected or appointed, shall notify the CEO/President or the cognizant CAO/Chancellor, as appropriate, and appropriate Dean ~~or, Vice Chancellor, Vice President or~~ division head of his or her intention to do so. It shall be the duty of the CEO/President or the cognizant CAO/Chancellor as appropriate; to determine to what extent such political activities will interfere with the employee's regular duties, and to decide to what extent the employee's duties and compensation shall be curtailed. The criteria to be used in determining the extent to which such political activities interfere with the performance of regular duties of the employee shall be:

(1) the time that he or she will be required to devote to such political activities during the period assigned for the performance of University duties;

(2) the time which, in the absence of such political activities, would be devoted to University duties, such as administrative, class, laboratory, research, extension, counseling, meeting schedules, necessary preparation for the performance of such duties, etc.; ~~and and (3) the duration of such political activities and duties.~~

(3) the duration of such political activities and duties. The curtailment of an employee's duties and compensation shall follow the principle that adjustments in duties and compensation shall be commensurate with the degree of interference with an employee's regular duties.

~~(a)~~ (i) Any employee of the University contemplating filing as a candidate for any full-time public office shall notify the CEO/President or the cognizant CAO/Chancellor, as appropriate, and appropriate Dean ~~or, Vice Chancellor, Vice President or~~ division head of his or her intention to do so. It shall be the duty of the CEO/President or the CAO/Chancellor, as appropriate, to determine to what extent campaign activities associated with such candidacy will

interfere with the employee's regular duties, and to decide to what extent the employee's duties and compensation shall be curtailed.

The criteria to be used in determining the extent to which campaign activities associated with such candidacy interferes with the performance of regular duties of the employee shall be:

- (1) the time that he or she will be required to devote to such campaign activities during the period assigned for the performance of University duties; and
- (2) the time which, in the absence of such campaign activities, would be devoted to University duties, such as administrative, class, laboratory, research, extension, counseling, meeting schedules, necessary preparation for the performance of such duties. The curtailment of an employee's duties and compensation shall follow the principle that adjustments in duties and compensation shall be commensurate with the degree of interference with an employee's regular duties. In the event the employee shall be elected or appointed to a full-time public office, he or she must resign his or her position with the University effective on the date of commencing his or her new office.

History: Amended, 64 BRUN 14 (23 February 2002)
Amended, 49 BRUN 300 (16 June 1984)

3.10 Ownership and Commercialization of Inventions and Discoveries. The Board encourages the commercialization of inventions and discoveries arising from research activities of the University, and when appropriate, the pursuit of patents or other intellectual property protection, as a method of bringing recognition and remuneration to the University's inventors and to the University itself. Every invention or discovery by members of the faculty and staff that results from the performance of duties within the scope of their University employment, or from the use of University personnel, property, facilities, or other resources, except where such use is minimal, shall be solely owned by the University provided that the inventor or inventors shall have a share of no less than one-third (1/3) of the net proceeds received by the University resulting from licensing or sale of University owned intellectual property rights associated with such invention or discovery. Further, and unless otherwise explicitly and specifically agreed to in writing, should by operation of law or otherwise it is determined that the inventor or inventors own any rights in the University's inventions and discoveries beyond that described in this section of these Bylaws, then it shall be a condition of employment at the University of Nebraska that any such rights shall be assigned to the University. The Board shall adopt a formal Patent and Technology Transfer Policy which shall govern the disclosure of inventions and discoveries resulting from performance of duties by faculty or staff within the scope of their employment, or from the use of University personnel, property, facilities, or resources. The **CEO/President**, or any administrative officers designated by the **CEO/President**, shall have authority to act for the University with respect to inventions or discoveries owned by the University as required by this section and the Board's Patent and Technology Transfer Policy.

History: Amended, 64 BRUN 139 (17 October 2003)
Amended, 59 BRUN 210 (10 December 1994)
Amended, 49 BRUN 300 (16 June 1984)

3.11 Sale of Books and Supplies to Students; Copyrights and Royalties. No member of the University staff shall have any financial interest in or receive any compensation from the sale of books, pamphlets, other educational material, or supplies used by students at the University, except royalties on books or other educational material from publishing houses of standing, when copyright has been secured or when otherwise provided by agreement with the University for University-sponsored education materials. Except as to those works that are University-sponsored "made for hire" educational materials, the

University shall claim no right of ownership of such copyright or such royalties. It shall be the policy of the University to encourage publication of textbooks, if there is no exploitation of University students resulting therefrom.

3.12 Retirement.

3.12.1 Retirement Age and Date. Retirement shall be mandatory at age 70 for any law enforcement personnel. Employees may retire at age 55 after ten years of service with the University. An employee also may be retired prior to the normal or mandatory retirement age because of physical or mental disability that prevents such employee from satisfactorily performing work, such disability to be determined by resolution of the Board. The mandatory retirement date for law enforcement personnel who have reached the mandatory retirement age shall be July 1 following the month in which the employee reaches such age.

History: Amended, 68 BRUN 5-6 (23 January 2009)
Amended, 64 BRUN 113 (7 June 2003)
Amended, 62 BRUN 14 (28 February 1998)
Amended, 54 BRUN 171 (23 June 1989)
Amended, 43 BRUN 129-130 (23 June 1979)
Amended, 43 BRUN 4 (21 April 1979)
Amended, 37 BRUN 277 (14 December 1974)

3.12.1.1 Annual Appointment Following Mandatory Retirement. Any law enforcement employee, who has reached the mandatory retirement age of 70, may be permitted to continue employment with the University beyond the mandatory retirement date on an annual reappointment basis. Such appointments may be approved at the discretion of the Board, upon recommendation of the director, the CAO/Chancellor, and the CEO/President that such reappointment is in the best interests of the University.

History: Amended, 62 BRUN 14 (28 February 1998)
Amended, 54 BRUN 171 (23 June 1989)
Added, 47 BRUN 147-148 (24 July 1982) 3.12.1.2 Partial Retirement. [Repealed]
History: Repealed, 62 BRUN 14 (28 February 1998)
Added, 47 BRUN 148 (24 July 1982)

3.12.2 Disability Retirement. An employee, regardless of age, is eligible for a disability retirement should physical or mental disabilities prevent such employee from satisfactorily performing work. A Disability Retirement will allow a disabled employee to receive university retiree benefits. A Disability Retirement is predicated on

~~A Disability Retirement is predicated on~~ 1(a) the disabled employee's obtainment of a Social Security Disability Award, or

2(b) long term disability benefits approval by the group long term disability insurance company. In addition, university administration may also approve a Disability Retirement when good cause is otherwise established.

History: Amended, 71 BRUN 80 (20 September 2013)
Amended, 68 BRUN 5-6 (23 January 2009)
Amended, 43 BRUN 4 (21 April 1979)

3.12.3 Past Service Retirement Benefits. Retirement benefits for service prior to September 1, 1961, for employees of the University of Nebraska-Lincoln and the University of Nebraska Medical Center, for service prior to September 1, 1966, for employees of the University of Nebraska at Omaha, and for service prior to July 1, 1991, for employees of the University of Nebraska at Kearney shall be provided by the plans in force prior to these dates, and shall be termed Past Service Retirement Benefits. These benefits shall not be abridged.

History: Amended, 56 BRUN 90 (22 June 1991)

3.12.4 Current Service Retirement Benefits. Retirement benefits for service from September 1, 1961, for University of Nebraska-Lincoln and for University of Nebraska Medical Center employees, from September 1, 1966, for University of Nebraska at Omaha employees, and after July 1, 1991, for University of Nebraska at Kearney employees, shall be known as Current Service Retirement Benefits. Prior to September 1, 1989, Current Service Retirement Benefits shall be those provided by retirement annuities purchased with contributions by the employee and the University pursuant to Sections 3.12.4.1 through 3.12.4.10, inclusive, of the Bylaws in effect prior to September 1, 1989. Effective September 1, 1989, Current Service Retirement Benefits shall be provided by the University of Nebraska Retirement Plan and the University of Nebraska Retirement Plan for Federal Retirement System Participants as described in Sections 3.12.4.1 through 3.12.4.7, inclusive.

History: Amended, 63 BRUN 17 (26 February 2000)
Amended, 54 BRUN 171 (23 June 1989)
Amended, 56 BRUN 90 (22 June 1991)

3.12.4.1 University of Nebraska Retirement Plans. Effective September 1, 1989, Current Service Retirement Benefits shall be provided pursuant to the terms of the University of Nebraska Retirement Plan and the University of Nebraska Retirement Plan for Federal Retirement System Participants, as adopted by the Board of Regents and filed with the Corporation Secretary, and as amended from time to time. Such Plans are hereafter referred to as the Retirement Plans or the Plans, and the terms of the Retirement Plans, as amended from time to time, are hereby incorporated into these Bylaws by reference as if set out fully. The Plans shall provide for contributions by the employees and by the University at the levels provided in Section 3.12.4.3, subject to the provisions of Neb. Rev. Stat. 85-106, as amended. Eligibility for participation, contributions, vesting in University contributions and entitlement to benefits shall be governed by Sections 3.12.4 through 3.12.4.7, inclusive, and by the terms of the Retirement Plans. The Retirement Plans are intended to qualify as a governmental money purchase pension plan under Sections 401(a) and 414(d) of the Internal Revenue Code of 1986, as amended. In addition, pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended, any contributions designated in the Plans as employee contributions shall be picked up by the University of Nebraska, in order that the contributions so picked up shall be treated as employer contributions by the University and thus not includable in the taxable income of the employee. Such contributions, although designated as employee contributions, shall be paid by the University in lieu of contributions by the employee, and the employee shall not be given the option of choosing to receive the amounts directly in lieu of having them paid by the University to the Retirement Plans.

History: Amended, 63 BRUN 17 (26 February 2000)
Amended, 46 BRUN 123 (18 September 1981)
Amended, 54 BRUN 171 (23 June 1989)

3.12.4.2 Eligibility and Participation. All eligible employees (as defined in the Retirement Plans), who have attained the age of 26 years and have completed two years of service (as defined in the Retirement Plans) may participate in the Plans. All eligible employees (as defined in the Retirement Plans) who have attained the age of 30 years and have completed two years of service (as defined in the Retirement Plans) are required to participate in the Retirement Plans. The term "eligible employee" means any permanent employee of the University whose employment status is one-half of a full-time equivalent (.5 FTE) or greater other than employees not eligible for Federal Old Age Survivor Disability and Medical Care Insurance, but covered by Federal pension benefits. Employees covered by Federal pension benefits will be covered under a separate retirement plan.

History: Amended, 63 BRUN 17 (26 February 2000)
Amended, 54 BRUN 171 (23 June 1989)

3.12.4.3 Plan Contributions.

- (a) Subject to Section 4.7 of the Retirement Plan relating to maximum contributions, each participant in that Plan and the University shall make contributions to the plan at least yearly in accordance with the following schedule:

	Participant Contribution	University Contribution	Total Contribution
Lower	3.5%	6.5%	10.0%
Higher	5.5%	8.0%	13.5%

Upon commencing participation, each participant shall elect to participate either at the lower level or higher level of contribution. A participant's election to participate at the higher level of contribution shall be irrevocable for the duration of the participant's employment with the University, including any periods of re-employment. During a participant's paid leave of absence, the University shall make contributions for the participant on the basis of the compensation paid during such leave.

- (b) Subject to the provisions of the University of Nebraska Retirement Plan for Federal Retirement System Participants relating to maximum contributions, each participant in that Plan shall contribute two percent of the participant's compensation for the Plan Year and the University shall contribute four percent of the participant's compensation for the Plan Year, for a total contribution of six percent. During a participant's paid

leave of absence, the University of Nebraska shall make contributions for the participant on the basis of the compensation paid during such leave.

- (c) Under no circumstances or conditions will any contribution of the University revert to, be paid to, or insure to the benefit of, directly or indirectly, the University, except as provided in Section 3.12.4.6(b) (1).

- (d) Under no circumstances or conditions will any contribution of the University revert to, be paid to, or insure to the benefit of, directly or indirectly, the University, except as provided in Section 3.12.4.6(b) (1). History: Amended, 65 BRUN, 127 (10 June 2005) Amended, 63 BRUN 17 (26 February 2000) Amended, 54 BRUN 171 (23 June 1989)

~~History: Amended, 65 BRUN, 127 (10 June 2005)~~
~~Amended, 63 BRUN 17 (26 February 2000)~~
~~Amended, 54 BRUN 171 (23 June 1989)~~

3.12.4.4 Benefits. Retirement benefits and death benefits under the Retirement Plan shall be as provided in the Plans, as amended from time to time.

History: Amended, 63 BRUN 17 (26 February 2000)
Amended, 54 BRUN 171 (23 June 1989)
Amended, 46 BRUN 52 (25 July 1981)
Amended, 43 BRUN 5 (21 April 1979)

3.12.4.5 Tax Sheltered Annuities and Custodial Accounts.

(a) Effective September 1, 1989, each employee of the University (other than students enrolled and are scheduled for regular attendance at classes at the University) may elect to have the University make contributions to annuities and custodial accounts qualifying under Section 403 of the Internal Revenue Code of 1986, provided that such contributions are not less than \$200 in any calendar year. Each such annuity or custodial account, and those annuities or custodial accounts purchased prior to September 1, 1989, shall:

(1) be the property of the individual employee, and

(2) in all respects, comply with the requirements of Section 403(b) of the Internal Revenue Code of 1986, as amended.

(b) Participant contributions with respect to tax-sheltered annuities or custodial accounts shall be made to only those vendors thereof as the Board shall approve.

(c) The terms pursuant to which contributions may be made to tax-sheltered annuities and custodial accounts are set forth in the Tax-Sheltered Annuity Plan of the University of Nebraska, the terms and conditions of which are incorporated herein by this reference.

History: Amended, 68 BRUN 5-6 (23 January 2009)
Amended, 63 BRUN 17 (26 February 2000)
Amended, 54 BRUN 171 (23 June 1989)

3.12.4.6 Amendment or Termination of Plans.

(a) While it is expected that the Retirement Plans will continue indefinitely, the Board reserves the right at any time to amend, otherwise modify, or terminate the Plans, or discontinue any further contributions or payments under the Plans, by a formal action of the Board taken in accordance with the provisions of Section 1.11 of the Bylaws relating to amendments to the Bylaws and filed of record with the Corporation Secretary. In the event of a termination of the Retirement Plans or discontinuance of contributions, the Board will notify all participants thereof. As of the date of complete or partial termination, all individual accounts will be non-forfeitable to the extent funded.

(b) Notwithstanding the provisions of subparagraph (a) of this section, the following conditions and limitations will apply to amendments to the Retirement Plans:

(1) No amendment will be made which will operate to recapture for the University any contributions previously made under the Retirement Plans. However, contributions made in contemplation of approval by the Internal Revenue Service may be returned to the University if the Internal Revenue Service fails to approve the Plans. In addition, contributions by the University which were made based on a mistake of fact may be returned to the University within one year of the date on which the contribution was made.

(2) No amendment will deprive, take away, or alter any then accrued right of any participant insofar as contributions made under the Retirement Plan are concerned. Any determination or recommendation by the Internal Revenue Service or the University's counsel will be sufficient as to the necessity of the amendment.

History: Amended, 63 BRUN 17 (26 February 2000)
Amended, 54 BRUN 171 (23 June 1989)

3.12.4.7 Administration of the Plans. The Board of Regents is the administrator of the Retirement Plans. The Board may designate employees or independent third parties to be responsible for enrolling participants, sending Plans contributions for each participant to the fund sponsor(s) selected by the participants -- pursuant to the Plans and for performing other duties required for the operation of the Plans. The Vice CEO/President for Business and Finance shall develop a policy for administering the Retirement Plans and informing participants of their detailed terms and conditions.

History: Amended, 63 BRUN 17 (26 February 2000)
Amended, 57 BRUN 119 (13 June 1992)
Amended, 54 BRUN 171 (23 June 1989)
Amended, 46 BRUN 51 (25 July 1981)
Amended, 43 BRUN 130-131 (23 June 1979)



BOARD OF REGENTS AGENDA ITEM SUMMARY

Executive Committee

June 19, 2025

AGENDA ITEM: Amendments to Regents' Policies RP-6.1, RP-6.2, RP-6.3

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' policy.*

PRESENTERS: Paul Kenney, Chair

PURPOSE & KEY POINTS:

The proposed amendments to the attached Regents' Policies are to implement necessary updates and clarify language.

RECOMMENDATION

The Board Chair recommends approval.

Chapter 6. Business and Financial Management

RP-6.1 ~~Claims~~ Generally Applicable Provisions

a. Definitions.

The following terms used in RP-6.2 and RP-6.3 shall have the following meanings:

1. Acquisition of Real Property. "Acquisition of Real Property" means the acquisition by the University of any interest in Real Property, but shall not include the acquisition of any lease, license, or easement in Real Property.
2. Administrative Unit. "Administrative Unit" means the University of Nebraska Office of the President, University of Nebraska-Lincoln, University of Nebraska Medical Center, University of Nebraska at Omaha, or University of Nebraska at Kearney.
3. Alteration. "Alteration" means a construction project (or portion of a project) comprising a revision within or to a prescribed element of an existing structure, as distinct from an addition to an existing structure, including but not limited to an improvement, renovation, or remodel.
4. Approval Phase. "Approval Phase" means a phase in the capital planning and development process as further defined in RP-6.3.6.2.e.
5. Article. Article means any item of personal property, including all materials, products, supplies, furniture, equipment, printing, stationery, technology, and all other chattels, goods, wares, and merchandise.
6. Authorized Signatory. "Authorized Signatory" means any person delegated signature authority to approve and execute a Contract pursuant to RP-6.3.1.
7. Bylaws. "Bylaws" means the *Bylaws of the Board of Regents of the University of Nebraska*.
8. Campus. "Campus" means the University of Nebraska-Lincoln, including the Nebraska College of Technical Agriculture; University of Nebraska Medical Center; University of Nebraska at Omaha; or University of Nebraska at Kearney.
9. Capital Improvement Phase. "Capital Improvement Phase" means a phase in the capital planning and development process as further defined in RP-6.3.6.2.b.
10. Closeout Phase. "Closeout Phase" means a phase in the capital planning and development process as further defined in RP-6.3.6.2.g.
11. Competitive Procurement. "Competitive Procurement" means any Purchase made by soliciting Competitive Proposals or Sealed Bids or using Small Purchase procedures as further defined in RP-6.2.1.5.a.
12. Competitive Proposals. "Competitive Proposals" means a type of Competitive Procurement as further defined in RP-6.2.1.5.a.1)i.
13. Consideration. "Consideration" means the benefit or value, whether by promise, performance, or forbearance of a specific act, each party to a Contract bargains for and/or receives or expects to receive when entering the Contract.

14. Construction Phase. "Construction Phase" means a phase in the capital planning and development process as further defined in RP-6.3.6.2.f.
15. Construction Cost. "Construction Cost" means the cost of all of the construction portions of a project generally based upon the sum of the construction Contract(s) and other direct construction costs, excluding the compensation paid to the architect and consultants, cost of the land, cost of rights-of-way, or other indirect costs ancillary to construction.
16. Contract. "Contract" means any written agreement for a stated Consideration between the University and one or more other parties, creating obligations that are legally recognizable or enforceable.
17. Contractor. "Contractor" means any person or entity with which the University has entered into a Contract to (a) provide any Article or Service, or (b) provide any labor, materials or equipment for the construction, maintenance, repair, remodeling, renovation, renewal or demolition of any University building or other improvement to Real Property.
18. Disposal of Real Property. "Disposal of Real Property" means the transfer of ownership of any interest in Real Property from the University to another party or parties, but shall not include the granting of any lease, license, or easement in Real Property.
19. Emergency. "Emergency" means an event or occasional combination of circumstances that calls for immediate action or remedy, pressing necessity, exigency, a sudden or unexpected happening, or an unforeseen occurrence or condition where it is in the public interest for the University to take action and includes, but is not limited to, situations where the University must act to (i) avoid the loss of life, health, safety, or property; (ii) respond to a natural catastrophe, such as a tornado, storm, flood, snowstorm, manmade disaster, war, act of or serious threat of terrorism, or pandemic or widespread disease; (iii) respond to time limits established by a person or agency external to the University; or (iv) obtain cost savings for the University where the time constraints of Competitive Procurement would eliminate the cost savings.
20. Environmental Site Assessment (ESA). Environmental site assessment or "ESA" means the process of evaluating a property to identify potential environmental conditions and liabilities.
21. Facility. "Facility" means any physical structure or space required by an Administrative Unit for the performance of its programs and related activities, including any new, existing, or leased building; a wing of a building; a room or cluster of rooms; or other significant features such as a fountain, monument, plaza, garden, footbridge, landscaped area, or street and excluding interior spaces of a structure or area that describe their functional purpose, e.g. maintenance room, closet, shed, or restroom.
22. Feasibility Phase. "Feasibility Phase" means a phase in the capital planning and development process as further defined in RP-6.3.6.2.c.
23. Fixtures. Without limiting the generality of the definition of Personal Property, "Fixtures" include, but are not limited to, chillers, boilers, transformers, special purpose equipment, research equipment, and electronic equipment.
24. Generic Name. "Generic Name" means a name or title given to a Facility to specifically identify it to members of the University community and general public that is based solely upon the use or location of the Facility or upon a University mascot name, symbol, or other identifier pertinent to the institution without a modifier designating a particular individual, family, or entity, e.g. "Coliseum," "College of Dentistry," "College of Business

Administration,” “East Campus Union,” “Health and Sports Center,” “Husker Village,” “Maverick Village,” “Nebraska Hall,” “Nebraskan Student Union,” or “West Center Building.”

25. Immediate Family. “Immediate Family” means an individual’s spouse, partner, child, parent, sibling, guardian, or an individual claimed by that individual or that individual’s spouse as a dependent for federal income tax purposes.
26. Infrastructure Project. “Infrastructure Project” means a capital project necessary to provide adequate infrastructure for campus operations.
27. Inspection. “Inspection” means examination of work completed or in progress to determine its compliance with Contract requirements by a public official, owner’s representative, or others.
28. Licensed Professional Services. “Licensed Professional Services” shall mean those services within the scope of the practice of architecture, professional engineering, landscape architecture, or registered land surveying as defined by the laws of the state of Nebraska, or those performed by any architect, professional engineer, landscape architect, or registered land surveyor in connection with his or her professional employment practice.
29. Major Facility. “Major Facility” means a building or wing of a building, a fountain, a monument, or large campus area such as a plaza or street.
30. Master Planning Phase. “Master Planning Phase” means a phase in the capital planning and development process as further defined in RP-6.3.6.2.a.
31. Material Change. “Material Change” means a (i) significant change to the scope of a capital project; (ii) increase in the preliminary Total Project Cost of the greater of \$500,000 or 10% that occurs between preliminary project approval and approval in the Approval Phase; or (iii) increase in the Total Stage Cost of the greater of \$250,000 or 10% that occurs between preliminary project approval and approval in the Approval Phase.
32. Mega Project. “Mega Project” means a capital project with (i) a preliminary Total Project Cost of \$150,000,000 or more or (ii) anticipated philanthropic funding of \$100,000,000 or more.
33. Micro Purchase. “Micro Purchase” means a type of Non-Competitive Procurement as further defined in RP-6.2.1.5.b.1)i.
34. Minor Facility. “Minor Facility” means a room or a small cluster of rooms or a small campus feature such as a garden, footbridge, or landscaped area.
35. Non-Competitive Procurement. “Non-Competitive Procurement” means any Purchase made without Competitive Procurement as further defined in RP-6.2.1.5.b.
36. Personal Property. Only for the purposes of RP-6.2.2, RP-6.3.1.4.t, and the definition of Surplus Personal Property, “Personal Property” means movable equipment and/or Fixtures with a value of \$10,000 or more and a useful life of over one year.
37. Principal Business Officer. “Principal Business Officer” means the Vice Chancellor for Business and Finance of a Campus or the Senior Vice President for Business and Finance and CFO when acting on behalf of the University of Nebraska Office of the President, multiple Campuses, or the University.

38. Procurement Officer. "Procurement Officer" means an employee of the University in the University of Nebraska Office of the President who holds the position of procurement officer (i.e., Chief Procurement Officer or Associate Chief Procurement Officer) and acts as an agent of the University in relation to University Purchases.
39. Professional Service. "Professional Service" means any Service that requires special knowledge as distinguished from skills and (i) requires a license or other legal authorization as a condition precedent to the rendering of the Service or (ii) is commonly recognized as a professional service. Examples of Professional Services include, but are not limited to, accounting and auditing; actuarial; legal; personnel; financial; computing; management; marketing; educational program planning or evaluation; insurance and risk management; hotel booking; or travel booking. Examples of skilled professions not considered Professional Services include, but are not limited to, construction trades, cleaning, equipment operations or repair, fire or security systems, furniture repair or installation, landscaping, locksmith, moving, storage, painting, pest control, vehicle repair or maintenance, waste removal, recycling, printing, or catering.
40. Program Management Services. "Program Management Services" means those services of an owner advocate working as an extension of the University's staff and in the University's interests.
41. Program Statement Phase. "Program Statement Phase" means a phase in the capital planning and development process as further defined in RP-6.3.6.2.d.
42. Project Evaluation Board. "Project Evaluation Board" means the board assembled to evaluate each project requiring qualification-based selection as further defined in RP-6.3.8.
43. Protest. "Protest" means any disagreement between the University and a Responder to a solicitation of Competitive Proposals or Sealed Bids concerning the solicitation process, specifications, solicitation responses, evaluation of solicitation responses, or the award of the Contract resulting from the solicitation.
44. Purchase. "Purchase" means the process of (i) acquisition of any Article by the University by transfer of ownership or by lease or license for a stated Consideration paid to a Contractor; (ii) a Contract for any Service, including any Professional Service, to be provided by any Contractor for a stated Consideration; or (iii) a Contract for any labor, material, or equipment for construction, repair, alteration, remodeling, renovation, or demolition of any University building or other improvement to Real Property to be provided by a Contractor for a stated Consideration.
45. Purchase Associated Individual. "Purchase Associated Individual" shall mean regents, officers, and employees of the University employed in an advisory or decision-making capacity associated with any Purchase and members of their Immediate Family.
46. Real Property. "Real Property" means land and includes any right, title, or interest in land or in any building, structure, or other improvement permanently affixed to land.
47. Renewal Project. "Renewal Project" means any (i) deferred or preventive maintenance capital project that restores facilities or utility systems as closely as practicable to their original constructed condition; (ii) capital project that brings facilities into compliance with current fire safety, life safety, or hazardous materials abatement requirements; or (iii) capital project that brings facilities into compliance with the Americans with Disabilities Act.

48. Responder. "Responder" means an individual or entity who responds to a solicitation.
49. Sealed Bids. "Sealed Bids" means a type of Competitive Procurement as further defined in RP-6.2.1.5.a.1)ii.
50. Service. "Service" means the rendering of time or effort of a Contractor whose purpose is to perform an identifiable task rather than to furnish an Article.
51. Significant Change. "Significant Change" means (i) a change in the space allocation for any major room use category by 25% or more where the change equals at least 15% of the total net square feet and is 2,000 net square feet or greater or (ii) a programmatic change that involves a change in the program statement or the purpose of the capital project.
52. Small Purchase. "Small Purchase" means a type of Competitive Procurement as further defined in RP-6.2.1.5.a.1)iii.
53. Stage. "Stage" means a distinct component, portion, or subset of a capital project that has a defined scope of work and is designed to achieve a particular goal or milestone. A Stage may, at times, include or otherwise align with intermediate design review.
54. Surplus Personal Property. "Surplus Personal Property" means Personal Property, usable or non-usable property, which has been declared excess to the needs of an Administrative Unit.
55. Total Project Cost. "Total Project Cost" means all disbursements (including the aggregate Total Stage Cost of all Stages that comprise a capital project) necessary to allow a capital project to function as programmed and includes but is not limited to cost categories for Construction Cost, professional compensation, land costs, furnishing, equipment, financing, moving, and other charges.
56. Total Stage Cost. "Total Stage Cost" means all disbursements necessary to allow a Stage to function as programmed and includes but is not limited to cost categories for Construction Cost, professional compensation, land costs, furnishing, equipment, financing, moving, and other charges.
57. Traditional Project. "Traditional Project" means a capital project with (i) a preliminary Total Project Cost less than \$150,000,000 or (ii) anticipated philanthropic funding of less than \$100,000,000.
58. University. "University" means the University of Nebraska composed of a chief governing administrative unit (University of Nebraska Office of the President), four universities (the University of Nebraska-Lincoln, University of Nebraska at Omaha, University of Nebraska at Kearney, and University of Nebraska Medical Center), and such other institutions and units as may be designated by the Nebraska Legislature.

b. Rules of Construction

Unless the context clearly requires otherwise, the following rules of construction shall apply in RP-6.2 and RP-6.3:

1. Days means calendar days.
2. Article and section headings of each section are for information and convenience only and do not limit or construe the contents of any provision.

3. Defined terms are capitalized and, unless otherwise defined in the relevant policy or the context clearly requires otherwise, are defined within RP-6.1.a.

~~RP-6.1.1 (Not Currently Used)~~

~~RP-6.1.2 (Not Currently Used)~~

~~RP-6.1.3 Approval of Veterinary Diagnostic Laboratory Fees~~

~~The Fee Schedule for the Veterinary Diagnostic Laboratories, IANR, will be subject to annual review and necessary approval by the Vice Chancellor for Agriculture and Natural Resources.~~

~~Reference: BRUN, Minutes, 48, p. 182 (June 4, 1983).~~

RP-6.2 Property

RP-6.2.1 Purchasing Policy

1. Policy References

- a. The Bylaws of the Board of Regents of the University of Nebraska, sSection 6.1, relating to oObligations.
- b. The Bylaws of the Board of Regents of the University of Nebraska, sSection 6.4, relating to Contracts.
- c. Neb. Rev. Stat. §§ 13-801 to -827, relating to interlocal cooperation.
- d. Neb. Rev. Stat. §§ 13-2101 to -2112, relating to businesses located in a designated enterprise zone.
- e. Neb. Rev. Stat. §§ 49-1401 to -14,142, relating to political accountability and disclosure.
- ~~e.f.~~ Neb. Rev. Stat., §§ 73-101 et seq. to -107, relating to pPublic lLettings.
- g. Neb. Rev. Stat. §§ 84-712 to -712.09, relating to disclosure of public records.
- h. Neb. Const. art. VII, § 10, relating to the general government of the University.
- i. Neb. Const. art. XIII, § 1, relating to contracting of debts by the state of Nebraska.
- j. 2 C.F.R. § 200.0 to 2 C.F.R. Pt. 200, App. XII, as applicable, relating to uniform guidance for federal awards.

2. Purpose

The purpose of this policy RP-6.2.1 is to provide uniform purchasing guidelines-requirements for the University ~~of Nebraska~~.

3. Applicability

This RP-6.2.1 policy shall apply to the Purchase of personal propertyArticles and Sservices, including Professional Services, and to the purchase of labor, materials, and equipment for the construction, maintenance, repair, remodeling, renovation, renewal or demolition of any

~~University building or other improvement to real property. The except the Ppurchase of services of architects, engineers, landscape architects, and land surveyorsLicensed Professional Services, which is addressed in RP-6.3.2; and the Aacquisition of Rreal Pproperty, which is addressed in RP-6.2.3; and the acquisition of any lease, license, or easement in Real Propertyare excluded from this policy.~~

4. General Procurement Standards

- a. Purchases shall be in the name of the Board of Regents of the University of Nebraska. No commitment of University funds shall be made except by means of a University purchasing card or Contract (including a purchase order) approved by an Authorized Signatory.
- b. Title and all rights of ownership to Articles purchased with University funds shall vest in the University, except for Articles purchased in accordance with donated or restricted funds providing for other ownership.
- c. Clear and accurate written specifications shall be developed for Competitive Procurements and must not contain features which unduly restrict competition.
- d. The University will avoid acquisition of unnecessary or duplicative Articles or Services. When economical, consideration will be given to consolidating Purchases. Where appropriate, an analysis will be made of lease versus purchase alternatives.
- e. The University must perform a cost or price analysis in connection with every Purchase in excess of \$250,000, including Contract modifications. The method and degree of analysis is dependent on the facts surrounding the particular Purchase.
- f. In order to ensure objective Contractor performance and eliminate unfair competitive advantage, Contractors that develop or draft specifications, requirements, statements of work, and invitations for bids or requests for proposals must be excluded from competing for such Purchases.
- g. Purchases involving external financing, including but not limited to finance leases, must be approved pursuant to RP-6.8.
- h. The Senior Vice President for Business and Finance and CFO shall coordinate the establishment and maintenance of uniform standards and specifications for Purchases by the University.

4. Definitions

- a. ~~Article. Article shall mean any item of personal property, and shall include all materials, supplies, furniture, equipment, printing, stationery, software, automotive and road equipment and all other chattels, goods, wares and merchandise whatsoever.~~
- b. ~~Bylaws. Bylaws shall mean the Bylaws of the Board of Regents of the University of Nebraska.~~
- c. ~~Contractor. Contractor shall mean any person, firm, partnership, association, corporation or other entity with whom the University has entered into a contract to (a) provide any article or service, or (b) provide any labor, materials or equipment for the construction, maintenance, repair, remodeling, renovation, renewal or demolition of any University building or other improvement to real property.~~

- d. ~~Emergency.~~ Emergency shall mean any situation where it is necessary that the University enter into a contract of purchase to (a) avoid the loss of life, health, safety, or property, (b) respond to time limits established by a person or agency external to the University, or (c) obtain cost savings for the University where the time constraints of competitive bidding would eliminate the cost savings.
- e. ~~Immediate Family.~~ Immediate Family shall mean wife, husband, children, grandchildren, parents, grandparents, brother, sister, daughter in law, son in law, guardian, ward, stepfather, stepchildren, or persons bearing the same relationship to the spouse of the employee.
- f. ~~Major Administrative Unit.~~ Major administrative unit shall mean the University of Nebraska-Lincoln, the University of Nebraska Medical Center, or the University of Nebraska at Omaha, or the University of Nebraska at Kearney.
- g. ~~Principal Business Officer.~~ Principal business officer shall mean the Vice Chancellor for Business and Finance of a major administrative unit or the Vice President for Business and Finance when acting on behalf of the Central Administration or the University as a whole, or their designee.
- h. ~~Professional Service.~~ Professional service shall mean and include (a) any type of service which requires a license or other legal authorization as a condition precedent to the rendering of the service, or (b) any other type of service commonly recognized as a professional service, including, but not limited to, accounting and auditing, actuarial, legal, personnel, financial, computing, management, marketing, educational program planning or evaluation, facilities planning or evaluation, insurance and risk management, or travel agency services.
- i. ~~Purchase.~~ Purchase shall mean the process of (a) acquisition of any article by the University by transfer of ownership or by lease for a stated consideration paid to a contractor or vendor, (b) contracting for any service, including any professional service, to be provided by any person, firm, partnership, association, corporation or other entity for a stated consideration, or (c) contracting for any labor, material or equipment for construction, repair, alteration, remodeling, renovation or demolition of any University building or other improvement to real property to be provided by a contractor for a stated consideration.
- j. ~~Requesting Unit.~~ Requesting unit shall mean any college, school, department, division, office, or other administrative subdivision within the University which requests a purchase.
- k. ~~Sole Source Purchase.~~ Sole source purchase shall mean any purchase made from only a single contractor or vendor without competitive bidding.
- l. ~~Vendor.~~ Vendor shall mean any person, firm, partnership, association, corporation or other entity furnishing an article or service to the University.

5. Methods of Procurement

a. Competitive Procurement

Except as otherwise allowed in RP-6.2.1.5.b, the University must solicit Competitive Proposals or Sealed Bids for any Purchase of \$250,000 or more and use Small Purchase procedures for any Purchase that is less than \$250,000 but is equal to or exceeds the Micro-Purchase threshold determined by the University in accordance with federal regulations.

1) Types of Competitive Procurement

- i. Competitive Proposals. The solicitation of Competitive Proposals (often referred to as a request for proposals or RFP) is normally conducted with more than one source submitting an offer, resulting in either a fixed price or cost-reimbursement type Contract. Solicitation of Competitive Proposals is generally performed when conditions are not appropriate for the solicitation of Sealed Bids. Opportunities must be publicized and must define the Articles and/or Services requested. The publication must identify all evaluation factors and their relative importance.
- ii. Sealed Bids. Sealed Bids are publicly solicited and a firm fixed price Contract (lump sum or unit price) is awarded to the responsible bidder whose bid, conforming with all the material terms and conditions of the invitation for bids, is the lowest in price. For solicitation of Sealed Bids to be feasible, the following conditions should be present: (A) a specification or purchase description is available; (B) two or more responsible bidders are willing and able to compete for the Purchase; (C) the Purchase lends itself to a firm-fixed-price Contract; and (D) the selection of the a Responder can be made principally based on price. Opportunities must be publicized and must define the Articles and/or Services requested. Bids must be solicited from an adequate number of qualified sources.
- iii. Small Purchase. Small Purchase procedures are those relatively simple and informal procurement methods for securing Articles and/or Services. Price or rate quotations must be obtained from an adequate number of qualified sources.

2) Criteria for Evaluating Competitive Procurement

- i. If using Competitive Proposals or Small Purchase procedures, the University may conduct comparative performance evaluations and will make an award to the responsible Responder whose proposal is most advantageous to the University, with price and other factors considered. If using Sealed Bids, the University will make an award in writing to the lowest responsive and responsible bidder; payment discounts will only be used to determine the low bid when prior experience indicates that such discounts are usually taken advantage of.
- ii. In evaluating responses to Competitive Procurement, the University may consider the following factors:
 - A. The best interests of the University;
 - B. The conformity of the solicitation response with the solicitation;
 - C. The purposes for which the Article and/or Service are required;
 - D. The times of delivery of the Article and/or Service;
 - E. The life-cycle cost, evidence of expected life, repair and maintenance costs, and energy consumption and efficiency of an Article;

- F. The quality or performance of an Article and/or Service proposed to be provided, taking into consideration any commonly accepted tests, standards of product usability, and user requirements;
- G. The transportation costs or risk of loss associated with any Article and/or Service; and
- H. Such other information as the University deems appropriate.
- iii. In determining responsibility, the following elements shall be given consideration:
 - A. The ability, capacity, and skill of the Responder to comply with the University's specifications to provide the Articles and/or Services;
 - B. The character, integrity, reputation, judgment, experience, and efficiency of the Responder;
 - C. Whether the Responder can provide the Articles and/or Services within the time specified;
 - D. The quality of the Responder's previous performance; and
 - E. The Responder's previous and existing compliance with applicable laws, rules, regulations, and University policy.
- iv. The University shall have the right to reject any or all solicitation responses received. Further, the University may waive any informality or irregularity in any solicitation response which does not materially affect the integrity or effectiveness of the Competitive Procurement. The University, in its discretion, will make awards it believes to be in its best interest.

The University may reject the solicitation response of any Responder who has (A) failed to adequately perform a previous Contract with the University, regardless of whether the Responder received full payment under the Contract; (B) failed to provide any required bid security, if applicable; (C) submitted a solicitation response which is in any way incomplete, irregular, or not responsive to specifications; or (d) has been debarred, suspended, or declared ineligible for federal contracting purposes.
- v. A minimum of fifteen days shall elapse between the time Competitive Proposals or Sealed Bids are advertised or called for and the time of their opening; provided, however, the Chief Procurement Officer may, upon written notice to the Chair of the Board of Regents, shorten this time period for an Emergency. Any such shortening of this time period by the Chief Procurement Officer shall be reported to the Board of Regents at its next regular meeting. The timeframe for Small Purchases shall be determined on a case-by-case basis.
- vi. A tie may be resolved (A) by submission of final solicitation responses containing each Responder's most favorable terms; (B) in the best interests of the University, as determined by the University; or (C) by a witnessed coin toss. Any preference given to a Responder will be

factored into the solicitation response of such Responder prior to determination of whether a tie has occurred.

vii. A resident disabled veteran, as defined in Neb. Rev. Stat. § 73-107(2), or a business located in a designated enterprise zone under Neb. Rev. Stat. §§ 13-2101 to -2112 shall be allowed a preference over any other Responder if all other factors are equal. The University shall only give a Responder requesting such preference if the Responder submits the following documentation within ten business days of the request:

A. Documentation from the United States Armed Forces confirming service;

B. Documentation of discharge or otherwise separated characterization of honorable or general (under honorable conditions);

C. Disability rating letter issued by the United States Department of Veterans Affairs establishing a service-connected disability or a disability determination from the United States Department of Defense; and

D. Documentation which shows (I) ownership and control of a business or, in the case of a publicly owned business, more than fifty percent of the stock is owned by one or more persons described in Neb. Rev. Stat. § 73-107(2)(a) and (II) the management and daily business operations of the business are controlled by one or more persons described in Neb. Rev. Stat. § 73-107(2)(a).

b. Non-Competitive Procurement

1) Types of Non-Competitive Procurement

i. Micro-Purchase. Procurement by Micro-Purchase is the acquisition of Articles or Services, the aggregate dollar amount of which does not exceed the Micro-Purchase threshold determined by the University in accordance with federal regulations. Micro-purchases may be awarded without soliciting competitive quotations if the University considers the price to be reasonable.

ii. Government, Education, Cooperative, or Consortium Purchase. Purchases do not require Competitive Procurement if sourced from (A) any purchasing cooperative or consortium of which the University or a Campus is a member, (B) the U.S. government or any agency or instrumentality thereof, (C) the state of Nebraska or any agency or instrumentality thereof, (D) a political subdivision of the state of Nebraska, (E) any governmental or public entity created by an interlocal cooperation agreement pursuant to Neb. Rev. Stat. §§ 13-801 to -827, (F) any private or public postsecondary educational institution, or (G) any Contractor pursuant a U.S. government General Services Administration pricing agreement; provided, however, under no circumstances shall the University be contractually obligated or liable for any purchase by another educational institution or governmental entity, or by any other member of a purchasing cooperative or consortium.

iii. Exempt Purchase. The Chief Procurement Officer may, by formal written exemption, exempt from Competitive Procurement certain Articles or Services for which Competitive Procurement is impractical, disadvantageous, or unreasonable under the circumstances. Examples include:

- A. Articles or Services to be purchased in special market conditions;
- B. Articles or Services requiring special contracting procedures due to uniqueness;
- C. Legal advertising, publication, or placement of advertisements by University personnel directly with media sources;
- D. Animals, feed for such animals, and plants necessary for specialized research;
- E. Used Articles; or
- F. Acquisition of Articles for direct resale.

Such written exemption shall describe the Articles or Services exempted; the justification for the exemption; the duration of the exemption, not to exceed one year; and any other requirements or limitations appropriate to the circumstances.

iv. Procurement by Non-Competitive Proposals.

- A. Procurement by non-competitive proposals is procurement through solicitation of a proposal from only one source and may be used only when one or more of the following circumstances apply:
 - I. The Article or Service is unique and available only from a single source (without limiting the generality of the foregoing, examples include public utilities; books, periodicals, and other publications; and specially designed business, research, or scientific equipment and software);
 - II. The Article or Service is necessary for the operation of an existing Article or performance of an existing Service purchased by the University;
 - III. Purchases necessary to address an Emergency;
 - IV. Purchases of Professional Services; provided, however, any contract for Licensed Professional Services shall be made in accordance with applicable law and Board of Regents policies requiring competitive negotiations for such Licensed Professional Services;
 - V. Purchases for maintenance or servicing of equipment made from the manufacturer of the equipment or the manufacturer's authorized service agent, where, in the

judgment of the Authorized Signatory, such maintenance or service can be most effectively performed by the manufacturer or its authorized service agent;

VI. In cases of procurement using federal funding, the federal awarding agency or pass-through entity expressly authorizes non-competitive proposals in response to a written request from the non-federal entity;

VII. Purchases of construction management or design-build Contractor Services; provided, the Contracts for such Services shall be awarded in accordance with RP-6.3.7; and

VIII. After solicitation of a number of sources, competition is determined inadequate.

B. Except a Purchase by noncompetitive proposal under RP-6.2.1.5.b.1)iv.A.VIII, each Purchase by noncompetitive proposal must have written approval by a Procurement Officer prior to solicitation of the proposal. The Chief Procurement Officer must approve a Purchase by noncompetitive proposal of \$250,000 or more. Each request for approval shall be accompanied by written justification from the college, school, department, division, office, or other administrative subdivision within the University requesting the Purchase.

C. Unless an Article or Service is necessary for the operation of an existing Article or performance of an existing Service purchased by the University, a specification for a proprietary Article or Service does not justify a Purchase by noncompetitive proposal where there is more than a single source that can provide the Article or Service.

2) Notwithstanding the foregoing and except as otherwise provided by law, the University shall not enter into a Contract valued at \$2,000 or more, in any one year, with a University employee, Immediate Family member of a University employee, or business associated with a University employee unless the Contract is awarded through Competitive Procurement.

5. Specifications

a. Any purchase where competitive bidding is required by this policy shall be made on the basis of written specifications which shall be developed by the requesting unit and/or the appropriate academic/administrative authority. All specifications shall be prepared in a manner designed to attract competitive bidding within the standards of quality appropriate for intended use.

b. In order to ensure objective contractor performance and eliminate unfair competitive advantage, contractors that develop or draft specifications, requirements, statements of work, and invitations for bids or requests for proposals must be excluded from competing for such procurements.

c. Restrictive sole source proprietary specifications shall not be used, except in cases of emergency or in cases involving the purchase of unique (including matching existing equipment or software) or non-competitive articles or services. Each request for a sole

~~source purchase shall be accompanied by written justification from the requesting unit. Each sole source purchase must have prior written approval by the principal business officer.~~

- ~~d. The Vice President for Business and Finance shall coordinate the establishment and maintenance of uniform standards and specifications for purchases by the University.~~

6. Procurement Disputes

- a. Protests shall be referred to the Principal Business Officer for resolution. The decision of the Principal Business Officer will be communicated in writing to the Responder and is final. In responding to a Protest, the Principal Business Officer shall not consider:

- 1) Any Protest that does not strictly address the solicitation process, specifications, solicitation responses, evaluation of solicitation responses, or the award of the Contract resulting from the solicitation; or
- 2) Any Protest received later than seven days after the day the University notifies Responders of its intent to award the Contract resulting from the solicitation;
- 3) Reasons for the Protest not communicated to the University in writing within seven days after the day the University notifies Responders of its intent to award the Contract resulting from the solicitation; or
- 4) Any Protest that does not include (i) the name and address of the Responder; (ii) specificity sufficient to identify the solicitation; (iii) a detailed statement of the reasons for the Protest; (iv) any available exhibits, evidence, or documents supporting the Protest; and (v) the remedy requested.

- b. Each Principal Business Officer shall immediately notify the Office of the General Counsel of any Protest.

6. Micro Purchase

- ~~a. Procurement by micro purchase is the acquisition of services, supplies or other property, the aggregate dollar amount of which does not exceed micro purchase level as set by the Federal Acquisition Regulation. Micro purchases may be awarded without soliciting competitive quotations.~~

7. Procurement Conflicts of Interest

- a. No Purchase Associated Individual shall be financially interested, or have any beneficial personal interest, either directly or indirectly, in a Purchase. No Purchase Associated Individual shall receive or accept, either directly or indirectly, by rebate, gift, or otherwise, any money or other specific item of value whatsoever, or any promise, obligation or contract for future reward or compensation from any Contractor or Responder which has submitted or intends to submit a bid or proposal in connection with any Purchase or which has otherwise been contacted by the University relating to a proposed Purchase.
- b. No Purchase Associated Individual shall have any direct or indirect financial interest in any Contractor, Responder, or any agent or representative thereof, from or through whom the Purchase Associated Individual shall make any Purchase on behalf of the University.
- c. No Article or Service shall be purchased from any University employee without prior approval by the Principal Business Officer.

d. University funds shall not be expended for Articles or Services which are for the personal use of employees.

e. Violation of this RP-6.2.1.7 shall constitute adequate cause for immediate suspension or dismissal from University employment.

7. Small Purchase

a. Small purchase procedures are those relatively simple and informal procurement methods for securing services, supplies, or other property that cost less than the competitive bid level (see Section 10). If small purchase procedures are used, price or rate quotations must be obtained from an adequate number of qualified sources.

8. Public Records Requests

a. Solicitation responses submitted to the University are presumed to be public records. Solicitations for Competitive Proposals and Sealed Bids shall require each Responder to:

1) Submit with its solicitation response a separate attachment that clearly marks or identifies information within its proposal that is exempt from disclosure under Neb. Rev. Stat. § 84-712.05, such as trade secrets, in-progress and unpublished academic or scientific research work, or other proprietary or commercial information that, if released, would give advantage to business competitors and serve no public purpose; and

2) Be solely responsible for providing the defense to any challenge to a decision to withhold information marked or identified as exempt from disclosure under Neb. Rev. Stat. § 84-712.05.

b. Notwithstanding the foregoing, aggregate price terms appearing in solicitation responses calling for the expenditure of public funds may not be withheld from disclosure. Any reasonably segregable portion of a solicitation response that is not designated as exempt from disclosure shall be provided for public inspection after redaction of the portion or portions of the solicitation response that may be withheld.

c. Under Neb. Rev. Stat. § 73-101, the University may withhold all solicitation responses from public disclosure until the University notifies Responders of its intent to award a Contract.

8. Sealed Bids

a. Procurement by sealed bids (formal advertising) are publicly solicited and a firm fixed price contract (lump sum or unit price) is awarded to the responsible bidder whose bid, conforming with all the material terms and conditions of the invitation for bids, is the lowest in price.

9. Purchases Using Cooperative or Consortium

a. Purchases do not require competitive bidding if sourced from (i) any purchasing cooperative or consortium of which the University or a major administrative unit thereof is a member, (ii) the U.S. Government or any agency or instrumentality thereof, (iii) the State of Nebraska or any agency or instrumentality thereof, (iv) a political subdivision of the State of Nebraska, (v) any governmental or public entity created by an interlocal cooperation agreement pursuant to the Nebraska Interlocal Cooperation Act, (vi) any private or public postsecondary educational institution, or (vii) any vendor pursuant a U.S.

~~Government General Services Administration (GSA) pricing agreement; provided, however, under no circumstances shall the University be contractually obligated or liable for any purchase by another educational institution or governmental entity, or by any other member of a purchasing cooperative or consortium.~~

~~10. Competitive Bidding~~

~~a. Procurement by competitive proposals (RFP) is normally conducted with more than one source submitting an offer. The following requirements apply:~~

- ~~1) RFPs must be publicized and identify all evaluation factors and their relative importance.~~
- ~~2) Proposals must be solicited from an adequate number of qualified sources.~~
- ~~3) Contracts must be awarded to the responsible firm whose proposal is most advantageous to the program, with price and other factors considered.~~

~~b. Except as otherwise provided in this purchasing policy, any purchase committing the University to an expenditure of \$150,000 or more shall be made to the lowest responsible bidder, taking into consideration the best interests of the University, the quality or performance of any articles or service to be purchased, their conformity with specifications, the purpose for which required, and the time of delivery or performance. The University may utilize a competitive reverse auction, to include a web-based version, to meet the competitive bidding requirements stated in this policy. In determining the lowest responsible bidder, in addition to price, bids may be rejected and awards made upon consideration of the following factors:~~

- ~~1) The ability, capacity, and skill of the bidder to comply with the University's specifications and perform the contract required;~~
- ~~2) The character, integrity, reputation, judgment, experience, and efficiency of the bidder;~~
- ~~3) Whether the bidder can perform the contract within the time specified;~~
- ~~4) The quality of the bidder's performance of previous contracts (see also Section 10.d);~~
- ~~5) The previous and existing compliance by the bidder with laws relating to the contract;~~
- ~~6) The life-cycle cost of an article in relation to its purchase price and specific use by the University (see also Section 10.g);~~
- ~~7) The performance of an article, taking into consideration any commonly accepted tests and standards of product usability and user requirements;~~
- ~~8) Energy efficiency ratio as stated by the bidder for alternative choices of appliances or equipment;~~
- ~~9) The information furnished by each bidder concerning life-cycle costs between alternatives for all classes of equipment, evidence of expected life, repair and maintenance costs and energy consumption on a per-year basis;~~

- ~~10) — The results of Federal regulatory agency tests on fleet performance of motor vehicles. Each bidder shall furnish information relating to such results; and~~
- ~~11) — Such other information as may be secured having a bearing on the decision to award the contract.~~
- ~~c. — The University shall always have the right to reject any or all bids received. Further, the University may waive any informality or irregularity in any bid which does not materially affect the integrity or effectiveness of the competitive bidding process. In any case where competitive bids are required and all bids are rejected, but the proposed purchase is not abandoned, new bids shall be called for as in the first instance. The University reserves the right in all circumstances to analyze bids in detail and to award contracts which in the exercise of reasonable discretion the University believes to be in its best interest.~~
- ~~d. — The University may reject the bid of any bidder who has (a) failed to perform a previous contract with the University, (b) failed to provide any required bid security, or (c) submitted a bid which is in any way incomplete, irregular, or not responsive to specifications.~~
- ~~e. — A minimum of fifteen (15) days shall elapse between the time formal bids are advertised or called for and the time of their opening; provided, however, the Principal Business Officer may shorten this time period in cases of emergency. Conducting competitive reverse auctions, including web-based auctions, satisfies this requirement and recognizes less than fifteen (15) days elapsed time between advertisement and the time of opening.~~
- ~~f. — Competitive bidding shall not be required for the following types of purchases:~~
 - ~~1) — Purchase of unique or non-competitive articles or services. Without limiting the generality of the foregoing sentence, examples of unique or non-competitive articles and services are public utility services, regulated central office telephone services, books, pamphlets and periodicals, and specially designed business, research or scientific equipment and related software. (See also Section 5.c requiring written justification for sole source purchases and approval of the same by the principal business officer);~~
 - ~~2) — Contracts for professional services; provided, however, that any contract for architectural, engineering, land surveying or landscape architectural services shall be made in accordance with applicable law and Board of Regents policies requiring competitive negotiations for such services;~~
 - ~~3) — Purchases necessary in emergency situations;~~
 - ~~4) — Contracts for maintenance or servicing of equipment with the manufacturer of the equipment or the manufacturer's authorized service agent, where in the judgment of the principal business officer such maintenance or service can be most effectively performed by the manufacturer or its authorized service agent;~~
 - ~~5) — Contracts on capital construction projects (a) for the services of a construction manager who may or may not at the discretion of the University also be engaged on the project as the general contractor or (b) for the services of a design/build contractor who will be engaged on the project to furnish design services by a qualified architect or engineer and to provide general contractor services; provided, the contracts shall be awarded in accordance with Board of Regents Policy RP 6.3.7.~~

- ~~g. When required by the University, each bidder will furnish life-cycle costs between alternatives for all classes of equipment, evidence of expected life, repair and maintenance costs, and energy consumption on a per-year basis. Where life-cost of an article is intended to be a factor in selection of the lowest responsible bidder, that factor shall be clearly stated in the invitation to bidders or in the specifications, or both.~~

~~11. Purchasing Disputes~~

~~Any disagreement between a requesting unit, vendor or bidder and the University concerning specifications, responsiveness of bids to specifications, vendor performance, and other matters relating to purchasing activities shall be referred to the respective principal business officer for resolution.~~

~~12. Purchases in the Name of the Board of Regents; Authority to Obligate University Funds~~

~~All purchases shall be in the name of the Board of Regents of the University of Nebraska for and on behalf of the major administrative unit making the purchase. No commitment of University funds shall be made except by means of an official University purchase order, an official University purchasing card or contract approved by the appropriate administrative officer or his or her designee in accord with Section 6.4 of the Bylaws and the policies of the Board of Regents relating to authority to execute contracts.~~

~~13. Campus Purchasing Policies and Procedures~~

~~Each principal business officer may establish campus purchasing policies and procedures which are supplemental to and consistent with this purchasing policy. Nothing herein shall be construed to prohibit a principal business officer from establishing campus purchasing policies and procedures which are more restrictive than this purchasing policy.~~

~~14. Resident Bidder Preference~~

~~In accordance with the provisions of Neb. Rev. Stat., § 73-101.01, when a University contract is to be awarded to the lowest responsible bidder, a resident bidder shall be allowed a preference over a non-resident bidder from a state which gives or requires a preference to bidders from that state. The preference shall be equal to the preference given or required by the state of the non-resident bidder. Resident bidder as used in this section shall mean any person, partnership, association, or foreign or domestic corporation authorized to engage in business in the State of Nebraska and who shall have met the residency requirement of the state of the non-resident bidder, necessary for receiving the benefit of that state's preference law on the date when any bid for public contract is first advertised or announced, or shall have had a bona fide establishment for doing business within this state for the length of time established by the state of the non-resident bidder, necessary for receiving the benefit of that state's preference law on the date when a bid for a public contract is first advertised or announced. This section shall not apply to any contract for any project upon which federal funds would be withheld because of the provisions of this section.~~

~~15. Financial or Beneficial Personal Interest Forbidden; Gift and Rebates Prohibited~~

- ~~a. No officer or employee of the University involved in an advisory or decision-making capacity relating to any University purchase and no member of his or her immediate family shall be financially interested, or have any beneficial personal interest, either directly or indirectly, in such purchase, or in any bidder, contractor, lessor or vendor for such purchase. No such officer or employee or member of his or her immediate family shall receive or accept, either directly or indirectly, by rebate, gift or otherwise, any money or other specific item of value whatsoever, or any promise, obligation or contract for future reward or compensation from any person, firm, corporation or other entity which~~

~~has submitted or intends to submit a bid or proposal in connection with any University purchase or which has otherwise been contacted by the University relating to a proposed University purchase.~~

~~b. No purchasing officer or any member of his or her immediate family shall have any direct or indirect financial interest in any person, partnership, firm, association, corporation or other vendor, or any agent or representative thereof, from or through whom the purchasing officer shall make any purchase or contract for a purchase on behalf of the University.~~

~~c. Violation of this Section 15 shall constitute adequate cause for immediate suspension or dismissal from University employment.~~

~~16. Purchases Involving University Personnel; Purchases for Personal Use Prohibited~~

~~a. No article or service shall be purchased from any University faculty or staff member without prior approval by the principal business officer, and any such purchase approved by the principal business officer shall comply fully with the requirements of the conflict of interest provisions of the Nebraska Political Accountability and Disclosure Act, Neb. Rev. Stat., §§ 49-1493 through 49-14,104.~~

~~b. University funds shall not be expended for articles or services which are for the personal use of staff or faculty members.~~

~~17. Ownership and Control of University Property~~

~~a. Title and all rights of ownership to all property purchased with University funds shall vest in the University, except for property purchased in accordance with specially donated or restricted funds providing for other ownership.~~

~~b. University property may be reassigned for use by other units within the University in the event it is no longer being utilized by the unit in possession.~~

~~18. Reports~~

~~Each principal business officer or the Vice President for Business and Finance shall immediately notify the General Counsel's office in any instance where a decision made concerning the awarding of a contract is disputed by a party outside the University.~~

Reference: BRUN, Minutes, 51, p. 147, attachment 4 (November 15, 1985).
BRUN, Minutes, 60, p. 142 (June 1, 1996).
BRUN, Minutes, 61, pp. 86-87 (November 22, 1997).
BRUN, Minutes, 62, p. 111 (May 1, 1999).
BRUN, Minutes, 63, p. 91 (November 3, 2000).
BRUN, Minutes, 63, p. 125 (March 3, 2001).
BRUN, Minutes, 66, p. 4 (January 20, 2006).
BRUN, Minutes, 67, p. 60 (November 7, 2008).
Corporation Secretary revision, RP-6.2.1.14 (August 14, 2009).
Corporation Secretary revision, RP-6.2.1.6.e.7 (October 7, 2009).
BRUN, Minutes, 70, p. 11 (March 11, 2011).
BRUN, Minutes, 75, p. 27 (June 28, 2018).

RP-6.2.2 Disposal of Surplus Personal Property

1. Policy References

- a. Neb. Rev. Stat., § 85-105, relating to Board of Regents' authority to dispose of personal property.
- b. Bylaws ~~of the Board of Regents of the University of Nebraska~~, sSections 6.3, 6.4, and 6.5, relating to personal property, contracts, and the use of property.
- c. BRUN Minutes, 51, p. 138, (November 15, 1985) Policy for Authority to Execute Contracts.
- d. BRUN Minutes, 51, p. 138 (November 15, 1985) Purchasing Policy.

2. Purpose

The purpose of this RP-6.2.2 policy is to provide a uniform ~~and equitable~~ University-wide procedure for the disposal of ~~excess or s~~urplus Personal Property.

3. Applicability

This RP-6.2.2 policy shall apply to the disposal of Surplus Personal Property, except for Personal Property being disposed of as a trade in ~~enfor~~ the Purchase of other ~~like p~~ersonal Property. This RP-6.2.2 policy shall not apply to the disposal of Rreal Property.

4. Definitions

- a. ~~Excess or Surplus Personal Property. Excess or surplus personal property shall mean usable or non-usable property which has been declared excess to the needs of an administrative unit of the University.~~
- b. ~~Administrative Unit. Administrative unit shall mean Central Administration, the University of Nebraska-Lincoln, the University of Nebraska Medical Center, the University of Nebraska at Omaha, and the University of Nebraska at Kearney.~~
- c. ~~Personal Property. For the purposes of this policy the term personal property refers to movable equipment and/or fixtures with a value of \$5,000 or more and a useful life of over one year. Without limiting the generality of the foregoing, fixtures shall include, but not be limited to, chillers, boilers, transformers, special purpose equipment, research equipment and electronic equipment.~~
- d. ~~Principal Business Officer. Principal business officer shall mean the Vice Chancellor for Business and Finance of a campus or the Vice President for Business and Finance for Central Administration or for the University as a whole.~~

5.4. Policy for the Disposal of Surplus Personal Property

- a. ~~Federal Property. Some f~~Federal grants or contracts may require that funds from the sale of ~~equipment P~~ersonal Property originally purchased in support of the grant or contract be returned to the ~~f~~Federal government. ~~Items P~~ersonal Property in this category will be handled on an individual basis in cooperation with the applicable ~~campus~~ grants office. Disposal of other ~~f~~Federal Personal Property will be in accordance with Section RP-6.2.2.54.b through 5.eto .e below.
- b. The Senior Vice President for Business and Finance and CFO shall coordinate the establishment and maintenance of uniform standards and specifications for transfer of Surplus Personal Property between Campuses. Sale or Assignment of Surplus Personal Property to Other Administrative Units of the University. An administrative unit may sell or reassign surplus personal property to one of its internal units. If the property is excess to

~~the administrative unit's needs, the principal business officer or his or her representative may sell or reassign the property to other administrative units of the University.~~

- c. ~~General Sale or Disposal If~~ Surplus Personal Property. ~~If an item of surplus property is not sold or assigned~~transferred to another ~~administrative unit of the University, the principal business officer or his or her representative may sell or dispose of such property by such~~ Campus, the Principal Business Officer may authorize the sale by the ~~method as that is most advantageous to the best advantage of the University. Normally~~Generally sale ~~or disposal of any item of surplus property of~~ Surplus Personal Property having an estimated value in excess of \$~~25~~50,000 will be by auction, sealed bid public sale, or exchange for other property.
- d. ~~No single item of Personal Property having an estimated market value more than \$500,000 shall be sold without prior approval by the Board of Regents. Serviceable Vehicles and Farm Equipment. University vehicles or farm equipment may be disposed of by auction or sealed bids after appropriate advertisement. Vehicles and farm equipment also may be disposed of through the Materiel Division of the State Department of Administrative Services.~~
- e. ~~All sales shall be made in the name of the Board of Regents. Livestock and Farm Products. Livestock and farm products excess to the needs of the University may be disposed of by auction, livestock or farm product sales, or in whatever manner would best serve the interests of the University.~~

6-5. Pricing Practices

The sale price of ~~s~~Surplus Personal Pproperty shall be the highest ~~bid~~ price if sold by public auction or sealed bid public sale, or the ~~reasonable fair~~ market value if no bid is involved.

7-6. Disposal of Scrap or Salvage Personal Property

Any ~~S~~surplus Personal Pproperty which a ~~p~~Principal Bbusiness Officer ~~or his or her representative~~ determines to have no value, except as scrap or salvage material, may be disposed of by salvage or scrap Contract or in whatever manner ~~best serves the interests of is~~ most advantageous to the University.

8-7. Expense of Disposing of Personal Property

The expense of selling ~~S~~surplus Ppersonal Pproperty shall be deducted from the proceeds of the Personal Pproperty being sold.

9. ~~Personal Property Proceeds Account(s)~~

~~There shall be established for each administrative unit appropriate University account(s) for the deposit of proceeds from the disposal of personal property.~~

10-8. Sale to University Personnel

~~In accomplishing any sale or disposal of surplus property under the provisions of this policy, n~~No preference will be given to University ~~personnel~~employees in any sale of Surplus Personal Property.

11. Board Approval

~~Notwithstanding any of the foregoing provisions of this policy to the contrary, no single item or identical items of personal property having an estimated market value in excess of \$400,000 shall~~

~~be sold without prior approval by the Board of Regents. All sales shall be made in the name of the Board of Regents.~~

12.9. Responsibility and AccountabilityUniform Standards

~~The Senior Vice President for Business and Finance and CFO shall coordinate the establishment and maintenance of uniform standards and specifications for the disposal of Surplus Personal Property of the University. The Vice President for Business and Finance and the principal business officers shall be responsible for the administration and the development of procedures for implementation of this policy and, in addition, develop and implement procedures for the disposition of surplus property with a value of less than \$5,000 to assure the best interests of the University are being served.~~

Reference: BRUN, Minutes, 52, p. 177 (April 11, 1987).
BRUN, Minutes, 66, p. 4 (January 20, 2006).

RP-6.2.3 Acquisition and Disposal of Real Property

1. Policy References

- a. Neb. Rev. Stat., § 85-105, relating to Board of Regents authority to acquire and dispose of Rreal Property.
- b. Neb. Rev. Stat., §§ ~~85-133~~, 25-2501 ~~through to~~ 25-2506, 76-701 ~~through to~~ 76-726, and 76-1214 ~~through to~~ 76-1242, ~~and 85-133~~, relating to acquisition of real property by exercise of ~~the power of~~ eminent domain and assistance to be provided to persons displaced by publicly-financed projects.
- c. Neb. Const. art. III, § 20, relating to the lease and development of Real Property belonging to the state of Nebraska.
- ~~c.d.~~ Section 2.4 of the Bylaws of the Board of Regents of the University of Nebraska section 2.4, relating to administration of real property.
- ~~d.e.~~ RP-6.3.1, Administrative Approval of University Contracts.
- ~~e.f.~~ BRUN Minutes, Volume 49, p. 12, (October 21, 1983), relating to relocation assistance.

2. Purpose

The purpose of this RP-6.2.3 policy is to establish uniform guidelines and procedures to ensure that acquisition ~~of~~ and disposal of Rreal Property by the University is in compliance with applicable law and Board of Regents policies ~~of the Board of Regents and to reduce the risk of liability by conducting an environmental site assessment prior to the acquisition of real property.~~

3. Definitions

- a. Real Property. The term real property shall be construed as coextensive in meaning with land and shall include any right, title, or interest in land or in any building, structure, or other improvement permanently affixed to land.
- b. Acquisition of Real Property. The term acquisition of real property shall mean the acquisition of any interest in real property, but shall not include any leasehold interest or easement approved pursuant to the President's administrative authority as provided in paragraph 4 of RP-6.3.1.

- c. ~~Administrative Unit. Administrative unit shall mean Central Administration, the University of Nebraska-Lincoln, the University of Nebraska Medical Center, the University of Nebraska at Kearney, or the University of Nebraska at Omaha.~~
- d. ~~Contract. Contract shall mean any written agreement entered into by or on behalf of the Board of Regents of the University of Nebraska with another party or parties, whereby, for a stated consideration, the University will acquire ownership or transfer ownership of any interest in real property.~~
- e. ~~Principal Business Officer. Principal business officer shall mean the Vice Chancellor for Business and Finance of a major administrative unit or the Vice President for Business and Finance for the Central Administration or the University as a whole.~~
- f. ~~Disposal of Real Property. The term disposal of real property shall mean the transfer of ownership of any interest in real property from the Board of Regents of the University to another party or parties, but shall not include the granting of any leasehold interest or easement approved pursuant to the President's administrative authority as provided in paragraph 4 of RP-6.3.1.~~
- g. ~~Emergency. Emergency shall mean any situation where it is necessary for the University to acquire or dispose of real property in order to (a) avoid the loss of life, health, safety, or property, (b) respond to time limits established by a person or agency external to the University, or to (c) obtain cost savings for the University.~~
- h. ~~Environmental Site Assessment. Environmental site assessment shall mean the process to determine if real property, including improvements, is subject to recognized environmental conditions.~~

3. General Counsel Review of Leases, Licenses, and Easements in Real Property.

Any Contract for the acquisition or disposal of a lease, license, or easement in Real Property shall be reviewed by the Office of the General Counsel prior to execution.

4. General Standards for Acquisition of Real Property~~Policy for the Acquisition of Real Property Valued at Greater than \$250,000~~

- a. ~~Acquisition in the Name of the Board of Regents. All Rreal Pproperty acquired by the University or any unit or subdivision thereof shall be acquired in the name of tThe Board of Regents of the University of Nebraska.~~
- b. ~~Each Campus shall obtain anAppraisal. An appraisal by a qualified real estate appraiser concerning the fair and reasonable market value of property proposed for acquisition, shall be obtained. The Board in its discretion may waive the requirement for an appraisal.~~
- c. ~~Report on Need for Acquisition. When a Campus identifies the need for Rreal Pproperty is identified it shall submit a written report shall be made to the Board of Regents whichor CEO/President, as applicable. The report shall include: (a1) justification of need, (b2) the legal description of the property, (e3) a general description of any buildings and other improvements located on the property, (d4) a summary of the past and present use of the property, (e5) the land use zoning of the property, if any, (f6) the appraised or estimated value of the property, (g7) a summary of the environmental site assessmentESA conducted of the property as provided in paragraph 5, RP-6.2.3.7 below, and (h8) the impact, if any, on any applicable Ccampus master site plan.~~
- d. ~~Approval by Board of Regents Required. Any proposed acquisition of real property shall be submitted to the Board for approval and shall include the elements included in~~

~~Paragraph 4.c above. Funds of the University shall not be committed or paid out for acquisition of real property and no contract relating thereto may be executed for or on behalf of the Board of Regents until the acquisition shall have been approved by the Board of Regents.~~

~~e.d. General Counsel Approval of Instruments. All Ccontracts, deeds, leases and other instruments for the Acquisition of Rreal Pproperty shall be approved-reviewed by the Office of the General Counsel as to form and legality prior to execution of the same on behalf of the Board of Regents.~~

e. All deeds and other instruments will be recorded with the appropriate county as soon as practical after receipt.

5. Acquisition of Real Property Valued at Less than \$1,000,000

Any proposed Acquisition of Real Property valued at less than \$1,000,000 shall be submitted to the CEO/President for approval. The University shall not enter into a Contract and/or commit funds for the Acquisition of Real Property until the proposed Acquisition of Real Property has been approved by the CEO/President. Acquisition of Real Property having a value between \$250,000 and \$1,000,000 shall be reported to the Board of Regents at its next regular meeting.

6. Acquisition of Real Property Valued at \$1,000,000 or Greater

Any proposed Acquisition of Real Property valued at \$1,000,000 or greater shall be submitted to the Board of Regents for approval. The University shall not enter into a Contract and/or commit funds for the Acquisition of Real Property until the proposed Acquisition of Real Property has been approved by the Board of Regents. Funds of the University, excluding refundable deposits, shall not be paid out for Acquisition of Real Property until the Acquisition of Real Property has been approved by the Board of Regents.

7. Environmental Review Policy for Acquisition of Real Property

a. Within six months prior to the Acquisition of Real Property, an ESA shall be conducted by the Campus seeking an Acquisition of Real Property, including Real Property acquired by donation or bequest. Investigation of environmental issues or conditions shall be determined and performed on a property-by-property basis but in all cases must meet the standard of All Appropriate Inquiries, as defined by applicable law.

b. The ESA shall be performed by an environmental professional.

c. All costs of the ESA shall be paid by the Campus seeking the Acquisition of Real Property.

d. The ESA report shall be reviewed by the Office of the General Counsel and the Principal Business Officer.

e. A decision to conduct any further environmental assessment, reject the Real Property, or make an Acquisition of Real Property with identified risks, subject to Board of Regents approval, shall be made by the Principal Business Officer after consulting with the Office of the General Counsel.

8. Eminent Domain

~~f. Eminent Domain; General Counsel Responsibility. In the event any real property is proposed for acquisition~~ If a Campus proposes an Acquisition of Real Property through exercise of the Board of Regents' power of eminent domain, the Office of the General Counsel shall have

responsibility for ~~any such acquisition and~~ compliance with statutory requirements for notice, hearing, good faith negotiations, and, if necessary, commencement of eminent domain proceedings. For any Acquisition of Real Property using eminent domain, the Principal Business Officer shall, in consultation with Office of the General Counsel, be responsible for compliance with applicable law relating to relocation assistance, if any.

g. ~~Relocation Assistance. The Vice President for Business and Finance or principal business officer of the administrative unit involved in any real property acquisition shall, with assistance from the General Counsel, be responsible for compliance with all laws and University regulations relating to relocation assistance to persons to be displaced as result of University real property acquisition.~~

5. ~~Policy for the Acquisition of Real Property Valued at \$250,000 or Less~~

a. ~~Acquisition in the name of the Board of Regents. All real property acquired by the University or any unit or subdivision thereof shall be acquired in the name of The Board of Regents of the University of Nebraska.~~

b. ~~Appraisal. An appraisal by a qualified real estate appraiser concerning the fair and reasonable market value of property proposed for acquisition shall be obtained. The Board in its discretion may waive the requirement for an appraisal.~~

c. ~~Report on Need for Acquisition. When a need for real property is identified, a written report shall be made to the President which shall include: (1) justification of need, (2) the legal description of the property, (3) a general description of any buildings and other improvements located on the property, (4) a summary of the past and present use of the property, (5) the land use zoning of the property, if any, (6) the estimated value of the property, (7) a summary of the environmental site assessment conducted of the property as provided in paragraph 6 below, and (8) the impact, if any, on any applicable campus master site plan.~~

d. ~~Approval by President Required. Any proposed acquisition of real property shall be submitted to the President for approval and shall include the elements included in Paragraph 5.c above. Funds of the University shall not be committed or paid out for acquisition of real property and no contract relating thereto may be executed for or on behalf of the Board of Regents until the acquisition shall have been approved by the President. Acquisition of real property having a value between \$100,000 and \$250,000 shall be reported to the Board at its next regular meeting.~~

e. ~~General Counsel Approval of Instruments. All contracts, deeds, leases and other instruments for acquisition of real property shall be approved by the Office of the General Counsel as to form and legality prior to execution of the same on behalf of the Board of Regents.~~

f. ~~Eminent Domain; General Counsel Responsibility. In the event any real property is proposed for acquisition through exercise of the Board of Regents' power of eminent domain, the Office of the General Counsel shall have responsibility for any such acquisition and compliance with statutory requirements for notice, hearing, good faith negotiations and, if necessary, commencement of eminent domain proceedings.~~

g. ~~Relocation Assistance. The Vice President for Business and Finance or principal business officer of the administrative unit involved in any real property acquisition shall, with assistance from the General Counsel, be responsible for compliance with all laws and University regulations relating to relocation assistance to persons to be displaced as result of University real property acquisition.~~

6. ~~Environmental Review Policy for the Acquisition of Real Property~~

- a. ~~An environmental site assessment (ESA) shall be conducted within six months prior to the acquisition of real property, including real property acquired by donation or bequest. Investigation of environmental issues or conditions shall be determined and performed on a property-by-property basis utilizing reasonable steps for conducting All Appropriate Inquiries to qualify for landowner liability protection under applicable law.~~
- b. ~~The review process for the ESA shall be coordinated by the principal business officer of the administrative unit acquiring the real property.~~
- 1) ~~The ESA shall be performed by either an environmental consultant or by a University employee trained to conduct an ESA;~~
 - 2) ~~All costs of the ESA shall be paid by the administrative unit acquiring the real property as part of the acquisition process.~~
 - 3) ~~The ESA report shall be reviewed by the Office of General Counsel and the principal business officer of the administrative unit.~~
 - 4) ~~A decision to: (a) conduct any further assessment, (b) reject the property, or (c) acquire the property with identified risks, subject to Board approval, shall be made by the principal business officer of the administrative unit after consulting with the Office of General Counsel. If environmental risks exist, consideration shall be given to assuming the risks, mitigating the risks by the grantor prior to acquisition, or requiring indemnification by the grantor.~~
- c. ~~Steps in the ESA Process~~
- 1) ~~If the ESA indicates areas of concern, the property may (a) be rejected, (b) be acquired with the identified risks, or (c) be subject to further investigation.~~
 - 2) ~~The ESA shall follow good commercial and customary practice, including the applicable American Society for Testing and Materials (ASTM) Standards for environmental site assessments.~~

9. ~~General Standards for Disposal of Real Property~~ 7. ~~Policy for the Disposal of Real Property Valued in Excess of \$250,000~~

- a. ~~Disposal of real property of the University having a market value in excess of \$250,000 shall require prior approval by the Board of Regents. When any such real property becomes a Campus determines Real Property is excess to the needs of an administrative unit, the Campus and desires to make a Disposal of Real Property, it shall submit a written report shall be made to the Board of Regents which or CEO/President, as applicable. The report shall include: (a1) justification, and of the need for the Disposal of Real Property; (2b) the legal description of the Real Pproperty; (3e) a general description of any buildings and other improvements located on the Real Pproperty; (d4) a summary of the past and present use of the Real Pproperty; (5e) the land use zoning of the Real Pproperty, if any; (f6) the appraised market value of the Real Pproperty approved by the General Counsel, and (g) the impact, if any, on any applicable Campus master site plan.~~
- b. ~~All Contracts, deeds, and other instruments for Disposal of Real Property shall be reviewed by the Office of the General Counsel prior to execution.~~

~~No instrument disposing of real property having a market value in excess of \$250,000 shall be executed until such disposal has been approved by the Board of Regents. In addition, whenever the Board of Regents shall have approved the sale of any real property upon which buildings of the University are located, no instrument disposing of such property shall be executed until disposal thereof has also been approved by the legislature as required by Neb. Rev. Stat. § 85-105.~~

~~8. Policy for the Disposal of Real Property Valued at \$250,000 or Less~~

~~Disposal of real property of the University have a market value of \$250,000 or less shall require prior written approval by the President. When any such real property becomes excess to the needs of an administrative unit, a written report shall be made to the President which shall include: (a) justification and need for disposal, (b) the legal description of the property, (c) a general description of any buildings and other improvements located on the property, (d) a summary of the past and present use of the property, (e) the land use zoning of the property, if any, (f) the appraised market value of the property, approved by the General Counsel, and (g) the impact, if any, on any applicable campus master site plan.~~

~~No instrument disposing of real property having a market value of \$250,000 or less shall be executed until such disposal has been approved in writing by the President. Disposal of real property having a value between \$100,000 and \$250,000 shall be reported to the Board at its next regular meeting.~~

~~c. 9. Public Auction or Public Sale. Unless thean alternate method for Ddisposal of Real Property is otherwise approved by the Board of Regents or the CEO/President, as applicable, Ddisposal of Rreal Pproperty shall be by public auction or by sealed bid public sale, except where Ddisposal of Real Property shall be to the sState of Nebraska or to any agency or political subdivision thereof. The University shall always reserve the right to reject any and all bids at any public auction or sealed bid public sale.~~

~~10. Real Estate Disposal Proceeds Account(s). There shall be established for each major administrative unit appropriate University account(s) for the deposit of proceeds from the disposal of real estate. Proceeds may be expended for purposes authorized by the Board of Regents.~~

~~11. General Counsel Approval of Instruments. All instruments relating to the disposal of real property of the University shall be approved by the Office of the General Counsel as to form and legality prior to execution of the same on behalf of the Board of Regents.~~

~~12. Recording, Custody, Storage and Release of Real Property Instruments~~

~~d. The University shall not dispose of salt springs, coal, oil, minerals, or other natural resources on or contained in any Real Property.~~

~~e. a. Recording. All deeds, and other instruments as appropriate, will be recorded in the appropriate county as soon as practical after receipt.~~

~~b. Custody, Filing and Storage. Abstracts of title and other real property instruments of all administrative units will be filed and stored under the custody and control of the Corporation Secretary. The Corporation Secretary will log all abstracts of title and other real property instruments into a master property register and then file and store the same in the University's central depository.~~

~~10. Disposal of Real Property Valued at Less than \$1,000,00013. Execution of Contracts~~
~~The University shall not enter into a Contract for the Disposal of Real Property having a value of \$1,000,000 or less until such Disposal of Real Property has been approved in writing by the CEO/President. Disposal of Real Property having a value between \$250,000 and \$1,000,000 shall be~~

~~reported to the Board at its next regular meeting. The execution of agreements for acquisition or disposal of property shall be in accordance with the Board of Regents policy on Administrative Approval of University Contracts (RP-6.3.1).~~

~~11. Disposal of Real Property Valued at \$1,000,000 or Greater~~~~14. Emergency Approval~~

~~The University shall not enter into a Contract for the Disposal of Real property having a value of \$1,000,000 or Greater until such Disposal of Real Property has been approved by the Board of Regents. In addition, no Contract or instrument for the Disposal of Real Property upon which buildings of the University having a value in excess of \$1,000,000 are located shall be executed until the Disposal of Real Property has also been approved by the Nebraska Legislature as required by Neb. Rev. Stat. § 85-105. In the event of an emergency the Chairperson of the Board of Regents may authorize the acquisition or disposal of real property requiring Board of Regents approval after consulting with the Executive Committee of the Board of Regents and the Vice President for Business and Finance. A written report concerning emergency authorization for acquisition or disposal of real property shall be made to the Board of Regents at its next scheduled meeting.~~

~~15. Administration and Implementation~~

~~The Vice President for Business and Finance and each principal business officer shall be responsible for administration and implementation of this policy.~~

Reference: BRUN, Minutes, 52, p. 180 (April 11, 1987).
BRUN, Minutes, 61, p. 14 (February 22, 1997).
BRUN, Minutes, 66, p. 4 (January 20, 2006).
BRUN, Minutes, 66, p. 11 (March 3, 2006).
BRUN, Minutes, 66, p. 78 (March 9, 2007).

RP-6.2.4 Vacating of Streets and Curb Cuts

The ~~Vice President for Business and Finance or any Vice Chancellor for Business and Finance~~Principal Business Officer is authorized to act and sign on behalf of the Board of Regents:

1. A petition or application to any municipality or county (a) for the vacation of any public right-of-way, (b) for any curb cut or street set-back, or (c) in connection with any other matters involving use by the University of any public right-of-way, or other property of any municipality or county.
2. Written acceptance of any ordinance or resolution passed by any municipality or county as a result of any such petitions and applications.

Reference: BRUN, Minutes, 26, pp. 253-254 (December 8, 1964).
BRUN, Minutes, 56, p. 149 (September 6, 1991).
BRUN, Minutes, 66, p. 4 (January 20, 2006).

RP-6.2.5 Use of University Personnel in Planning/Construction

1. Purpose

~~The purpose of this policy is to establish a dollar limit on projects to be accomplished by University personnel without prior approval by the Board of Regents.~~

The University ~~of Nebraska~~ will normally obtain the services of private architects, engineers, and contractors for new construction, Alteration, and repair projects ~~as well as private architect and engineer firms for design of these types of projects~~. However, recognizing that there are times when it is more feasible, economical, and efficient to accomplish University projects with

University personnel, a dollar limit will be established for in-house projects as specified below. employees, this RP-6.2.5 establishes thresholds under which projects may be accomplished with University employees without prior Board of Regents approval.

2. Definitions

- a. Project Cost. The total project cost includes all disbursements necessary to allow the project to function as programmed. Typical cost categories would include but not be limited to professional compensation, land costs, furnishing, equipment, financing, moving and other charges as well as the construction cost.
- b. Construction Cost. The cost of all of the construction portions of a project generally based upon the sum of the construction contract(s) (general, mechanical, electrical) and other direct construction costs. Construction cost does not include the compensation paid to the architect and consultants, cost of the land, rights-of-way or other costs.
- c. Alterations. A construction project (or portion of a project) comprising revisions within or to prescribed elements of an existing structure, as distinct from additions to an existing structure. This definition includes improvement, renovations or remodeling.
- d. Inspection. Examination of work completed or in progress to determine its compliance with contract requirements by a public official, owner's representative, or others.
- e. Escalation. The adjustment of costs proportionately, periodically and automatically to an alteration in the cost of materials or a similar adjustment of wages.

3.2. New Construction, Alteration, and Repair Projects~~Construction Alteration and Repair~~

University ~~work force~~employees may be used to accomplish new construction, Alteration, and repair projects for which the preliminary Total Project Cost does not exceed total project costs of \$250,000. ~~Advance Regental~~Board of Regents approval shall be obtained for projects to be accomplished by the University ~~work force~~employees in which the preliminary T~~total P~~project C~~cost~~ exceeds \$250,000.

4.3. Design Services

Qualified University ~~professional staff~~employees may be used to ~~accomplish~~ design and ~~engineering requirements for engineer~~ projects for which the T~~total P~~project C~~cost~~ does not exceed \$400,000. ~~Advance Regental~~Board of Regents approval shall be obtained for projects to be accomplished by qualified ~~staff~~employees in which the T~~total P~~project C~~cost~~ exceeds \$400,000.

5.4. Project Representative

A ~~campus representative~~University employee will be designated ~~Project Coordinator~~the project coordinator on ~~major~~ projects with a T~~total P~~project C~~cost~~ in excess of \$400,000 ~~or more~~ to act on behalf of the ~~owner~~University in coordinating architect and contractor requirements. Qualified University ~~staff~~employees may be used to coordinate projects, if necessary, as the ~~owner's~~University's representative regardless of the T~~total P~~project C~~cost~~. This coordination does not eliminate the need for an architect in accordance with C~~contract~~ requirements.

Reference: BRUN, Minutes, 41, p. 167-168 (February 18, 1978).
BRUN, Minutes, 63, p. 91 (November 3, 2000).
BRUN, Minutes, 66, p. 11 (March 3, 2006).

RP-6.2.6 Provision of Housing Allowance for the CEO/President of the University and the CAOs/Chancellors

~~If the University does not provide an in-place-of official residences for the CEO/President and or CAOs/Chancellors, a housing allowance will may be provided to the CEO/President and CAOs/Chancellors for use of their personal homes in the normal course of University business for meetings with and entertainment of students, faculty, staff, alumni, and friends of the University. Such housing allowances for the chancellors, if any, will be recommended by the President and approved by the Board of Regents. Such housing allowance for the President may be a part of provided in the contract of employment approved by the Board of Regents. The University will contract for lawn care and snow removal services for the personal residences of the President and Chancellors, if such be required. Lawn care in this instance is defined to include cutting the grass, applying fertilizer and pesticides to the lawn, removal of weeds, and the trimming of bushes or hedges.~~

~~Except for payment of lawn care and snow removal services as specified above, public. Public funds shall not be used to perform construction, maintenance, including lawn care or snow removal, or repair work on the personal residence of a CEO/President or a CAO/Chancellor, and University personnel shall not be used for such purpose under any circumstances.~~

Reference: BRUN, Minutes, 58, p. 12 (February 13, 1993).
BRUN, Minutes, 66, p. 4 (January 20, 2006).

RP-6.2.7 Naming of Facilities

1. Purpose

The purpose of this RP-6.2.7 policy is to establish the authority and regulations procedures for naming ~~and renaming buildings and other f~~Facilities at the University of Nebraska.

2. ~~Definitions~~

- ~~a. "Facility" means any physical structure or space required by an institution for the performance of its programs and related activities, including any new, existing, or leased building, a wing of a building, a room or cluster of rooms, or other significant features such as a fountain, monument, plaza, garden, landscaped area, or street. This policy shall not apply to interior spaces of a Facility which describe their functional purpose, i.e. maintenance room, closet or restroom.~~
- ~~b. "Facility Identification" means the name or title used to designate a particular Facility for the purpose of specifically identifying it to members of the University community and to the general public.~~
- ~~c. "Generic Name" when used in conjunction with the Facility Identification means the name that may be given to a Facility which is based solely upon the use or location of the Facility or upon an institutional mascot name, symbol or other identifier pertinent to the institution without a modifier designating a particular person, family or organization. Examples of Generic Names are "Coliseum", "College of Dentistry", "College of Business Administration", "East Campus Union", "Health and Sports Center", "Husker Village", "Maverick Village", "Nebraska Hall", "Nebraskan Student Union", and "West Center Building."~~

3.2. Authority for Naming Facilities

- a. The assignment of a Generic Name to a Facility shall be submitted by the Principal Business Officer to the CEO/President for approval~~approved by the Chancellor~~

~~responsible for the Facility and the President.~~ Such naming shall be reported to the Board of Regents.

- b. ~~Any proposed naming of a Minor Facility for an individual, family, or entity shall be submitted by the Principal Business Officer to the CEO/President for approval. The naming of a room or a small cluster of rooms or a small campus feature such as a garden, footbridge, or landscaped area in honor of an individual, a family, or an organization shall be approved by the Chancellor responsible for such a Facility and the President.~~ Such naming shall be reported to the Board of Regents.
- c. ~~Any proposed naming of a Major Facility for an individual, family, or entity shall be submitted jointly by the Principal Business Officer and the CEO/President to the Board of Regents for approval. The naming of a building or wing of a building, a fountain, a monument, or large campus area such as a plaza or street in honor of an individual, a family, or an organization shall be approved by the Board of Regents upon the recommendation of the Chancellor responsible for the Facility and the President.~~

4.3. Criteria General Standards for Naming Facilities

- a. A Facility may be named for individuals, families, or entities meeting one or more of the following criteria:
 - 1) ~~Faculty members, staff members, or University officers who have provided e~~Extraordinary service to the University ~~as a faculty member, staff member, or University officer;~~
 - 2) Alumni who have provided extraordinary service to the University;
 - 3) Distinguished ~~persons~~ individuals who have provided extraordinary service to the University or who otherwise merit special recognition; ~~and/or~~
 - 4) Donors who have made a significant financial contribution to the University. ~~generally, to a campus, to a college or major unit, or to a related program; and/or~~
 - 5) ~~Donors who have made a significant financial contribution toward the construction of a new Facility or major renovation of an existing Facility, an endowment for maintenance and operating costs of a Facility, or other program or activity of the University of Nebraska.~~
- b. ~~Except for naming a Facility in honor of individuals designated by donors qualifying under subsections~~ Unless the naming is made pursuant to RP-6.2.7.3.a.4) and/or a.5) the provisions of this RP-6.2.7.3.b are expressly waived by the Board of Regents: ~~of this Section 4,~~ (1) Facilities shall not be named for ~~individuals~~ an elected official or other individual currently employed by the University or the ~~s~~State of Nebraska ~~or elected officials. Unless expressly waived by the Board of Regents, a Facility and~~ (2) Facilities shall not be named for an individual ~~not otherwise qualifying under the exceptions in subsections a.4) and/or a.5)~~ earlier than five years following the departure, death, or retirement of the ~~person~~ individual from the University or the ~~s~~State of Nebraska or the end of an elected official's ~~service term~~ in office.
- c. When an Administrative Unit proposes the naming of a Facility for an individual or family, the Administrative Unit shall submit a written report to the Board of Regents or CEO/President, as applicable. The report shall include: ~~There shall be a due diligence review of each naming proposal to carefully consider the~~
 - 1) The overall benefit of such naming to the University;

- 2) ~~Whether the name is and will continue to be a positive reflection on the institution and Administrative Unit;~~
- 4)3) ~~Whether the name comports with the purpose and mission of the University;~~
~~Such due diligence shall include the following:~~
- 2)4) ~~Review of a~~Any potential conflict of interest issues affecting the University;
- 3)5) ~~Review of Any~~ potential impact upon the academic or research autonomy of the University;
- 4)6) ~~Evaluation of the~~Any potential impact on future giving by ~~the donors or others;~~
- 5)7) ~~Consultation with the General Counsel to ensure~~Efforts to ensure compliance with applicable policies, laws, and regulations ~~(consultation with the Office of the General Counsel required);~~ and
- 6)8) ~~Consultation as necessary with the University's bond counsel to determine if a proposed naming would adversely affect~~Any potential impact on existing or future tax-exempt bonds ~~(consultation with the Office of the General Counsel required).~~

~~e.d.~~ In order to avoid any appearance of commercial influence or conflict of interest, additional due diligence shall be undertaken before recommending ~~When an Administrative Unit proposes the naming of a Facility for an entity, in addition to the written report required under RP-6.2.7.3.c above, the Administrative Unit shall also confirm that the naming of any Facility that includes the name of a commercial enterprise. A Facility may be assigned a name that includes a commercial enterprise only if the proposed name for such entity: (i1) is appropriate in the educational and public setting of the University, (ii2) will not detract from the University's use of the Facility or the University's reputation as a public institution of higher education, and (iii3) will not result in impermissible commercial endorsement or advertising benefitting the commercial enterprise (consultation with the Office of the General Counsel required).~~

5. ~~Procedures for Naming Facilities~~

- ~~a.e.~~ No commitment for naming a Facility shall be made prior to approval of the proposed name in accordance with this ~~RP-6.2.7 policy.~~
- ~~b.~~ ~~Wherever a naming proposal may originate, it shall at the earliest appropriate date be submitted to the Chancellor, from the Chancellor to the President, and from the Chancellor and President to the Board of Regents in those instances where action by the Board is required.~~
- ~~c.~~ ~~Each Chancellor shall establish campus policies and procedures consistent with this policy to be used in the naming of campus Facilities.~~

~~The Vice President for Business and Finance shall establish University-wide procedures for implementing this policy and for assuring compatibility of campus policies and procedures with this policy.~~

6.4. ~~Duration of Names and Name Changes~~

- a. A Generic Name for a Facility may be changed in accordance with the requirements of this RP-6.2.7 if there is a change in the function of such Facility or if the proposed naming of such Facility for an individual, family, or entity is approved.
- a.b. The naming of a Facility ~~in honor of~~ an individual or ~~individuals~~, family ~~or non-commercial entity~~ is generally expected to last for the useful life of the Facility.
- b.c. The naming of a Facility ~~in honor of a commercial enterprise~~ for an entity will ~~have~~ be for a ~~set number~~ term of years ~~attached to the naming~~, which term will be determined on a case-by-case basis ~~and included in a signed gift agreement associated with the naming of the Facility~~. Typically, the duration of a ~~commercial enterprise name for an entity~~ should not exceed twenty-five years. ~~Once established, a commercial enterprise name assigned to a Facility shall normally remain the same notwithstanding future changes in the commercial enterprise name; provided, however, in~~ In the event of a ~~name change in the commercial enterprises~~ such entity's name, the CEO/President or Board of Regents, as applicable, may ~~in the exercise of its sole discretion elect to remove the established commercial enterprises~~ such name from the Facility or ~~to rename the Facility, if either such action is determined to be in the best interest of the University.~~
- c.d. If a Facility is replaced or substantially renovated ~~(providing new useful life equivalent to a new building)~~, or if there is a significant addition to the Facility, it may be renamed, subject to any the terms, conditions or restrictions set forth in any gift of any existing agreement related to the prior naming action.
- d. If there is a change in the function of a Facility that has a Generic Name, the Generic Name may be changed in accordance with the requirements of subsection a. of Section 3 of this policy.
- e. If there is a change in the function of a Facility that has been named in accordance with Section 4(a)(4) or 4(a)(5) above, such naming will either remain with the existing Facility or a comparable substitute naming will be adopted, subject to any terms, conditions or restrictions set forth in any gift agreement related to the prior naming action.
- f.e. If any individual, family, or organization honored in the naming of entity for which a Facility is named acts in a manner that brings discredit to, or otherwise harms the reputation or stature of the University, or ~~if any individual or organization honored by the naming of a Facility~~ fails to fulfill agreed upon obligations associated with the naming, the CEO/President or the Board of Regents, as applicable, may change the name of the Facility upon ~~the recommendation of the Chancellor responsible for the Facility and the President. Before taking any such action the~~ consultation with the Office of the General Counsel ~~shall be consulted in regard to any legal obligations the University may have under any pre-existing agreement related to naming of the Facility or in regard to any other matter that may have legal bearing upon a proposed change in name.~~

7. ~~Prior Procedures and Facility Names~~

Facility names in existence at the time of the adoption of this policy shall remain in effect, subject to future renaming consistent with this policy and subject to restrictions in any gift agreements related to the prior naming action.

Reference: BRUN, Minutes, 58, p. 20-21 (June 19, 1993).
 BRUN, Minutes, 60, pp. 48-50 (June 10, 1995).
 BRUN, Minutes, 66, p. 4 (January 20, 2006).
 BRUN, Minutes, 66, p. 11 (March 3, 2006).
 BRUN, Minutes, 67, p. 19 (March 7, 2008).

RP-6.3 Contracts

RP-6.3.1 Administrative Approval of University Contracts

1. Policy References

- a. Bylaws, section 2.4, relating to the responsibilities of the Senior Vice President for Business and Finance and CFO.
- ~~a.b. Section 6.1 of the Bylaws, section 6.1, of the Board of Regents of the University of Nebraska relating to University obligations.~~
- c. Section 6.4 of the Bylaws, section 6.4, of the Board of Regents of the University of Nebraska relating to delegation of authority to the CEO/President to approve and execute certain types of University Contracts.
- d. Neb. Rev. Stat. §§ 13-801 to -827, relating to interlocal cooperation.
- e. Neb. Rev. Stat. §§ 73-201 to -204, relating to contingent fee contracts.
- f. Neb. Rev. Stat. § 81-8,305, relating to where contract actions against the University may be initiated.
- g. Neb. Const. art. V, § 22, relating to the state of Nebraska's ability to sue and be sued.
- h. Neb. Const. art. XIII, § 1, relating to contracting of debts by the state of Nebraska.

2. Purpose

The purpose of this RP-6.3.1 policy is to specify procedures for approval of Board of Regents Contracts and delegate authority to the CEO/President, and to officers and employees designated by the CEO/President, to approve and execute certain types of University Contracts. Any authority to approve and execute Contracts that is not delegated pursuant to this RP-6.3.1 or the Bylaws is retained by the Board of Regents.

3. Definitions

- a. ~~Bylaws. Bylaws shall mean the Bylaws of the Board of Regents of the University of Nebraska.~~
- b. ~~Contract. Any deliberate written or oral engagement between the University and one or more other parties, upon a legal consideration, to do, or to abstain from doing some act.~~
- c. ~~Emergency. Circumstances where it is in the public interest for the University to immediately approve and execute a contract without notice to the public, defined under Nebraska law as "any event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; or a sudden or unexpected happening; or an unforeseen occurrence or condition," which includes, but is not limited to such circumstances as the avoidance of the loss of life, health, safety, or property; a natural catastrophe, such as tornado, storm, flood, snowstorm; a manmade disaster such as a gas explosion or fire; war; act of or serious threatened act of terrorism; or pandemic or widespread disease.~~
- d. ~~Procurement. Any acquisition of property, equipment, goods or services by the University by purchase, lease or license from a contractor or vendor in exchange for payment of money or other consideration.~~

- e. ~~Real Property. Refers to land, and shall include any right, title or interest in land or any building, structure or other improvement permanently affixed to land or a building or structure.~~

3. Contract Term:

When the length of a Contract's term is relevant to the delegation of authority provided for in this Section RP-6.3.1, the Contract's entire potential length shall be determinative, e.g. if a Contract has an initial term of ten years with an option to renew for an additional five years, then for purposes of this RP-6.3.1 policy, the term of the Contract is deemed to be fifteen years. A Contract involving the expenditure of University funds shall not have a Contract term for an unspecified or unlimited duration unless approved by the Board of Regents.

4. CEO/President's Administrative Authority to Approve and Execute Contracts

Pursuant to sSection 6.4 of the Bylaws and, when applicable, subject to Neb. Rev. Stat. §§ 73-201 to -204, the CEO/President shall have authority to approve and ~~to~~ execute:

- a. Any Contract with a public utility or similar organization for the purchase of public utility services ~~routinely~~ used in the ~~regular course of business in~~ operation of the University.
- b. Any Contract for the Purchase of fuels ~~(including but not limited to gasoline, oil, diesel fuel, propane, etc.) routinely~~ used in the ~~regular course of business in~~ operation of the University.
- c. Any Contract relating to the staging, performance, or sponsorship of any cultural, performing arts, recreational, or intercollegiate athletic ~~event~~activity.
- d. Any Contract for the procurement Purchase of construction services ~~for a building, structure or other improvement to real property~~ which does not exceed ~~\$75,500,000 in the aggregate~~. All such executed Contracts in excess of \$1,500,000 shall be reported to the Board of Regents at its next regular meeting.
- e. Any Contract of any nature, not otherwise described in Section 6.3.1, subsection 4~~this chapter~~; provided that the Contract does not exceed ~~\$75,500,000 in the aggregate over the term of the contract~~. All such executed Contracts in excess of \$1,500,000 shall be reported to the Board of Regents at its next regular meeting.
- f. Any amendment of or change order to a Contract approved by the Board of Regents and not otherwise described below in RP-6.3.1.4.g or .s that, when aggregated with all other amendments or change orders to that Contract, does not exceed the greater of \$250,000 or 1.25% of the amount of the Contract originally approved by the Board of Regents.
- f.g. Any amendment of or change order to a Contract for the procurement Purchase of construction services ~~for a building, structure or other improvements to real property, if such contract is duly approved by the Board of Regents or duly approved and executed pursuant to Section 4a~~ provided all such amendments or change orders ~~for the project~~ does not exceed, ~~in the aggregate~~, the greater of \$1,000,000 or 1.25% of the Total Project Cost.
- g.h. Any Contract for the procurement Purchase of Professional Services, except the Professional Services of an licensed architect, engineer, landscape architect, or land surveyor, ~~where the total fee for services, including contractor expenses, will~~which does not exceed \$32,000,000~~provided that a written report of each. All~~ such executed Contracts in excess of \$1,500,000 shall be made reported to the Board of Regents at

its next regular meeting ~~subsequent to award of the contract~~. Any contract with an accounting/auditing ~~firm~~ Contractor, regardless of dollar amount, must be ~~pre~~-approved by the Audit, Risk, and Compliance Committee.

~~h.i.~~ Any Contract for the procurement Purchase of the Licensed pProfessional Services of an architect, engineer, landscape architect, or land surveyor, where the ~~firm~~ Contractor has been selected in accordance with RP-6.3.2.

~~h.j.~~ Any Contract granting to a party a lease or license to use University Rreal Property, provided (1) the Contract term ~~of the lease or license~~ does not exceed twenty years, or (2) the total aggregate rents or license fees payable over the Contract term ~~of the lease or license~~ does not exceed \$~~75,500~~00,000. ~~A written report of each~~ All such executed Contracts in excess of \$1,~~500~~00,000 shall be made reported to the Board of Regents at its next regular meeting.

~~j.k.~~ Any Contract for or grant of an easement encumbering University Rreal Property where the value of the encumbrance of the easement and associated damages does not, in the ~~reasonable~~ judgment of the University, exceed a ~~commercial~~ value of \$~~24~~,000,000; ~~provided that a written report of the grant of any.~~ All such ~~easement having a value~~ executed Contracts in excess of \$~~1,050~~00,000 shall be made reported to the Board of Regents at its next regular meeting ~~subsequent to the date of such grant by the University~~.

~~k.l.~~ Any Contract granting a license or assigning the right to grant a license in any University technology as part of the transfer of such technology for commercial purposes, provided that an annual written report of all such Contracts shall be made to the Board of Regents.

~~l.m.~~ Any Contract of employment ~~with a University faculty or staff member, including UNMC Terms of Employment Agreements with clinical faculty and UNMC Supplemental Compensation Agreements, for appointments and salary obligations that may be approved by the~~ CEO/President or his or her designees ~~under~~ is authorized to approve in accordance with sSection 3.2 of the Bylaws.

~~m.n.~~ Any Contract ~~for relating to~~ the Acquisition or Disposal of Rreal Property that the CEO/President is authorized to approve in accordance with ~~Section 6.b. or~~ RP-6.2.3.

~~n.o.~~ Any Contract relating to acceptance of a gift or grant that the CEO/President or a CAO/Chancellor is authorized to accept in accordance with RP-6.6.7.

~~o.p.~~ Any ~~subcontract awarded in accordance with a grant~~ Contract related to a research agreement, including subawards, and associated agreements routinely used in the operation of the University ~~in the normal course of business~~.

~~q.~~ In consultation with the Chair of the Board of Regents, any Contracts and all other documents as may be required in connection with the issuance of indebtedness to refund outstanding indebtedness, including, without limitation, lease obligations, ~~may be approved by the President, in consultation with the Chair of the Board of Regents. The President, or in his absence, the Vice President for Business and Finance, is authorized to approve such resolutions, supplemental resolutions, trust indentures, supplemental master trust indentures, financing agreements, tax compliance agreements, continuing disclosure certificates, preliminary and final official statements, inducement letters, bond purchase agreements, closing certificates and other documents in substantially the form as those adopted or approved by the Board in connection with the issuance of the outstanding indebtedness.~~ The refunding shall be reported to the Board of Regents at its next regularly scheduled regular meeting.

- r. Any Contract for interlocal cooperation authorized under Neb. Rev. Stat. §§ 13-801 to - 827 that does not exceed \$7,500,000; create or delegate power to any separate legal or administrative entity; involve establishment or maintenance of a joint budget; involve the levying of, collection of, or accounting for taxes; involve the issuance or refund of bonds; establish a joint board or administrator responsible for administering the Contract; or involve the acquisition, holding, or disposal of real or personal property. All such executed Contracts in excess of \$1,500,000 shall be reported to the Board of Regents at its next regular meeting.
- s. Any Contract, including any amendment or change order to such Contract, (1) that is related to a project or Stage approved by the Board of Regents under RP-6.3.6.2.e and (2) that, when aggregated with all other Contracts related to that project or Stage, does not exceed, as applicable, the approved Total Project Cost or Total Stage Cost.
- t. Any Contract relating to the disposal of Personal Property when such disposal does not require approval by the Board of Regents under RP-6.2.2.

5. Delegation of CEO/President's Authority to Approve and Execute Contracts

The CEO/President may ~~from time to time~~ delegate ~~all or any part of his or her~~ authority to approve and execute Contracts, as specified above in ~~Section 4 of this policy~~ RP-6.3.1.4, to ~~such other administrative officers and professional staff employees of the University as the President shall determine will provide for the most efficient conduct of the University business and finance.~~ Any such. Such delegation ~~of authority~~ or change to an existing delegation of authority shall be made in writing, signed by the CEO/President, and reported to the Audit, Risk, and Compliance Committee of the Board of Regents ~~at its next meeting following such change~~. A copy of each written delegation shall be maintained on file as a matter of public record in the Office of the Corporation Secretary.

6. ~~Board Approval Required for Types of Contracts Not Designated for Administrative Approval;~~ Emergency Approval by ~~the Board Chairperson~~

- a. Except in cases of Emergency, any purported Contract of a type not described in ~~Section RP-6.3.1.4 of this policy~~ will have no force or effect and shall not be binding upon the University until such Contract shall have received approval by the Board of Regents.
- b. In cases of Emergency, a proposed Contract of a type not described in ~~Section RP-6.3.1.4 of this policy~~ may be approved by the Chair~~person~~ of the Board of Regents after consultation with at least a majority of the members of the ~~Board's~~ Executive Committee of the Board of Regents. A written report describing both the nature of the Emergency and the Contract approved shall be made to the Board of Regents at its next regular meeting ~~subsequent to approval of the contract~~.

7. Noncompliant Contract Provisions

Without discussion of associated legal risks with the Office of the General Counsel, an Authorized Signatory shall not enter a Contract containing any provision that purports to:

- a. Obligate the University to indemnify any third party;
- b. Consent to venue outside the state of Nebraska or the jurisdiction of courts other than courts in the state of Nebraska;
- c. Consent to a formal method of resolution of disputes arising under the Contract not instituted in accordance with Neb. Rev. Stat. §§ 81-8,302 to -8,306; or

d. Require the application of the law of any state other than the state of Nebraska.

8. Limitations of Contractor Liability.

a. As a public entity and educational institution representing Nebraska taxpayers and University students, the University considers requests to limit a Contractor's liability to be matters of public policy. It is not normally appropriate for taxpayers and students to bear the risk of a Contractor's breach of a Contract. If the University agrees to limit a Contractor's liability:

- 1) The limit should be tied to the cost of the Contractor's potential liability under the Contract; and
- 2) The limit shall not apply to the Contractor's liability for death, personal injury, or damage to Real Property or arising from the Contractor's gross negligence or willful misconduct.

b. In making determinations under this RP-6.3.1.8, the Authorized Signatory shall consider whether:

- 1) Insurance coverage amounts and types required under the Contract are sufficient to cover the cost of reasonably foreseeable risks that may arise under the Contract; and
- 2) The amount of any limitation of Contractor liability exceeds the cost of any reasonably foreseeable risks that may arise under the Contract.

9. Effects of Noncompliance

A Contract signed by an individual without documented signature authority or that contains any provision contrary to RP-6.3.1.3, .7, or .8 is not binding on the University and may subject the individual who signed the Contract to University disciplinary action.

Reference: BRUN, Minutes, 59, pp. 214-218 (December 9-10, 1994)
BRUN, Minutes, 63, p. 91 (November 3, 2000).
BRUN, Minutes, 63, p. 125 (March 3, 2001).
BRUN, Minutes, 66, p. 4 (January 20, 2006).
BRUN, Minutes, 66, p. 11 (March 3, 2006).
BRUN, Minutes, 67, p. 60 (November 7, 2008).
BRUN, Minutes, 69, p. 67 (December 2, 2010).
BRUN, Minutes, 70, p. 41 (October 28, 2011).
BRUN, Minutes, 71, p. 4 (January 27, 2012).
BRUN, Minutes, 71, p. 33 (September 14, 2012).
BRUN, Minutes, 71, p. 53 (January 25, 2013).
BRUN, Minutes, 74, pp. 109-110 (December 5, 2017).
BRUN, Minutes, 75, pp. 84-89 (December 4, 2018).

RP-6.3.2 Qualification-Based Selection of Professional Services of Architects, Engineers, Landscape Architects, and Registered Land Surveyors

1. Purpose

This RP-6.3.2 is intended to provide substantive standards to guide University-wide implementation. The CEO/President and Senior Vice President for Business and Finance and CFO shall have the authority to administer and implement the same.

4.2. Policy Reference and Definitions

The Nebraska Consultants' Competitive Negotiation Act, Neb. Rev. Stat. §§ 81-1701 ~~through to 81-1721~~, governs the procurement of professional architectural, engineering, landscape architecture, and land surveying services by the state of Nebraska and all agencies thereof, including the University. In the event of a conflict between the provisions of the Consultants' Competitive Negotiation Act and this RP-6.3.2policy, the provisions of the Consultants' Competitive Negotiation Act shall control.

2. Definitions

~~As used in this policy, the term "licensed professional services" shall mean those services within the scope of the practice of architecture, professional engineering, landscape architecture, or registered land surveying as defined by the laws of the State of Nebraska, or those performed by any architect, professional engineer, landscape architect, or registered land surveyor in connection with his or her professional employment practice.~~

In addition, those definitions set forth in Neb. Rev. Stat. §§ 81-1704 ~~through to 81-1710 of the Consultants' Competitive Negotiation Act~~ shall also apply to this RP-6.3.2policy.

3. Procurement of Licensed Professional Services; Exception for Four-Year Selection Process

Except for the ~~four-year~~ sSelection process provided in RP-6.3.2.4section 4 of this policy, when Licensed Professional Services are required for a project where the estimated ~~fee~~ Construction Cost of the project or the estimated fees for such Licensed Professional Services exceeds ~~ten (10)~~ times the statutory minimum fee provided by ~~subsection (1) of~~ Neb. Rev. Stat. § 81-1712 ~~(1) of the Consultants' Competitive Negotiation Act~~, the ~~firm~~ Contractor to provide the Licensed Professional Services will be selected in accordance with the procedures set forth in Neb. Rev. Stat. §§ 81-1712 ~~through to 81-1715 of the Consultants' Competitive Negotiation Act~~ and in accordance with the University's sStandard sSelection pProcedure as described in RP-6.3.7.

4. Four-Year Selection Process

When Licensed Professional Services are required ~~where and the estimated Construction Cost or the estimated fee for such Licensed Professional S~~ervices is between the statutory minimum fee provided by ~~subsection (1) of~~ Neb. Rev. Stat. § 81-1712 ~~(1) of the Consultants' Competitive Negotiation Act, to and~~ ten (10) times the statutory minimum fee, the ~~firm~~ Contractor to provide the Licensed Professional Services may be selected from the University's four-year list of Licensed Professional Service Contractors ~~firms~~ determined in accordance with the procedures set forth in Neb. Rev. Stat. §§ 81-1712 ~~through to 81-1715 of the Consultants' Competitive Negotiation Act~~ and the University's established fFour-yYear sSelection pProcedures. The four-year list ~~will be submitted to~~ shall be approved by the Board of Regents ~~for approval~~.

5. Procurement Purchase of Professional Services Costing Less t Than the Statutory Minimums

When Licensed Professional Services ~~are required~~ for a project where the estimated Construction Cost or the estimated and fees for such Licensed Professional Services are less than the statutory minimums provided by ~~subsection (1) of~~ Neb. Rev. Stat. § 81-1712 ~~(1) of the Consultants' Competitive Negotiation Act~~, the ~~selection of the firm from the University certified firms to provide the services required is the responsibility of the respective campus Chief~~ Principal Business Officer shall select the Licensed Professional Services Contractor.

6. Preference for Nebraska Firms

In view of the size, number, and experience of firms in the ~~s~~State of Nebraska, and the more effective delivery of ~~Licensed P~~professional ~~S~~services usually realized from ~~firms-Contractors~~ having close proximity to the University, there is a preference for in-state registered firms or joint ventures ~~o~~over out-of-state registered ~~firms-with-in-state-registered~~ firms unless:

- a. ~~T~~the ~~proposed~~ project requires special knowledge ~~of the project and~~ or professional experience which is not otherwise available within the state ~~of Nebraska~~;
- b. ~~T~~the selection of an out-of-state ~~firm~~Licensed Professional Services Contractor is considered necessary ~~in-order~~ to obtain a major gift ~~or~~ grant, ~~etc., or other funding~~ for a ~~proposed~~ project; or
- c. ~~T~~the out-of-state firm ~~by previous projects~~ has established experience that is beneficial to and in the best interests of the University.

7. ~~Licensed Professional Services~~Architectural and Engineering Firm Data

The ~~Associate Vice President for University Services~~ ~~Director of Facilities Planning and Management at Central Administration~~ will maintain files and update, ~~at least~~ annually, University data on ~~Licensed Professional Services architectural and engineering~~ firms. These files will be the primary source of information for certifying ~~Licensed Professional Services architectural and engineering~~ firms pursuant to this ~~RP-6.3.2~~policy.

~~8. RP 6.3.2, is intended to provide substantive standards to guide University wide implementation, and the President and the Vice President for Business and Finance shall have the authority to administer and implement the same.~~

Reference: BRUN, Minutes, 50, pp. 291-294 (April 12 and 13, 1985).
BRUN, Minutes, 56, p. 149 (September 6, 1991).
BRUN, Minutes, 62, p. 37 (May 16, 1998).
BRUN, Minutes, 63, p. 91 (November 3, 2000).
BRUN, Minutes, 66, p. 4 (January 20, 2006).
BRUN, Minutes, 67, p. 63 (November 7, 2008).
Corporation Secretary revision, RP-6.3.2.8 (August 14, 2009).
Corporation Secretary revision, RP-6.3.2.3 (December 6, 2010).
BRUN, Minutes, 73, p. 23 (April 10, 2015).
BRUN, Minutes, 74, pp. 109-110 (December 5, 2017).

RP-6.3.3 ~~Negotiation~~ Ownership of Artwork ~~by Sheldon Museum of Arts~~

1. Copyright

- a. Whenever possible, the ~~Sheldon Museum of Art~~University will attempt to obtain a complete assignment of the copyright(s) for a work of art at the time it purchases the work of art. It will also attempt to obtain full warranty of genuineness, authorship, title, and authority to transfer both the work of art and the copyrights.
- b. If the owner of the work of art and of the copyrights cannot or will not assign the copyrights, then ~~Sheldon Museum of Art~~the University will attempt to obtain the licenses that it needs on a royalty-free basis. Generally, these are copyright licenses to reproduce the work, display the work, prepare derivatives of the work, and distribute copies of the work. ~~Sheldon Museum of Art~~The University will, at the same time, attempt to obtain the right to authorize others to ~~perform~~hold the same rights without the payment of a royalty.

- c. ~~Sheldon Museum of Art~~The University may split royalties with artists in the case that the works are reproduced for advertising by ~~commercial-for-profit companies/entities~~ or copies are made for ~~commercial sale as commercial products by commercial profit companies~~.

~~The terms of the Agreement of Purchase will be approved in accordance with the contract execution policy of the Board of Regents.~~

2. Museum Collections

- a. The Board of Regents shall hold title to the permanent collections of University museums and galleries.
- b. The Board of Regents authorizes the Principal Business Officer or their designee to approve additions or deletions to any collection provided that such actions are in accordance with the museum's accessioning and deaccessioning policies.
- c. Each museum or gallery shall develop and maintain policies for accessioning and deaccessioning permanent collections. These policies and any amendments require approval by the Principal Business Officer.

Reference: BRUN, Minutes, 44, pp. 245 and 262 (May 17, 1980).
BRUN, Minutes, 67, p. 26 (March 7, 2008).

RP-6.3.4 Building Renewal Fund

1. Purpose and Policy Reference

RP-6.3.4 is intended to provide substantive standards to guide the establishment and management of the Building Renewal Fund. The CEO/President and Senior Vice President for Business and Finance and CFO shall have the authority to manage the Fund within the framework of this policy.

The Building Renewal Fund supports the long-term stewardship of the University's facilities. ~~The Fund,~~ allows the University to prepare long-term capital renewal plans and manage these financial resources holistically across the University, and of Nebraska System. Further, ~~establishment of the Fund~~ fulfills the requirements of Neb. Rev. Stat. § 85-421.

1.2. Program Overview

The Building Renewal Fund is established within the Office of the Senior Vice President for Business and Finance and CFO. The Building Renewal Fund will provide funding for approved capital renewal projects across the University ~~of Nebraska System~~. The Building Renewal Fund program will be managed in a manner consistent with ~~the Board of Regents' Capital Planning and Development Policy (RP-6.3.6)~~.

2.3. Building Renewal Fund Management

- a. ~~A. Roles and Responsibilities:~~ The Building Renewal Fund will be administered by the Office of the Senior Vice President for Business and Finance and CFO.
- b. ~~B. Fund Establishment:~~ The Building Renewal Fund was established with an initial ~~\$2,000,000-million~~ deposit as part of the University's FY2023-24 operating budget approved by the Board of Regents on June 22, 2023 (BRUN, Minutes, 76, p. 214). The Board of Regents directs the CEO/President and the Senior Vice President for Business and Finance and CFO to increase the annual allocation to the Building Renewal Fund by at least ~~\$2,000,000-million~~ per year until the Building Renewal Fund has a minimum

annual budget of \$64,000,000-million. Any changes to this funding plan must be approved by the Board of Regents.

- c. ~~C. Capital Renewal Plans:~~ The Senior Vice President for Business and Finance and CFO will develop five-year capital renewal plans based on the Building Renewal Fund's forecasted value. These plans will be reviewed by the Business and Finance Committee of the Board of Regents and reported to the Board of Regents.
- d. ~~D. Available Uses:~~ The Building Renewal Fund may only be used for capital renewal, renovation, replacement, or repair projects. All projects must be completed in accordance with the Bylaws and Board of Regents pPolicies of the Board of Regents. The Building Renewal ~~Fund~~ is intended for 'state-aided' supported facilities and is not available to auxiliary funded renewal projects without approval of the CEO/President and the Senior Vice President for Business and Finance and CFO.
- e. ~~E. Reporting:~~ The Senior Vice President for Business and Finance and CFO shall prepare and submit a report to the Nebraska Legislature biennially which details: (1i) the projects expected to be constructed or newly financed in the next biennium from the University of Nebraska Facilities Program; and (2ii) the projects that were constructed or newly financed in the previous biennium from the University of Nebraska Facilities Program. Additionally, every five years, the University will provide the Nebraska Legislature with a copy of its long-term capital plan for projects to be constructed or newly financed from the University of Nebraska Facilities Program.

~~RP-6.3.4 is intended to provide substantive standards to guide the establishment and management of the Building Renewal Fund; the President and the Vice President for Business and Finance shall have the authority to manage the Fund within the framework of this policy.~~

Reference: BRUN, Minutes, 76, p. 231 (October 5, 2023)

RP-6.3.5 General Policy for University Injury and Illness Prevention Program

1. Policy References

- a. Neb. Rev. Stat. §§ 48-433 to -446, relating to building and workplace safety.
- b. 230 Neb. Admin. Code § 6, relating to workplace safety.

1.2. Purpose

- a. The purpose of this RP-6.3.5policy is to establish procedures for the development and implementation of an effective written injury and illness prevention program for the Board of Regents of the University of Nebraska which promotes occupational safety and health practices and strives to reduce work-related accidents and injuries throughout the institutionUniversity.

2.3. The Safety Policy of the University of Nebraska states:

- a. The Board of Regents of the University of Nebraska recognizes its role of stewardship in protecting and conserving the human, property, and financial resources of the University. Each employee of the University must also recognize this commitment, and practice the highest degree of concern for the safety of fellow employees, students, patients, and the general public-University community. It is the policy of the Board of RegentsUniversity to promote safety at all times and to prevent occupational injury, illness, and financial loss to within the institutionUniversity community.

b. The personal safety and health of each employee of the University ~~of Nebraska~~ is of primary importance. Prevention of occupationally-induced injuries and illnesses is of such importance that ~~high~~ priority will be given to supporting and funding programs and/or projects that prevent occupational injury and illness. To the greatest degree possible, ~~management~~the University will provide all equipment and instruction on safety practices required for personal safety and health, ~~in keeping with applicable standards.~~

a-c. ~~The Vice President for Business and Finance will establish guidelines for implementation of this policy.~~ The responsibility for implementation of the safety program on each University campusCampus is assigned to the CAO/Chancellor or the CAO/Chancellor's designee. This includes the development and maintenance of an effective written injury and illness prevention plan as required by Neb. Rev. Stat. §§ 48-443 to -446 and Nebraska Administrative Code Title 230, Chapter 6the Nebraska Workplace Safety Consultation Program and the establishment of a campusCampus safety committee.

3. Responsibility

~~The Vice President for Business and Finance shall ensure that the University injury and illness prevention program is in compliance with the Nebraska statutes and the rules and regulations promulgated by the State of Nebraska Commissioner of Labor.~~

4. Applicability

~~The provisions contained in this directive apply to those employees who are responsible for the development and administration of an injury and illness prevention program as prescribed by the Nebraska Workplace Safety Consultation Program and governed by the State of Nebraska Department of Labor rules and regulations.~~

5.4. University Injury and Illness Prevention Program

An effective written injury and illness prevention program shall be published by each University campusCampus and contain, ~~as at~~ a minimum, the following provisions ~~unless otherwise dictated by a Campus collective bargaining agreement:~~

- a. ~~Chancellor's Policy Statement.~~ A written safety policy outlining the CAO/Chancellors' policy for providing a safe and healthy work environment for all employees.
- b. ~~Safety Coordinator.~~ One person shall be assigned to act as the campusCampus safety officer. This person, ~~in coordination with the safety committee,~~ will be responsible for the development and administration of the injury and illness prevention program ~~and represent the campus at University safety and health symposiums and other related activities.~~
- c. ~~Safety Committee.~~ A Campus safety committee will be established to assist the ~~Chancellor or designee~~Campus by making recommendations on ~~ways and means~~methods to reduce ~~hazards impacting~~ safety and health ~~hazards at on~~ the worksiteCampus. The Campus safety committee will be composed of equal representatives from the faculty, ~~and staff,~~ and ~~from the campus~~administration of the Campus. All employees shall be eligible to serve as members of the committee. The committee shall meet at least quarterly and maintain written minutes of its meetings ~~for at least three years.~~ All recordable workplace injuries and/or illnesses may be reviewed by the Campus safety committee.
- d. ~~Safety Training.~~ A comprehensive safety training program shall be established and maintained by the Campus which provides initial safety orientation on rules, policies, and job-specific procedures for new employees; job-specific training for employees

before they perform hazardous work; and refresher training, ~~or dissemination of information, on at least~~ an annual basis regarding the injury and illness prevention plan, safety rules, policies, and procedures.

- e. ~~Safety Rules, Policies, and Procedures.~~ A formal publication of rules, policies, and procedures shall be developed and communicated in a manner easily understood by all employees, including non-English speaking individuals.
- f. ~~Accident Reporting and Investigation. Each~~ Campuses will establish written procedures to ensure that all work-related accidents are reported and investigated by the immediate supervisor, department manager having jurisdiction over the affected area, and/or the ~~Ce~~ampus safety officer. Written summaries explaining the details of the accident will be prepared by investigating officials. Accident and investigation reports may be reviewed by the ~~Ce~~ampus safety committee. Procedures for reporting workplace deaths must also be included in the plan.
- g. ~~Imminent Danger.~~ Contingency plans shall be developed to ensure that imminent hazards are identified, controlled, and, if possible, eliminated from the worksite.
- h. ~~Recordkeeping.~~ A documentation program shall be developed ~~which that~~ will assure the preservation of accident reports, summaries of investigations, training, accident injury and illness records, and inspection reports. Such records will be retained consistent with applicable regulatory requirements.
- i. ~~Worksite Inspections.~~ A method of identifying and correcting worksite hazards shall be established by the ~~Ce~~ampus safety officer. Such inspections and surveys may be conducted in cooperation with the ~~Ce~~ampus safety committee at least annually. The ~~Ce~~ampus safety committee may review worksite safety inspection reports and make recommendations on accident prevention.
- j. ~~Statement of Authority.~~ The person or persons in charge of campus safety and health programs shall be granted, in writing, the authority to take immediate corrective action whenever a hazardous condition exists which could result in personal injury or death to any individual and/or substantial damage to University property.
- k. ~~Employee Complaints.~~ An employee may not be discharged or discriminated against because he or she makes any oral or written complaint to the ~~Ce~~ampus safety committee or safety coordinator, or to any governmental agency having regulatory responsibility for occupational health and safety. See ~~subsection (4) of~~ Neb. Rev. Stat. ~~§ Section~~ 48-443(4).

Reference: BRUN, Minutes, 59, p. 56 (April 30, 1994).
BRUN, Minutes, 66, p. 4 (January 20, 2006).

RP-6.3.6 Capital Planning and Development

1. Purpose

The purpose of the ~~Capital Planning and Development~~ this RP-6.3.6 policy is to ensure ~~that~~ there is a process for developing ~~the~~ efficient and quality facilities necessary for the University to ~~sustain a continue to provide the citizens of~~ Nebraska ~~that offers its citizens with~~ educational and economic opportunities ~~and that can allow them to realize~~ a high quality of life.

This RP-6.3.6 is intended to provide substantive standards to guide University-wide implementation. The CEO/President and Senior Vice President for Business and Finance and CFO shall have the authority to administer and implement the same.

2. Phases

The ~~C~~capital ~~p~~Planning and ~~d~~Development ~~p~~Process is divided into ~~six-the following~~ phases: ~~Master Planning Phase, Capital Improvement Phase, Program Statement Phase, Project Approval Phase, Construction Phase and Closeout Phase.~~

- a. ~~T~~During the Master Planning Phase, ~~the Business and Finance Committee and the Board~~ focuses on the relationship between the ~~C~~ampus ~~role-and~~ mission statement, ~~s~~Strategic ~~p~~Plan and the ~~f~~acility ~~d~~Development ~~p~~Plan relative to the ~~Nebraska Coordinating Commission for Postsecondary Education's~~ Comprehensive Statewide Plan for ~~P~~ostsecondary ~~E~~ducation. Review starts with the University ~~s~~Strategic ~~p~~Planning ~~f~~ramework and its overarching goals which guide University-wide and ~~C~~ampus planning and proceeds through each ~~C~~ampus ~~f~~acility ~~d~~Development ~~p~~Plan. These ~~issuesplans~~ are reviewed every five years.
- b. The Capital Improvement Phase focuses ~~es-is~~ on the existing condition, utilization, and expenditure of capital resources ~~at each Campus at each of the campuses.~~ This phase includes the ~~University's s~~Six ~~y~~Year ~~c~~Capital ~~p~~Plan and ~~canmay~~ include a report on the University's land and leasing activities, building renewal needs, and deferred maintenance activities. The result is an identification of the capital projects for the coming fiscal year and the ~~forecastfuture~~ capital projects that may begin ~~during~~ the succeeding two ~~or three~~ years. Donor projects of opportunity that arise are incorporated into the process as needed. These activities occur annually or as needed.
- c. The Feasibility Phase pertains to all capital projects where the highest value in the estimated Total Project Cost range exceeds or is equal to \$7,500,000. The Feasibility Phase focuses on the development of an initial project concept and estimated Total Project Cost range and how a proposed project aligns with existing Master Planning Phase and Capital Improvement Phase plans. During the Feasibility Phase, an initial project concept and estimated Total Project Cost range is prepared and submitted to the Business and Finance Committee of the Board of Regents in a feasibility charter for review. The feasibility charter for each project shall include at least the following components: the initial project concept and scope, the estimated Total Project Cost range, and whether the project is expected to be delivered in Stages. Approval of the feasibility charter constitutes authorization by the Board of Regents for the project to proceed to the Program Statement Phase. Information provided during the Feasibility Phase, including but not limited to the initial project concept, estimated Total Project Cost range, and whether the project is expected to be delivered in Stages, is information that will only be used for purposes of determining project feasibility and, if a project proceeds past the Feasibility Phase, this information will be further developed as the project progresses.
- e.d. The Program Statement Phase pertains to all capital projects with an estimated Total Project Cost ~~of greater than five million dollars (\$5,000,000) or more,~~ except ~~R~~enewal ~~work-Projects~~ and ~~i~~nfrastructure ~~p~~rojects ~~as described below.~~ ~~Renewal work with an estimated Total Project Cost greater than five million dollars (\$5,000,000) will be submitted for approval though an agenda item~~ Projects below the \$7,500,000 Total Project Cost threshold encountering unforeseen conditions that result in the Total Project Cost exceeding such threshold must be approved by the Board of Regents.

1) ~~Renewal Work. Renewal work means any (1) deferred or preventive maintenance projects that restore facilities and utility systems as closely as practicable to their original constructed condition, (b) projects that bring facilities into compliance with current fire safety, life safety, and hazardous materials~~

~~abatement requirements, and (c) projects that bring facilities into compliance with the federal Americans with Disabilities Act.~~

2) ~~Infrastructure Projects: An Infrastructure project means a project necessary to provide adequate infrastructure for campus operations.~~

The Program Statement Phase begins with the ~~campus~~University developing an ~~document meeting the requirements of University Standard A~~architectural pProgram and ends with the Board of Regents granting ~~pPreliminary pProject aApproval~~by approving the program statement.

Projects in the Program Statement Phase are divided into the following categories:

1) Traditional Projects

To aid in the development of the architectural program for a Traditional Project, the University~~The campus~~ may expend up to the greater of \$100,000 or 1% of the estimated Total Project Cost for ~~outside~~professional consultant services. The completed ~~aArchitectural pProgram~~will-shall be summarized into the ~~Standard University Pprogram sStatement~~. The program statement shall then be and submitted through the Business and Finance Committee to the Board ~~of Regents for review~~. Board of Regents approval of the ~~pProgram sStatement~~ represents pPreliminary pProject aApproval. Preliminary ~~pProject aApproval~~ for a Traditional Project constitutes:

- i. ~~Board aApproval~~ of the project concept, preliminary scope, and preliminary Total Project Cost;
- ii. ~~Board aApproval~~ of the constructionproject delivery method;
- iii. ~~Board aAuthority~~ to hire outside consultants Contractors to initiate design, cost estimating, and/or alternative project delivery through the Approval PhaseIntermediate Design;
- iv. Authority to spend up to 310% of the preliminary Total Project Cost estimate for consultants to complete design through the Approval Phase; Intermediate Design. These costs are in addition to those authorized for programming.
- iv.v. Authority to spend up to 10% of the preliminary Total Project Cost for early procurement and site preparation activities; and
- v.vi. When required, aAuthority to forward the Program Statementarchitectural program to the Nebraska Coordinating Commission for Postsecondary EducationCCPE.

2) Mega Projects

The CEO/President may authorize initial Mega Project planning after consulting with a majority of the Executive Committee of the Board of Regents. Authorization by the CEO/President of Mega Project initial planning constitutes:

- i. Approval of the project delivery method;
- ii. Authority to select and hire the construction Contractor for the project;

iii. Authority to hire consultant Contractors to initiate design, cost estimating, and fundraising feasibility studies; and

iv. Authority to spend up to a total of 10% of the preliminary Total Project Cost, but not to exceed \$10,000,000, prior to program statement approval.

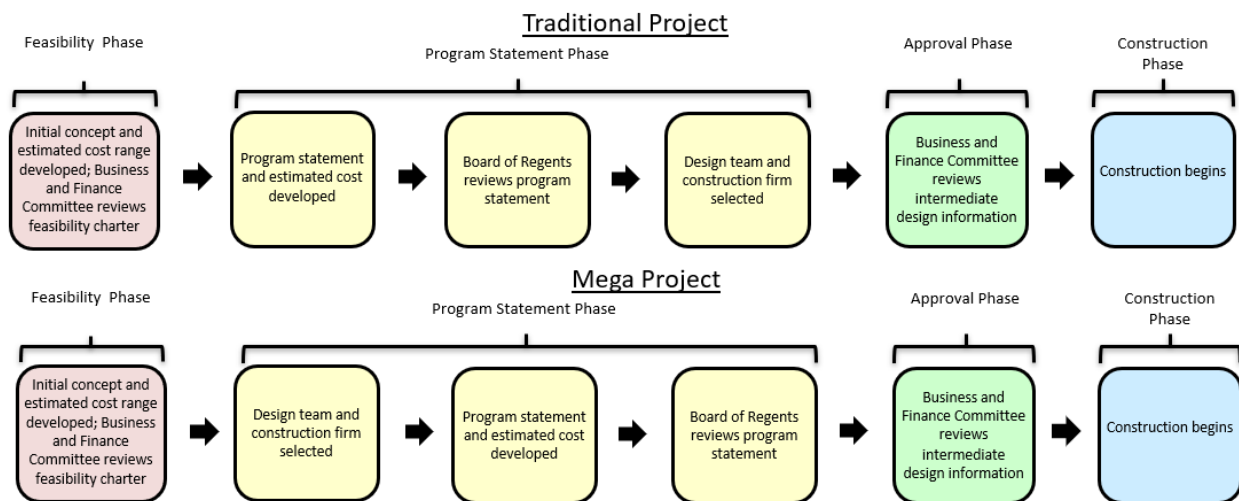
After approval of Mega Project initial planning, the architectural program shall be summarized into a program statement. The program statement shall then be submitted through the Business and Finance Committee to the Board of Regents for review. Board of Regents approval of the program statement represents preliminary project approval. Preliminary project approval for a Mega Project constitutes:

A. Approval of the project concept, preliminary scope, and preliminary Total Project Cost; and

B. When required, authority to forward the architectural program to the Nebraska Coordinating Commission for Postsecondary Education.

All amounts authorized to be spent in this RP-6.3.6.2.d shall be considered an absolute maximum unless and until the Board of Regents authorizes expenditure of a different amount, in which case the amount authorized to be expended by the Board of Regents shall control and supersede any authorization in this RP-6.3.6.2.d.

An example of the phase sequencing for Traditional Projects and Mega Projects is shown below. This example is for illustrative purposes only and shall not be used to limit or alter the provisions of this RP 6.3.6:



d.e. The ~~Project~~ Approval Phase applies to (1) all projects required to complete the Program Statement Phase and (2) Infrastructure Projects and Renewal Projects. For a project to be completed in Stages, each Stage must be separately approved in the Approval Phase. For a project that is not to be completed in Stages, the entire project will proceed through the Approval Phase at one time. The Approval Phase begins with review of the ~~Intermediate dDesign information Documents~~ and ends with ~~Project-a~~ Approval of the ~~project or Stage under review~~. The completed ~~University Standard-i~~ Intermediate ~~dDesign information~~ will be summarized and submitted to the Business and Finance Committee of the Board of Regents for ~~approval and review~~.

- 1) Program Statement Phase Projects. For a project required to complete the Program Statement Phase, the Approval Phase focuses on differences in the project or Stage under review when compared to the preliminary project approval, specifically differences in the scope, schedule, and respective Total Project Cost or Total Stage Cost and the rationale for such differences. If the Business and Finance Committee determines a Material Change has not occurred, the project or Stage under review is approved and such approval shall be reported to the Board of Regents at the next regular meeting. This Phase focuses on differences in scope, schedule and budget from the Program and the rationale. In those cases where the preliminary Total Project Cost is increased by the greater of \$250,000 or 5%, If the Business and Finance Committee determines a Material Change has occurred, the project or Stage under review will be resubmitted to the full Board for approval. Approval of Intermediate Design fixes of Regents and approval is achieved upon Board of Regents approval of all Material Changes.
- 2) Renewal Projects or Infrastructure Projects. For a Renewal Project or Infrastructure Project, the Approval Phase focuses on review of intermediate design information and the scope, schedule, and Total Project Cost or Total Stage Cost.

Approval in the Approval Phase sets the project scope and budget respective Total Project Cost or Total Stage Cost for the approved project or Stage and represents Project Approval. Project Approval constitutes:

- A) Authority to proceed with project financing for the approved project or Stage;
- B) For a Traditional Project including an Infrastructure Project or Renewal Project, authority to contract with Contractors for necessary consulting or other services to complete the design, prepare construction documents, and construct the approved project or Stage within, as applicable, the approved Total Project Cost or Total Stage Cost;
- C) For a Mega Project including an Infrastructure Project or Renewal Project, authority to proceed with necessary consulting or other services to complete the design, complete the construction documents, and construct the approved project or Stage within, as applicable, the approved Total Project Cost or Total Stage Cost;
- D) Delegation to the CEO/President to approve and execute all Contracts, including any amendments and change orders to such Contracts, related to the approved project or Stage and within, as applicable, the approved Total Project Cost or Total Stage Cost; and
- E) Authority to report Board approved significant differences in scope or budget Material Changes approved by the Board of Regents to the Nebraska Coordinating Commission for Postsecondary Education.

e.f. In the Construction Phase, the campus award contracts and constructs the project and/or Stage work approved via the Approval Phase is completed. The Board of Regents monitors status through routine quarterly status reports and special reports, as necessary requested by the Board of Regents. Such reports must include determination as to whether the project or Stage is on time and on budget and appropriate metrics, which must include without limitation project or Stage status, schedule, milestones, and budget. Budget increases to the approved Total Project Cost or Total Stage Cost must

be approved by the Board of Regents. ~~Approval of contracts and changes is outlined in RP-6.3.1 and this policy.~~

~~f.g.~~ In the Closeout Phase, the ~~campus obtains project reaches s~~Substantial ~~c~~Completion, and the University causes all non-conforming or incomplete items to be corrected, completes building commissioning, completes final inspection, accepts and occupies the facility, ~~and provides final payment to consultants and contractors. The campus performs an assessment and evaluation of Contractors, and completes an evaluation of each consultants' and cContractor's' performance. During the Closeout Phase, the Board of Regents shall receive a status report approximately one year after substantial completion of the project has been achieved.~~

3. The ~~Board~~-approved Total Project Cost or Total Stage Cost budget shall be considered an absolute maximum ~~in all cases~~ and the benchmark for budget, scope, or program statement changes. Significant ~~C~~changes within a project, either in the scope or nature of the construction to be completed or the programs to be served by the project, shall not be allowed without the written approval of the CEO/President of the University. ~~Further, any such presidential. Any Significant Change approved changes by the CEO/President~~ shall be reported to the Board of Regents, ~~in writing,~~ at its next regular meeting. ~~"Significant change" shall be defined as~~
 - a. ~~a reallocation between the construction and non-construction categories of a Board-approved project exceeding \$250,000 or 5% whichever is smaller, or~~
 - b. ~~a change in the space allocation for any major room use category (100—000) by 15% or more where the change equals at least 5% of the total net square feet (nsf) and is 1,000 nsf or greater, or~~
 - c. ~~a programmatic change that involves a change in the program and/or the purpose of a major room use category.~~
4. ~~Semi-annual written reports shall be provided to the Board of Regents on the contract status, the stage of construction, cumulative change orders and budgets, for all capital projects exceeding \$5.0 million in total project costs.~~
5. ~~RP-6.3.6, is intended to provide substantive standards to guide University wide implementation, and the President and the Vice President for Business and Finance shall have the authority to administer and implement the same.~~

Reference: BRUN, Minutes, 61, p. 37 (May 16, 1997).
BRUN, Minutes, 63, p. 91 (November 3, 2000).
BRUN, Minutes, 66, p. 4 (January 20, 2006).
BRUN, Minutes, 66, p. 11 (March 3, 2006).
BRUN, Minutes, 67, p. 64 (November 7, 2008).
Corporation Secretary revisions, RP-6.3.6.2.c.3) and 4); RP-6.3.6.2.d; RP-6.3.6.5 (August 14, 2009).
BRUN, Minutes, 69, p. 47 (June 11, 2010).
Corporation Secretary revisions, RP-6.3.6.2.c. (December 19, 2018).

RP-6.3.7 Qualification-Based Selection

1. Purpose

The purpose of this RP-6.3.7 is to encourage construction excellence and budget and schedule control by providing an impartial, objective, and competitive system open to all qualified firms. When ~~P~~program ~~M~~management ~~S~~services are required or construction management or design-build services are approved by the Board of Regents under RP-6.3.6 as part of program

~~statement approval~~, the ~~firm-Contractor~~ to provide such services will be selected in accordance with the ~~followingbelow~~ University ~~sStandard~~ ~~sSelection~~ ~~pProcedures~~.

2. ~~The objective of these procedures is to encourage construction excellence and budget and schedule control by providing an impartial, objective, and competitive system open to all qualified firms.~~

3. ~~Definitions~~

a. ~~Construction Services. Construction services shall mean those services within the scope of the practice of construction or those performed by any construction management or design/build firm, including pre-construction and post-construction services as necessary.~~

b. ~~Construction Firm. Construction firm shall mean any partnership, corporation, association, or other legal entity practicing construction management or design/build construction.~~

c. ~~Program Management Services. Also known as Construction Management Agency, shall mean those services of an owner advocate working as an extension of the Owner's staff and in the Owner's interests.~~

d. ~~Project. Project shall mean that fixed capital outlay, study or planning activity.~~

4.2. ~~Procurement of Construction Manager at Risk Services~~ and Design-Build Services

a. When construction ~~management~~manager at risk services or design-build services are approved by the Board of Regents ~~under RP-6.3.6as part of program statement approval~~, the ~~firm-Contractor~~ to provide ~~professionalsuch~~ services will be selected utilizing the Project Evaluation Board ~~as described in RP-6.3.8~~.

b. After signing a ~~Ce~~contract, the ~~Ce~~ampus will report the name of the successful construction ~~firm-Contractor~~ at the next regularly scheduled Board ~~of Regents~~ meeting.

5. ~~Procurement of Design-Build Services~~

a. ~~When design build services are approved by the Board of Regents as part of program statement approval, the firm to provide professional services will be selected utilizing the Project Evaluation Board.~~

b. ~~After signing a contract, the campus will report the name of the successful construction firm at the next regularly scheduled Board meeting.~~

6.3. ~~Procurement of Program Management~~ ment Services

a. Program Managementment Services can be obtained in one of two ways:

1) When ~~P~~program ~~M~~management ~~S~~services are approved by the Board of Regents ~~under RP-6.3.6as part of an individual program statement approval~~, the ~~firm-Contractor~~ to provide ~~professional-such~~ Program Management Sservices will be selected utilizing the Project Evaluation Board; or

2) Program ~~M~~management ~~S~~services can also be selected from the University's list of qualified firms when such list is determined in accordance with the University ~~f~~Four-yYear ~~s~~Selection ~~p~~Procedure.

- b. After signing a Contract, the Campus will report the name of the successful firm Contractor at the next regularly scheduled Board of Regents meeting.

~~7. RP-6.3.7 is intended to provide substantive standards to guide University-wide implementation, and the President and the Vice President for Business and Finance shall have the authority to administer and implement the same.~~

Reference: BRUN, Minutes, 63, p. 91 (November 3, 2000).
BRUN, Minutes, 66, p. 4 (January 20, 2006).
BRUN, Minutes, 67, p. 66 (November 7, 2008).
Corporation Secretary revision, RP-6.3.7.7 (August 14, 2009).
BRUN, Minutes, 70, p. 28 (March 17, 2011).

RP-6.3.8 Project Evaluation Board

1. Purpose

This RP-6.3.8 is intended to provide substantive standards to guide University-wide implementation. The CEO/President and Senior Vice President for Business and Finance and CFO shall have the authority to administer and implement the same.

2. Formation

- a. Each project requiring qQualification-s-bBased sSelection in accordance with the requirements of RP-6.3.2 and RP-6.3.7 shall use a Project Evaluation Board assembled from campus and Central AdministrationUniversity representatives, and members from thea Project Evaluation Board pPool described in this RP-6.3.8.
- b. The Project Evaluation Board pPool will consist of members who are not employed by the University and who are active or past owners in their respective businesses. Members of the pPool will generally be architects, engineers, landscape architects, or other professionals familiar with the building type or construction method approved by the Board of Regents. Membership in-of the Project Evaluation pPool will be approved by the Senior Vice President for Business and Finance and CFO.

~~1) Owner: Owner means any individual, corporation, nonprofit corporation, partnership, limited partnership, limited liability company or other business entity that is the owner of record or lessee of real property upon which construction, renovation or rehabilitation is to be or is being performed pursuant to a construction contract regarding such real property.~~

- c. The Project Evaluation Board shall consist of an equal number of campus-University representatives and Project Evaluation Board pPool members, and the Chair of the Project Evaluation Board. The Assistant Associate Vice President and Director of Facilities Planning and Managementfor University Services, designated the Chairperson, shall be the impartial referee of each Project Evaluation Board, conduct the proceedings of each Project Evaluation Board for the benefit of all concerned, and shall-vote on each Project Evaluation Board only as a tiebreaker. Additionally, the Chairperson will provide the each Project Evaluation Board an analysis of the fee and Contract general conditions or price proposal, when appropriate, so that cConstruction manager at rRisk and dDesign-build evaluations will be as consistent as possible. The Each Project Evaluation Board will consider each firm's capabilities to perform, adequacy of personnel, past record of performance, as well asand experience and expertise to render the Services required.

- d. It is intended that the member composition of each Project Evaluation Board will fluctuate from project to project, providing flexibility to match appropriate expertise with a specific project; to avoid conflicts of interest; or to accommodate scheduling or other conflicts. The ~~Director or designee~~Chair, with input from the ~~C~~ampus, shall determine the membership to serve for each Project Evaluation Board. ~~The profession of~~At least one member of the ~~Project Evaluation B~~oard must ~~represent~~have direct, relevant employment experience in the ~~particular field~~area of ~~endeavor~~expertise being ~~considered~~evaluated.

3. Conflicts

- ~~e.a.~~ No member of a Project Evaluation Board, ~~internal or Pool~~ shall engage in any activity that in any way conflicts with his ~~or~~ /her duties and responsibilities as a member of ~~the~~a Project Evaluation Board, or that otherwise constitutes a conflict of interest ~~under applicable law or University policy~~as determined by the Director.
- ~~f.b.~~ A conflict of interest shall ~~be declared~~exist when a potential Project Evaluation Board member is a principal or an employee of any team or firm~~s~~ being evaluated, or has a similar financial or other relationship with the team, firm~~s~~ or its consultants.

2.4. Funding and Compensation

- a. All costs of a Project Evaluation Board will be funded from the project for which the selection applies, or from related sources designated by the appropriate ~~e~~Campus.
- b. The University shall compensate each Project Evaluation Board ~~p~~Pool member ~~selected to serve on a Project Evaluation Board~~ for services provided as an independent consultant at a fixed rate per hour. ~~Internal-University~~ members ~~of a Project Evaluation Board~~ will typically not receive compensation from project funds in addition to their normal earnings from the University. Any exceptions will be made at the discretion of the ~~Director~~Chair.

3.5. Liability and Insurance

- a. The consulting services provided by the Project Evaluation Board ~~p~~Pool members shall not constitute or be construed to constitute routine or standard services normally provided by an architect, engineer, or other contractor for a project. The ~~University further agrees that the~~ performance of such consulting services shall not render the members of the Project Evaluation Board ~~p~~Pool liable in any way for the ~~selections recommended~~Contractor selected by the Project Evaluation Board.
- b. Members of ~~the~~a Project Evaluation Board ~~p~~Pool will be covered by appropriate general and professional liability insurance or have equivalent risk loss coverage under the University's self-insurance program to the same extent as other University personnel when~~ever~~ performing duties as members of a Project Evaluation Board ~~Pool~~ on behalf of the University.

- ~~4. RP 6.3.8 is intended to provide substantive standards to guide University-wide implementation, and the President and the Vice President for Business and Finance shall have the authority to administer and implement the same.~~

Reference: BRUN, Minutes, 67, p. 69 (November 7, 2008).
Corporation Secretary revision, RP-6.3.8.7 (August 14, 2009).

RP-6.3.9 Approval of Veterinary Diagnostic Laboratory Fees~~Athletic Staff Contracts with Equipment Manufacturers or Suppliers~~

The fee schedule for the veterinary diagnostic laboratories, Institute of Agriculture and Natural Resources, will be subject to annual review and necessary approval by the Vice Chancellor for the Institute of Agriculture and Natural Resources.

~~In accordance with the requirements of regulations of the National Collegiate Athletic Association (NCAA), the cognizant Chancellor shall be required to review and may in the exercise of his or her reasonable discretion approve, subject to review by the Office of the General Counsel, any contract or other business relationship between any manufacturer or supplier of athletic shoes, apparel, or other equipment and any staff member of a department of intercollegiate athletics whereby the staff member will receive any form of compensation or gratuity in exchange for (1) the use of the merchandise of the manufacturer or supplier by student athletes or athletic staff members during practice or competition, and (2) any consulting or promotional services by any athletic department staff member for the manufacturer or supplier. A Chancellor shall not approve any such contract or business relationship until he or she is satisfied that the same is in compliance with applicable law and Board of Regents policies relating to conflict of interest, and with applicable NCAA regulations. Approval of any such contract or business relationship by a Chancellor pursuant to this policy shall constitute all approval necessary for the purposes of Section 3.4.5 of the Bylaws of the Board of Regents.~~

Reference: BRUN, Minutes, 48, p. 182 (June 4, 1983)~~58, p. 118 (July 10, 1993).~~
~~BRUN, Minutes, 66, p. 4 (January 20, 2006).~~

RP-6.3.10 University Business Activities~~iesy~~

1. University mission-related business activities ~~iesy~~ does not require specific approval by the Board of Regents, unless otherwise required by the Bylaws ~~of the Board of Regents~~ or ~~other Board of Regents'~~ policies. Mission-related business activities ~~shall be defined as are~~ business activities ~~which that~~ meet at least one of the following three criteria:
 - a. The activity is deemed to be an integral part of the ~~University~~institution's fulfillment of its educational, research, ~~and or~~ public service missions, or campus support functions.
 - b. The activity is needed to provide, at a reasonable price ~~and/or~~ on reasonable terms, an Article~~good~~ or Sservice ~~which that~~ is essential to the Ccampus community.
 - c. The activity is ~~to be carried out~~ for the primary benefit of the Ccampus community but with consideration of the goods~~Articles~~ and Sservices available in the ~~total outside~~ community.
2. ~~Existing u~~Unrelated business activities (as defined by Internal Revenue Service code) ~~that do not meet one of the three criteria above must be approved by the Board of Regents in operation as of September 1, 1999, are authorized to continue pending a systematic review by each campus' administration of the nature of the activities.~~
3. ~~New unrelated business activities may be established and carried on only pursuant to, and in accordance with, an authorization and statement of purpose approved by the Board of Regents.~~

Reference: BRUN, Minutes, 62, p. 143 (August 27, 1999).



BOARD OF REGENTS AGENDA ITEM SUMMARY

Executive Committee

June 19, 2025

AGENDA ITEM: Updates to Bylaws Chapters IV – VI of the Board of Regents of the University of Nebraska.

☒ **Review**

☐ **Review + Action**

☐ **Action**

☐ **Discussion**

☐ *This is a report required by Regents' policy.*

PRESENTERS: Paul Kenney, Chair

PURPOSE & KEY POINTS:

The proposed updates to Bylaws Chapters IV – VI of the Board of Regents are intended to implement necessary updates and clarify language.

RECOMMENDATION

This item is presented for information only and will be brought back to the Board for consideration at its next meeting.

Bylaws of the Board of Regents of the University of Nebraska



Contains Amendments Through June 22, 2023

Canons of Interpretation

The University of Nebraska has prohibited invidious discrimination on the basis of sex since it was founded [Charter of the University of Nebraska, Section 18, in Board of Regents of the University of Nebraska, Minutes, 1,8 (15 February 1869)], and has reaffirmed its commitment to this position from time to time over the years.

To prevent misinterpretation of the use of masculine pronouns in various pronouncements of the Board, sections of the *Bylaws* of the Board, and rules and regulations of the University, the following canons of interpretation are hereby adopted by the Board of Regents for retroactive and prospective application:

1. Words importing the masculine gender may be applied to females.
2. Words importing the plural number may include the singular.

The Corporation Secretary, or anyone designated by that officer, is hereby authorized to take the appropriate steps in modifying all *Bylaws*, policies, rules and regulations to conform with the canons listed above as the contexts may require, and the interests of clarity may dictate.

History: Added, 42 BRUN 150-151 (10 November 1978)

The Board of Regents
University of Nebraska
3835 Holdrege Street
Lincoln, Nebraska 68583-0745

~~Philip J. Bakken~~, Corporation Secretary

These *Bylaws* became effective, as approved by the Board of Regents of the University of Nebraska, on August 20, 1973. Subsequent changes were approved by the Board on the dates listed on the ~~inside back cover~~final pages of this document. Copies of the updated *Bylaws* may be found at www.nebraska.edu or in the office of the Corporation Secretary.

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Chapter IV. Rights and Responsibilities of Professional Staff

- 4.1 **Academic Responsibility.** Membership in the academic community imposes certain obligations. These obligations include the following duties of academic responsibility:
- (a) To respect: (1) the dignity of others; (2) the right of others to express differing opinions; (3) the right of others to be free from fear, from violence, and from personal abuse; and (4) the right of the University community to be free from actions that impede its normal functioning.
 - (b) To enroll, teach, and evaluate the work of students without regard to considerations such as age, sex, race, color, national origin, or religious or political beliefs.
 - (c) To establish and maintain a classroom or laboratory atmosphere that encourages free inquiry and the free expression of ideas by students.
 - (d) To present the subject matter of courses as announced to the students and approved by authorities responsible for the curriculum.
 - (e) To study current developments and maintain competence in the areas of assigned courses; to examine, continually and critically, the subject matter of such courses, as well as teaching techniques and proposals for improving higher education.
 - (f) To: (1) fulfill the assigned time schedule of all classes, including quizzes, laboratories, tests, and other meetings, unless absence is caused by an emergency or approved University business. Changes in the scheduled times shall be authorized by the Dean, director, or department chair, with the agreement of the enrolled students and in the interest of an academic objective; (2) be available at frequent, regular, and scheduled times for student consultation; and (3) inform students concerning the requirements, standards, objectives, and evaluation procedures at the beginning of each course.
 - (g) To participate upon request in the activities of the University in the areas of student advising and public service, and as appropriate, in the activities of the department, the college, the campus, and the University.
 - (h) To make every effort to indicate that members of the professional staff are not spokesmen for the University except when authorized so to act.
 - (i) To create and protect an atmosphere of intellectual honesty in the academic community.
- 4.2 **Academic Freedom.** The University serves the people of Nebraska and the common good through learning, teaching, extension work, research and creative activity, scholarship, -clinical practice, and public service. Fulfillment of these functions requires the preservation of intellectual freedoms of teaching, expression, research, and debate. The right to search for truth, to support a position the searcher believes is the truth, and to respectfully disagree with others whose intellect reaches a different conclusion is the fiber of America's greatness. It is, likewise, the strength of a great University, and its preservation is vital.

A teacher or researcher is entitled to freedom in research, and publication of the results of research, limited only by the precepts of scholarship and faithful performance of academic obligations. Members of the professional staff are entitled to freedom in the classroom in discussing their subjects.

Members of the professional staff are entitled to exercise their right to speak and act as citizens of the United States and of the State of Nebraska. Members of the professional staff shall not suffer sanctions or be discriminated against with respect to the duration of association with the University, pay or other emoluments of their office, appointment, position, or their working conditions because of their enjoyment, or exercise, of their right of academic freedom, or in any case where such action would constitute a violation of federal or state civil rights laws or regulations. Staff members who violate laws prescribed by civil authorities may incur penalties attached to such laws. The University should not impose sanctions to duplicate the function of these laws. Where the University's interest as an academic community is clearly involved, the authority of the University may be asserted. The Board reaffirms belief in, pledges support of, and directs all segments of the University community to sustain and follow the foregoing principles of academic freedom.

History: Amended, 49 BRUN 300 (16 June 1984)

Several sections were consolidated and renumbered in the 1984 revised edition.

4.3 **Appointments: Apportionment of Faculty Responsibilities; Stated in Writing.**

- (a) Every appointment by the University to a position as defined in Section 3.1.1.1 of these *Bylaws* shall be in writing and signed by the Board or its authorized agent. The writing shall contain the following, and may contain additional mutually agreed upon terms:
 - (1) Identification of the type of appointment, either a "Special Appointment," an "Appointment for a Specific Term," "Continuous Appointment," "Extension Personnel," "Health Professions Faculty Appointment," or a "Faculty Practice and Faculty Research Appointment" as defined in Sections 4.4.1, 4.4.2, 4.4.3, 4.4.5, 4.4.7, and 4.4.8 of these *Bylaws*.
 - (2) A statement that the rights and responsibilities specified in Sections 4.1 through 4.2 of these *Bylaws* are a part of the appointment.
 - (3) Identification of the appointee's rank, compensation, fringe benefits, and, where applicable, the termination date of the appointment.
- (b) In addition to the written appointment required by this Section, every faculty member appointed to a position as defined in Section 3.1.~~1.1~~ of these *Bylaws* shall, when initially appointed, be given a written statement specifically stating and apportioning the faculty member's initial teaching, extension, service, research, outreach, clinical, and administrative responsibilities.
 - (1) This written statement shall be provided by the unit administrator or other appropriate official.
 - (2) The specific apportionment of a faculty member's responsibilities shall be reviewed periodically. Either the faculty member or the responsible unit administrator may initiate discussions of changes in apportionment of teaching, extension, service, research, outreach, clinical, and administrative responsibilities. In the process of any such discussions, both the faculty member and the unit administrator shall act in good faith to reach a mutual agreement.
 - (i) If the faculty member and the unit administrator are unable to reach mutual agreement with respect to changes in apportionment of the faculty member's responsibilities, the unresolved issues between them shall be expeditiously reviewed and decided by an elected faculty committee of the faculty member's tenure home college or equivalent administrative unit established pursuant to Section 2.9 of these *Bylaws*. The rules and regulations for each such committee may provide for a representative of the faculty member's tenure home department or equivalent administrative unit to serve as member of the committee.

- (ii) Each college shall develop rules and regulations pertaining to the membership of this committee. These rules may allow an elected faculty representative of any department(s) or equivalent administrative units in which the faculty member holds a full or partial appointment to serve on the committee, as either full or nonvoting members.
- (iii) The committee shall consider the positions of each party in relation to the departmental and college missions [and needs](#), as well as the faculty member's overall areas of professional competence and expertise. The committee shall decide whether the apportionment of the faculty member's responsibilities shall be changed and, if so, in what manner. The decision of the committee shall be reasonably within the faculty member's overall areas of professional competence and expertise; it shall be in writing and it shall not violate the rights and responsibilities of the faculty member provided in Sections 4.1 and 4.2 of these *Bylaws*. It shall be final, subject only to review by the committees established by Sections 4.14, 4.15 and 4.16 of these *Bylaws*.
- (c) Within the terms of a faculty member's general apportionment of responsibilities, the details of a faculty member's specific assigned duties shall, after consultation with the faculty member, be determined by the department chair or head, unit administrator, or director concerned, consistent with the requirements of Section 3.4.4 of these *Bylaws*. Duties may vary from semester to semester, but must be reasonably within the faculty member's overall areas of professional competence and expertise, and shall not violate the rights and responsibilities of the faculty member provided in Sections 4.1 and 4.2 of these *Bylaws*. These decisions are subject to review by the committees established by Sections 4.14, 4.15, and 4.16 of these *Bylaws*.
- (d) Definitions.
 - (1) The word "apportionment" as used in this Section 4.3 means and refers to the specified division among teaching, research, [university](#) service, extension, [outreach, clinical](#), and administrative responsibilities making up a faculty member's University appointment. It is generally expected that a faculty member's apportionment of responsibilities shall be relatively stable from year to year, unless there is reasonable justification for change.
 - (2) The term "assigned duties" as used in this Section 4.3 means and refers to the specific professional activities a faculty member is responsible for carrying out in a given year within each apportioned area of his or her University appointment.

History: Amended, 73 BRUN 46-48 (9 October 2015)

Amended, 63 BRUN 60 (15 July 2000)

Amended, 53 BRUN 149 (6 May 1988)

4.4 **Types of Appointments: Professional Staff.** (As defined in Section 3.1.1)

- 4.4.1 **Special Appointments.** Appointments to (a) all administrative and non-faculty professional staff positions, and (b) all appointments to faculty positions that are not "Appointments for a Specific Term," "Health Professions Faculty Appointments," "Faculty Practice and Faculty Research Appointments," or "Continuous Appointments" shall be "Special Appointments." The following types of faculty appointments shall be filled by Special Appointment only: (1) temporary appointments, (2) appointments to part-time positions, (3) appointments for less than one academic year in any rank, (4) courtesy appointments, (5) appointments to volunteer status, (6) annual appointments beyond retirement age, (7) appointments to the rank of instructor, [postdoctoral research associate](#), assistant instructor, lecturer, senior lecturer, assistant extension educator, associate extension educator, or extension educator, (8) appointments to ranks preceded by the designation "visiting," and (9) appointments

supported by funds over which the University does not have control or which the University cannot reasonably expect to continue indefinitely, provided, that the total period of full-time service on a faculty Special Appointment in the rank of instructor shall not exceed seven years.

A "Special Appointment" will terminate in accordance with the time stated in the appointment to the position or in the written contract, and, if no time is stated in the appointment to the position or in the written contract, the appointment may be terminated by either party giving the other at least 90 days' notice of the date of termination, except for those who hold "Special Appointments" as assistant extension educator, associate extension educator, and extension educator. Assistant extension educator, associate extension educator, and extension educator may terminate their appointment by giving the appropriate administrative officer 90 days' notice of the date of termination. Notice shall be given by an appropriate administrative officer no fewer than 90 days for assistant extension educators, no fewer than six (6) months for associate extension educators, and no fewer than one year for extension educators in advance of the termination. Such appointments may also be terminated by the University for adequate cause, disability, bona fide discontinuance of a program or department, or extraordinary circumstances because of financial exigencies.

A member of the faculty may hold a "Special Appointment" coincident with an "Appointment for a Specific Term," "Health Professions Faculty Appointment" or a "Continuous Appointment," and the terms of the Special Appointment may be independent of the terms of the other appointment status as a faculty member.

History: Amended, 76 BRUN 69 (9 April 2021)
Amended, 73 BRUN 46-48 (9 October 2015)
Amended, 62 BRUN 56 (25 July 1998)
Amended, 54 BRUN 132 (8 April 1989)
Amended, 53 BRUN 26 (12 September 1987)
Amended, 47 BRUN 147 (24 July 1982)
Amended, 42 BRUN 50-51 (29 July 1978)

4.4.2 Appointments for a Specific Term. An "Appointment for a Specific Term" is a probationary appointment as a faculty member with academic rank of assistant professor or above for a term of one year, unless a longer term is specified in the contract required by Section 4.3. In no event shall the specific term exceed three years. An "Appointment for a Specific Term" shall carry no presumption of renewal, and will terminate at the end of the stated term, if written notice of non-reappointment is given to the appointee by the appropriate administrative officer or by the Board in accordance with the following standards:

- (a) If the term of the appointment expires at the end of the first academic year or 12 months of service on an Appointment for a Specific Term, notice shall be given by an appropriate administrative officer, or by the Board, no later than March 1st of that first year of service, or three months in advance of the termination date, if the appointment commenced after the start of an academic or fiscal year.
- (b) If the term of the appointment expires at the end of the second academic year or 12 months of service on an Appointment for a Specific Term, notice shall be given by an appropriate administrative officer, or by the Board, no later than December 15th, or six months in advance of the termination date, if the appointment commenced after the start of an academic or fiscal year.

- (c) If the term of the appointment expires after two or more years of service on an Appointment for a Specific Term, notice shall be given by an appropriate administrative officer, or by the Board, 12 months in advance of the termination date.
- (d) Notice by an appropriate administrative officer may be signed by the department chair, the Dean, or the CAO/Chancellor. Notice, by action of the Board, shall be signed in the manner directed by the Board. In the absence of specific direction, said notice shall be signed by the Corporation Secretary. Notice shall be deemed to have been properly given if mailed to the appointee's home address, as reflected by the records of the University, by certified mail, with sufficient postage attached.
- (e) If written notice is not given to the appointee by the appropriate administrative officer or by the Board in the manner herein provided within the time specified, the appointment shall be extended one academic year if the term expired at the end of an academic year, and shall be extended one calendar year if the term expired during the academic year. Any appointment extended as provided in this Section shall be considered to be an appointment for one year of service, and subject to reappointment in accordance with the provisions specified above.

History: Amended, 53 BRUN 26 (12 September 1987)
 Amended, 42 BRUN 51-52 (29 July 1978)
 Amended, 40 BRUN 3 (20 November 1976)

- 4.4.3 **Continuous Appointment.** A "Continuous Appointment" is an appointment terminable only for adequate cause, bona fide discontinuance of a program or department, retirement for age or disability, or extraordinary circumstances because of financial exigencies. The University may award a continuous appointment to a person only by the specific affirmative act of an administrative officer duly authorized in accordance with these *Bylaws* to award continuous appointments. No person shall acquire a Continuous Appointment until he or she shall receive official written notice from the University that such an appointment has been awarded. Continuous Appointment as defined herein means academic tenure.

The CEO/President, upon the recommendation of the CAO/Chancellor, may grant a Continuous Appointment to a person--not a teacher or researcher--who is a member of the academic-administrative staff as defined in Section 3.1.1.1 of these *Bylaws*, but such person may not be appointed in a specific department unless normal procedures are followed. Administrative officers shall not have a Continuous Appointment in their administrative positions. Those who have attained tenure in their immediate rank shall retain such tenure, but as administrative officers shall not have a Continuous Appointment in their administrative positions. Those who have attained tenure in their immediate rank shall retain such tenure, but as administrative officers they are subject to the provisions for termination outlined for Special Appointments.

Persons holding academic rank below Assistant Professor are not eligible for a Continuous Appointment.

History: Amended, 62 BRUN 14 (28 February 1998)

- 4.4.4 **Applicability of Academic Freedom and Responsibility.** All members of the professional staff are entitled and subject to the principles of academic responsibilities and academic freedom stated in Sections 4.1 and 4.2.

- 4.4.5 **County-based Employees of the Cooperative Extension Service of the University of Nebraska Extension Personnel.** In cooperation with Nebraska county governments and to further the shared goals and missions of Nebraska Extension and the people of Nebraska, the University of Nebraska places within the state's counties those university employees, such as its extension educators, in order to advance and provide administrative leadership for the local extension programs adopted by those county extension boards. Extension educators are at all times employees of the University of Nebraska, subject to the terms and benefits of the employment applicable to University of Nebraska employees. In turn, the counties provide support and enhance the success of the extension educators, local programming, and mutually beneficial goals. The scope and detail of Nebraska Extension's engagement with each county government is detailed in a collaboratively developed Interlocal Agreement subject to periodic review, revision, and reaffirmation.

History: Amended, 76 BRUN 69 (9 April 2021)
Amended, 75 BRUN 72-73 (4 December 2018)
Amended, 40 BRUN 3 (20 November 1976)

- 4.4.6 **Nebraska School of Agriculture at Curtis Exception.** [Repealed]

History: Repealed, 54 BRUN 132 (8 April 1989)

- 4.4.7 **Health Professions Faculty Appointment, University of Nebraska Medical Center.** Notwithstanding the contrary provisions of Section 4.4.1, members of the full-time, permanent faculty at the University of Nebraska Medical Center may be employed by a Health Professions Faculty Appointment. A Health Professions Faculty Appointment shall be for a stated term not to exceed five years and shall carry no presumption of renewal. Any Health Professions Faculty Appointment may be renewed for succeeding terms not to exceed five years each. Each such appointment will terminate at the end of its stated term if written notice of non-reappointment is given to the appointee by the appropriate administrative officer or by the Board in accordance with the following standards:
- (a) If the stated term of the appointment expires at the end of one year of service on a Health Professions Faculty Appointment or sooner, notice shall be given by an appropriate administrative officer or by the Board not less than three (3) months in advance of the termination date.
 - (b) If the stated term of the appointment expires after one year of continuous service, but not later than two years of continuous service on a Health Professions Faculty Appointment, notice shall be given by an appropriate administrative officer or by the Board not less than six (6) months in advance of the termination date.
 - (c) If the stated term of the appointment expires after two years of continuous service on a Health Professions Faculty Appointment, notice shall be given by an appropriate administrative officer or by the Board not less than twelve (12) months in advance of the termination date.
 - (d) As used in this section, the term "continuous service" shall include consecutive service from one academic year to the next succeeding academic year.
 - (e) If written notice is not given to the appointee by the appropriate administrative officer or by the Board in the manner herein provided and within the time specified in subsection (a), (b), or (c) of this section, as appropriate, the appointment shall be extended for a period of twelve (12) months. Any appointment extended as provided in this section shall be considered to be an appointment

for one year of service, and subject to reappointment in accordance with the provisions specified above.

- (f) Notice by an appropriate administrative officer may be signed by the department chair, the Dean, or the [CAO](#)/Chancellor. Notice by action of the Board, shall be signed in the manner directed by the Board. In the absence of specific direction, said notice shall be signed by the Corporation Secretary. All notices required by this section shall be deemed to have been properly given if mailed to the appointee's home address, as reflected by the records of the University, by certified mail, with sufficient postage attached.

Any person serving on a Health Professions Faculty Appointment may make application for Continuous Appointment in accordance with the University of Nebraska Medical Center standards for awarding Continuous Appointments as approved by the [CAO](#)/Chancellor pursuant to Section 4.5 of these *Bylaws*.

History: Added, 53 BRUN 150 (6 May 1988)

4.4.8 **Faculty Practice and Faculty Research Appointments, University of Nebraska-Lincoln and University of Nebraska at Kearney.**

Notwithstanding the contrary provisions of Section 4.4.1, members of the full-time, permanent faculty at the University of Nebraska-Lincoln and [the](#) University of Nebraska at Kearney may be employed by a Faculty Practice Appointment or a Faculty Research Appointment. Such faculty appointments shall be for a stated term not to exceed five years and shall carry no presumption of renewal. Any Faculty Practice or Faculty Research Appointment may be renewed for succeeding terms not to exceed five years each. Except for termination of a Faculty Research Appointment on shorter notice due to lack of funding as provided below in subparagraph (g), each such appointment will terminate at the end of its stated term if written notice of non-reappointment is given to the appointee by the appropriate administrative officer in accordance with the following standards:

- (a) If the stated term of the appointment on a Faculty Practice Appointment or a Faculty Research Appointment expires at the end of one year of service or sooner, notice shall be given by an appropriate administrative officer not less than three (3) months in advance of the termination date.
- (b) If the stated term of the appointment expires after one year of continuous service, but not later than two years of continuous service on a Faculty Practice Appointment or a Faculty Research Appointment, notice shall be given by an appropriate administrative officer not less than six (6) months in advance of the termination date.
- (c) If the stated term of the appointment expires after two years of continuous service on a Faculty Practice Appointment or a Faculty Research Appointment, notice shall be given by an appropriate administrative officer not less than twelve (12) months in advance of the termination date.
- (d) As used in this section, the term "continuous service" shall include consecutive service from one academic year to the next succeeding academic year.
- (e) If written notice is not given to the appointee by the appropriate administrative officer in the manner herein provided and within the time specified in subsection (a), (b), or (c) of this section, as appropriate, the appointment shall be extended for a period of twelve (12) months. Any

appointment extended as provided in this section shall be considered to be an appointment for one year of service, and subject to reappointment in accordance with the provisions specified above.

- (f) All notices required by this section shall be deemed to have been properly given if mailed to the appointee's home address, as reflected by the records of the University, by certified mail, with sufficient postage attached.
- (g) Notwithstanding the contrary provisions of subparagraphs (a), (b), (c), and (e) of this Section, in the event a Faculty Research Appointment is funded in whole or in part by funds from a specific source external to the University, such as a research grant, and such funds are reduced or discontinued, then the Faculty Research Appointment may be terminated by the University by giving the appointee at least 90 days written notice of the date of termination.

History: Added, 66 BRUN 59 (3 November 2006)

- 4.5 **Standards for Promotion, Continuous Appointment, and Salary Adjustment.** Each major administrative unit of the University shall prepare written standards that shall be used in making all decisions on promotions, awarding Continuous Appointments, and merit salary adjustments. The standards may be applicable to the entire major administrative unit or to appropriate subdivisions (such as colleges, schools, and departments) of a major administrative unit. The [CAO](#)/Chancellor of each major administrative unit is empowered to approve the content of the written standards and the scope of their applicability; provided, however, such written standards shall not include any right of appeal to the Board of Regents, and to the extent that any such existing standards do include any provision for appeal to the Board of Regents, each such provision is hereby repealed. After such approval, the written standards shall be published and disseminated to the faculties and staff and a copy shall be provided each appointee when appointed. Each written statement shall include standards relevant to the following areas of endeavor: teaching, extension work, research, scholarship, creative activities, [clinical practice, outreach](#), and [university](#) service. Integrity, academic responsibility, and professional development should be included as they relate to these major areas.

History: Amended, 60 BRUN 184 (14 December 1996)

- 4.6 **Evaluation of Faculty Performance: Procedure.** Each major administrative unit, or appropriate subdivision thereof as stated in Section 4.5 of these *Bylaws*, shall establish procedures for gathering relevant information from all sources, including student evaluations and peer judgments, as part of an annual review of faculty performance in relation to the standards established under Section 4.5. Individual faculty members shall have the opportunity to submit materials deemed relevant to their remuneration and status as a part of the annual review, or as such information becomes available. When appropriate, the judgment of others in each faculty member's specialized field of competence may be included in a review. Faculty members shall have access to all material submitted for their evaluation, [unless waived in whole or in part](#), and the opportunity to respond in writing.

The annual review shall be considered in determining merit salary adjustments, promotions, and for awarding Continuous Appointment. The results of the review will be communicated to the individual faculty member.

4.7 **Administrative Leave of Absence**

- 4.7.1 **Applicability of Leave.** On occasion, an administrator may need to place an individual holding an academic appointment (defined herein as faculty members holding the academic rank of assistant instructor and above, or other formally approved ranks, as referenced in Section 3.1.1.1 of these *Bylaws*, as well as other academic staff members with the rank of postdoctoral research associate, research associate, research assistant, graduate assistant, graduate teaching assistant, or teaching

fellow as referenced in Section 3.1.1.2), on a temporary, paid administrative leave of absence (hereinafter referred to in this section as “leave”) while the University reviews whether (a) the individual’s presence in the workplace presents a significant risk of harm to the individual, to others within the workplace, or to University property or facilities, or (b) such leave is necessary to protect University resources, prevent the destruction of evidence, or avoid continuing violation of a policy while an investigation is being conducted into whether that individual has engaged in misconduct in violation of University policy. Leave will not be imposed in a manner that is inconsistent with the principles of academic freedom or used as a means of disciplining individuals for exercising rights guaranteed under the First Amendment of the United States Constitution. Placement of an individual on leave may include a temporary reassignment or removal of duties and in any case shall not diminish the individual’s salary or benefits. By way of example, alleged conduct that potentially could give rise to a leave includes, without limitation, any conduct occurring on or off campus that reasonably can be construed as (a) acts of violence, threats of harm, or other conduct that places another person in reasonable fear of physical harm or injury, (b) conduct that could lead to the filing of criminal charges and may directly or indirectly hinder the individual’s ability to perform the duties of his or her appointment, such as acts of drug trafficking, human trafficking, or possession of child pornography, (c) inappropriate sexual behavior, including sexual harassment, unwelcomed sexual touching or sexual assault, against a student, colleague, or others, (d) a pattern of unwelcome, malicious, or offensive behavior occurring over a period of time that is meant to intimidate, threaten, humiliate, degrade, or ostracize a student, colleague, or others, commonly referred to as bullying, (e) research misconduct, (f) the misappropriation of institutional or grant funds or monies, or (g) other similarly egregious acts.

4.7.1.1 Leave Based on Mental Health Concerns. An administrator may place an individual holding an academic appointment on leave if the administrator has a reasonable belief, based on objective evidence, that the individual has a psychological or mental health condition that is impairing the individual’s ability to perform the essential functions of his or her appointment or is causing the individual to pose a threat to himself or herself or to others within the workplace.

An individual being placed on leave for this reason will be informed in the required notification that he or she needs to be evaluated by a mental healthcare provider of that individual’s choice within a specified timeframe. This timeframe will be extended if the individual cannot be evaluated within that timeframe despite the best efforts of the individual to schedule a timely appointment. If the individual is unable or unwilling to schedule an appointment with a mental healthcare provider of that individual’s choice within a reasonable time, the administrator may require that the individual be evaluated instead by a mental healthcare provider selected by the University before being allowed to return.

To be reinstated from the leave, the individual only is required to submit a certification from a healthcare provider stating that the individual can perform the essential functions of his or her appointment without posing a risk to himself or herself or to others within the University community. The certification does not need to specify the individual’s underlying condition or diagnosis. Any certification received from the healthcare provider will be deemed a confidential medical record and may be disclosed only to appropriate University representatives who have a need to know.

A leave administered due to mental health concerns will be subject to the procedures and other provisions set forth within Section 4.7 and, therefore, will be evaluated by a faculty committee and potentially a threat assessment committee.

In addition, such leave will be administered in accordance with the Americans with Disabilities Act (ADA). Under ADA, an employee may be required to undergo a medical examination if that examination is job-related and consistent with business necessity. The federal courts, as well as the Equal Employment Opportunity Commission (EEOC), which is a federal agency responsible for administering and enforcing the civil rights laws against workplace discrimination, have found that this standard is met whenever an employer, relying on objective evidence, believes (a) that the employee's ability to perform his or her essential duties is being impaired by what may be a mental health condition or (b) the employee engages in conduct or behavior that calls into question whether the employee poses a significant risk of substantial harm to oneself or to others within the workplace.

If an individual with a disability requests an accommodation under the ADA, the appropriate University personnel will engage in the interactive process with that individual and the individual's healthcare provider to identify a reasonable and effective accommodation that will allow the individual to perform the essential functions of his or her position. In the absence of a safety risk or a disruption to the workplace, the individual should not be placed on leave during the interactive process.

- 4.7.2 **Procedures for Imposing Leave.** In determining whether to place an individual on leave, the appropriate administrator will first discuss the matter with the individual, whenever practicable, to determine whether a mutually acceptable resolution can be achieved. If a resolution cannot be achieved with the individual, the administrator will confer in advance, if practicable, with the appropriate elected faculty committee regarding the factual basis and the need for the individual's involuntary removal or reassignment. When consultation beforehand is not practicable, the administrator may proceed forward in imposing the leave with the understanding that contact with the appropriate faculty committee will occur as soon as practicable thereafter, but in no event less than forty-eight (48) hours after the leave is imposed. If the leave is being imposed due to a concern that the individual's presence in the workplace presents a significant risk of harm, the administrator also shall confer with and seek guidance from a threat assessment committee, if one exists, within that same timeframe. Both the faculty committee and the threat assessment committee should convene as quickly as possible to review the underlying circumstances giving rise to the leave and provide their respective recommendations regarding that leave to the administrator within ten (10) business days after being informed of the leave by the administrator. In the case of the faculty committee, the recommendation should address whether the leave is warranted, whether any of the terms or conditions of the leave should be modified, or whether some other action (such as initiation of formal disciplinary proceedings) should be taken instead. In the case of the threat assessment committee, the recommendation should focus on whether the conduct attributed to the individual presents a significant risk of harm to that individual, to others within the workplace, or to University property or facilities. Although not bound by the recommendations of either committee, the administrator will give due consideration to the recommendations of both committees and generally will defer to the assessment of risk rendered by the threat assessment committee. If the administrator's decision varies from the recommendation of either committee, the administrator will meet with the faculty committee for the purpose of explaining the basis for the variance. After meeting with the administrator, the faculty committee within its discretion may submit a letter to the administrator noting its disagreement with the decision and may share that letter with the affected individual. Whether the leave is imposed before or after the committee review, the administrator shall notify the affected individual in writing of the leave when the leave is imposed. The written notification will include the starting date of the leave, a summary of the alleged conduct or events giving rise to the leave, any restrictions, modifications, or limitations as to access or

duties during the leave, a summary of the process for responding to or addressing the allegations giving rise to the leave, and the circumstances under which the leave is anticipated to end. Expectations and evaluations of the individual's work performance while on leave must be compatible with the terms of the leave.

4.7.3 **Duration.** A leave will be limited in duration to the shortest period necessary to fulfill the purpose of the leave and will be subject to the reinstatement requirements set forth in Section 4.7.4 below. Accordingly, an individual who has been placed on leave due to significant risk of harm must be returned to duty as soon as the risk has been alleviated. Similarly, an individual who has been placed on leave for investigative purposes must be returned to duty upon the conclusion of a timely completed investigation. If the investigation results in the initiation of disciplinary proceedings against the individual, the administrator must file a complaint as specified in Section 4.15 (Academic Freedom and Tenure Committee) or Section 4.16 (Professional Conduct Committee) of these *Bylaws* and the ability and authority for the individual's continued removal from duty will be governed by the policies addressing those disciplinary proceedings.

4.7.4 **Reinstatement.** An individual placed on leave will be reinstated to his or her position upon the expiration of the leave. A leave cannot extend more than ninety (90) calendar days without additional review by a faculty committee and, if necessary, a threat assessment committee. If the administrator believes that the initial leave needs to be extended for a period of up to an additional ninety (90) calendar days, the administrator will follow the procedures specified in Section 4.7.2 for imposing a leave. The leave will be extended automatically if the administrator initiates formal disciplinary proceedings against the individual as specified in Section 4.15. (Academic Freedom and Tenure Committee) or Section 4.16 (Professional Conduct Committee) of these *Bylaws*.

4.7.4.1 **Expiration of Appointment While on Leave.** A leave imposed through the end of the appointment period is a termination for cause and requires the [CEO/President](#) or the Board of Regents to file a complaint with the Academic Freedom and Tenure Committee under Section 4.15.2(b) of these *Bylaws*. The period of the individual's appointment need not be extended beyond the appointment end date. If the individual would like to waive their right to a termination hearing, then they may do so in writing to the [CAO/Chancellor](#) and the faculty committee. If the individual does not respond to the complaint within twenty (20) calendar days, as specified under Section 4.15.2(c)(3) of these *Bylaws*, they will be understood to have waived their right to a termination hearing. A twenty (20) calendar day extension to this deadline may be granted by the faculty committee if a request is made in writing to the faculty committee with reasons provided for the need for the extension.

The affected individual automatically will be assigned a faculty representative, who will offer guidance and advice to the individual regarding the individual's due process rights and responsibilities. The individual may elect to refuse any guidance or advice offered by the representative.

If the individual was placed on leave pending an investigation into allegations of sexual misconduct, the procedures established under the University's sexual misconduct policies must be followed instead.

4.7.5 **Sanctions and Other Remedial Actions.** If an investigation conducted while an individual is on leave indicates that the imposition of a sanction or other remedial action may be

warranted, the appropriate administrator will inform the individual of the sanction or other remedial action that is being contemplated. Before any sanction or other remedial action is imposed, the individual will be afforded the opportunity to respond in writing to the proposed sanction or other remedial action. After giving due consideration to the individual's response, if any, the administrator may impose a lesser sanction or other remedial action. If the administrator determines that termination of the individual is warranted, the administrator must initiate and pursue the appropriate termination proceedings against the individual as set forth within Section 4.15 (Academic Freedom and Tenure Committee) of these *Bylaws*. If the administrator is seeking to impose a major sanction on the individual that falls short of termination (such as, without limitation, a suspension, a demotion in position, or a reduction in pay), the administrator must initiate and pursue the appropriate complaint proceedings against the individual as set forth within Section 4.16 (Professional Conduct Committee) of these *Bylaws*. For lesser sanctions or remedial actions (such as, without limitation, providing the individual with a letter of expectations or written reprimand), the individual may then seek to challenge the imposition of those lesser sanctions or remedial actions through the grievance procedures provided for within Section 4.14 of these *Bylaws*.

4.8 **Termination of an Appointment by a Professional Staff Member: Time.**

- (1) A member of the professional staff (Section 3.1.1 of these Bylaws) employed on an academic-year basis may terminate his or her appointment at the end of an academic year, if he or she gives notice at the earliest opportunity and not later than the latest of the following:
 - (a) May 15, or
 - (b) Thirty days after receiving notification of the terms and conditions of appointment for the coming academic year.
- (2) A member of the professional staff employed on other than an academic-year basis shall give notice at the earliest opportunity and in no case later than the latest of the following:
 - (a) Four months before the termination date of the appointment, or
 - (b) Thirty days after receiving notification of the terms and conditions of appointment for another term.

A member of the professional staff may properly request a waiver of the time requirements contained in this Section in case of hardship, or where he or she would otherwise be denied substantial professional advancement or other opportunity, but the member should abide by the decision on his or her request.

- 4.8.1 **Termination of a "Special Appointment" Prior to Expiration of the Stated Term: Reasons; Rights of the Appointee.** A "Special Appointment" may be terminated prior to the expiration of the stated term, or with less than 90 days' notice by the University if no term is stated, only for adequate cause, retirement for age or disability, bona fide discontinuance of a program or department, or extraordinary circumstances because of financial exigency. The CEO/President or CAO/Chancellor, as appropriate, shall be empowered to approve appeal and grievance procedures that will insure to staff with respect to termination of their non-faculty special appointments the rights similar to those provided by Section 4.14.2 and 4.15.2 of these *Bylaws* to staff with respect to termination of faculty appointments.

History: Amended, 49 BRUN 300 (16 June 1984)
 Added, 42 BRUN 52-53 (29 July 1978)

4.9 **Termination of an “Appointment for a Specific Term,” “Health Professions Faculty Appointment” or “Faculty Practice and Faculty Research Appointment” at Expiration of the Stated Term; Rights of the Appointee.** When the University notifies a person holding an Appointment for a Specific Term, Health Professions Faculty Appointment, or a Faculty Practice and Faculty Research Appointment, that his or her appointment will not be renewed at the expiration of the term stated, the appointee shall:

- (a) Have the opportunity to request a reconsideration by any individual or group making a recommendation or decision not to renew such an appointment and to offer evidence for that reconsideration.
- (b) Have the right to petition the Grievance Committee, if one is established at his or her major administrative unit pursuant to Section 4.14.1 of these Bylaws, and upon such petitioning shall have the rights provided by Section 4.14.2 of these Bylaws.

History: Amended, 73 BRUN 46-48 (9 October 2015)
Amended, 62 BRUN 14 (28 February 1998)
Amended, 53 BRUN 150-151 (6 May 1988)

4.10 **Termination of an “Appointment for a Specific Term,” “Health Professions Faculty Appointment” or “Faculty Practice and Faculty Research Appointment” Prior to Expiration of the Stated Term: Reasons; Rights of the Appointee.** An Appointment for a Specific Term, Health Professions Faculty Appointment, or Faculty Practice and Faculty Research Appointment may be terminated prior to the expiration of its term only for the reasons stated in Section 4.12 of these Bylaws, and before such termination the appointee shall have the rights specified in Section 4.15.2 of these Bylaws.

History: Amended, 73 BRUN 46-48 (9 October 2015)
Amended, 53 BRUN 151 (6 May 1988)

4.11 **Total Period of Service Prior to a "Continuous Appointment."** The total period of fulltime service on an Appointment for a Specific Term prior to acquisition of a Continuous Appointment shall not exceed seven years, including all previous tenure-related full-time service with the rank of instructor or higher in all accredited institutions of higher education. For faculty members with three or more years of previous tenure-related full-time service with the rank of instructor or higher at accredited institutions of higher education, a written agreement to an initial appointment for an Appointment for a Specific Term will not normally extend the period of service on an Appointment for a Specific Term at the University beyond four years before a Continuous Appointment is acquired, and in no case shall such agreement extend the period of service on an Appointment for a Specific Term at the University beyond seven years before a Continuous Appointment is acquired. The CEO /President may provide an adjustment of a faculty member’s appointment, or establish policies, where full-time service by the faculty member is interrupted by leave of absence due to maternity, disability or family and medical leave. Unless a contrary agreement is reached at the time the leave of absence is granted, time spent on an academic leave of absence shall be included in the period of service. A Continuous Appointment may be granted earlier, but not later, than the time limits specified in this Section. A person who is eligible under Section 4.4.3 of these Bylaws but not granted a Continuous Appointment in accordance with the time limits in this Section shall be given a Notice of Termination, but such notice shall comply with Section 4.4.2 of these Bylaws.

History: Amended, 75 BRUN 4 and 13 (25 January 2018)
Amended, 62 BRUN 14 (28 February 1998)
Amended, 44 BRUN 137 (15 March 1980)
Amended, 42 BRUN 53 (29 July 1978)
Amended, 40 BRUN 3 (20 November 1976)

4.12 **Termination of a Continuous Appointment: Grounds.** A Continuous Appointment may be terminated only for adequate cause, retirement for age or disability, bona fide discontinuance of a program or department, or extraordinary circumstances because of financial exigency. Before any termination for cause may occur, it shall be necessary to submit the matter to the Academic Freedom and Tenure Committee in the manner provided in Section 4.15.2 of these Bylaws.

4.13 **Termination of Appointments for Financial Exigency or Because of Discontinuance of a Program or Department: Time.** When any type of appointment is terminated because of financial exigency or discontinuance of a program or department, whether the termination is effective on or before the date stated for termination in the written appointment contract, the University shall give notice of termination as soon as possible, and shall make reasonable efforts to notify persons twelve (12) months prior to the effective date of termination. In such a case the released faculty member's place will not be filled by a replacement within a period of two years unless the released faculty member has been offered reappointment and a reasonable time within which to accept or decline it.

4.14 **Grievance Committee.**

4.14.1 **Grievance Committee: Power to Create.** Pursuant to authority granted by these *Bylaws*, the faculty governing agency of each major administrative unit is empowered to create a Faculty Grievance Committee, which shall have the powers specified in Section 4.14.2 of these Bylaws, in addition to any other powers granted by the faculty governing agency pursuant to these *Bylaws*.

4.14.2 **Powers of Faculty Grievance Committee.** Any Faculty Grievance Committee established under Section 4.14.1 of these Bylaws shall be empowered:

- (a) To consider a complaint filed by any faculty member alleging any grievance;
- (b) To seek to settle the grievance by informal methods of adjustment and settlement, either itself or by using the services of any officer or body directed to settle grievances and disputes by mediation, conciliation, or other informal methods;
- (c) To draft rules of procedure for the orderly and fair handling of grievances by the Committee, which rules shall become effective after notice and hearing when approved or modified by the Board, and, upon approval, shall be effective as a part of the Rules of the Board; and
- (d) To proceed, if informal methods fail to resolve the matter satisfactorily, with further proceedings, to be conducted in accordance with the Rules of Procedure approved by the Board under this Section, and in accordance with the following principles:
 - (1) If the grievance alleges that inadequate consideration was given to relevant matters by the person or body that took the action or made the decision that led to the grievance, the Grievance Committee shall investigate the facts, and, if convinced that inadequate consideration of the relevant matters occurred, state the facts found and the respects in which the consideration was inadequate. The Committee may order the matter reconsidered by the appropriate person, group or groups, or recommend that other rectifying action be taken. The Grievance Committee shall not substitute its judgment on the merits for that of the person, group, or groups that previously considered the decision.

- (2) If the grievance alleges that a discontinuance of a department or program is not bona fide, or that no extraordinary circumstances because of financial exigency exist, the Committee shall investigate and state its factual findings, conclusions, and recommendations in writing, which shall be filed with the [CAO](#)/Chancellor of the major administrative unit involved, the complainant, and the faculty governing agency.

4.15 Academic Freedom and Tenure Committee.

4.15.1 **Academic Freedom and Tenure Committee: Creation.** The faculty governing agency of each major administrative unit shall create an elected faculty Committee on Academic Freedom and Tenure, which shall have the powers specified in these *Bylaws*, and any other powers granted by the faculty governing agency and approved by the Board.

4.15.2 **Academic Freedom and Tenure Committee: Powers; Rules of Procedure.** The Committee established by Section 4.15.1 (Academic Freedom and Tenure Committee: Creation) [of these Bylaws](#) shall have the following powers and rules of procedure:

- (a) The Committee shall consider any complaint filed by any member of the professional staff alleging any procedural or substantive grievance that constitutes an allegation that action taken, or threatened, violates the complainant's academic freedom or academic tenure.
- (b) The Committee shall consider a complaint filed against any member of the faculty seeking to terminate his or her Continuous Appointment, his or her Appointment for a Specific Term prior to the termination date stated in the appointment, or his or her Special Appointment as a faculty member prior to its termination date, or his or her Health Professions Faculty Appointment, or his or her Faculty Practice or Faculty Research Appointment prior to the end of its stated term.
 - (1) The Board, or the [CEO](#)/President, shall have the authority to direct that proceedings under this subsection be instituted in the manner herein provided.
 - (2) Any [CAO](#)/Chancellor, Dean, director, or department chair, any Grievance Committee, or Professional Conduct Committee believing that there is reasonable cause to terminate a Continuous Appointment, an Appointment for a Specific Term, Health Professions Faculty Appointment, or a Faculty Practice or Faculty Research Appointment prior to the end of its stated term, shall certify his, her or its conclusion to that effect to the [CEO](#)/President, who shall determine if the complaint has sufficient merit to warrant investigation.
 - (i) In cases where the grounds for termination of a Continuous Appointment or an Appointment for a Specific Term are based in whole or in part on questions of professional competence, no such certification shall be made until the tenured members of the faculty member's school, division or department, or college in the absence of smaller units, have been consulted on the issues involving professional competence. Such consultation shall be effected through the appropriate administrator (department chair, school or division director, or dean) calling on fourteen (14) days' notice a meeting of the tenured faculty of the unit for the specific purpose of discussing the faculty member's professional competence. Votes on substantive matters relating to the faculty member's professional competence shall be by secret ballot. The report of such meeting, in the form of approved minutes containing a summary of the matters discussed and the votes taken, shall be forwarded by the administrator to the [CAO](#)/Chancellor for transmission to the [CEO](#)/President.

- (ii) In cases where the grounds for termination of a UNMC Health Professions Faculty Appointment, or a UNL or UNK Faculty Practice or Faculty Research Appointment are based in whole or in part on questions of professional competence, no such certification shall be made until the faculty holding such a UNMC, ~~or UNL~~ or UNK appointment who have received at least one promotion in academic rank while holding such an appointment and the tenured members of the faculty member's school, division or department, or college in the absence of small units, have been consulted on the issues involving professional competence. Such consultation shall be effected through the appropriate administrator (department chair, school or division director, or dean) calling on fourteen (14) days' notice a meeting of the eligible consulting faculty of the unit for the specific purpose of discussing the faculty member's professional competence. Votes on substantive matters relating to the faculty member's professional competence shall be by secret ballot. The report of such meeting, in the form of approved minutes containing a summary of the matters discussed and the votes taken, shall be forwarded by the administrator to the CAO/Chancellor for transmission to the CEO/President.
- (3) If the Board or CEO/President has determined that an investigation should be made, the CEO/President shall employ an attorney to make the investigation and report to the CEO/President if he or she believes reasonable cause exists for termination of the appointment. Investigation shall be made in such manner as the attorney so employed determines to be appropriate, but shall not involve a public hearing and shall be conducted on as confidential a basis as possible. The investigator shall prepare a report of the investigation and provide it to the CEO/President. The CEO/President shall provide a copy of said report to the CAO/Chancellor of the administrative unit involved. The report shall be considered a confidential communication. If the report recommends that no basis exists for terminating the appointment, and the Board accepts said report, no further proceedings shall be had with reference to terminating the appointment. If the Board does not accept said report, it may cause such further investigation to be made by such persons and in such manner as it deems appropriate and consistent with these *Bylaws*. If the report recommends that there is reasonable cause to terminate the appointment, the CEO/President or the Board may order the attorney making the report to file a complaint with the Academic Freedom and Tenure Committee, and to take the affirmative with respect to producing evidence to support the complaint.
- (c) The procedure with reference to complaints filed under paragraphs (a), (b), or (b) (1), Section 4.15.2 (Academic Freedom and Tenure Committee: Powers; Rules of Procedure) of these Bylaws shall be conducted in accordance with the following principles:
- (1) The complaint must be filed with the Committee and copy thereof served upon the person or persons charged in the complaint.
 - (2) The complaint shall state in concise terms the facts upon which it is based and the relief sought.
 - (3) The person(s) so charged shall have a period of twenty (20) days from the date of service of the complaint to file an answer in writing to the complaint. Copy of the answer must be served by such person(s) upon the attorney filing the complaint by regular United States mail with sufficient postage attached, properly addressed to said attorney, and mailed on or before twenty (20) days after filing the complaint.
 - (4) The Committee shall set the matter for hearing on as early a date as possible in order to permit the parties to reasonably prepare for the hearing.

- (5) The person(s) charged shall be entitled to be represented by counsel at the expense of such person(s).
- (6) The person(s) charged shall be entitled to be notified at least ten (10) days in advance of the hearing of the witnesses to be called by the attorney filing the complaint and of documents to be offered in evidence at the hearing, and the attorney conducting the hearing shall be obligated to provide such information within that time. The person(s) charged shall notify the attorney filing the complaint in writing at least five (5) days before the hearing of the witnesses to be called and documents to be offered in evidence at the hearing. No witnesses or documents not so listed shall be heard or received at the hearing, except in cases of surprise, or for the purpose of rebutting oral testimony of the other party, or for other justifiable cause found to exist by the Committee.
- (7) Testimony shall be taken under oath or affirmation. Every party shall have the right of cross-examination of witnesses who testify and shall have the right to submit rebuttal evidence.
- (8) The Committee may admit and give probative effect to evidence which possesses probative value commonly accepted by reasonably prudent persons in the conduct of their affairs. It may exclude incompetent, irrelevant, immaterial, and unduly repetitious evidence; provided, that any party may file with the Committee at least three (3) days before the hearing a written request that the rules of evidence followed by the District Courts in the State of Nebraska shall be applicable. If such a written request is filed, the Committee shall notify the parties that the proceedings shall comply with the principles of law with respect to proceedings in the District Courts in Nebraska, and all counsel and parties shall be bound by such rules and standards of ethics and codes of trial conduct as are applied in the District Courts.
- (9) In the event any party to the proceedings desires the issuance of a subpoena, such subpoena shall be issued at the direction of the Corporation Secretary, and may be served in the manner provided for subpoenas in the Nebraska Court Rules of Discovery.
- (d) The Committee shall draft rules or procedures not inconsistent with these *Bylaws* for the prompt, orderly and fair hearing of all complaints filed with the Committee. Said rules shall be submitted to the Board, and when approved or modified, after notice and hearing, shall constitute a part of the Rules of the Board.
- (e) The Committee shall submit to the Board the complete verbatim account of the hearing and all exhibits filed with the Committee, and report promptly to the Board and the staff member involved the Committee's findings, conclusions, and recommended action that the Committee deems advisable.
- (f) The Board has power to make the final decision, but except as herein provided, the Board shall decide upon the basis of the evidence submitted to the Committee and the report of the Committee. Unless clearly erroneous, the findings of fact made by the Committee shall be accepted. The Board shall give the Committee's findings and conclusions due consideration, and shall take into account the fact that the Committee is a representative committee of the faculty and had the opportunity to see and hear the witnesses who testified personally before the Committee. If the Board's decision is at variance with the recommendations of the Committee, the Board shall detail the reasons in a written opinion, and copies shall be provided to the parties concerned and the Committee. Once the Board has rendered its decision, the matter shall not be subject to further review except by appropriate court proceedings.

- (g) The Board on its own motion may receive additional evidence at a public hearing, after notice to interested parties, in any case where the Board in its discretion determines that justice requires such further hearing before the Board. Any person desiring to present additional evidence to the Board may apply to the Board for hearing before the Board. Before any such hearing is granted, showing shall be required that there is additional relevant evidence that has been discovered, or has developed, or which could not be produced at the prior hearing; that the same was not available at the prior hearing and could not have been discovered or produced by reasonable diligence.
- (h) In all proceedings before the Committee in which the termination of a Continuous Appointment, the termination of an Appointment for a Specific Term prior to its stated termination date, the termination of a Special Appointment as a faculty member prior to its termination date, or the termination of a Health Professions Faculty Appointment or a Faculty Practice or Faculty Research Appointment prior to its stated termination date are in issue, the burden of proof rests with the University and will be satisfied by the greater weight of the evidence in the record considered as a whole.
- (i) Prior to a decision by the Board, an individual holding an academic appointment shall not be relieved of, or assigned other, duties unless an appropriate administrator can show that placing the individual on paid administrative leave is warranted based on one or more of the reasons enumerated in Section 4.7.1 and can show that the procedures set forth in Section 4.7.2 of these *Bylaws* for placing individuals on leave have been followed. Salary will continue during any leave period and an assignment to other duties shall not diminish a staff member's salary.
- (j) The Committee shall have power to consider a request filed by any person, board or committee that alleges that a staff member should be subjected to sanctions less severe than appointment termination, and power to recommend in any case sanctions less severe than appointment termination where less severe sanctions seem appropriate.

History: Amended, 76 BRUN 69 (9 April 2021)
 Amended, 73 BRUN 46-48 (9 October 2015)
 Amended, 70 BRUN 47-48 (8 December 2011)
 Amended, 53 BRUN 151-154 (6 May 1988)
 Amended, 53 BRUN 80 (12 December 1987)
 Amended, 49 BRUN 300 (16 June 1984)
 Amended, 42 BRUN 53-54 (29 July 1978)

4.16 Professional Conduct Committee.

- 4.16.1 **Professional Conduct Committee: Power to Create.** Pursuant to power granted by these *Bylaws*, the faculty governing agency of each major administrative unit is empowered to create a Professional Conduct Committee, which shall have the functions and powers specified in Sections 4.16.2 (Powers and Procedures of Professional Conduct Committee) and 4.16.3 (Function of Professional Conduct Committee), in addition to any other power granted by the faculty governing agency to the Committee pursuant to these *Bylaws*.
- 4.16.2 **Powers of Professional Conduct Committee.** A Professional Conduct Committee shall be empowered:

- (a) To receive complaints from any person charging a member of the professional staff, as defined in Section 3.1.1 (Professional Staff) of these *Bylaws*, with professional misconduct. This includes complaints filed by a University officer against an individual holding an academic appointment seeking a suspension or other major sanction less than termination as described in Section 4.7.5 of these *Bylaws*. Upon receiving a complaint, the Professional Conduct Committee shall ensure the allegations contained within the complaint are shared with the accused individual and the appropriate administrators. The individual shall answer the complaint in writing, and that response shall be provided to the person filing the complaint.
- (b) To investigate the facts relevant to the charge and to make factual determinations. Said investigation shall include advising the affected party of the charge, hearing his or her response, and considering any evidence produced by such party.
- (c) Conclude whether there are reasonable grounds to believe that the person against whom the charge is directed committed acts that amount to professional misconduct. The burden of proof rests with the complainant and will be satisfied by the greater weight of the evidence in the record considered as a whole.
- (d) To advise the person filing the charge, and any other appropriate person or groups, of the Committee's conclusion and factual findings.
- (e) To recommend to the appropriate University officer, or group, whether action should be taken with respect to the charge, and the nature of such action.
- (f) To recommend other or lesser actions whenever deemed appropriate by the Committee.
- (g) The Committee shall draft rules or procedures not inconsistent with these *Bylaws* for the prompt, orderly, and fair consideration of all complaints filed with the Committee. Said rules shall be submitted to the Board, and when approved or modified, after notice and hearing, shall constitute a part of the Rules of the Board.
- (h) Prior to a decision by the University officer, an individual holding an academic appointment shall not be relieved of, or assigned other, duties unless an appropriate administrator can show that placing the individual on paid administrative leave is warranted based on one of the reasons enumerated in Section 4.7.1 and can show that the procedures set forth in Section 4.7.2 of these *Bylaws* for placing individual on leave have been followed. Salary will continue during any leave period and an assignment to other duties shall not diminish the individual's salary.

4.16.3 **Function of Professional Conduct Committee.** The Professional Conduct Committee's function shall be to ascertain facts, to interpret standards of professional conduct applicable to persons engaged in teaching, extension work, research, [university service](#), [outreach](#), [clinical service](#) and administration at the University, to apply those standards to the facts, to advise other persons or groups whether a violation of professional conduct has occurred, and to recommend an appropriate sanction, if it concludes a violation has occurred. The Professional Conduct Committee does not have power to impose sanctions, and its findings of fact, interpretations of professional standards, advice, and recommendation are not binding. The Professional Conduct Committee shall not serve as a prosecutor of cases involving alleged violations of professional standards. The Committee acts only in an advisory capacity. Although not binding, the University officer responsible for rendering the final decision on the complaint, however, will give due consideration to any findings, interpretations, advice, or recommendations issued by the Professional Conduct Committee. If the University officer's decision is at variance with the recommendations of the Professional Conduct Committee, the University

officer shall detail the reasons in a written opinion that will be provided to the Professional Conduct Committee as well as to the affected individual. Once the University officer has rendered his or her decision, the matter shall not be subject to further review except through appropriate court proceeding.

- 4.17 **“Extraordinary Circumstances Because of Financial Exigencies” and “Financial Exigency” Defined.** As used in Chapter IV of these *Bylaws* the term "extraordinary circumstances because of financial exigencies" or the term "financial exigency" shall mean a bona fide, imminent financial crisis of such magnitude, caused by financial circumstances beyond the control of the Board of Regents, that within a particular major administrative unit (campus) as a whole normal operations cannot be maintained and programs of the major administrative unit must therefore be significantly altered.

History: Added, 53 BRUN 80 (12 December 1987)

- 4.18 **Declaration of a Financial Exigency.** A state of financial exigency may only be found and declared by the Board of Regents upon the recommendation of the CEO/President in accordance with policy established by the Board for declaration of a state of financial exigency.

History: Added, 53 BRUN 80 (12 December 1987)

Chapter V. Responsibilities and Rights of Students

- 5.0 **Statement of Responsibility.** Students, like all members of the academic community, have the responsibility to create and support an educational environment. Each member of the community should be treated with respect and dignity. Each has the right to learn. This right imposes a duty not to infringe upon the rights of others. The academic community should assure its members those opportunities, protections, and privileges that provide the best climate for learning.
- 5.1 **Publicity of Rules Affecting Students.** Each major administrative unit shall publicize and keep current all rules, regulations, and policies concerning students, and ~~insure~~ensure that they are readily available to all students and other interested persons.
- 5.2 **Admissions Criteria.** The University shall publish the criteria for admission, academic progress, certificates, and degrees for all colleges and schools of the University. Admission to the University and the privileges of the University students shall not be denied to any person because of age, sex, race, color, national origin, or religious or political beliefs.
- 5.3 **Academic Evaluation.** Students shall be informed of the requirements, standards, objectives, and evaluation procedures at the beginning of each individual course. Each student shall be given a performance evaluation during the progress of the course if requested. Each College or school shall provide for a faculty-student appeals committee for students who believe that evaluation of their academic progress has been prejudiced or capricious. Such procedure shall provide for changing a student's evaluation upon the committee's finding that an academic evaluation by a member of a faculty has been improper. Each college or school shall provide a mechanism by which students have an opportunity to report their perceptions of courses and the methods by which they are being taught, provided, however, that such mechanism shall protect members of the faculty from capricious and uninformed judgments.
- 5.4 **Student Disciplinary Procedures.** Notwithstanding the provisions of Section 1.2 of these Bylaws relating to the adoption of rules and regulations by officers, groups or agencies of the University, the process described in this section shall govern the adoption of rules in relation to student discipline. Each major administrative unit shall adopt, subject to the approval of the Board, rules relating to student discipline and activities. Said rules shall be subject to approval or modification by the Board. Public hearing shall be held by the Board with reference to such rules and regulations, and when approved or modified by the Board after such hearing, shall be effective as part of the Rules of the Board. Each major administrative unit shall formulate such rules in consultation with appropriate student representatives. Rules relating to student discipline shall be enforced through clearly defined channels, and shall provide students with the following minimum procedural guarantees prior to any disciplinary action:
- (a) The right to be informed, in writing, of the specific charges against the student in sufficient time to insure the opportunity to prepare a defense.
 - (b) The right to be informed of the evidence against the student.
 - (c) An opportunity to present evidence in his or her own behalf.
 - (d) The right to maintain status as a student and to attend classes while the case is pending, unless continued presence constitutes an immediate harm to the student or others.
 - (e) The right to be given a hearing before a regularly constituted board in all cases involving expulsion or suspension.

(f) The hearing board must include student membership, and must grant the student:

- (1) The right to appear with an advisor of the students' choice.
- (2) The right to hear all evidence against the student, and to hear and question witnesses.
- (3) An opportunity to testify and to present evidence.
- (4) The right to appeal through appropriate channels as determined by the rules adopted by the major administrative unit. The decision of the hearing board shall be final subject only to appeal. The burden of proof shall rest upon the person bringing the charge. The decision of the hearing board must be based solely upon evidence introduced at the hearing. Evidence that would not be admissible in a State Court criminal proceeding by reason of the method or manner in which it was acquired shall not be admitted. A verbatim record of the hearing must be maintained.

History: Amended by the Corporation Secretary pursuant to the authority of Sec. 1.12 (b) of these *Bylaws* (27 April 2012)

5.5 **Law Violations.** Students who violate the law may incur penalties prescribed by civil authorities, but institutional authority should never be used merely to duplicate the function of general laws. Only where the institution's interests are distinctly and clearly involved should the special authority of the institution be asserted.

5.6 **Public Information Regarding Students.** Public information regarding students, rules with respect to confidentiality, and any release of information will be governed in accordance with Federal and State law. The Board is authorized to develop policies and procedures consistent with that law.

History: Amended, 74 BRUN 17 and 34-41 (1 June 2017)
Amended, 65 BRUN 142 (16 September 2005)
Amended, 57 BRUN 119 (13 June 1992)
Amended, 49 BRUN 300 (16 June 1984)

5.6.1 **Release of Information.** (Not Currently Used)

History: Amended, 74 BRUN 17 and 34-41 (1 June 2017)
Amended, 57 BRUN 119 (13 June 1992)

5.7 **Disciplinary Records.** Subject to any requirements of the Records Management Act, each major administrative unit shall provide for the periodic destruction of non-current disciplinary records.

5.8 **Entry in University Housing.** University officials or administrators will not make or authorize unlawful or unreasonable entry and search of University-owned housing rented by students.

5.9 **Student Communications Media.** Student publications and broadcasting stations shall be supervised in a manner such that editorial freedom will be maintained and that the corollary responsibilities will be governed by the canons of ethical journalism. Student publications financed in whole or in part by fees collected from all students at a major administrative unit shall be supervised by a publications committee for each major administrative unit. This committee shall have the full responsibility of a publisher and the power of decision on the proper application of the canons of ethics. Students shall comprise a majority of the membership, but

the committee shall also include members of the faculty and professional journalists from outside the University.

- 5.10 **Participation in Student Organizations.** Each major administrative unit shall permit students to organize and join associations to promote their common interests, and shall establish procedures for the official recognition of these organizations for use of campus facilities. Each such recognized student organization shall be required to comply with all applicable federal and state statutes and University regulations.

5.10.1 **Regulation of Fraternities, Sororities, and Living Units.** Each major administrative unit shall establish its own regulations for recognition and for governing fraternities, sororities, cooperative houses, and other formally recognized group-living units in accordance with Section 1.2 of these *Bylaws*.

History: Amended by the Corporation Secretary pursuant to the authority of Sec. 1.12 (b) of these *Bylaws* (27 April 2012)

- 5.11 **Campus Speakers.** Students shall be allowed to invite and hear any person of their own choosing. Those procedures required by the institution should insure orderly scheduling of facilities and adequate preparation for the event. However, the institutional control of campus facilities should not be used as a device of censorship.
- 5.12 **Demonstrations.** Students are free to express their beliefs and concerns in a variety of ways. In all cases, however, students are expected to function in an orderly manner within the framework of existing rules and laws. Such activity shall be conducted so as not to interfere with the rights of others or the normal activities of the University. Each major administrative unit shall provide reasonable rules and regulations relating to demonstrations.

In cases of the disruption of normal University activities, the [CAO](#)/Chancellor or his or her designee may impose temporary sanctions including suspensions.

Chapter VI. Business and Financial Management within the University of Nebraska

6.1 **Obligations.** Unless otherwise herein provided, no debt or obligation whatever shall be incurred in the name of the Board or the University, except in accordance with general or special apportionments authorized by the Board and entered in the record of its proceedings; or by the authority of a committee acting under instructions; or by the direction of the CEO /President when the Board is not in session. There shall be no sale of property to the University by any of its officers, faculty, or employees without specific approval. No purchase of supplies, equipment, or other personal property shall be made by or in the name of the University except upon an order signed by the duly authorized agents of the Board; nor shall any sales or exchanges of supplies and equipment or other personal property be made except through them, unless other provision therefore has been made by the Board.

6.2 **Claims.** All bills payable by the University must be presented in writing at the Office of the Senior Vice President for Business and Finance and CFO, or an office designated by him or her. When a bill has been vouchered and approved, provided there are monies available for the purpose, there shall be executed and issued an official certificate thereon to the State, as provided by law.

History: Amended, 59 BRUN 214-215 (10 December 1994)
Amended, 57 BRUN 119 (13 June 1992)
Amended, 46 BRUN 52 (25 July 1981)

6.3 **Personal Property.** The principal business officer of each individual major administrative unit shall be the custodian of personal property on that unit of the University. Such property belongs to the University as a whole and not to any department or division to which it has been allotted. University staff members shall be held accountable for any damage resulting from their negligence to property allotted to them, and shall not lend such property or permit the same to pass out of the control of a University employee, except upon a permit signed by the principal business officer or his or her designee.

6.4 **Contracts.** Contracts involving any University function shall be entered into in the name of the Board of Regents of the University of Nebraska. Except as hereafter provided, all contracts shall be approved by the Board in public session and executed by any two of the following officers: the Chair of the Board, the CEO /President, the Executive Vice President and Provost, the Corporation Secretary, the Senior Vice President for Business and Finance and CFO, the Associate Vice President for Business and Finance, any CAO/Chancellor, the Vice Chancellor for the Institute of Agriculture and Natural Resources, any Vice Chancellor for Academic Affairs, or any Vice Chancellor for Business and Finance. The Board may authorize the CEO /President, or administrative officers and professional staff employees designated by the CEO /President, to approve and execute certain contracts without Board approval. The exact types of contracts that the CEO /President or his or her designees may approve and execute shall be determined by written policy of the Board.

History: Amended, 59 BRUN 214-215 (10 December 1994)
Amended, 57 BRUN 119 (13 June 1992)
Amended, 51 BRUN 138-139 (15 November 1985)
Amended, 47 BRUN 148 (24 July 1982)
Amended, 46 BRUN 52 (25 July 1981)

6.5 **Rules for Use of Property.** The Board is authorized to prescribe rules governing the use of all University property by faculty, staff, employees, students, and the general public.

6.6 **Budgets.** On direction of the CEO /President, in accordance with guidelines established by the Board, the annual request budget for the entire University shall be prepared. The request budget shall be approved by the

Board before submission to the Governor's office and the Legislature by the CEO/President of the

University. The CEO/President shall submit the operating and capital construction budgets for all University activities, in accordance with legislative appropriations, for approval by the Board.

6.7 **Management of Records.** Notwithstanding anything herein to the contrary, management of records of the University is subject to the provisions of 84-1201 to 84-~~1220~~1229 Nebraska Revised Statutes (Records Management Act) and shall comply in all respects to the requirements of said Act.

6.8 **Legal Defense, Indemnification of Members of the Board, University Officers, Employees and Students in Training; Insurance and Risk Management.**

- (a) If a civil action is brought against any member of the Board, or any University officer, employee, or student in training, such individual may file a written request with the General Counsel for the University asserting that such civil action is based in fact upon an alleged act or omission occurring in the course and scope of his or her duties, employment or training. General Counsel for the University shall thereupon arrange for the legal defense of the requesting individual, unless after investigation it is found that the claim or demand does not arise out of an alleged act or omission occurring in the course and scope of duties, employment or training of the requesting individual, or that the act or omission complained of amounted to malfeasance in office or willful and wanton neglect of duty, in which case General Counsel for the University shall give the requesting individual written notice that the defense of the claim has been rejected by the University.
- (b) Any member of the Board or any University officer, employee or student in training against whom a civil action is brought, whose request for legal defense is accepted by General Counsel for the University pursuant to subsection (a) of this Section, shall cooperate fully with the General Counsel for the University in the defense of such action. If General Counsel for the University determines that such Board member, University officer, employee or student in training has not cooperated, or has otherwise acted to materially prejudice the defense of that individual's case, the University may at any time withdraw from the defense.
- (c) If General Counsel for the University rejects the defense of a claim pursuant to subsection (a) of this Section, or withdraws from the defense pursuant to subsection (b) of this Section, no funds of the University shall be paid in furtherance of the defense of the individual.
- (d) Action by General Counsel for the University pursuant to subsections (a) through (c) of this Section shall not prejudice the right of members of the Board, or any University officer, employee, or student in training to assert and establish as a defense that the claim arose out of an alleged act or omission occurring in the course and scope of duty, employment, or training, or that the act or omission complained of did not amount to malfeasance in office or willful or wanton neglect of duty. If the member of the Board, or University officer, employee, or student in training is successful in asserting such defense, he or she shall be reimbursed by the University for the reasonable costs and attorney's fees for defending the claim in addition to the indemnification provided by subsection (e) of this Section, if a judgment is rendered against such individual.
- (e) The University shall indemnify members of the Board, or any University officer, employee, or student in training, including its past Board members, officers, employees, or students in training, against any judgment for money damages and costs as a result of an act or omission occurring in the course and scope of University duties, employment or training after January 1, 1981. The foregoing right to indemnification shall not exceed the amount subject to collection by a party directly against the officer, employee, student in training or Board member. The provisions of this subsection shall not be interpreted

as an expansion of the personal liability of any University officer, employee, student in training, or employee of the University or member of the Board.

- (f) General Counsel for the University, together with the Senior Vice President for Business and Finance and CFO, and such other individuals whose involvement is necessary and proper, may formulate policies and procedures to implement this Section, and coordinate the processing of claims under this Section with University insurance and risk management policies and programs.
- (g) Coverage Definitions. This subsection defines words and phrases regarding persons who are within the potential coverage of this Section. Where appropriate, reference has been made to other definitional Sections of these *Bylaws*.
- (1) "Member(s) of the Board." This phrase includes persons within the class defined by the following Sections of these *Bylaws*: 1.2, 1.2.1, and 6.8, subsection (e).
- (2) "Employee(s) of the University." This phrase includes persons within personnel categories as defined by the following Sections of these *Bylaws*: 3.1~~.1~~, ~~3.1.2~~, ~~3.1.3~~, and 6.8, subsection (e).
- (3) "Officer(s) of the University." This phrase includes persons who serve on the bodies, committees, or Subcommittees mentioned by the following Sections of these *Bylaws*: 2.1, ~~2.3(h)~~, 2.2, 2.3, 2.4, 2.5, 2.6, 2.7~~8~~, 2.9, 2.10, 2.11, 2.12, 2.13, 2.14, 2.15, 4.14, 4.15, 4.16, 5.3, 5.4, 5.9, and 6.8 (e), and includes persons who serve as members of the Board of Governors of University Hospital.
- (4) "Students in training." This phrase includes any student of the University when acting for or on behalf of the University or when rendering service to another as part of his or her teaching or training by the University.

History: Amended, 58 BRUN 118 (10 July 1993)
Amended, 57 BRUN 119 (13 June 1992)
Amended, 52 BRUN 74 (10 October 1986)
Added, 46 BRUN 53-54 (25 July 1981)



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Program Monitoring Reports required by the Board of Regents (BOR)

☒ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

- When CCPE identifies a program as falling below its performance standards, an in-depth review and action plan is formulated to improve the program. The Board monitors such programs annually; CCPE specifies such reports be submitted for evaluation at a date specified when they approve the original in-depth report. None of the reports below will be forwarded to CCPE this year.
 - UNMC PhD in Biostatistics (CCPE receives its next report in June 2026)
 - Modest increases in enrollment, but employment demand for Biostatistics expertise is high, with very competitive salaries vs. graduate student wages – which limits recruitment and degree completers. PhD level expertise is essential to biomedical research. Students are engaged in this as part of their training and are critical new members of the research enterprise. Time to degree completion and completion numbers have improved.
 - UNL MS in Chemical Engineering (CCPE receives its next report in June 2030)
 - Plans put in place as part of the in-depth review are complete. These included a MS-PhD dual degree and an accelerated Master's program. The program is on track to meet the CCPE threshold of 5 graduates in the next academic year.
 - UNL MA and PhD in Economics (CCPE receives its next report in June 2030)
 - Progress has been made in the ability to enroll more PhD students per year. Funding was identified to support more Graduate Assistants, with the goal of enrolling 5 students per year. With a steady enrollment of 5 per year, over time, this will lead to an average of 3 graduates per year. The MA degree is non-enrolling and therefore, no plans have been made to increase enrollment in this program.

BACKGROUND INFORMATION

Degree Monitoring for programs designated by CCPE as falling below its Performance Standards are required by Neb. Rev. Stat. § 85-1414(5).

RECOMMENDATION

The President recommends approval of these reports.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Laboratory, Student, and Miscellaneous Fees for Academic Year 2025-2026

☒ **Review**

☐ **Review + Action**

☐ **Action**

☐ **Discussion**

☒ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

The changes in student fees approved by the President of the University of Nebraska for the 2025-2026 academic year are listed in the attached reports.

BACKGROUND INFORMATION

June 26, 2019 – The Board of Regents approved amendments to RP-5.9 of the *Policies of the Board of Regents* (the “*Policies*”) related to student fees. Fee(s) must be expended for the purpose for which they were collected; revenues must be expended for purposes that directly benefit students from whom they were collected; and students paying mandatory fees must have the opportunity to benefit from the activity supported by the fee. All fees must be reviewed once every four years.

APPROVAL

The President approved new fees and changes to existing fees for AY 2025-2026 on May 22, 2025.

University of Nebraska at Kearney				
Laboratory, Student, and Miscellaneous Fee Changes for 2025-26				
Department	Course Number	Current Fee	Proposed Fee	Reference
Academic Affairs				
Enrollment Management and Marketing	- Academic Success Fee	\$ 5.00	\$ 6.00	1
Information Technology Services	- Student Technology Fee	\$ 11.00	\$ 15.00	2
Academic Affairs (Department)				
Admissions	- New Student Enrollment Fee	\$ 60.00	\$ 100.00	3
Enrollment Management and Marketing	- Academic Success Fee	\$ 5.00	\$ 6.00	4
Business and Finance				
Business Services	- Laundry Fee	\$ 50.00	\$ 60.00	5
UNK Police	- Campus Security/Safety Fee	\$	\$ 30.00	6
Business and Finance (Department)				
Business Services	- Laundry Fee	\$ 50.00	\$ 60.00	7
UNK Police	- Campus Security/Safety Fee	\$	\$ 30.00	8
College of Arts and Sciences				
Chemistry	CHEM 360L - Organic Chemistry Laboratory	\$ 50.00	\$ 65.00	9
Chemistry	CHEM 301L - Analytical Chemistry Lab	\$ 45.00	\$ 70.00	10
Chemistry	CHEM 148 - Introductory Chemistry for the Health Sciences Lab	\$ 15.00	\$ 17.00	11
Chemistry	CHEM 250L - Fundamentals of Organic Chemistry Lab	\$ 40.00	\$ 57.00	12
Chemistry	CHEM 161L - General Chemistry Laboratory	\$ 30.00	\$ 31.00	13
Chemistry	CHEM 160L - General Chemistry Laboratory	\$ 30.00	\$ 34.00	14
Chemistry	CHEM 361L - Organic Chemistry Laboratory	\$ 50.00	\$ 52.00	15
Chemistry	CHEM 490L - Advanced Chemistry Laboratory	\$ 90.00	\$ 162.00	16
Physics, Astronomy, and Engineering	ENGR 325 - Mechanics of Materials	\$ 30.00	\$ 70.00	17
College of Business & Technology				
Industrial Technology	ITEC 168 - Introduction to Flight	\$ 4,836.00	\$ 9,365.00	18
Industrial Technology	ITEC 172 - Professional Flight I	\$ 10,175.00	\$ 8,855.00	19
Industrial Technology	ITEC 291 - Instrumental Pilot Theory	\$ 490.00	\$ 563.00	20
Industrial Technology	ITEC 292 - Professional Flight 2	\$ 11,037.00	\$ 13,305.00	21
Industrial Technology	ITEC 498 - Seminar in Construction Management	\$ 165.00	\$ 200.00	22
Industrial Technology	ITEC 293 - Professional Flight 3	\$ 13,766.00	\$ 16,062.00	23
Industrial Technology	ITEC 376 - Professional Flight 4	\$ 17,449.00	\$ 20,472.00	24
Industrial Technology	ITEC 377 - Professional Flight 5	\$ 7,333.00	\$ 8,999.00	25
Industrial Technology	ITEC 378 - Professional Flight 6	\$ 5,430.00	\$ 6,548.00	26
Industrial Technology	ITEC 379 - Professional Flight 7	\$ 4,060.00	\$ 4,958.00	27
Industrial Technology	ITEC 380 - Professional Flight 8	\$ 4,788.00	\$ 5,912.00	28
College of Education				
Kinesiology and Sports Sciences	NUTR 108 - Introduction to Nutrition	\$ 5.00	\$ 8.00	29
Kinesiology and Sports Sciences	NUTR 355 - Food Preparation for Optimal Health	\$ 58.00	\$ 71.00	30
Kinesiology and Sports Sciences	NUTR 385 - Advanced Nutrition	\$ 31.00	\$ 78.00	31
Kinesiology and Sports Sciences	REC 215 - Introduction to Outdoor Recreation	\$	\$ 10.00	32
Teacher Education	TESE 462 - Assessment in Special Education	\$ 15.00	\$ 273.00	33
Enrollment Management and Marketing				
Admissions	- New Student Enrollment Fee	\$ 60.00	\$ 100.00	34
Student Affairs				
Residence Life	- METS Fee	\$ 5.00	\$ 10.00	35
Admissions	- New Student Enrollment Fee	\$ 60.00	\$ 100.00	36

(1) The Academic Success Fee is assessed to both on-campus and online undergraduate students on a per credit hour basis. The fee is allocated to the Loper Success Hub, Student and Family Transitions, Learning Commons, and Academic Advising & Career Development offices. The fee increase will be used to support Clifton Strengths certification for staff in Academic Advising and Career Development and purchasing Clifton Strengths licenses for all UNK undergraduates. This fee will also support the purchase/operation of the EdSights student engagement platform, which acts as a virtual success coach and provides data to advisors for additional student support and tracking.
(2) The Student Technology Fee is assessed to all students on a per credit hour basis. It funds student-related technology and related support staff for systems utilized by students across all University campuses as well as systems specific to UNK. The last fee increase was in academic year 2015-16. This fee increase will address the inflationary price increases and consumption increases for student-related technology since the last fee increase. It will also allow continued introduction of new technology for students like advising systems, connected high tech classrooms, degree audit, and artificial intelligence.
(3) The New Student Enrollment Fee is a one-time fee charged to all first-time undergraduate students enrolled for 1 or more credit hours. It funds enrollment and transition events and experiences for all new students, funds student staff, and supports communication and advisement during enrollment. Additionally, it partially funds Student and Family Transitions activities that engage students and provide belonging and academic orientation during a student's first year. The fee increase will fund new student enrollment (NSE) refreshments, NSE leader minimum wage increases and additional staffing, portion of salary for an NSE Coordinator position, enrollment technology support & licenses, and additional orientation and programming materials/activities.
(4) The Academic Success Fee is assessed to both on-campus and online undergraduate students on a per credit hour basis. The fee is allocated to the Loper Success Hub, Student and Family Transitions, Learning Commons, and Academic Advising & Career Development offices. The fee increase will be used to support Clifton Strengths certification for staff in Academic Advising and Career Development and purchasing Clifton Strengths licenses for all UNK undergraduates. This fee will also support the purchase/operation of the EdSights student engagement platform, which acts as a virtual success coach and provides data to advisors for additional student support and tracking.
(5) The Laundry Fee is assessed each semester to all residential students with a housing contract except Village Flats residents. It is pooled with other revenue bond revenue (room & board contracts, parking fees, and other miscellaneous revenues) to pay the revenue bond program operating expenses, debt service, and required reserves. The laundry contract increased approximately \$35,000 beginning academic year 2024-25. A proposed increase of \$10/semester will generate additional revenue of \$30,000 annually to cover most of the contract increase.
(6) The new Campus Security/Safety Fee of \$30 per semester will be assessed to students taking at least one on-campus class. The fee will fund the addition of one full-time police officer position, increased salaries for all officers so they are competitive with peer agencies, mandated trainings, and adding more security cameras throughout campus.
(7) The Laundry Fee is assessed each semester to all residential students with a housing contract except Village Flats residents. It is pooled with other revenue bond revenue (room & board contracts, parking fees, and other miscellaneous revenues) to pay the revenue bond program operating expenses, debt service, and required reserves. The laundry contract increased approximately \$35,000 beginning academic year 2024-25. A proposed increase of \$10/semester will generate additional revenue of \$30,000 annually to cover most of the contract increase.
(8) The new Campus Security/Safety Fee of \$30 per semester will be assessed to students taking at least one on-campus class. The fee will fund the addition of one full-time police officer position, increased salaries for all officers so they are competitive with peer agencies, mandated trainings, and adding more security cameras throughout campus.
(9) This course is a chemistry lab. Lab costs include consumables (chemicals, ingredients, etc.), student drawers (beakers, flasks, test tubes, thermometers), balances, general lab supplies, experiment specific equipment (lasers, detectors, light sources, pH meters, data collection devices, etc.), stockroom supplies, and instrumentation (INSpRE Core equipment usage charges and other research equipment use). The course fee has not fully covered the lab costs in the past and is being increased so it will now. Cost per student is \$65.
(10) This course is a chemistry lab. Lab costs include consumables (chemicals, ingredients, etc.), student drawers (beakers, flasks, test tubes, thermometers), balances, general lab supplies, experiment specific equipment (lasers, detectors, light sources, pH meters, data collection devices, etc.), stockroom supplies, and instrumentation (INSpRE Core equipment usage charges and other research equipment use). The course fee has not fully covered the lab costs in the past and is being increased so it will now. Cost per student is \$70.
(11) This course is a chemistry lab. Lab costs include consumables (chemicals, ingredients, etc.), student drawers (beakers, flasks, test tubes, thermometers), balances, general lab supplies, experiment specific equipment (lasers, detectors, light sources, pH meters, data collection devices, etc.), and stockroom supplies. The course fee has not fully covered the lab costs in the past and is being increased so it will now. Cost per student is \$17.
(12) This course is a chemistry lab. Lab costs include consumables (chemicals, ingredients, etc.), student drawers (beakers, flasks, test tubes, thermometers), balances, general lab supplies, experiment specific equipment (lasers, detectors, light sources, pH meters, data collection devices, etc.), stockroom supplies, and instrumentation (INSpRE Core equipment usage charges and other research equipment use). The course fee has not fully covered the lab costs in the past and is being increased so it will now. Cost per student is \$57.
(13) This course is a chemistry lab. Lab costs include consumables (chemicals, ingredients, etc.), student drawers (beakers, flasks, test tubes, thermometers), balances, general lab supplies, experiment specific equipment (lasers, detectors, light sources, pH meters, data collection devices, etc.), and stockroom supplies. The course fee has not fully covered the lab costs in the past and is being increased so it will now. Cost per student is \$31.
(14) This course is a chemistry lab. Lab costs include consumables (chemicals, ingredients, etc.), student drawers (beakers, flasks, test tubes, thermometers), balances, general lab supplies, experiment specific equipment (lasers, detectors, light sources, pH meters, data collection devices, etc.), and stockroom supplies. The course fee has not fully covered the lab costs in the past and is being increased so it will now. Cost per student is \$34.

(15) This course is a chemistry lab. Lab costs include consumables (chemicals, ingredients, etc.), student drawers (beakers, flasks, test tubes, thermometers), balances, general lab supplies, experiment specific equipment (lasers, detectors, light sources, pH meters, data collection devices, etc.), stockroom supplies, and instrumentation (INSpRE Core equipment usage charges and other research equipment use). The course fee has not fully covered the lab costs in the past and is being increased so it will now. Cost per student is \$52.
(16) Courses are now charged a fee for using equipment in the INSpRE Core. This course fee covers the INSpRE Core equipment charges students incur for using the equipment in their coursework. Cost per student is \$162.
(17) Courses are now charged a fee for using equipment in the INSpRE Core. This course fee covers the INSpRE Core equipment charges students incur for using the equipment in their coursework as well as sample material for analysis. The fee increase would be for each student to use the atomic force microscope equipment for 1 hour each. Cost per student is \$70.
(18) ITEC 168 has been restructured to include flight training for the first half of the Private Pilot curriculum. Course costs include pilot headset, Jeppesen GFD Private Pilot Kit, paper charts, medical exam, simulator rental, aircraft rental, flight instruction, and a portion of two new necessary positions. The Chief Pilot position is needed for FAA accreditation, and the Clerical position is needed for creating and maintaining individual flight training documentation and the management of Aviation course fees and costs. Cost per student is \$9,365.
(19) The fee for ITEC 172 is being reduced due to a decrease in the required flight hours for this course. The reduction in flight hours is due to the transfer of some of these hours to be flown as part of ITEC 168. Course costs include an iPad Air, aircraft rental, flight instruction, and a portion of two new necessary positions. The Chief Pilot position is needed for FAA accreditation, and the Clerical position is needed for creating and maintaining individual flight training documentation and the management of Aviation course fees and costs. Cost per student is \$8,855.
(20) A fee increase for ITEC 291 is requested due to the cost of course materials increasing. Costs for the course include paper charts, FAA Knowledge Exam, and Jeppesen GFD Instrument/Commercial Kit. Cost per student is \$563.
(21) Aircraft rental and flight instruction costs have increased and two new positions will be funded from Aviation course fees, which necessitates a fee increase. Course costs include aircraft rental, flight instruction, and a portion of the two new necessary positions. The Chief Pilot position is needed for FAA accreditation, and the Clerical position is needed for creating and maintaining individual flight training documentation and the management of Aviation course fees and costs. Cost per student is \$13,305.
(22) The course fee is used to administer a Certified Associate Constructors certification exam to students so they can obtain the certification needed. The American Institute of Constructors administer the exam and now require all institutions to use an online format, which has an increased cost. Cost per student is \$200.
(23) Aircraft rental and flight instruction costs have increased and two new positions will be funded from Aviation course fees, which necessitates a fee increase. Course costs include aircraft rental, flight instruction, and a portion of the two new necessary positions. The Chief Pilot position is needed for FAA accreditation, and the Clerical position is needed for creating and maintaining individual flight training documentation and the management of Aviation course fees and costs. Cost per student is \$16,062.
(24) Aircraft rental and flight instruction costs have increased and two new positions will be funded from Aviation course fees, which necessitates a fee increase. Course costs include aircraft rental, flight instruction, and a portion of the two new necessary positions. The Chief Pilot position is needed for FAA accreditation, and the Clerical position is needed for creating and maintaining individual flight training documentation and the management of Aviation course fees and costs. Cost per student is \$20,472.
(25) Aircraft rental and flight instruction costs have increased and two new positions will be funded from Aviation course fees, which necessitates a fee increase. Course costs include aircraft rental, flight instruction, and a portion of the two new necessary positions. The Chief Pilot position is needed for FAA accreditation, and the Clerical position is needed for creating and maintaining individual flight training documentation and the management of Aviation course fees and costs. Cost per student is \$8,999.
(26) Aircraft rental and flight instruction costs have increased and two new positions will be funded from Aviation course fees, which necessitates a fee increase. Course costs include a Jeppesen GFD Flight Instructor Deluxe Kit, FAA Knowledge Exams, simulator rental, aircraft rental, flight instruction, and a portion of the two new necessary positions. The Chief Pilot position is needed for FAA accreditation, and the Clerical position is needed for creating and maintaining individual flight training documentation and the management of Aviation course fees and costs. Cost per student is \$6,548.
(27) Aircraft rental and flight instruction costs have increased and two new positions will be funded from Aviation course fees, which necessitates a fee increase. Course costs include a FAA Knowledge Exam, aircraft rental, flight instruction, and a portion of the two new necessary positions. The Chief Pilot position is needed for FAA accreditation, and the Clerical position is needed for creating and maintaining individual flight training documentation and the management of Aviation course fees and costs. Cost per student is \$4,958.
(28) Aircraft rental and flight instruction costs have increased and two new positions will be funded from Aviation course fees, which necessitates a fee increase. Course costs include aircraft rental, flight instruction, and a portion of the two new necessary positions. The Chief Pilot position is needed for FAA accreditation, and the Clerical position is needed for creating and maintaining individual flight training documentation and the management of Aviation course fees and costs. Cost per student is \$5,912.

(29) This course integrates two cooking demonstrations to facilitate hands-on experiential learning to in-class content. The fee covers the cost of consumable foods and utensils. Because of the increased costs of food, the cost for cooking demonstrations increased. Cost per student is \$8.
(30) This course covers a variety of aspects associated with food preparation. There are 10 cooking labs and a blood lipid analysis. Because of the increased costs of food, a fee increase is needed. Cost per student is \$71.
(31) Students study nutritional principles and the application of those principles across their lifespans and in various disease processes. Students undergo both body fat and resting metabolic rate measurements to understand how to assess and apply nutritional principles based on individual metabolism and muscle mass. Students also participate in cooking labs. Due to the increased costs of the cooking labs, a fee increase is needed. Cost per student is \$78.
(32) REC 215 is an outdoor recreation course which includes outdoor cooking demonstrations. The supplies for the cooking demonstrations include paper products, cooking utensils, foil, food, and propane. Cost per student is \$10.
(33) In TESE 462, students learn how to give academic assessments to individuals in order to identify if they may qualify as special education students. The costs for the course consist of consumables, subscriptions, and assessment kits which average a 7-year lifespan. Cost per student is \$273.
(34) The New Student Enrollment Fee is a one-time fee charged to all first-time undergraduate students enrolled for 1 or more credit hours. It funds enrollment and transition events and experiences for all new students, funds student staff, and supports communication and advisement during enrollment. Additionally, it partially funds Student and Family Transitions activities that engage students and provide belonging and academic orientation during a student's first year. The fee increase will fund new student enrollment (NSE) refreshments, NSE leader minimum wage increases and additional staffing, portion of salary for an NSE Coordinator position, enrollment technology support & licenses, and additional orientation and programming materials/activities.
(35) The Managing the Environment through Students (METS) Fee is assessed each semester to all residential students with a housing contract. It has not increased in over 15 years. The fee covers room repairs, common area damage repairs, and other maintenance needs in the residence halls. These costs have increased over the years. Some examples of specific costs in the past are replacement of fire extinguishers, broken or stolen signs, TV stands, and damaged equipment and furniture.
(36) The New Student Enrollment Fee is a one-time fee charged to all first-time undergraduate students enrolled for 1 or more credit hours. It funds enrollment and transition events and experiences for all new students, funds student staff, and supports communication and advisement during enrollment. Additionally, it partially funds Student and Family Transitions activities that engage students and provide belonging and academic orientation during a student's first year. The fee increase will fund new student enrollment (NSE) refreshments, NSE leader minimum wage increases and additional staffing, portion of salary for an NSE Coordinator position, enrollment technology support & licenses, and additional orientation and programming materials/activities.

University of Nebraska-Lincoln				
Laboratory, Student, and Miscellaneous Fee Changes for 2025-26				
Department	Course Number	Current Fee	Proposed Fee	Reference
AEM (Ag Hall, Entomology, Miller)				
Department of Entomology	ENTO 415/815 - Medical Entomology	\$ 50.00	\$	1
AVE Business Center				
Department of Animal Science	ASCI 400E - Advanced Horse Evaluation and Judging	\$	\$ 100.00	
Department of Animal Science	ASCI 400A - Advanced Meat Grading and Evaluation	\$	\$ 100.00	
Department of Animal Science	ASCI 410/810 - Processed Meats	\$ 40.00	\$ 80.00	2
Department of Animal Science	ASCI 311B - Meat Industry Study Tour	\$ 200.00	\$ 325.00	3
Department of Animal Science	ASCI 341 - Physiology and Management of Reproduction	\$ 55.00	\$ 80.00	4
BPAC Business Center				
School of Biological Sciences	BIOS416/816 - Biodiversity Conservation	\$ 10.00	\$	5
Big Red Business Center				
Johnny Carson Center for Emerging Media Arts	EMAR 111 - Story Lab 2	\$	\$ 25.00	6
School of Art, Art History and Design	PANT 251 - Beginning Painting	\$ 45.00	\$ 90.00	7
School of Art, Art History and Design	PANT 151 - Beginning Painting for Non Majors	\$ 45.00	\$ 90.00	8
JS Raikes School of Computer Science & Management	RAIK 341H - Honors: Marketing	\$	\$ 5.00	
Johnny Carson School of Theatre and Film	THEA 857 - Stage Rigging I	\$	\$ 50.00	
Johnny Carson School of Theatre and Film	THEA 457/857 - Stage Rigging I	\$	\$ 50.00	9
Interior Design Program	IDES 301 - Material Applications	\$ 80.00	\$ 100.00	10
Interior Design Program	IDES 416 - Product Design Visualization	\$ 80.00	\$ 100.00	
Architecture Program	ARCH 210 - Architectural Design Studio: Representation	\$	\$ 50.00	
Architecture Program	ARCH 311 - Architectural Design Studio: Situate	\$	\$ 300.00	
Architecture Program	ARCH 526 - Digital Fabrication	\$ 80.00	\$ 100.00	
Architecture Program	ARCH 310 - Architectural Design Studio: Organize	\$	\$ 50.00	
Architecture Program	ARCH 500 - Architecture Core Studio I: Project	\$	\$ 50.00	
Architecture Program	ARCH 510 - Advanced Architectural Design I	\$	\$ 50.00	
Architecture Program	ARCH 610 - Advanced Architectural Design III	\$	\$ 50.00	
Architecture Program	ARCH 211 - Architectural Design Studio: Ideation	\$	\$ 50.00	
Architecture Program	ARCH 411 - Architectural Design: Integrate	\$	\$ 50.00	
Architecture Program	ARCH 501 - Architecture Core Studio II: Incorporate	\$	\$ 50.00	
Architecture Program	ARCH 511 - Advanced Architectural Design II	\$	\$ 50.00	
Interior Design Program	IDES 211 - Interior Design Studio II	\$	\$ 50.00	
Community and Regional Planning Program	CRPL 990 - Planning Studio	\$	\$ 50.00	
Community and Regional Planning Program	CRPL 991 - Capstone Studio	\$	\$ 50.00	
College of Architecture	DSGN 410 - Design Studio: Collaborate	\$	\$ 50.00	
Interior Design Program	IDES 311 - Interior Design Studio IV	\$	\$ 50.00	
Interior Design Program	IDES 411 - Interior Design Studio V: Capstone Studio	\$	\$ 50.00	
Interior Design Program	IDES 310 - Interior Design Studio III	\$	\$ 50.00	
Interior Design Program	IDES 210 - Interior Design Studio I: Fundamentals of Designing Interior Environments	\$	\$ 50.00	
Landscape Architecture Program	LARC 211 - Studio II: Landscape Architecture Site Design	\$	\$ 50.00	
Landscape Architecture Program	LARC 311 - Design Studio IV: Ecological and Cultural Landscape Systems	\$	\$ 50.00	
Landscape Architecture Program	LARC 411 - Design Studio VI: Advanced Design in Landscape Architecture	\$	\$ 50.00	
Landscape Architecture Program	LARC 210 - Studio I: Landscape Architecture Design Foundations	\$	\$ 50.00	
Landscape Architecture Program	LARC 310 - Studio III: Landscape Architecture Advanced Site Design	\$	\$ 50.00	
Chancellor's Office				
Office of the Executive Vice Chancellor and Chief Academic Officer	- International Student Fee	\$ 120.00	\$ 200.00	11
Office of the Executive Vice Chancellor and Chief Academic Officer	- Law College Fee	\$ 1,050.00	\$ 1,437.00	12

University of Nebraska-Lincoln				
Laboratory, Student, and Miscellaneous Fee Changes for 2025-26				
College of Architecture				
Interior Design Program	IDES 301 - Material Applications	\$ 80.00	\$ 100.00	13
Interior Design Program	IDES 416 - Product Design Visualization	\$ 80.00	\$ 100.00	
Architecture Program	ARCH 210 - Architectural Design Studio: Representation	\$	\$ 50.00	
Architecture Program	ARCH 311 - Architectural Design Studio: Situate	\$	\$ 300.00	
Architecture Program	ARCH 526 - Digital Fabrication	\$ 80.00	\$ 100.00	
Architecture Program	ARCH 310 - Architectural Design Studio: Organize	\$	\$ 50.00	
Architecture Program	ARCH 500 - Architecture Core Studio I: Project	\$	\$ 50.00	
Architecture Program	ARCH 510 - Advanced Architectural Design I	\$	\$ 50.00	
Architecture Program	ARCH 610 - Advanced Architectural Design III	\$	\$ 50.00	
Architecture Program	ARCH 211 - Architectural Design Studio: Ideation	\$	\$ 50.00	
Architecture Program	ARCH 411 - Architectural Design: Integrate	\$	\$ 50.00	
Architecture Program	ARCH 501 - Architecture Core Studio II: Incorporate	\$	\$ 50.00	
Architecture Program	ARCH 511 - Advanced Architectural Design II	\$	\$ 50.00	
Interior Design Program	IDES 211 - Interior Design Studio II	\$	\$ 50.00	
Community and Regional Planning Program	CRPL 990 - Planning Studio	\$	\$ 50.00	
Community and Regional Planning Program	CRPL 991 - Capstone Studio	\$	\$ 50.00	
Interior Design Program	IDES 311 - Interior Design Studio IV	\$	\$ 50.00	
Interior Design Program	IDES 411 - Interior Design Studio V: Capstone Studio	\$	\$ 50.00	
Interior Design Program	IDES 310 - Interior Design Studio III	\$	\$ 50.00	
Interior Design Program	IDES 210 - Interior Design Studio I: Fundamentals of Designing Interior Environments	\$	\$ 50.00	
Landscape Architecture Program	LARC 211 - Studio II: Landscape Architecture Site Design	\$	\$ 50.00	
Landscape Architecture Program	LARC 311 - Design Studio IV: Ecological and Cultural Landscape Systems	\$	\$ 50.00	
Landscape Architecture Program	LARC 411 - Design Studio VI: Advanced Design in Landscape Architecture	\$	\$ 50.00	
Landscape Architecture Program	LARC 210 - Studio I: Landscape Architecture Design Foundations	\$	\$ 50.00	
Landscape Architecture Program	LARC 310 - Studio III: Landscape Architecture Advanced Site Design	\$	\$ 50.00	
College of Arts and Sciences				
School of Biological Sciences	BIOS416/816 - Biodiversity Conservation	\$ 10.00	\$	14
School of Global Integrative Studies	GIST 901 - Proseminar in Research and Professional Development	\$	\$ 15.00	
Department of Modern Languages and Literature	CZEC/FREN/GERM/JAPN/SPAN - multiple	\$ 10.00	\$	15
School of Global Integrative Studies	GLST 214 - Food and Culture	\$	\$ 15.00	16
School of Global Integrative Studies	GLST 484 - Global Studies Capstone	\$	\$ 20.00	
School of Global Integrative Studies	GLST 484 - Global Studies Capstone	\$	\$ 15.00	
College of Education and Human Sciences				
Department of Textiles, Merchandising & Fashion Design	TMFD 325 - Digital Apparel Design Studio	\$	\$ 225.00	17
Department of Nutrition and Health Sciences	ATHT 801 - Emergency Practices in Athletic Training	\$	\$ 40.00	18
College of Engineering				
Department of Electrical and Computer Engineering	ECEN 428/828 - Power Electronics	\$	\$ 30.00	
Department of Mechanical & Materials Engineering	MECH 321 - Engineering Statistics and Data Analysis	\$	\$ 10.00	
FCH BC (Fitley, Chase Hall)				
Agricultural Leadership, Education and Communication	ALEC 308/808 - Laboratory Instruction and Management	\$	\$ 60.00	19
HAPPI Business Center				
Department of Agronomy and Horticulture	PLAS 261 - Floral Design I	\$ 125.00	\$ 150.00	
Department of Agronomy and Horticulture	PLAS 262 - Floral Design II	\$ 125.00	\$ 150.00	
Hixson-Lied College of Fine and Performing Arts				
Johnny Carson Center for Emerging Media Arts	EMAR 111 - Story Lab 2	\$	\$ 25.00	20
School of Art, Art History and Design	PANT 251 - Beginning Painting	\$ 45.00	\$ 90.00	21
School of Art, Art History and Design	PANT 151 - Beginning Painting for Non Majors	\$ 45.00	\$ 90.00	22
Johnny Carson School of Theatre and Film	THEA 857 - Stage Rigging I	\$	\$ 50.00	
Johnny Carson School of Theatre and Film	THEA 457/857 - Stage Rigging I	\$	\$ 50.00	23

University of Nebraska-Lincoln				
Laboratory, Student, and Miscellaneous Fee Changes for 2025-26				
IANR				
Department of Animal Science	ASCI 400E - Advanced Horse Evaluation and Judging	\$	\$ 100.00	
Department of Nutrition and Health Sciences	ATHT 801 - Emergency Practices in Athletic Training	\$	\$ 40.00	24
School of Natural Resources	NRES 370 - Applied Climatology	\$ 20.00	\$	25
Department of Agronomy and Horticulture	PLAS 261 - Floral Design I	\$ 125.00	\$ 150.00	
Department of Agronomy and Horticulture	PLAS 262 - Floral Design II	\$ 125.00	\$ 150.00	
Department of Animal Science	ASCI 400A - Advanced Meat Grading and Evaluation	\$	\$ 100.00	
Department of Animal Science	ASCI 410/810 - Processed Meats	\$ 40.00	\$ 80.00	26
Department of Animal Science	ASCI 311B - Meat Industry Study Tour	\$ 200.00	\$ 325.00	27
Department of Entomology	ENTO 415/815 - Medical Entomology	\$ 50.00	\$	28
Department of Food Science and Technology	FDST 415/815 - Food Mycology	\$	\$ 50.00	29
Agricultural Leadership, Education and Communication	ALEC 308/808 - Laboratory Instruction and Management	\$	\$ 60.00	30
Department of Animal Science	ASCI 341 - Physiology and Management of Reproduction	\$ 55.00	\$ 80.00	31
School of Natural Resources	NRES 310 - Introduction to Forestry Management	\$ 15.00	\$ 45.00	32
Department of Food Science and Technology	FDST 131 - The Science of Food	\$	\$ 5.00	33
School of Natural Resources	NRES 222 - Ecology Laboratory	\$	\$ 25.00	34
School of Natural Resources	NRES 255 - Soil Health and Environment	\$	\$ 50.00	35
Department of Food Science and Technology	FDST 455L - Microbiology of Fermented Foods Lab	\$	\$ 50.00	36
School of Natural Resources	NRES 279 - Soil Evaluation	\$ 40.00	\$ 100.00	37
IANR-Cooperative Extension				
Department of Animal Science	ASCI 400E - Advanced Horse Evaluation and Judging	\$	\$ 100.00	
Department of Nutrition and Health Sciences	ATHT 801 - Emergency Practices in Athletic Training	\$	\$ 40.00	38
School of Natural Resources	NRES 370 - Applied Climatology	\$ 20.00	\$	39
Department of Agronomy and Horticulture	PLAS 261 - Floral Design I	\$ 125.00	\$ 150.00	
Department of Agronomy and Horticulture	PLAS 262 - Floral Design II	\$ 125.00	\$ 150.00	
Department of Animal Science	ASCI 400A - Advanced Meat Grading and Evaluation	\$	\$ 100.00	
Department of Animal Science	ASCI 410/810 - Processed Meats	\$ 40.00	\$ 80.00	40
Department of Animal Science	ASCI 311B - Meat Industry Study Tour	\$ 200.00	\$ 325.00	41
Department of Entomology	ENTO 415/815 - Medical Entomology	\$ 50.00	\$	42
Department of Food Science and Technology	FDST 415/815 - Food Mycology	\$	\$ 50.00	43
Department of Animal Science	ASCI 341 - Physiology and Management of Reproduction	\$ 55.00	\$ 80.00	44
School of Natural Resources	NRES 310 - Introduction to Forestry Management	\$ 15.00	\$ 45.00	45
Department of Food Science and Technology	FDST 131 - The Science of Food	\$	\$ 5.00	46
School of Natural Resources	NRES 222 - Ecology Laboratory	\$	\$ 25.00	47
School of Natural Resources	NRES 255 - Soil Health and Environment	\$	\$ 50.00	48
Department of Food Science and Technology	FDST 455L - Microbiology of Fermented Foods Lab	\$	\$ 50.00	49
School of Natural Resources	NRES 279 - Soil Evaluation	\$ 40.00	\$ 100.00	50
IANR-Research				
Department of Animal Science	ASCI 400E - Advanced Horse Evaluation and Judging	\$	\$ 100.00	
Department of Nutrition and Health Sciences	ATHT 801 - Emergency Practices in Athletic Training	\$	\$ 40.00	51
School of Natural Resources	NRES 370 - Applied Climatology	\$ 20.00	\$	52
Department of Agronomy and Horticulture	PLAS 261 - Floral Design I	\$ 125.00	\$ 150.00	
Department of Agronomy and Horticulture	PLAS 262 - Floral Design II	\$ 125.00	\$ 150.00	
Department of Animal Science	ASCI 400A - Advanced Meat Grading and Evaluation	\$	\$ 100.00	
Department of Animal Science	ASCI 410/810 - Processed Meats	\$ 40.00	\$ 80.00	53
Department of Animal Science	ASCI 311B - Meat Industry Study Tour	\$ 200.00	\$ 325.00	54
Department of Entomology	ENTO 415/815 - Medical Entomology	\$ 50.00	\$	55
Department of Food Science and Technology	FDST 415/815 - Food Mycology	\$	\$ 50.00	56
Agricultural Leadership, Education and Communication	ALEC 308/808 - Laboratory Instruction and Management	\$	\$ 60.00	57
Department of Animal Science	ASCI 341 - Physiology and Management of Reproduction	\$ 55.00	\$ 80.00	58
School of Natural Resources	NRES 310 - Introduction to Forestry Management	\$ 15.00	\$ 45.00	59

University of Nebraska-Lincoln				
Laboratory, Student, and Miscellaneous Fee Changes for 2025-26				
Department of Food Science and Technology	FDST 131 - The Science of Food	\$	\$ 5.00	60
School of Natural Resources	NRES 222 - Ecology Laboratory	\$	\$ 25.00	61
School of Natural Resources	NRES 255 - Soil Health and Environment	\$	\$ 50.00	62
Department of Food Science and Technology	FDST 455L - Microbiology of Fermented Foods Lab	\$	\$ 50.00	63
School of Natural Resources	NRES 279 - Soil Evaluation	\$ 40.00	\$ 100.00	64
IANR-Vice Chancellor				
Department of Animal Science	ASCI 400E - Advanced Horse Evaluation and Judging	\$	\$ 100.00	
School of Natural Resources	NRES 370 - Applied Climatology	\$ 20.00	\$	65
Department of Agronomy and Horticulture	PLAS 261 - Floral Design I	\$ 125.00	\$ 150.00	
Department of Agronomy and Horticulture	PLAS 262 - Floral Design II	\$ 125.00	\$ 150.00	
Department of Animal Science	ASCI 400A - Advanced Meat Grading and Evaluation	\$	\$ 100.00	
Department of Animal Science	ASCI 410/810 - Processed Meats	\$ 40.00	\$ 80.00	66
Department of Animal Science	ASCI 311B - Meat Industry Study Tour	\$ 200.00	\$ 325.00	67
Department of Entomology	ENTO 415/815 - Medical Entomology	\$ 50.00	\$	68
Department of Food Science and Technology	FDST 415/815 - Food Mycology	\$	\$ 50.00	69
Agricultural Leadership, Education and Communication	ALEC 308/808 - Laboratory Instruction and Management	\$	\$ 60.00	70
Department of Animal Science	ASCI 341 - Physiology and Management of Reproduction	\$ 55.00	\$ 80.00	71
School of Natural Resources	NRES 310 - Introduction to Forestry Management	\$ 15.00	\$ 45.00	72
Department of Food Science and Technology	FDST 131 - The Science of Food	\$	\$ 5.00	73
School of Natural Resources	NRES 222 - Ecology Laboratory	\$	\$ 25.00	74
School of Natural Resources	NRES 255 - Soil Health and Environment	\$	\$ 50.00	75
Department of Food Science and Technology	FDST 455L - Microbiology of Fermented Foods Lab	\$	\$ 50.00	76
School of Natural Resources	NRES 279 - Soil Evaluation	\$ 40.00	\$ 100.00	77
NIC BC (Nebraska Innovation Campus Business Center)				
Department of Food Science and Technology	FDST 415/815 - Food Mycology	\$	\$ 50.00	78
Department of Food Science and Technology	FDST 131 - The Science of Food	\$	\$ 5.00	79
Department of Food Science and Technology	FDST 455L - Microbiology of Fermented Foods Lab	\$	\$ 50.00	80
Natural Resource Business Center				
School of Natural Resources	NRES 370 - Applied Climatology	\$ 20.00	\$	81
School of Natural Resources	NRES 310 - Introduction to Forestry Management	\$ 15.00	\$ 45.00	82
School of Natural Resources	NRES 222 - Ecology Laboratory	\$	\$ 25.00	83
School of Natural Resources	NRES 255 - Soil Health and Environment	\$	\$ 50.00	84
School of Natural Resources	NRES 279 - Soil Evaluation	\$ 40.00	\$ 100.00	85
Natural Resources BC				
School of Natural Resources	NRES 370 - Applied Climatology	\$ 20.00	\$	86
School of Natural Resources	NRES 310 - Introduction to Forestry Management	\$ 15.00	\$ 45.00	87
School of Natural Resources	NRES 222 - Ecology Laboratory	\$	\$ 25.00	88
School of Natural Resources	NRES 255 - Soil Health and Environment	\$	\$ 50.00	89
School of Natural Resources	NRES 279 - Soil Evaluation	\$ 40.00	\$ 100.00	90
Vice Chancellor for Academic Affairs				
J S Raikes School of Computer Science & Management	RAIK 341H - Honors: Marketing	\$	\$ 5.00	
College of Architecture	DSGN 410 - Design Studio: Collaborate	\$	\$ 50.00	
Vice Chancellor for Student Life				
Campus Recreation	FITN 165 - Responding to Emergencies	\$	\$ 150.00	
Campus Recreation	FITN 102R - Running Basics	\$	\$ 35.00	
Campus Recreation	FITN 120W - Water Safety Instructor	\$	\$ 200.00	
Campus Recreation	FITN 108 - Mindful Movement and Meditation for Stress Reduction I	\$	\$ 65.00	
Campus Recreation	FITN 118 - Mindful Movement and Meditation for Stress Reduction II	\$	\$ 65.00	

University of Nebraska-Lincoln Laboratory, Student, and Miscellaneous Fee Changes for 2025-26	
(1) ENTO 415/815	Medical Entomology studies the direct and indirect importance of insects in human medicine. The course fee of \$50 is no longer needed.
(2) ASCI 410/810	Processed Meats teaches the science and technology of modern meat processing including the utilization of meat, non-meat ingredients, and processing techniques and their impact on processed meat characteristics. Laboratory provides hands-on application with the preparation, development, and evaluation of processed meats products. The course fee proposal is an increase of the current fee to cover the cost of purchasing ingredients and supplies for students to complete the laboratory activities and a field trip to a processing plant in Omaha. Expenses include Van rental, fuel and insurance: \$98.00; Meat products and ingredients: \$735.00. Total expenses: \$833/year. Enrollment: 10 students/year. Proposed Fee: \$80. Total Revenue: \$800/year.
(3) ASCI 311B	Meat Industry Study Tour is a five-day tour of livestock and meat/food processors. It provides an understanding of the industry's operations and problems. This fee is directly associated with transportation and lodging costs associated with the tour. Hotel and travel costs have increased since the course fee was last set in 2011. The hotel costs include 4 rooms each night based on the GSA rate for that particular city. Costs include Van Rental and Fuel: \$537.00; Monday Lodging in Des Moines: \$484.00; Tuesday and Wednesday Lodging in Milwaukee: \$1072.00; Thursday Lodging in Chicago: \$936.00; Student Trip Insurance: \$11.00; Tolls/parking: \$20.00. Total expenses: \$3060/year. Enrollment: 9 students/year. Proposed Fee: \$325. Total Revenue: \$2925/year.
(4) ASCI 341	Physiology and Management of Reproduction is the comparative anatomy and physiology of reproduction in domestic animals. It includes endocrine regulation of reproductive function, patterns of reproduction, economic consequences of sub-optimal reproductive performance, environmental influences on reproductive efficiency, application of selected techniques for controlling reproduction. The laboratory provides the application of techniques used in reproductive management. Since the last increase in lab fees for this course, many costs have increased. Expenses include Laboratory books: \$1,125.00; Timed-pregnant female rats: \$1,399.00; Male mice for semen freezing laboratory: \$141.00; Transportation of cattle from ENREEC to Animal Science Building: \$1,320.00; Cattle feed costs: \$108.00; Trailer disinfection for biosecurity: \$340.00; Undergraduate student labor for maintenance of cattle for laboratories: \$360.00; Anesthetics for surgical embryo recovery from pigs: \$263.00; Breeding supplies for swine laboratories: \$395.00; Swine feed costs: \$500.00; Labor for maintaining swine used in laboratories: \$450.00; Hormones for treatment of prepubertal female rats: \$91.00; Supplies for cattle palpation laboratories: \$511.00; Vinyl gloves: \$188.00; Paper towels: \$50.00. Total expenses: \$7241/year. Enrollment: 90 students/year. Proposed Fee: \$80. Total Revenue: \$7200/year.
(5) BIOS 416/816B	Biodiversity Conservation covers the basic conservation science theory and conservation decision making tools which are essential for making effective decisions for biodiversity conservation. Topics include systematic conservation planning, population viability analysis, risk assessment, and applying those tools to real conservation problems. Students were using R software provided on a server. Now students install and use the R software on their own laptops. The fee for the server, and therefore the course, is no longer needed.
(6) EMAR 111	Story Lab II is the continuation of concepts presented in Story Lab I. Introduction to the writing methods that are fundamental to media arts creation. The final module and project for this class has become a physical immersive installation. Materials have been paid for out of the instructor start-up package but that is not sustainable. Expenses include construction materials including paint, wood, foamcore, fabric, and cardboard: \$1,000.00. Total expenses: \$1000/year. Enrollment: 40 students/year. Proposed Fee: \$25. Total Revenue: \$1000/year.
(7) PANT 251	Beginning Painting is the introduction to painting stressing the creative use of form, light, color, and space as bases for expression of observed facts. The current lab fee insufficient to cover the cost of materials and was put in place in 2016-17. Expenses include canvas is \$10 per yard; wood (12'-dimensional lumber 1" x 2" is \$14 per 12 foot board); and others - staples, blades, glue for a total annual cost of \$3,600.00. Total expenses: \$3600/year. Enrollment: 40 students/year. Proposed Fee: \$90. Total Revenue: \$3600/year.
(8) PANT 151	Beginning Painting for Non-Majors is the introduction to oil painting stressing the creative use of form, light, color, and space as bases for expression of observed facts. Students learn to construct their own canvas in order to make paintings using the materials and supplies in our fabrication space. The current lab fee insufficient to cover the cost of materials. This was a new course in 2023-24 and an increase is being requested after review of PANT 251 Beginning Painting that had the same course fee in place since 2016-17. Expenses include canvas and dimensional lumber used to make stretchers and consumable shop supplies that include staples and glue: \$2,000.00. Total expenses: \$2000/year. Enrollment: 22 students/year. Proposed Fee: \$90. Total Revenue: \$1980/year.
(9) THEA 457/857	Stage Rigging I studies the theory and practice of rigging for live theatre. Extensive work with fly systems, rope systems, and standard rigging hardware. The proposed fee will provide supplies and hardware needed to teach the skills covered in the course. Expenses include wire rope & crimping supplies: \$200.00; rigging hardware such as shackles, carabiners, eye-bolts, turnbuckles: \$250.00; tool repair & maintenance: \$50.00. Total expenses: \$500/year. Enrollment: 10 students/year. Proposed Fee: \$50. Total Revenue: \$500/year.
(10) IDES 301	Material Applications teaches the conceptual application and aesthetic study of materials and the impact they have on an interior environments atmosphere and experience. Fabrication tools and techniques are studied and tested as they relate to the customization of materials and objects for interiors. This course meets entirely at Nebraska Innovation Studio. Due to the UNL Innovation Studio (NIS) fees increase, we request a course fee increase from \$80 to \$100. UNL NIS membership: \$3400.00. Total expenses: \$3400/year. Enrollment: 34 students/year. Proposed Fee: \$100. Total Revenue: \$3400/year.
(11)	The international student fee is charged to all degree-seeking students in the F-1, F-2, J-1, and J-2 immigration classifications, which make up the majority of our international student population. Since the implementation of the fee almost three decades ago, only two fee increases have occurred. In 2005, the fee was increased from \$25 to \$35. The second increase in 2013 adjusted the fee to \$120/semester for undergraduate students and \$70/semester for graduate students as the number of international students on campus was hitting an all-time high and the level of support services were limited. Currently, while enrollment of international students has declined due to a variety of factors, the costs of providing the level of support necessary to attract and retain and meet compliance regulations has increased. Over the last ten years (since the last fee increase), costs for personnel have increased approximately 20% and the data management system costs have increased 70%. This proposal was submitted last year and the \$70/semester fee for graduate students was approved to increase to \$120 to match the undergraduate fee. We are resubmitting the proposal to increase both fees to \$200, which was the intention with the proposal last year.

University of Nebraska-Lincoln Laboratory, Student, and Miscellaneous Fee Changes for 2025-26
(12) The law college fee, formerly known as the law library fee, covers costs uniquely associated with the law school, such as operating a special Law Library, unique IT and classroom technology needs, and a specialized career development office.
(13) IDES 301Material Applications teaches the conceptual application and aesthetic study of materials and the impact they have on an interior environments atmosphere and experience. Fabrication tools and techniques are studied and tested as they relate to the customization of materials and objects for interiors. This course meets entirely at Nebraska Innovation Studio. Due to the UNL Innovation Studio (NIS) fees increase, we request a course fee increase from \$80 to \$100. UNL NIS membership: \$3400.00. Total expenses: \$3400/year. Enrollment: 34 students/year. Proposed Fee: \$100. Total Revenue: \$3400/year.
(14) BIOS 416/816Biodiversity Conservation covers the basic conservation science theory and conservation decision making tools which are essential for making effective decisions for biodiversity conservation. Topics include systematic conservation planning, population viability analysis, risk assessment, and applying those tools to real conservation problems. Students were using R software provided on a server. Now students install and use the R software on their own laptops. The fee for the server, and therefore the course, is no longer needed.
(15) A Language Lab was needed to effectively teach languages to support the audio and video course activities of listening, speaking, writing, and viewing material. A course fee was put in place in 2004 to support the expenditures of the Language Lab which was required for all 100- and 200-level courses, and used heavily by students in advanced courses. The fee ranged from \$10-\$20 per course. The use of the Language Lab is no longer required for any of the language classes, due to the technological evolution of classrooms, the access to course materials online available to all students, and the ability of students to complete oral, writing, and reading tasks independently with their own devices. However, the space/lab will be maintained as students still use it to view videos, complete writing/listening assignments, recording activities, practice conversation, and receive tutoring support and supplemental instruction, among other things. The course fee will be removed. The carryforward of approximately \$100,000 will be used to maintain, repair, and update critical equipment such as projectors, computers, sound equipment in the Language Lab and adjoining classrooms. After the carryforward funds are expended, the department will seek other funding sources. The following 46 courses will have the course and lab fee removed CZEC 101FREN 307GERM 302SPAN 202 CZEC 102FREN 308GERM 303SPAN 203 FREN 101FREN 317GERM 304SPAN 204 FREN 102FREN 319GERM 307SPAN 210 FREN 181FREN 321GERM 308SPAN 303 FREN 201FREN 322JAPN 101SPAN 304 FREN 202FREN 323JAPN 102SPAN 305 FREN 203GERM 101JAPN 201SPAN 312 FREN 204GERM 102JAPN 202SPAN 313 FREN 210GERM 181JAPN 203SPAN 315 FREN 282GERM 201SPAN 101SPAN 317 FREN 301GERM 202SPAN 102SPAN 319 FREN 302GERM 210SPAN 110SPAN 321 FREN 303GERM 282SPAN 181SPAN 331 FREN 304GERM 301SPAN 201
(16) GLST 214Food and Culture fosters understanding of the relationship between food and culture. This course uses food as a lens to explore general topic areas such as identity, gender, language, family, nutrition, and health. The proposed fee would be used for field trips specifically designed to help students understand how food behaviors are shaped by culture. Students will visit two local restaurants to learn about the foods and sample various types. Additionally, the class will take a visit to a local grocery store serving non-traditional foods. Expenses for these trips include reimbursement for the sampled food: \$900.00 at the restaurants and \$300 at the grocery store. Total expenses: \$1200/year. Enrollment: 80 students/year. Proposed Fee: \$15. Total Revenue: \$1200/year.
(17) TMFD 325Digital Apparel Design Studio students acquire expertise in digital techniques for apparel design, including proficiency in digital 2D flat pattern tools and 3D fit analysis for garment creation. Students in this course learn to use industry standard software called Clo3D to design products and visualize new merchandise. Students entering the field of apparel design and product development need to know this software specifically. We have a contract with Clo3D for 13 licenses: \$2875/year. Total expenses: \$2875/year. Enrollment: 12 students/year. Proposed Fee: \$225. Total Revenue: \$2700/year.
(18) ATHT 801Emergency Practices in Athletic Training teaches preparation techniques and skills to provide emergency prehospital care for patients of all ages with a range of traumatic conditions. The purpose of this athletic training course is to prepare the students with the techniques and skills for emergent patient encounters that include but are not limited to proper external wound care and management. The proposed lab fee will purchase suture training kits that will allow each student the opportunity to develop the knowledge and skill of external wound closure using proper suturing material and the knowledge and skill to properly remove sutures after the wound has healed. Each student in the course will be provided a suturing kit that contains all of the material needed to develop and practice the skill needed for proper wound closure. Each kit will contain various types of external wounds so the student can practice closure techniques. The wounds are human skin-like material that will only allow a few practice attempts for each type of wound before the kit will no longer be effective. Due to the limited amount of suture material and the integrity of the human-like skin, each kit will only be good for one student per course. Each kit costs \$857.00. Total expenses: \$857/year. Enrollment: 20 students/year. Proposed Fee: \$40. Total Revenue: \$800/year.

University of Nebraska-Lincoln Laboratory, Student, and Miscellaneous Fee Changes for 2025-26	
(19) ALEC 308/808Laboratory Instruction and Management covers the planning, conducting, and administration of instructional programs related to experientially based education in school laboratory settings. The course introduces a variety of laboratory settings, including mechanics, greenhouse, and land labs, among others. This course is required for the teacher preparation options in Agricultural Education and Skilled and Technical Sciences, leading to either the B.S. degree in ALEC (for undergraduates) or transitional/alternative certification (for graduate students) to teach these career and technical skill areas in Nebraska. In order to receive a teaching license and/or certification in Agricultural Education and Skilled and Technical Sciences these students are required by the state of Nebraska to successfully pass the OSHA 10-Hour Construction Training examination. This examination is embedded in ALEC 308/808 as a mandatory assignment. The annual cost of the OSHA 10-Hour Construction Training Certification is \$60 per student. Total expenses: \$2400/year. Enrollment: 40 students/year. Proposed Fee: \$60. Total Revenue: \$2400/year.	
(20) EMAR 111Story Lab II is the continuation of concepts presented in Story Lab I. Introduction to the writing methods that are fundamental to media arts creation. The final module and project for this class has become a physical immersive installation. Materials have been paid for out of the instructor start-up package but that is not sustainable. Expenses include construction materials including paint, wood, foamcore, fabric, and cardboard: \$1,000.00. Total expenses: \$1000/year. Enrollment: 40 students/year. Proposed Fee: \$25. Total Revenue: \$1000/year.	
(21) PANT 251Beginning Painting is the introduction to painting stressing the creative use of form, light, color, and space as bases for expression of observed facts. The current lab fee insufficient to cover the cost of materials and was put in place in 2016-17. Expenses include canvas is \$10 per yard; wood (12'-dimensional lumber 1" x 2" is \$14 per 12 foot board); and others - staples, blades, glue for a total annual cost of \$3,600.00. Total expenses: \$3600/year. Enrollment: 40 students/year. Proposed Fee: \$90. Total Revenue: \$3600/year.	
(22) PANT 151Beginning Painting for Non-Majors is the introduction to oil painting stressing the creative use of form, light, color, and space as bases for expression of observed facts. Students learn to construct their own canvas in order to make paintings using the materials and supplies in our fabrication space. The current lab fee insufficient to cover the cost of materials. This was a new course in 2023-24 and an increase is being requested after review of PANT 251 Beginning Painting that had the same course fee in place since 2016-17. Expenses include canvas and dimensional lumber used to make stretchers and consumable shop supplies that include staples and glue: \$2,000.00. Total expenses: \$2000/year. Enrollment: 22 students/year. Proposed Fee: \$90. Total Revenue: \$1980/year.	
(23) THEA 457/857Stage Rigging I studies the theory and practice of rigging for live theatre. Extensive work with fly systems, rope systems, and standard rigging hardware. The proposed fee will provide supplies and hardware needed to teach the skills covered in the course. Expenses include wire rope & crimping supplies: \$200.00; rigging hardware such as shackles, carabiners, eye-bolts, turnbuckles: \$250.00; tool repair & maintenance: \$50.00. Total expenses: \$500/year. Enrollment: 10 students/year. Proposed Fee: \$50. Total Revenue: \$500/year.	
(24) ATHT 801Emergency Practices in Athletic Training teaches preparation techniques and skills to provide emergency prehospital care for patients of all ages with a range of traumatic conditions. The purpose of this athletic training course is to prepare the students with the techniques and skills for emergent patient encounters that include but are not limited to proper external wound care and management. The proposed lab fee will purchase suture training kits that will allow each student the opportunity to develop the knowledge and skill of external wound closure using proper suturing material and the knowledge and skill to properly remove sutures after the wound has healed. Each student in the course will be provided a suturing kit that contains all of the material needed to develop and practice the skill needed for proper wound closure. Each kit will contain various types of external wounds so the student can practice closure techniques. The wounds are human skin-like material that will only allow a few practice attempts for each type of wound before the kit will no longer be effective. Due to the limited amount of suture material and the integrity of the human-like skin, each kit will only be good for one student per course. Each kit costs \$857.00. Total expenses: \$857/year. Enrollment: 20 students/year. Proposed Fee: \$40. Total Revenue: \$800/year.	
(25) NRES 370Applied Climatology explores processes that give rise to spatial and temporal differences in climate. The course also studies various interrelationships between humans and climate, the influence of climate on building styles, the economy, water resources, human health, and society. The current fee is no longer needed.	
(26) ASCI 410/810Processed Meats teaches the science and technology of modern meat processing including the utilization of meat, non-meat ingredients, and processing techniques and their impact on processed meat characteristics. Laboratory provides hands-on application with the preparation, development, and evaluation of processed meats products. The course fee proposal is an increase of the current fee to cover the cost of purchasing ingredients and supplies for students to complete the laboratory activities and a field trip to a processing plant in Omaha. Expenses include Van rental, fuel and insurance: \$98.00; Meat products and ingredients: \$735.00. Total expenses: \$833/year. Enrollment: 10 students/year. Proposed Fee: \$80. Total Revenue: \$800/year.	
(27) ASCI 311BMeat Industry Study Tour is a five-day tour of livestock and meat/food processors. It provides an understanding of the industry's operations and problems. This fee is directly associated with transportation and lodging costs associated with the tour. Hotel and travel costs have increased since the course fee was last set in 2011. The hotel costs include 4 rooms each night based on the GSA rate for that particular city. Costs include Van Rental and Fuel: \$537.00; Monday Lodging in Des Moines: \$484.00; Tuesday and Wednesday Lodging in Milwaukee: \$1072.00; Thursday Lodging in Chicago: \$936.00; Student Trip Insurance: \$11.00; Tolls/parking: \$20.00. Total expenses: \$3060/year. Enrollment: 9 students/year. Proposed Fee: \$325. Total Revenue: \$2925/year.	
(28) ENTO 415/815Medical Entomology studies the direct and indirect importance of insects in human medicine. The course fee of \$50 is no longer needed.	
(29) FDST 415/815Food Mycology studies the role of fungi in human food, including edible and poisonous mushrooms, fungi used in food processing (especially yeasts), and the occurrence, growth, and mycotoxin production of molds in human foods, animal feeds, and the human environment. Methods and techniques for culturing, enumerating and identifying molds, yeasts, and mushrooms are explored as well as analytical methods for mycotoxins, and effects of food and feed processing on mycotoxin stability. Annual expenses include culture spawn to grow oyster mushrooms: \$50.00; foods fermented by fungi for demonstration and tasting (tempeh, Quorn or Nature's Fynd fungal protein, blue and Brie cheese, kombucha, traditional salami, oncom, soy sauce, Marmite, sourdough bread, etc.): \$228.00; API 20C Aux test strips for yeast identification: \$380.00; culture media: \$70.00; Starter cultures for class fermentations (tempeh and miso/soy sauce): \$15.00; Microscope slides: \$97.00; DNA sequencing: \$160.00; Total expenses: \$1000/year. Enrollment: 12 students/year. Proposed Fee: \$50. Total Revenue: \$600/year.	

University of Nebraska-Lincoln Laboratory, Student, and Miscellaneous Fee Changes for 2025-26
(30) ALEC 308/808Laboratory Instruction and Management covers the planning, conducting, and administration of instructional programs related to experientially based education in school laboratory settings. The course introduces a variety of laboratory settings, including mechanics, greenhouse, and land labs, among others. This course is required for the teacher preparation options in Agricultural Education and Skilled and Technical Sciences, leading to either the B.S. degree in ALEC (for undergraduates) or transitional/alternative certification (for graduate students) to teach these career and technical skill areas in Nebraska. In order to receive a teaching license and/or certification in Agricultural Education and Skilled and Technical Sciences these students are required by the state of Nebraska to successfully pass the OSHA 10-Hour Construction Training examination. This examination is embedded in ALEC 308/808 as a mandatory assignment. The annual cost of the OSHA 10-Hour Construction Training Certification is \$60 per student. Total expenses: \$2400/year. Enrollment: 40 students/year. Proposed Fee: \$60. Total Revenue: \$2400/year.
(31) ASCI 341Physiology and Management of Reproduction is the comparative anatomy and physiology of reproduction in domestic animals. It includes endocrine regulation of reproductive function, patterns of reproduction, economic consequences of sub-optimal reproductive performance, environmental influences on reproductive efficiency, application of selected techniques for controlling reproduction. The laboratory provides the application of techniques used in reproductive management. Since the last increase in lab fees for this course, many costs have increased. Expenses include Laboratory books: \$1,125.00; Timed-pregnant female rats: \$1,399.00; Male mice for semen freezing laboratory: \$141.00; Transportation of cattle from ENREEC to Animal Science Building: \$1,320.00; Cattle feed costs: \$108.00; Trailer disinfection for biosecurity: \$340.00; Undergraduate student labor for maintenance of cattle for laboratories: \$360.00; Anesthetics for surgical embryo recovery from pigs: \$263.00; Breeding supplies for swine laboratories: \$395.00; Swine feed costs: \$500.00; Labor for maintaining swine used in laboratories: \$450.00; Hormones for treatment of prepubertal female rats: \$91.00; Supplies for cattle palpation laboratories: \$511.00; Vinyl gloves: \$188.00; Paper towels: \$50.00. Total expenses: \$7241/year. Enrollment: 90 students/year. Proposed Fee: \$80. Total Revenue: \$7200/year.
(32) NRES 310Introduction to Forestry Management is the discussion of the history, biology, and management of the world's forest resources with emphasis on the Great Plains region. Topics include forest types and their relationship to site conditions, ecological principles of forest management, basic forest management practices, economic and policy decisions in forest management. This field-oriented lab emphasizes tree identification, forest ecology, forest management, and wood products. When the current fee was approved, enrollment was lower and only one van rental was needed. Now two van rentals are necessary and those costs have increased over the years. Two additional field trips have been added to the course. The field trips are core to exposing students to forests and management techniques currently in use. Expenses include van rental and fuel: \$794.00. Total expenses: \$794/year. Enrollment: 17 students/year. Proposed Fee: \$45. Total Revenue: \$765/year.
(33) FDST 131The Science of Food covers general and food chemistry, nutrition, food microbiology, food safety and quality, standards that are enforced by regulatory agencies, and food processes applied to improve food quality, shelf life and safety. Adding a course fee has become necessary. The course is taught online. Expenses for the demonstration kit include: food (cricket protein bars, mentos, dried fruit, etc.): \$2,450.00; ingredients (sorbitol, fruit fresh, etc.) and disposable supplies (small cups, Ziplock bags, etc.): \$900.00; Shipping boxes and packing tape: \$350.00; shipping costs through UNL mailing services: \$1,375.00. Total expenses: \$5,075/year. Enrollment: 1000 students/year. Proposed Fee: \$5. Total Revenue: \$5,000/year.
(34) NRES 222Ecology Laboratory explores field and lab experiments in terrestrial and aquatic ecology. Students will see the diverse nature of ecology research and will be engaged in all aspects of developing an ecological study: making observations, formulating hypotheses and predictions, designing experiments and strategies for data collection, statistical and graphical analysis, interpreting results, and reporting finding in written and oral formats. Supplies include lab packet: \$525.00; lab supplies (sample collection containers, field test kits, microscope slides, reagents): \$471.00; field supplies (marking flags, batteries for EC meters): \$67.00; Van rentals for four field trips: \$2,773.00. Total expenses: \$3836/year. Enrollment: 105 students/year. Proposed Fee: \$25. Total Revenue: \$2625/year.
(35) NRES 255Soil Health and Environment students develop a life-long interest in observing and studying soil health and ecosystems. This course provides the necessary academic skills to incorporate soil health principles into real-world applications, including natural resource conservation, evaluation of regenerative practices, and promotion of environmental sustainability. It prepares professionals and advocates of soil ecosystems. Students will participate in three field trips and several on-campus lab visits to learn and see what impacts soil health. During field trips, they collect samples and then test those samples in the lab and discuss their findings. The fee covers field trip costs and supplies used in the labs. Expenses include lab safety goggles, lab coats, Kim wipes; marking flags, aluminum pans, and newsprint (cleanup of desk surfaces): \$298.00; nitrile gloves, paper bags used to collect field samples, weather resistant labels, supplies to replenish field first aid kit, reagents, micro spatulas: \$236.00; Van rental and fuel: \$585.00. Total expenses: \$1119/year. Enrollment: 17 students/year. Proposed Fee: \$50. Total Revenue: \$850/year.
(36) FDST 455LMicrobiology of Fermented Foods Lab includes experiments involving the microorganisms and fermentation of foods and beverages. This course includes experimental approaches to characterize the microbes found in fermented foods, experiments to prepare and perform sensory evaluations on fermented foods, and field trips to local companies that produce fermented foods. Expenses include Bacto MRS Media: \$63.00; Bacto Agar262: \$66.00; Elliker Broth: \$108.00; NEB Phusion Polymerase: \$84.00; Sequencing services: \$100.00; Cheeses for sensory evaluation: \$75.00; Flour: \$60.00; Vegetables: \$20.00; Yogurt starter cultures: \$100.00; van rental and insurance: \$50. Total expenses: \$726/year. Enrollment: 10 students/year. Proposed Fee: \$50. Total Revenue: \$500/year.
(37) NRES 279Soil Evaluation applies fundamental knowledge to the description of soils in the field. Includes application of techniques employed in writing descriptions of soil morphology and in classifying and interpreting soils. The proposed course fee will cover the cost of travel associated with fieldwork for the course and a field equipment kit. This field-based course uses specialized soil testing and description equipment packaged into a kit. The field equipment kit includes color reference charts: \$600; clinometer: \$390; knife: \$50; test sieve: \$100; hand towels: \$10; spray bottle: \$4; hand lens: \$28; mortar and pestle: \$24; clipboard: \$28; bucket and storage lid: \$40. Vehicle rental and fuel: \$1,114.00. Total expenses: \$2388/year. Enrollment: 16 students/year. Proposed Fee: \$100. Total Revenue: \$1600/year.

University of Nebraska-Lincoln Laboratory, Student, and Miscellaneous Fee Changes for 2025-26
(38) ATHT 801Emergency Practices in Athletic Training teaches preparation techniques and skills to provide emergency prehospital care for patients of all ages with a range of traumatic conditions. The purpose of this athletic training course is to prepare the students with the techniques and skills for emergent patient encounters that include but are not limited to proper external wound care and management. The proposed lab fee will purchase suture training kits that will allow each student the opportunity to develop the knowledge and skill of external wound closure using proper suturing material and the knowledge and skill to properly remove sutures after the wound has healed. Each student in the course will be provided a suturing kit that contains all of the material needed to develop and practice the skill needed for proper wound closure. Each kit will contain various types of external wounds so the student can practice closure techniques. The wounds are human skin-like material that will only allow a few practice attempts for each type of wound before the kit will no longer be effective. Due to the limited amount of suture material and the integrity of the human-like skin, each kit will only be good for one student per course. Each kit costs \$857.00. Total expenses: \$857/year. Enrollment: 20 students/year. Proposed Fee: \$40. Total Revenue: \$800/year.
(39) NRES 370Applied Climatology explores processes that give rise to spatial and temporal differences in climate. The course also studies various interrelationships between humans and climate, the influence of climate on building styles, the economy, water resources, human health, and society. The current fee is no longer needed.
(40) ASCI 410/810Processed Meats teaches the science and technology of modern meat processing including the utilization of meat, non-meat ingredients, and processing techniques and their impact on processed meat characteristics. Laboratory provides hands-on application with the preparation, development, and evaluation of processed meats products. The course fee proposal is an increase of the current fee to cover the cost of purchasing ingredients and supplies for students to complete the laboratory activities and a field trip to a processing plant in Omaha. Expenses include Van rental, fuel and insurance: \$98.00; Meat products and ingredients: \$735.00. Total expenses: \$833/year. Enrollment: 10 students/year. Proposed Fee: \$80. Total Revenue: \$800/year.
(41) ASCI 311BMeat Industry Study Tour is a five-day tour of livestock and meat/food processors. It provides an understanding of the industry's operations and problems. This fee is directly associated with transportation and lodging costs associated with the tour. Hotel and travel costs have increased since the course fee was last set in 2011. The hotel costs include 4 rooms each night based on the GSA rate for that particular city. Costs include Van Rental and Fuel: \$537.00; Monday Lodging in Des Moines: \$484.00; Tuesday and Wednesday Lodging in Milwaukee: \$1072.00; Thursday Lodging in Chicago: \$936.00; Student Trip Insurance: \$11.00; Tolls/parking: \$20.00. Total expenses: \$3060/year. Enrollment: 9 students/year. Proposed Fee: \$325. Total Revenue: \$2925/year.
(42) ENTO 415/815Medical Entomology studies the direct and indirect importance of insects in human medicine. The course fee of \$50 is no longer needed.
(43) FDST 415/815Food Mycology studies the role of fungi in human food, including edible and poisonous mushrooms, fungi used in food processing (especially yeasts), and the occurrence, growth, and mycotoxin production of molds in human foods, animal feeds, and the human environment. Methods and techniques for culturing, enumerating and identifying molds, yeasts, and mushrooms are explored as well as analytical methods for mycotoxins, and effects of food and feed processing on mycotoxin stability. Annual expenses include culture spawn to grow oyster mushrooms: \$50.00; foods fermented by fungi for demonstration and tasting (tempeh, Quorn or Nature's Fynd fungal protein, blue and Brie cheese, kombucha, traditional salami, oncom, soy sauce, Marmite, sourdough bread, etc.): \$228.00; API 20C Aux test strips for yeast identification: \$380.00; culture media: \$70.00; Starter cultures for class fermentations (tempeh and miso/soy sauce): \$15.00; Microscope slides: \$97.00; DNA sequencing: \$160.00; Total expenses: \$1000/year. Enrollment: 12 students/year. Proposed Fee: \$50. Total Revenue: \$600/year.
(44) ASCI 341Physiology and Management of Reproduction is the comparative anatomy and physiology of reproduction in domestic animals. It includes endocrine regulation of reproductive function, patterns of reproduction, economic consequences of sub-optimal reproductive performance, environmental influences on reproductive efficiency, application of selected techniques for controlling reproduction. The laboratory provides the application of techniques used in reproductive management. Since the last increase in lab fees for this course, many costs have increased. Expenses include Laboratory books: \$1,125.00; Timed-pregnant female rats: \$1,399.00; Male mice for semen freezing laboratory: \$141.00; Transportation of cattle from ENREEC to Animal Science Building: \$1,320.00; Cattle feed costs: \$108.00; Trailer disinfection for biosecurity: \$340.00; Undergraduate student labor for maintenance of cattle for laboratories: \$360.00; Anesthetics for surgical embryo recovery from pigs: \$263.00; Breeding supplies for swine laboratories: \$395.00; Swine feed costs: \$500.00; Labor for maintaining swine used in laboratories: \$450.00; Hormones for treatment of prepubertal female rats: \$91.00; Supplies for cattle palpation laboratories: \$511.00; Vinyl gloves: \$188.00; Paper towels: \$50.00. Total expenses: \$7241/year. Enrollment: 90 students/year. Proposed Fee: \$80. Total Revenue: \$7200/year.
(45) NRES 310Introduction to Forestry Management is the discussion of the history, biology, and management of the world's forest resources with emphasis on the Great Plains region. Topics include forest types and their relationship to site conditions, ecological principles of forest management, basic forest management practices, economic and policy decisions in forest management. This field-oriented lab emphasizes tree identification, forest ecology, forest management, and wood products. When the current fee was approved, enrollment was lower and only one van rental was needed. Now two van rentals are necessary and those costs have increased over the years. Two additional field trips have been added to the course. The field trips are core to exposing students to forests and management techniques currently in use. Expenses include van rental and fuel: \$794.00. Total expenses: \$794/year. Enrollment: 17 students/year. Proposed Fee: \$45. Total Revenue: \$765/year.
(46) FDST 131The Science of Food covers general and food chemistry, nutrition, food microbiology, food safety and quality, standards that are enforced by regulatory agencies, and food processes applied to improve food quality, shelf life and safety. Adding a course fee has become necessary. The course is taught online. Expenses for the demonstration kit include: food (cricket protein bars, mentos, dried fruit, etc.): \$2,450.00; ingredients (sorbitol, fruit fresh, etc.) and disposable supplies (small cups, Ziplock bags, etc.): \$900.00; Shipping boxes and packing tape: \$350.00; shipping costs through UNL mailing services: \$1,375.00. Total expenses: \$5,075/year. Enrollment: 1000 students/year. Proposed Fee: \$5. Total Revenue: \$5,000/year.
(47) NRES 222Ecology Laboratory explores field and lab experiments in terrestrial and aquatic ecology. Students will see the diverse nature of ecology research and will be engaged in all aspects of developing an ecological study: making observations, formulating hypotheses and predictions, designing experiments and strategies for data collection, statistical and graphical analysis, interpreting results, and reporting finding in written and oral formats. Supplies include lab packet: \$525.00; lab supplies (sample collection containers, field test kits, microscope slides, reagents): \$471.00; field supplies (marking flags, batteries for EC meters): \$67.00; Van rentals for four field trips: \$2,773.00. Total expenses: \$3836/year. Enrollment: 105 students/year. Proposed Fee: \$25. Total Revenue: \$2625/year.

University of Nebraska-Lincoln Laboratory, Student, and Miscellaneous Fee Changes for 2025-26
(48) NRES 255Soil Health and Environment students develop a life-long interest in observing and studying soil health and ecosystems. This course provides the necessary academic skills to incorporate soil health principles into real-world applications, including natural resource conservation, evaluation of regenerative practices, and promotion of environmental sustainability. It prepares professionals and advocates of soil ecosystems. Students will participate in three field trips and several on-campus lab visits to learn and see what impacts soil health. During field trips, they collect samples and then test those samples in the lab and discuss their findings. The fee covers field trip costs and supplies used in the labs. Expenses include lab safety goggles, lab coats, Kim wipes; marking flags, aluminum pans, and newsprint (cleanup of desk surfaces): \$298.00; nitrile gloves, paper bags used to collect field samples, weather resistant labels, supplies to replenish field first aid kit, reagents, micro spatulas: \$236.00; Van rental and fuel: \$585.00. Total expenses: \$1119/year. Enrollment: 17 students/year. Proposed Fee: \$50. Total Revenue: \$850/year.
(49) FDST 455LMicrobiology of Fermented Foods Lab includes experiments involving the microorganisms and fermentation of foods and beverages. This course includes experimental approaches to characterize the microbes found in fermented foods, experiments to prepare and perform sensory evaluations on fermented foods, and field trips to local companies that produce fermented foods. Expenses include Bacto MRS Media: \$63.00; Bacto Agar262: \$66.00; Elliker Broth: \$108.00; NEB Phusion Polymerase: \$84.00; Sequencing services: \$100.00; Cheeses for sensory evaluation: \$75.00; Flour: \$60.00; Vegetables: \$20.00; Yogurt starter cultures: \$100.00; van rental and insurance: \$50. Total expenses: \$726/year. Enrollment: 10 students/year. Proposed Fee: \$50. Total Revenue: \$500/year.
(50) NRES 279Soil Evaluation applies fundamental knowledge to the description of soils in the field. Includes application of techniques employed in writing descriptions of soil morphology and in classifying and interpreting soils. The proposed course fee will cover the cost of travel associated with fieldwork for the course and a field equipment kit. This field-based course uses specialized soil testing and description equipment packaged into a kit. The field equipment kit includes color reference charts: \$600; clinometer: \$390; knife: \$50; test sieve: \$100; hand towels: \$10; spray bottle: \$4; hand lens: \$28; mortar and pestle: \$24; clipboard: \$28; bucket and storage lid: \$40. Vehicle rental and fuel: \$1,114.00. Total expenses: \$2388/year. Enrollment: 16 students/year. Proposed Fee: \$100. Total Revenue: \$1600/year.
(51) ATHT 801Emergency Practices in Athletic Training teaches preparation techniques and skills to provide emergency prehospital care for patients of all ages with a range of traumatic conditions. The purpose of this athletic training course is to prepare the students with the techniques and skills for emergent patient encounters that include but are not limited to proper external wound care and management. The proposed lab fee will purchase suture training kits that will allow each student the opportunity to develop the knowledge and skill of external wound closure using proper suturing material and the knowledge and skill to properly remove sutures after the wound has healed. Each student in the course will be provided a suturing kit that contains all of the material needed to develop and practice the skill needed for proper wound closure. Each kit will contain various types of external wounds so the student can practice closure techniques. The wounds are human skin-like material that will only allow a few practice attempts for each type of wound before the kit will no longer be effective. Due to the limited amount of suture material and the integrity of the human-like skin, each kit will only be good for one student per course. Each kit costs \$857.00. Total expenses: \$857/year. Enrollment: 20 students/year. Proposed Fee: \$40. Total Revenue: \$800/year.
(52) NRES 370Applied Climatology explores processes that give rise to spatial and temporal differences in climate. The course also studies various interrelationships between humans and climate, the influence of climate on building styles, the economy, water resources, human health, and society. The current fee is no longer needed.
(53) ASCI 410/810Processed Meats teaches the science and technology of modern meat processing including the utilization of meat, non-meat ingredients, and processing techniques and their impact on processed meat characteristics. Laboratory provides hands-on application with the preparation, development, and evaluation of processed meats products. The course fee proposal is an increase of the current fee to cover the cost of purchasing ingredients and supplies for students to complete the laboratory activities and a field trip to a processing plant in Omaha. Expenses include Van rental, fuel and insurance: \$98.00; Meat products and ingredients: \$735.00. Total expenses: \$833/year. Enrollment: 10 students/year. Proposed Fee: \$80. Total Revenue: \$800/year.
(54) ASCI 311BMeat Industry Study Tour is a five-day tour of livestock and meat/food processors. It provides an understanding of the industry's operations and problems. This fee is directly associated with transportation and lodging costs associated with the tour. Hotel and travel costs have increased since the course fee was last set in 2011. The hotel costs include 4 rooms each night based on the GSA rate for that particular city. Costs include Van Rental and Fuel: \$537.00; Monday Lodging in Des Moines: \$484.00; Tuesday and Wednesday Lodging in Milwaukee: \$1072.00; Thursday Lodging in Chicago: \$936.00; Student Trip Insurance: \$11.00; Tolls/parking: \$20.00. Total expenses: \$3060/year. Enrollment: 9 students/year. Proposed Fee: \$325. Total Revenue: \$2925/year.
(55) ENTO 415/815Medical Entomology studies the direct and indirect importance of insects in human medicine. The course fee of \$50 is no longer needed.
(56) FDST 415/815Food Mycology studies the role of fungi in human food, including edible and poisonous mushrooms, fungi used in food processing (especially yeasts), and the occurrence, growth, and mycotoxin production of molds in human foods, animal feeds, and the human environment. Methods and techniques for culturing, enumerating and identifying molds, yeasts, and mushrooms are explored as well as analytical methods for mycotoxins, and effects of food and feed processing on mycotoxin stability. Annual expenses include culture spawn to grow oyster mushrooms: \$50.00; foods fermented by fungi for demonstration and tasting (tempeh, Quorn or Nature's Fynd fungal protein, blue and Brie cheese, kombucha, traditional salami, oncom, soy sauce, Marmite, sourdough bread, etc.): \$228.00; API 20C Aux test strips for yeast identification: \$380.00; culture media: \$70.00; Starter cultures for class fermentations (tempeh and miso/soy sauce): \$15.00; Microscope slides: \$97.00; DNA sequencing: \$160.00; Total expenses: \$1000/year. Enrollment: 12 students/year. Proposed Fee: \$50. Total Revenue: \$600/year.
(57) ALEC 308/808Laboratory Instruction and Management covers the planning, conducting, and administration of instructional programs related to experientially based education in school laboratory settings. The course introduces a variety of laboratory settings, including mechanics, greenhouse, and land labs, among others. This course is required for the teacher preparation options in Agricultural Education and Skilled and Technical Sciences, leading to either the B.S. degree in ALEC (for undergraduates) or transitional/alternative certification (for graduate students) to teach these career and technical skill areas in Nebraska. In order to receive a teaching license and/or certification in Agricultural Education and Skilled and Technical Sciences these students are required by the state of Nebraska to successfully pass the OSHA 10-Hour Construction Training examination. This examination is embedded in ALEC 308/808 as a mandatory assignment. The annual cost of the OSHA 10-Hour Construction Training Certification is \$60 per student. Total expenses: \$2400/year. Enrollment: 40 students/year. Proposed Fee: \$60. Total Revenue: \$2400/year.

University of Nebraska-Lincoln Laboratory, Student, and Miscellaneous Fee Changes for 2025-26
(58) ASCI 341Physiology and Management of Reproduction is the comparative anatomy and physiology of reproduction in domestic animals. It includes endocrine regulation of reproductive function, patterns of reproduction, economic consequences of sub-optimal reproductive performance, environmental influences on reproductive efficiency, application of selected techniques for controlling reproduction. The laboratory provides the application of techniques used in reproductive management. Since the last increase in lab fees for this course, many costs have increased. Expenses include Laboratory books: \$1,125.00; Timed-pregnant female rats: \$1,399.00; Male mice for semen freezing laboratory: \$141.00; Transportation of cattle from ENREEC to Animal Science Building: \$1,320.00; Cattle feed costs: \$108.00; Trailer disinfection for biosecurity: \$340.00; Undergraduate student labor for maintenance of cattle for laboratories: \$360.00; Anesthetics for surgical embryo recovery from pigs: \$263.00; Breeding supplies for swine laboratories: \$395.00; Swine feed costs: \$500.00; Labor for maintaining swine used in laboratories: \$450.00; Hormones for treatment of prepubertal female rats: \$91.00; Supplies for cattle palpation laboratories: \$511.00; Vinyl gloves: \$188.00; Paper towels: \$50.00. Total expenses: \$7241/year. Enrollment: 90 students/year. Proposed Fee: \$80. Total Revenue: \$7200/year.
(59) NRES 310Introduction to Forestry Management is the discussion of the history, biology, and management of the world's forest resources with emphasis on the Great Plains region. Topics include forest types and their relationship to site conditions, ecological principles of forest management, basic forest management practices, economic and policy decisions in forest management. This field-oriented lab emphasizes tree identification, forest ecology, forest management, and wood products. When the current fee was approved, enrollment was lower and only one van rental was needed. Now two van rentals are necessary and those costs have increased over the years. Two additional field trips have been added to the course. The field trips are core to exposing students to forests and management techniques currently in use. Expenses include van rental and fuel: \$794.00. Total expenses: \$794/year. Enrollment: 17 students/year. Proposed Fee: \$45. Total Revenue: \$765/year.
(60) FDST 131The Science of Food covers general and food chemistry, nutrition, food microbiology, food safety and quality, standards that are enforced by regulatory agencies, and food processes applied to improve food quality, shelf life and safety. Adding a course fee has become necessary. The course is taught online. Expenses for the demonstration kit include: food (cricket protein bars, mentos, dried fruit, etc.): \$2,450.00; ingredients (sorbitol, fruit fresh, etc.) and disposable supplies (small cups, Ziplock bags, etc.): \$900.00; Shipping boxes and packing tape: \$350.00; shipping costs through UNL mailing services: \$1,375.00. Total expenses: \$5,075/year. Enrollment: 1000 students/year. Proposed Fee: \$5. Total Revenue: \$5,000/year.
(61) NRES 222Ecology Laboratory explores field and lab experiments in terrestrial and aquatic ecology. Students will see the diverse nature of ecology research and will be engaged in all aspects of developing an ecological study: making observations, formulating hypotheses and predictions, designing experiments and strategies for data collection, statistical and graphical analysis, interpreting results, and reporting finding in written and oral formats. Supplies include lab packet: \$525.00; lab supplies (sample collection containers, field test kits, microscope slides, reagents): \$471.00; field supplies (marking flags, batteries for EC meters): \$67.00; Van rentals for four field trips: \$2,773.00. Total expenses: \$3836/year. Enrollment: 105 students/year. Proposed Fee: \$25. Total Revenue: \$2625/year.
(62) NRES 255Soil Health and Environment students develop a life-long interest in observing and studying soil health and ecosystems. This course provides the necessary academic skills to incorporate soil health principles into real-world applications, including natural resource conservation, evaluation of regenerative practices, and promotion of environmental sustainability. It prepares professionals and advocates of soil ecosystems. Students will participate in three field trips and several on-campus lab visits to learn and see what impacts soil health. During field trips, they collect samples and then test those samples in the lab and discuss their findings. The fee covers field trip costs and supplies used in the labs. Expenses include lab safety goggles, lab coats, Kim wipes; marking flags, aluminum pans, and newsprint (cleanup of desk surfaces): \$298.00; nitrile gloves, paper bags used to collect field samples, weather resistant labels, supplies to replenish field first aid kit, reagents, micro spatulas: \$236.00; Van rental and fuel: \$585.00. Total expenses: \$1119/year. Enrollment: 17 students/year. Proposed Fee: \$50. Total Revenue: \$850/year.
(63) FDST 455LMicrobiology of Fermented Foods Lab includes experiments involving the microorganisms and fermentation of foods and beverages. This course includes experimental approaches to characterize the microbes found in fermented foods, experiments to prepare and perform sensory evaluations on fermented foods, and field trips to local companies that produce fermented foods. Expenses include Bacto MRS Media: \$63.00; Bacto Agar262: \$66.00; Elliker Broth: \$108.00; NEB Phusion Polymerase: \$84.00; Sequencing services: \$100.00; Cheeses for sensory evaluation: \$75.00; Flour: \$60.00; Vegetables: \$20.00; Yogurt starter cultures: \$100.00; van rental and insurance: \$50. Total expenses: \$726/year. Enrollment: 10 students/year. Proposed Fee: \$50. Total Revenue: \$500/year.
(64) NRES 279Soil Evaluation applies fundamental knowledge to the description of soils in the field. Includes application of techniques employed in writing descriptions of soil morphology and in classifying and interpreting soils. The proposed course fee will cover the cost of travel associated with fieldwork for the course and a field equipment kit. This field-based course uses specialized soil testing and description equipment packaged into a kit. The field equipment kit includes color reference charts: \$600; clinometer: \$390; knife: \$50; test sieve: \$100; hand towels: \$10; spray bottle: \$4; hand lens: \$28; mortar and pestle: \$24; clipboard: \$28; bucket and storage lid: \$40. Vehicle rental and fuel: \$1,114.00. Total expenses: \$2388/year. Enrollment: 16 students/year. Proposed Fee: \$100. Total Revenue: \$1600/year.
(65) NRES 370Applied Climatology explores processes that give rise to spatial and temporal differences in climate. The course also studies various interrelationships between humans and climate, the influence of climate on building styles, the economy, water resources, human health, and society. The current fee is no longer needed.
(66) ASCI 410/810Processed Meats teaches the science and technology of modern meat processing including the utilization of meat, non-meat ingredients, and processing techniques and their impact on processed meat characteristics. Laboratory provides hands-on application with the preparation, development, and evaluation of processed meats products. The course fee proposal is an increase of the current fee to cover the cost of purchasing ingredients and supplies for students to complete the laboratory activities and a field trip to a processing plant in Omaha. Expenses include Van rental, fuel and insurance: \$98.00; Meat products and ingredients: \$735.00. Total expenses: \$833/year. Enrollment: 10 students/year. Proposed Fee: \$80. Total Revenue: \$800/year.

University of Nebraska-Lincoln Laboratory, Student, and Miscellaneous Fee Changes for 2025-26
(67) ASCI 311BMeat Industry Study Tour is a five-day tour of livestock and meat/food processors. It provides an understanding of the industry's operations and problems. This fee is directly associated with transportation and lodging costs associated with the tour. Hotel and travel costs have increased since the course fee was last set in 2011. The hotel costs include 4 rooms each night based on the GSA rate for that particular city. Costs include Van Rental and Fuel: \$537.00; Monday Lodging in Des Moines: \$484.00; Tuesday and Wednesday Lodging in Milwaukee: \$1072.00; Thursday Lodging in Chicago: \$936.00; Student Trip Insurance: \$11.00; Tolls/parking: \$20.00. Total expenses: \$3060/year. Enrollment: 9 students/year. Proposed Fee: \$325. Total Revenue: \$2925/year.
(68) ENTO 415/815Medical Entomology studies the direct and indirect importance of insects in human medicine. The course fee of \$50 is no longer needed.
(69) FDST 415/815Food Mycology studies the role of fungi in human food, including edible and poisonous mushrooms, fungi used in food processing (especially yeasts), and the occurrence, growth, and mycotoxin production of molds in human foods, animal feeds, and the human environment. Methods and techniques for culturing, enumerating and identifying molds, yeasts, and mushrooms are explored as well as analytical methods for mycotoxins, and effects of food and feed processing on mycotoxin stability. Annual expenses include culture spawn to grow oyster mushrooms: \$50.00; foods fermented by fungi for demonstration and tasting (tempeh, Quorn or Nature's Fynd fungal protein, blue and Brie cheese, kombucha, traditional salami, oncom, soy sauce, Marmite, sourdough bread, etc.): \$228.00; API 20C Aux test strips for yeast identification: \$380.00; culture media: \$70.00; Starter cultures for class fermentations (tempeh and miso/soy sauce): \$15.00; Microscope slides: \$97.00; DNA sequencing: \$160.00; Total expenses: \$1000/year. Enrollment: 12 students/year. Proposed Fee: \$50. Total Revenue: \$600/year.
(70) ALEC 308/808Laboratory Instruction and Management covers the planning, conducting, and administration of instructional programs related to experientially based education in school laboratory settings. The course introduces a variety of laboratory settings, including mechanics, greenhouse, and land labs, among others. This course is required for the teacher preparation options in Agricultural Education and Skilled and Technical Sciences, leading to either the B.S. degree in ALEC (for undergraduates) or transitional/alternative certification (for graduate students) to teach these career and technical skill areas in Nebraska. In order to receive a teaching license and/or certification in Agricultural Education and Skilled and Technical Sciences these students are required by the state of Nebraska to successfully pass the OSHA 10-Hour Construction Training examination. This examination is embedded in ALEC 308/808 as a mandatory assignment. The annual cost of the OSHA 10-Hour Construction Training Certification is \$60 per student. Total expenses: \$2400/year. Enrollment: 40 students/year. Proposed Fee: \$60. Total Revenue: \$2400/year.
(71) ASCI 341Physiology and Management of Reproduction is the comparative anatomy and physiology of reproduction in domestic animals. It includes endocrine regulation of reproductive function, patterns of reproduction, economic consequences of sub-optimal reproductive performance, environmental influences on reproductive efficiency, application of selected techniques for controlling reproduction. The laboratory provides the application of techniques used in reproductive management. Since the last increase in lab fees for this course, many costs have increased. Expenses include Laboratory books: \$1,125.00; Timed-pregnant female rats: \$1,399.00; Male mice for semen freezing laboratory: \$141.00; Transportation of cattle from ENREEC to Animal Science Building: \$1,320.00; Cattle feed costs: \$108.00; Trailer disinfection for biosecurity: \$340.00; Undergraduate student labor for maintenance of cattle for laboratories: \$360.00; Anesthetics for surgical embryo recovery from pigs: \$263.00; Breeding supplies for swine laboratories: \$395.00; Swine feed costs: \$500.00; Labor for maintaining swine used in laboratories: \$450.00; Hormones for treatment of prepubertal female rats: \$91.00; Supplies for cattle palpation laboratories: \$511.00; Vinyl gloves: \$188.00; Paper towels: \$50.00. Total expenses: \$7241/year. Enrollment: 90 students/year. Proposed Fee: \$80. Total Revenue: \$7200/year.
(72) NRES 310Introduction to Forestry Management is the discussion of the history, biology, and management of the world's forest resources with emphasis on the Great Plains region. Topics include forest types and their relationship to site conditions, ecological principles of forest management, basic forest management practices, economic and policy decisions in forest management. This field-oriented lab emphasizes tree identification, forest ecology, forest management, and wood products. When the current fee was approved, enrollment was lower and only one van rental was needed. Now two van rentals are necessary and those costs have increased over the years. Two additional field trips have been added to the course. The field trips are core to exposing students to forests and management techniques currently in use. Expenses include van rental and fuel: \$794.00. Total expenses: \$794/year. Enrollment: 17 students/year. Proposed Fee: \$45. Total Revenue: \$765/year.
(73) FDST 131The Science of Food covers general and food chemistry, nutrition, food microbiology, food safety and quality, standards that are enforced by regulatory agencies, and food processes applied to improve food quality, shelf life and safety. Adding a course fee has become necessary. The course is taught online. Expenses for the demonstration kit include: food (cricket protein bars, mentos, dried fruit, etc.): \$2,450.00; ingredients (sorbitol, fruit fresh, etc.) and disposable supplies (small cups, Ziplock bags, etc.): \$900.00; Shipping boxes and packing tape: \$350.00; shipping costs through UNL mailing services: \$1,375.00. Total expenses: \$5,075/year. Enrollment: 1000 students/year. Proposed Fee: \$5. Total Revenue: \$5,000/year.
(74) NRES 222Ecology Laboratory explores field and lab experiments in terrestrial and aquatic ecology. Students will see the diverse nature of ecology research and will be engaged in all aspects of developing an ecological study: making observations, formulating hypotheses and predictions, designing experiments and strategies for data collection, statistical and graphical analysis, interpreting results, and reporting finding in written and oral formats. Supplies include lab packet: \$525.00; lab supplies (sample collection containers, field test kits, microscope slides, reagents): \$471.00; field supplies (marking flags, batteries for EC meters): \$67.00; Van rentals for four field trips: \$2,773.00. Total expenses: \$3836/year. Enrollment: 105 students/year. Proposed Fee: \$25. Total Revenue: \$2625/year.
(75) NRES 255Soil Health and Environment students develop a life-long interest in observing and studying soil health and ecosystems. This course provides the necessary academic skills to incorporate soil health principles into real-world applications, including natural resource conservation, evaluation of regenerative practices, and promotion of environmental sustainability. It prepares professionals and advocates of soil ecosystems. Students will participate in three field trips and several on-campus lab visits to learn and see what impacts soil health. During field trips, they collect samples and then test those samples in the lab and discuss their findings. The fee covers field trip costs and supplies used in the labs. Expenses include lab safety goggles, lab coats, Kim wipes; marking flags, aluminum pans, and newsprint (cleanup of desk surfaces): \$298.00; nitrile gloves, paper bags used to collect field samples, weather resistant labels, supplies to replenish field first aid kit, reagents, micro spatulas: \$236.00; Van rental and fuel: \$585.00. Total expenses: \$1119/year. Enrollment: 17 students/year. Proposed Fee: \$50. Total Revenue: \$850/year.

University of Nebraska-Lincoln Laboratory, Student, and Miscellaneous Fee Changes for 2025-26
(76) FDST 455LMicrobiology of Fermented Foods Lab includes experiments involving the microorganisms and fermentation of foods and beverages. This course includes experimental approaches to characterize the microbes found in fermented foods, experiments to prepare and perform sensory evaluations on fermented foods, and field trips to local companies that produce fermented foods. Expenses include Bacto MRS Media: \$63.00; Bacto Agar262: \$66.00; Elliker Broth: \$108.00; NEB Phusion Polymerase: \$84.00; Sequencing services: \$100.00; Cheeses for sensory evaluation: \$75.00; Flour: \$60.00; Vegetables: \$20.00; Yogurt starter cultures: \$100.00; van rental and insurance: \$50. Total expenses: \$726/year. Enrollment: 10 students/year. Proposed Fee: \$50. Total Revenue: \$500/year.
(77) NRES 279Soil Evaluation applies fundamental knowledge to the description of soils in the field. Includes application of techniques employed in writing descriptions of soil morphology and in classifying and interpreting soils. The proposed course fee will cover the cost of travel associated with fieldwork for the course and a field equipment kit. This field-based course uses specialized soil testing and description equipment packaged into a kit. The field equipment kit includes color reference charts: \$600; clinometer: \$390; knife: \$50; test sieve: \$100; hand towels: \$10; spray bottle: \$4; hand lens: \$28; mortar and pestle: \$24; clipboard: \$28; bucket and storage lid: \$40. Vehicle rental and fuel: \$1,114.00. Total expenses: \$2388/year. Enrollment: 16 students/year. Proposed Fee: \$100. Total Revenue: \$1600/year.
(78) FDST 415/815Food Mycology studies the role of fungi in human food, including edible and poisonous mushrooms, fungi used in food processing (especially yeasts), and the occurrence, growth, and mycotoxin production of molds in human foods, animal feeds, and the human environment. Methods and techniques for culturing, enumerating and identifying molds, yeasts, and mushrooms are explored as well as analytical methods for mycotoxins, and effects of food and feed processing on mycotoxin stability. Annual expenses include culture spawn to grow oyster mushrooms: \$50.00; foods fermented by fungi for demonstration and tasting (tempeh, Quorn or Nature's Fynd fungal protein, blue and Brie cheese, kombucha, traditional salami, oncom, soy sauce, Marmite, sourdough bread, etc.): \$228.00; API 20C Aux test strips for yeast identification: \$380.00; culture media: \$70.00; Starter cultures for class fermentations (tempeh and miso/soy sauce): \$15.00; Microscope slides: \$97.00; DNA sequencing: \$160.00; Total expenses: \$1000/year. Enrollment: 12 students/year. Proposed Fee: \$50. Total Revenue: \$600/year.
(79) FDST 131The Science of Food covers general and food chemistry, nutrition, food microbiology, food safety and quality, standards that are enforced by regulatory agencies, and food processes applied to improve food quality, shelf life and safety. Adding a course fee has become necessary. The course is taught online. Expenses for the demonstration kit include: food (cricket protein bars, mentos, dried fruit, etc.): \$2,450.00; ingredients (sorbitol, fruit fresh, etc.) and disposable supplies (small cups, Ziplock bags, etc.): \$900.00; Shipping boxes and packing tape: \$350.00; shipping costs through UNL mailing services: \$1,375.00. Total expenses: \$5,075/year. Enrollment: 1000 students/year. Proposed Fee: \$5. Total Revenue: \$5,000/year.
(80) FDST 455LMicrobiology of Fermented Foods Lab includes experiments involving the microorganisms and fermentation of foods and beverages. This course includes experimental approaches to characterize the microbes found in fermented foods, experiments to prepare and perform sensory evaluations on fermented foods, and field trips to local companies that produce fermented foods. Expenses include Bacto MRS Media: \$63.00; Bacto Agar262: \$66.00; Elliker Broth: \$108.00; NEB Phusion Polymerase: \$84.00; Sequencing services: \$100.00; Cheeses for sensory evaluation: \$75.00; Flour: \$60.00; Vegetables: \$20.00; Yogurt starter cultures: \$100.00; van rental and insurance: \$50. Total expenses: \$726/year. Enrollment: 10 students/year. Proposed Fee: \$50. Total Revenue: \$500/year.
(81) NRES 370Applied Climatology explores processes that give rise to spatial and temporal differences in climate. The course also studies various interrelationships between humans and climate, the influence of climate on building styles, the economy, water resources, human health, and society. The current fee is no longer needed.
(82) NRES 310Introduction to Forestry Management is the discussion of the history, biology, and management of the world's forest resources with emphasis on the Great Plains region. Topics include forest types and their relationship to site conditions, ecological principles of forest management, basic forest management practices, economic and policy decisions in forest management. This field-oriented lab emphasizes tree identification, forest ecology, forest management, and wood products. When the current fee was approved, enrollment was lower and only one van rental was needed. Now two van rentals are necessary and those costs have increased over the years. Two additional field trips have been added to the course. The field trips are core to exposing students to forests and management techniques currently in use. Expenses include van rental and fuel: \$794.00. Total expenses: \$794/year. Enrollment: 17 students/year. Proposed Fee: \$45. Total Revenue: \$765/year.
(83) NRES 222Ecology Laboratory explores field and lab experiments in terrestrial and aquatic ecology. Students will see the diverse nature of ecology research and will be engaged in all aspects of developing an ecological study: making observations, formulating hypotheses and predictions, designing experiments and strategies for data collection, statistical and graphical analysis, interpreting results, and reporting finding in written and oral formats. Supplies include lab packet: \$525.00; lab supplies (sample collection containers, field test kits, microscope slides, reagents): \$471.00; field supplies (marking flags, batteries for EC meters): \$67.00; Van rentals for four field trips: \$2,773.00. Total expenses: \$3836/year. Enrollment: 105 students/year. Proposed Fee: \$25. Total Revenue: \$2625/year.
(84) NRES 255Soil Health and Environment students develop a life-long interest in observing and studying soil health and ecosystems. This course provides the necessary academic skills to incorporate soil health principles into real-world applications, including natural resource conservation, evaluation of regenerative practices, and promotion of environmental sustainability. It prepares professionals and advocates of soil ecosystems. Students will participate in three field trips and several on-campus lab visits to learn and see what impacts soil health. During field trips, they collect samples and then test those samples in the lab and discuss their findings. The fee covers field trip costs and supplies used in the labs. Expenses include lab safety goggles, lab coats, Kim wipes; marking flags, aluminum pans, and newsprint (cleanup of desk surfaces): \$298.00; nitrile gloves, paper bags used to collect field samples, weather resistant labels, supplies to replenish field first aid kit, reagents, micro spatulas: \$236.00; Van rental and fuel: \$585.00. Total expenses: \$1119/year. Enrollment: 17 students/year. Proposed Fee: \$50. Total Revenue: \$850/year.
(85) NRES 279Soil Evaluation applies fundamental knowledge to the description of soils in the field. Includes application of techniques employed in writing descriptions of soil morphology and in classifying and interpreting soils. The proposed course fee will cover the cost of travel associated with fieldwork for the course and a field equipment kit. This field-based course uses specialized soil testing and description equipment packaged into a kit. The field equipment kit includes color reference charts: \$600; clinometer: \$390; knife: \$50; test sieve: \$100; hand towels: \$10; spray bottle: \$4; hand lens: \$28; mortar and pestle: \$24; clipboard: \$28; bucket and storage lid: \$40. Vehicle rental and fuel: \$1,114.00. Total expenses: \$2388/year. Enrollment: 16 students/year. Proposed Fee: \$100. Total Revenue: \$1600/year.

University of Nebraska-Lincoln Laboratory, Student, and Miscellaneous Fee Changes for 2025-26	
(86) NRES 370	Applied Climatology explores processes that give rise to spatial and temporal differences in climate. The course also studies various interrelationships between humans and climate, the influence of climate on building styles, the economy, water resources, human health, and society. The current fee is no longer needed.
(87) NRES 310	Introduction to Forestry Management is the discussion of the history, biology, and management of the world's forest resources with emphasis on the Great Plains region. Topics include forest types and their relationship to site conditions, ecological principles of forest management, basic forest management practices, economic and policy decisions in forest management. This field-oriented lab emphasizes tree identification, forest ecology, forest management, and wood products. When the current fee was approved, enrollment was lower and only one van rental was needed. Now two van rentals are necessary and those costs have increased over the years. Two additional field trips have been added to the course. The field trips are core to exposing students to forests and management techniques currently in use. Expenses include van rental and fuel: \$794.00. Total expenses: \$794/year. Enrollment: 17 students/year. Proposed Fee: \$45. Total Revenue: \$765/year.
(88) NRES 222	Ecology Laboratory explores field and lab experiments in terrestrial and aquatic ecology. Students will see the diverse nature of ecology research and will be engaged in all aspects of developing an ecological study: making observations, formulating hypotheses and predictions, designing experiments and strategies for data collection, statistical and graphical analysis, interpreting results, and reporting finding in written and oral formats. Supplies include lab packet: \$525.00; lab supplies (sample collection containers, field test kits, microscope slides, reagents): \$471.00; field supplies (marking flags, batteries for EC meters): \$67.00; Van rentals for four field trips: \$2,773.00. Total expenses: \$3836/year. Enrollment: 105 students/year. Proposed Fee: \$25. Total Revenue: \$2625/year.
(89) NRES 255	Soil Health and Environment students develop a life-long interest in observing and studying soil health and ecosystems. This course provides the necessary academic skills to incorporate soil health principles into real-world applications, including natural resource conservation, evaluation of regenerative practices, and promotion of environmental sustainability. It prepares professionals and advocates of soil ecosystems. Students will participate in three field trips and several on-campus lab visits to learn and see what impacts soil health. During field trips, they collect samples and then test those samples in the lab and discuss their findings. The fee covers field trip costs and supplies used in the labs. Expenses include lab safety goggles, lab coats, Kim wipes; marking flags, aluminum pans, and newsprint (cleanup of desk surfaces): \$298.00; nitrile gloves, paper bags used to collect field samples, weather resistant labels, supplies to replenish field first aid kit, reagents, micro spatulas: \$236.00; Van rental and fuel: \$585.00. Total expenses: \$1119/year. Enrollment: 17 students/year. Proposed Fee: \$50. Total Revenue: \$850/year.
(90) NRES 279	Soil Evaluation applies fundamental knowledge to the description of soils in the field. Includes application of techniques employed in writing descriptions of soil morphology and in classifying and interpreting soils. The proposed course fee will cover the cost of travel associated with fieldwork for the course and a field equipment kit. This field-based course uses specialized soil testing and description equipment packaged into a kit. The field equipment kit includes color reference charts: \$600; clinometer: \$390; knife: \$50; test sieve: \$100; hand towels: \$10; spray bottle: \$4; hand lens: \$28; mortar and pestle: \$24; clipboard: \$28; bucket and storage lid: \$40. Vehicle rental and fuel: \$1,114.00. Total expenses: \$2388/year. Enrollment: 16 students/year. Proposed Fee: \$100. Total Revenue: \$1600/year.

Nebraska College of Technical Agriculture (NCTA)				
Laboratory, Student, and Miscellaneous Fee Changes for 2025-26				
Department	Course Number	Current Fee	Proposed	Reference
ASI	ASI 2313 - Ration Formulation	\$ 30.00	\$ 10.00	1
VTS	VTS 1822 - Radiology I	\$ 60.00	\$ -	2
VTS	VTS 2823 - Radiology II	\$ 40.00	\$ -	3
VTS	VTS 2824 - Diagnostic Imaging	\$ -	\$ 200.00	4
VTS	VTS 2733 - Diseases of Vet Med	\$ -	\$ 25.00	5
VTS	VTS 1403 - Anatomy and Physiology	\$ 25.00	\$ 75.00	6
(1) Propose decreasing course fee to reduce student cost as a result of efficiencies gained in programming for the course. Annual revenue estimate based on FY2025-26 enrollment projections is approx. \$70 (spring only). Decreasing this fee was reviewed and/or approved by the program, NCTA Budget Committee, NCTA Executive Staff, and NCTA Dean's Council.				
(2) Deleting course fee due to the course being discontinued. Programming for this course is now offered in VTS 2824, Diagnostic Imaging. Deleting this fee was reviewed and/or approved by the program, NCTA Academic Council, NCTA Budget Committee, NCTA Executive Staff, and NCTA Dean's Council.				
(3) Deleting course fee due to the course being discontinued. Programming for this course is now offered in VTS 2824, Diagnostic Imaging. Deleting this fee was reviewed and/or approved by the program, NCTA Academic Council, NCTA Budget Committee, NCTA Executive Staff, and NCTA Dean's Council.				
(4) Propose adding course fee to assist in covering costs associated with enrollment, such as positioning aids, x-ray machine repairs and maintenance, calipers, film identification supplies, sedatives, needles, syringes, contrast agents, and other required course supplies. The subject matter and applied lab experiences include taking x-rays of dogs, cats, horses, birds, snakes, and rats; dental radiography is also included as per AVMA requirements. Direct imaging and converted laser scanning x-ray images are utilized. Film badges to track student and instructor exposure to radiation are required for this course, which cost \$250 per year per student. These course supplies are required and essential in order for students to learn, practice, and perform required skills. Annual revenue estimate based on FY2025-26 enrollment projections is approx. \$3,400 (spring only). Adding this fee was reviewed and approved by the department, NCTA Academic Council, NCTA Budget Committee, NCTA Executive Staff, and NCTA Dean's Council. <i>Note that the programming costs for Radiology I and Radiology 2, both discontinued, were migrated to the new course, VTS 2824, Diagnostic Imaging.</i>				
(5) Propose adding course fee to assist in covering costs associated with enrollment such as, but not limited to, the hands-on laboratory portion of the class, which has expanded to include additional large animal, primarily caprine, bovine, and equine necropsies. This important addition over the more traditional canine, feline, and laboratory animal necropsies requires personal protective equipment, gloves, and disinfectants. These course supplies are required and essential in order for students to learn, practice, and perform required skills. Annual revenue estimate based on FY2025-26 enrollment projections is approx. \$450 (fall only). Increasing this fee was reviewed and/or approved by the program, NCTA Budget Committee, NCTA Executive Staff, and NCTA Dean's Council.				
(6) Propose increasing course fee to assist in covering costs associated with enrollment, such as gloves, goggles, masks and disinfectants, humectant fluids, bags, scalpel blades, dissection tools needing replacement, and other related, essential course supplies. This course has moved to using non-formalin preserved specimens for the dissection portion of lab, which are safer for students and instructors to work with and demonstrate. Two students work with one canine specimen, each costing \$200. Bone models are replaced as needed. An online tracking system is used and requires a yearly membership fee. These course supplies are required and essential in order for students to learn, practice, and perform required skills. Annual revenue estimate based on FY2025-26 enrollment projections is approx. \$3,300 (fall only). Increasing this fee was reviewed and/or approved by the program, NCTA Budget Committee, NCTA Executive Staff, and NCTA Dean's Council.				

University of Nebraska Medical Center					
Laboratory, Student, and Miscellaneous Fee Changes for 2025-26					
Department	Course Number	Current Fee	Proposed Fee	Reference	
Office of the Chancellor					
Vice Chancellor for Academic Affairs	- Student Access & Success Fee (Fall & Spring Only)	\$ 105.00	\$ 115.25	1	
Vice Chancellor for Research					
College of Medicine	GCBA 812 Neuroanatomy - GCBA 812 Neuroanatomy	\$ 135.00	\$	2	
College of Medicine	GCBA 814 Neuroanatomy Lab (Masters in Medical Anat - GCBA 814 Neuroanatomy Lab (Masters in Medical Anatomy)	\$ 142.00	\$ 149.00	3	
College of Medicine	GCBA 825 Histology (Masters in Medical Anatomy) - GCBA 825 Histology (Masters in Medical Anatomy)	\$ 212.00	\$ 223.00	4	
College of Medicine	GCBA 826 Histology - GCBA 826 Histology	\$ 202.00	\$	5	
College of Medicine	GCBA 830 Electron Microscopy - GCBA 830 Electron Microscopy	\$ 139.00	\$ 140.00	6	
College of Medicine	GCBA 832 Cell & Tissue Culture - GCBA 832 Cell & Tissue Culture	\$ 139.00	\$	7	
College of Medicine	GCBA 909 Gross Anatomy Lab (Masters in Medical Ana - GCBA 909 Gross Anatomy Lab (Masters in Medical Anatomy)	\$ 2,104.00	\$ 2,209.00	8	
College of Medicine	GCBA 913 Cross-Sectional Anatomy 1 (Masters in Med - GCBA 913 Cross-Sectional Anatomy 1 (Masters in Medical Anatomy)	\$ 1,003.00	\$ 1,053.00	9	
College of Medicine	GCBA 924 Selected Problems in Electron Microscopy - GCBA 924 Selected Problems in Electron Microscopy	\$ 132.00	\$ 146.00	10	
College of Medicine	M-ID 711 Anatomic Dissection - M-ID 711 Anatomic Dissection	\$ 966.00	\$	11	
College of Nursing	NRSG 250 Principles of Care of Hospitalized Patien - NRSG 250 Principles of Care of Hospitalized Patient	\$ 75.00	\$ 80.00	12	
College of Nursing	NRSG 304 Patient Centered Care I - NRSG 304 Patient Centered Care I	\$ 218.00	\$ 225.00	13	
College of Nursing	NRSG 412 Patient Centered Care Clinical III - NRSG 412 Patient Centered Care Clinical III	\$ 190.00	\$ 200.00	14	
College of Nursing	NRSG 422 Patient Centered Care Clinical IV - NRSG 422 Patient Centered Care Clinical IV	\$ 180.00	\$ 185.00	15	
College of Nursing	NRSG 619/819, 623/823, 627/827, 628/828, 676/876, - NRSG 619/819, 623/823, 627/827, 628/828, 676/876, 678/878	\$ 155.00	\$ 160.00	16	
College of Nursing	NRSG 637/837, 651/851, 654/854 - NRSG 637/837, 651/851, 654/854	\$	\$ 195.00	17	
College of Nursing	NRSG 677/877 - NRSG 677/877	\$ 155.00	\$ 160.00	18	
College of Pharmacy	PHPR 659 Pharmacy-Based Immunization Delivery - PHPR 659 Pharmacy-Based Immunization Delivery	\$ 125.00	\$ 139.00	19	
College of Public Health	CPH 539/HPRO 895 - CPH 539/HPRO 895	\$ 115.00	\$ 121.00	20	
College of Allied Health Professions	- CAHP Technology Fee	\$ 100.00	\$ 100.00	21	
College of Allied Health Professions	- CAHP Tier II Clinical Education Placement Fee Fall semester only: MLS, Rad Tx, GC, OT, PT	\$ 315.00	\$ 315.00	22	
College of Allied Health Professions	- CAHP Tier III Clinical Education Placement Fee Fall semester only: MMN, PA, CPE	\$ 366.00	\$ 555.00	23	
College of Medicine	- Technology Fee - All Masters in Medical Anatomy	\$ 190.00	\$ 200.00	24	
College of Medicine	- COM Anatomy and Neuroanatomy Fee (First Year Only)	\$ 1,267.00	\$ 1,344.00	25	
College of Medicine	- COM Technology Fee - all students M1-M4	\$ 181.00	\$ 190.00	26	
College of Nursing	- CON - Graduate	\$ 22.00	\$ 25.00	27	
College of Nursing	- CON - Undergraduate	\$ 22.00	\$ 25.00	28	
College of Nursing	- CON ATI Learning System - Levels 01-05	\$ 46.00	\$ 53.00	29	
College of Nursing	- CON Online Course Fee (RN-BSN Only)	\$ 35.00	\$ 40.00	30	
College of Nursing	- CON Technology Fee-Undergraduate & Graduate	\$ 105.00	\$ 125.00	31	
College of Public Health	- DrPH (applied towards tuition and non-refundable)	\$	\$ 300.00	32	
College of Allied Health Professions	- OTD1 Fall Lab Fee	\$ 219.00	\$ 287.00	33	
College of Allied Health Professions	- OTD1 Spring Lab Fee	\$ 222.00	\$ 327.00	34	
College of Allied Health Professions	- OTD1 Summer Lab Fee	\$ 253.00	\$ 354.00	35	
College of Allied Health Professions	- OTD2 Fall Lab Fee	\$ 391.00	\$ 473.00	36	
College of Allied Health Professions	- OTD2 Summer Lab Fee	\$ 21.00	\$	37	
College of Allied Health Professions	- OTD3 Fall Lab Fee	\$ 34.00	\$ 46.00	38	
College of Allied Health Professions	- OTD3 Spring Lab Fee	\$ 34.00	\$ 46.00	39	
College of Allied Health Professions	- PHYT 502 Fall Lab Fee for OTD1	\$ 129.00	\$ 165.00	40	
College of Allied Health Professions	- PT1 Fall Lab Fee (Year 1 PT Only)	\$ 134.00	\$ 165.00	41	
College of Allied Health Professions	- PT1 Spring Lab Fee (Year 1 PT Only)	\$ 46.00	\$ 43.00	42	
College of Allied Health Professions	- PT1 Summer Lab Fee (Year 1 PT Only)	\$ 108.00	\$ 108.00	43	
College of Allied Health Professions	- PT2 Spring Lab Fee (Year 2 PT Only)	\$ 176.00	\$ 177.00	44	
College of Allied Health Professions	- PT3 Fall Lab Fee (Year 3 PT Only)	\$ 12.00	\$	45	
College of Allied Health Professions	- CYTO1 Summer Lab Fee (Year 1 CYTO only)	\$ 210.00	\$ 210.00	46	
College of Allied Health Professions	- CYTO2 Fall Lab Fee (Year 2 CYTO only)	\$ 60.00	\$ 60.00	47	
College of Allied Health Professions	- DMS Fall Course Fee	\$ 200.00	\$ 240.00	48	

College of Allied Health Professions	- DMS Fall Lab Fee	\$ 370.00	\$ 425.00	49
College of Allied Health Professions	- DMS Spring Lab Fee	\$ 370.00	\$ 425.00	50
College of Allied Health Professions	- DMS Summer Lab Fee	\$ 290.00	\$ 332.00	51
College of Allied Health Professions	- GC2 Fall Course Fee	\$ 386.00	\$ 370.00	52
College of Allied Health Professions	- GCBA/Anatomy for PA - Kearney Campus (Year 1 PA Only)	\$ 833.00	\$ 871.00	53
College of Allied Health Professions	- GCBA/Anatomy for PT - Kearney Campus (Year 1 PT Only)	\$ 833.00	\$ 871.00	54
College of Allied Health Professions	- MLS Fall Laboratory Fee	\$ 443.00	\$ 453.00	55
College of Allied Health Professions	- MMN1 Fall Course Fee [CAHP requesting moratorium for 25/26]	\$ 300.00		56
College of Allied Health Professions	- MMN1 Spring Course Fee [CAHP requesting moratorium for 25/26]	\$ 40.00		57
College of Allied Health Professions	- MMN2 Fall Course Fee	\$ 150.00	\$ 140.00	58
College of Allied Health Professions	- OTD1 Fall Course Fee	\$ 426.00	\$ 432.00	59
College of Allied Health Professions	- OTD1 Spring Course Fee	\$ 170.00	\$ 179.00	60
College of Allied Health Professions	- OTD1 Summer Course Fee	\$ 60.00	\$ 49.00	61
College of Allied Health Professions	- OTD2 Fall Course Fee	\$ 417.00	\$ 444.00	62
College of Allied Health Professions	- OTD2 Spring Course Fee	\$ 137.00	\$ 157.00	63
College of Allied Health Professions	- OTD3 Fall Course Fee	\$ 195.00	\$ 222.00	64
College of Allied Health Professions	- OTD3 Spring Course Fee		\$ 25.00	65
College of Allied Health Professions	- PA1 Spring Course Fee (Year 1 PA Only)	\$ 105.00	\$ 105.00	66
College of Allied Health Professions	- PA1 Summer Course Fee (Year 1 PA Only)	\$ 530.00	\$ 530.00	67
College of Allied Health Professions	- PA2 Fall Course Fee (Year 2 PA Only)	\$ 940.00	\$ 300.00	68
College of Allied Health Professions	- PA2 Spring Course Fee (Year 2 PA Only)	\$ 940.00	\$ 300.00	69
College of Allied Health Professions	- PA2 Summer Course Fee (Year 2 PA Only)	\$ 940.00	\$ 300.00	70
College of Allied Health Professions	- PA3 Fall Course Fee (Year 3 PA Only)	\$ 940.00	\$ 300.00	71
College of Allied Health Professions	- Perfusion1 Summer Lab Fee (Year 1 CPE Only)	\$ 1,075.00	\$ 1,118.00	72
College of Allied Health Professions	- Perfusion2 Fall Course Fee (Year 2 CPE Only)	\$ 455.00	\$ 250.00	73
College of Allied Health Professions	- PT1 Fall Course Fee (Year 1 PT Only)	\$ 76.00	\$ 4.00	74
College of Allied Health Professions	- PT1 Spring Course Fee (Year 1 PT Only)	\$ 52.00	\$ 57.00	75
College of Allied Health Professions	- PT1 Summer Course Fee (Year 1 PT Only)		\$ 76.00	76
College of Allied Health Professions	- PT2 Fall Course Fee (Year 2 PT Only)	\$ 30.00	\$ 37.00	77
College of Allied Health Professions	- PT2 Spring Course Fee (Year 2 PT Only)	\$ 236.00	\$ 161.00	78
College of Allied Health Professions	- PT2 Summer Course Fee (Year 2 PT Only)	\$ 29.00	\$ 31.00	79
College of Allied Health Professions	- PT3 Fall Course Fee (Year 3 PT Only)	\$ 29.00	\$ 31.00	80
College of Allied Health Professions	- PT3 Spring Course Fee (Year 3 PT Only)	\$ 108.00	\$ 110.00	81
College of Allied Health Professions	- RAD1 Fall Course Fee for Kearney students (Year 1 RAD Only)	\$ 275.00	\$ 292.00	82
College of Allied Health Professions	- RAD1 Fall Course Fee for Omaha students (Year 1 RAD Only)	\$ 354.00	\$ 371.00	83
College of Allied Health Professions	- RAD1 Fall Course Fee non-Kearney, non-Omaha students (Year 1 RAD Only)	\$ 200.00	\$ 217.00	84
College of Allied Health Professions	- RAD1 Spring Course Fee (Year 1 RAD Only)	\$ 295.00	\$ 260.00	85
College of Allied Health Professions	- RAD2 Fall Course Fee (Year 2 RAD Only)	\$ 115.00	\$ 132.00	86
College of Allied Health Professions	- RAD2 Spring Course Fee (Year 2 RAD Only)	\$ 175.00	\$ 219.00	87
College of Allied Health Professions	- RESP Fall Course Fee (Year 1)	\$ 275.00		88
College of Allied Health Professions	- RESP Fall Course Fee (Year 2)	\$ 192.00		89
College of Allied Health Professions	- RESP Fall Lab Fee (Year 1)	\$ 18.00		90
College of Allied Health Professions	- RESP Spring Course Fee (Year 1)	\$ 392.00		91
College of Allied Health Professions	- RESP Spring Course Fee (Year 2)	\$ 430.00		92
College of Allied Health Professions	- RESP Summer Course Fee (Year 1)	\$ 290.00		93
College of Allied Health Professions	- RESP Summer Lab Fee (Year 1)	\$ 94.00		94
College of Allied Health Professions	- Respiratory Care DAO Fall Course Fee	\$ 325.00		95
College of Medicine	- GCBA/Anatomy for PA - Omaha Campus (Year 1 PA Only)	\$ 1,104.00	\$ 1,159.00	96
College of Medicine	- GCBA/Anatomy for PT - Omaha Campus (Year 1 PT Only)	\$ 929.00	\$ 957.00	97
College of Nursing	- CON Professional, Graduate, and PhD Course Fee	\$ 75.00	\$ 90.00	98
College of Nursing	- CON Undergraduate (Traditional and Accelerated) Course Fee	\$ 190.00	\$ 230.00	99

(1) Adding a Career Development effort for all students, which will require the addition of one staff member to the Office of Academic Success.
(2) Discontinuing course and eliminating fee
(3) \$7 increase for anatomy lab staff salary/benefits, operating supplies, and lab equipment that doesn't have to be replaced annually
(4) \$11 increase for anatomy lab staff salary/benefits, operating supplies, and lab equipment that doesn't have to be replaced annually
(5) Discontinuing course and eliminating fee
(6) \$1 increase for lab supplies
(7) Discontinuing course and eliminating fee
(8) \$105 increase for anatomy lab staff salary/benefits, operating supplies, and lab equipment that doesn't have to be replaced annually
(9) \$50 increase for for anatomy lab staff salary/benefits, operating supplies, and lab equipment that doesn't have to be replaced annually
(10) \$14 increase for lab supplies
(11) Discontinuing course and eliminating fee
(12) This fee supports the purchase of consumable supplies for student lab experiences as well as a portion of repair, replacement, and/or upgrade costs for durable medical equipment used in the laboratory setting. Increasing cost of consumable supplies makes it necessary to increase this fee in AY 2025-26.
(13) This fee supports the purchase of consumable supplies for student lab experiences as well as a portion of repair, replacement, and/or upgrade costs for durable medical equipment used in the laboratory setting. The fee also supports a portion of salary and benefits of specialized personnel to support student learning. Increasing cost of consumable supplies makes it necessary to increase this fee in AY 2025-26.
(14) This fee supports the purchase of consumable supplies for student lab experiences as well as a portion of repair, replacement, and/or upgrade costs for durable medical equipment used in the laboratory setting. The fee also supports a portion of salary and benefits of
(15) This fee supports the purchase of consumable supplies for student lab experiences as well as a portion of repair, replacement, and/or upgrade costs for durable medical equipment used in the laboratory setting. The fee also supports a portion of salary and benefits of specialized personnel to support student learning. Increasing cost of consumable supplies makes it necessary to increase this fee in AY 2025-26.
(16) This fee supports the purchase of consumable supplies for student lab experiences, use of standardized patients, and a portion of repair, replacement, and/or upgrade costs for durable medical equipment used in the laboratory setting. Increasing cost of consumable supplies makes it necessary to increase this fee in AY 2025-26.
(17) This fee supports the purchase of consumable supplies for student lab experiences, use of standardized patients, and a portion of repair, replacement, and/or upgrade costs for durable medical equipment used in the laboratory setting.
(18) This fee supports the purchase of consumable supplies for student lab experiences, use of standardized patients, and a portion of repair, replacement, and/or upgrade costs for durable medical equipment used in the laboratory setting. Increasing cost of consumable supplies makes it necessary to increase this fee in AY 2025-26.
(19) The \$125 + \$10 licensing fee is required for the certificate the College pays the American Pharmacy Association (APhA) for each student that completes the course and becomes certified to administer immunizations. This amount is a pass-through payment to the APhA. The \$4 supplies fee is new as the students will now pay for the syringes, gloves, injectable saline, sharps containers, practice injection pads.
(20) To cover the increased costs of the three assessments done during the Leadership and Advocacy course: MBTI Step II -from \$62.95 to \$65.95; TKI (Thomas Killmann Conflict Model Instrument) from \$24.95 to \$26.95; and ISI (influence Style Indicator) from \$26 to \$28
(21) rationale change only
(22) Removing Respiratory Care from this fee as the program has been suspended due to insufficient applications for enrollment
(23) This is year three of a previously agreed to three-year implementation.

(24) \$10 increase for lab technology that doesn't have to be replaced annually
(25) \$77 increase for anatomy lab staff salary/benefits, operating supplies, and lab equipment that doesn't have to be replaced annually
(26) \$9 increase for Competency AI software
(27) Curriculum changes to Competency Based Education from our accrediting body will require more cross campus engagement and support. This fee increase is necessary to support the upcoming changes.
(28) Curriculum changes to Competency Based Education from our accrediting body will require more cross campus engagement and support. This fee increase is necessary to support the upcoming changes.
(29) The contract cost has increased for the ATI Optimal RN package, which is utilized in the undergraduate program and embedded in the curriculum to prepare students for the NCLEX (licensing exam).
(30) The RN-BSN curriculum is delivered exclusively at a distance. This fee covers a portion of the salary and benefit expense of instructional design technologists who provide support services for delivering courses and course content via video, electronic, and distance technologies. Increasing cost of staff makes it necessary to increase this fee in AY 2025-26.
(31) Technology fees support repair, replacement and/or upgrade of classroom, learning, testing center, and clinical skills lab equipment. High-fidelity simulators are vital to student learning of clinical skills and require replacement as the equipment ages. This fee is being increased in AY 2025-26 after careful review of revenue and expenditures and in anticipation of upcoming life cycle replacements.
(32) This is a pre-enrollment deposit for DrPH admits. The DrPH program is a limited enrollment program with a waitlist. The deposit secures the student's position in the admissions class and will be applied to the student's first-semester tuition bill. Funds collected for students who ultimately decline to matriculate will be applied toward student success and development programming.
(33) \$24 increase for Lab assistant fees (5 hrs/wk x \$60/hr x 15 wks = \$4,500/44 = \$102 x 1.5) Lab assistants included in lab set up, clean up, weekly one-hour course planning meetings throughout the semester ~adding an additional lab assistant for this course due to increase in # of students in this cohort from 35 to 44 for AY 2025-26; \$44 added for Standardized patients for objective standardized competence exams (8 x 8 hrs x \$30/hr = \$1920/44)
(34) \$61 added for Lab assistant for OCCT 521 (3 hrs/wk x 15 wks x \$60/hr = \$2,700/44 students) NOTE: Cohort has grown from 20 to 44 over the past several years, creating the need for more lab support; \$28 increase for Lab assistant for OCCT 532; \$7 increase for orthotics and dysphagia supplies for OCCT 532; \$7 added for Live client (expert with lived experience - stroke, spinal cord injury, traumatic brain injury, etc.) (5 x \$30 x 2 = \$300/44); \$15 added for purchase of new or updated or replacement standardized assessments used in practice; \$7
(35) \$84 increase for Lab assistant for OCCT 531 (1.5 x \$60/hr x 5 hrs/wk x 15 wks = \$7,200/44) NOTE: Cohort has grown from 20 to 44 over the past several years, creating the need for more lab support.; \$15 added for purchase of new or updated or replacement standardized assessments used in practice; \$2 added for Live client (expert with lived experience - stroke, spinal cord injury, traumatic brain injury, etc.) (3 x \$30 = \$90/44)
(36) \$5 added for Lab assistant for assistive technology for OCCT 530; \$77 added for Lab assistant for OCCT 623
(37) fee being eliminated
(38) \$12 increase for lab assistant for clinical skills training
(39) \$12 increase for lab assistant for clinical skills training
(40) \$45 added for Lab assistant fees (5 hrs/wk x \$60/hr x 15 wks = \$4,500/100) Lab assistants included in lab set up, clean up, weekly one-hour course planning meetings throughout the semester (NEW) ~adding fee due to increase in # of students from 35 to 44 for AY 2025-26 and increased enrollment necessitates additional lab assistants to meet accreditation expectations and support novice learners in their first hands-on laboratory experience; \$5 increase for Standardized patient fee; \$3 increase for reflex hammers; \$15 decrease for equipment replacement/upkeep, including wheelchairs & assistive devices for gait/transfers & inclinometer replacement; \$2 decrease for removal of PPE costs as it is no longer needed
(41) \$45 added for Lab assistant fees (5 hrs/wk x \$60/hr x 15 wks = \$4,500/100) Lab assistants included in lab set up, clean up, weekly one-hour course planning meetings throughout the semester (NEW); \$18 increase for LF range of motion supplies, specifically reflex hammers (\$3) and gait belts (\$15); \$2 eliminated for PPE; \$15 decrease for equipment replacement/upkeep; \$15 decrease for linens and lab equipment repair/replacement as gait belts moved to LF range of motion supplies section of this fee
(42) \$3 decrease due to reflex hammers being shifted to PT1 Fall Lab Fee
(43) rationale change only
(44) \$3 increase for community clients for functional mobility labs; \$2 decrease for reduction in replacement rate of braces for PHYT624

(45) Eliminating fee because PHYT 700 & 730 no longer have lab components that require linens, equipment, harnesses, or sensors
(46) rationale change only
(47) rationale change only
(48) \$10 increase for Ergonomic cable brace used in both clinical & lab scanning; \$5 increase for Student membership fee to the Society of Diagnostic Medical Sonography; \$25 increase for Trajecsys enrollment fee
(49) \$45 increase for Standardized Patient usage to cover administrative fee charged by Davis Global Center for simulation labs; \$10 increase for scan lab and miscellaneous supplies for all labs (e.g. gel, EKG leads, disposable towels, disinfecting wipes, gloves, etc.)
(50) \$45 increase for Standardized Patient usage to cover administrative fee charged by Davis Global Center for simulation labs; \$10 increase for scan lab and miscellaneous supplies for all labs (e.g. gel, EKG leads, disposable towels, disinfecting wipes, gloves, etc.)
(51) \$32 increase for Standardized Patient usage to cover administrative fee charged by Davis Global Center for simulation labs; \$10 increase for scan lab and miscellaneous supplies for all labs (e.g. gel, EKG leads, disposable towels, disinfecting wipes, gloves, etc.)
(52) \$20 decrease for student membership fee for National Society for Genetic Counselors; \$4 increase for Capstone Project fee to cover statistician support and other Capstone-related needs (e.g. transcription, coding software, poster printing)
(53) \$3 increase for increased cost of 3D printed anatomical models; \$35 added for annual anatomy lab cleaning and air quality testing
(54) \$3 increase for increased cost of 3D printed anatomical models; \$35 added for annual anatomy lab cleaning and air quality testing
(55) \$10 increase for laboratory supplies
(56) Requesting fee be on moratorium for 2025-26
(57) Requesting fee be on moratorium for 2025-26
(58) \$10 decrease for Gallup Clifton StrengthsFinder Tool
(59) \$23 decrease for Standardized Patient fee resulting in smaller charge per student; \$1 added for purchase of standardized assessments used in practice; \$1 increase for ICE video subscription; \$3 increase for American Occupational Therapy Association membership; \$24 increase for EXXAT software and student fee per license
(60) \$20 increase for Simucase online learning platform; \$11 decrease for Standardized Patients fee
(61) \$11 decrease for Standardized Patients fee
(62) \$24 increase for EXXAT software and student fee per license; \$3 increase for American Occupational Therapy Association membership fee
(63) \$20 increase for Simucase online learning platform
(64) \$24 increase for EXXAT software and student fee per license; \$3 increase for American Occupational Therapy Association membership fee
(65) \$25 for purchase of placement exams for students in OCCT 714
(66) rationale change only
(67) rationale change only
(68) clinical placement services (\$750) (\$110) - reducing this fee b/c the placement services weren't utilized as much as previously estimated; will review again next year as additional sites have been added for AY 25/26
(69) clinical placement services (\$750) (\$110) - reducing this fee b/c the placement services weren't utilized as much as previously estimated; will review again next year as additional sites have been added for AY 25/26

(70) clinical placement services (\$750) (\$110) - reducing this fee b/c the placement services weren't utilized as much as previously estimated; will review again next year as additional sites have been added for AY 25/26
(71) clinical placement services (\$750) (\$110) - reducing this fee b/c the placement services weren't utilized as much as previously estimated; will review again next year as additional sites have been added for AY 25/26
(72) \$43 increase for animal care charges for tissue used in dissection
(73) \$200 decrease due to elimination of EXXAT annual subscription fee for mgt of clinical rotations for students with introduction of CORE through UNMC which charges no fees at this time; \$10 decrease for BLS training through UNMC Continuing Ed; \$5 increase for Drug panel screening for students prior to clinical rotations
(74) \$76 eliminated as N95 Fit Testing moved to PT1 Summer; \$4 added for Wellness Inventory that is used in three courses over three years as part of the Lifestyle Medicine thread in the PT curriculum
(75) \$2 increase for EXXAT clinical education data management software; \$3 added for replacement/repair of 3D printed brain boxes for the Neuro course
(76) Fee covers N95 Fit Testing for students and three masks for PHYT 562. Fee was previously charged in PT1 Fall.
(77) \$7 increase for EXXAT clinical education data management software
(78) \$75 eliminated for N95 Fit Testing and three masks as it is only needed once
(79) \$2 increase for EXXAT clinical education data management software
(80) \$2 increase for EXXAT clinical education data management software
(81) \$2 increase for EXXAT clinical education data management software
(82) \$17 increase in cost of Clover Learning/Rad Boot Camp 26-mo. Subscription fee for board preparation
(83) \$17 increase in cost of Clover Learning/Rad Boot Camp 26-mo. Subscription fee for board preparation
(84) \$17 increase in cost of Clover Learning/Rad Boot Camp 26-mo. Subscription fee for board preparation
(85) ASRT student membership no longer needed; will utilize Clover for board prep
(86) \$17 increase in cost of Clover Learning/Rad Boot Camp 26-mo. Subscription fee for board preparation
(87) \$44 increase in cost of Kettering Board review seminar
(88) Eliminating fee as the program has been suspended due to insufficient applications for enrollment
(89) Eliminating fee as the program has been suspended due to insufficient applications for enrollment
(90) Eliminating fee as the program has been suspended due to insufficient applications for enrollment
(91) Eliminating fee as the program has been suspended due to insufficient applications for enrollment
(92) Eliminating fee as the program has been suspended due to insufficient applications for enrollment
(93) Eliminating fee as the program has been suspended due to insufficient applications for enrollment
(94) Eliminating fee as the program has been suspended due to insufficient applications for enrollment
(95) Eliminating fee as the program has been suspended due to insufficient applications for enrollment

(96) \$55 increase for anatomy lab staff salary/benefits, operating supplies, and lab equipment that doesn't have to be replaced annually
(97) \$28 increase for anatomy lab staff salary/benefits and lab equipment that doesn't have to be replaced annually
(98) Academic Success Coordinator positions were reclassified in 2023 to recognize added duties to assist students with additional support needs that have emerged post COVID-19 pandemic. The reclassification resulted in salary increases based on the added responsibilities and to address internal and market equities. Careful review of the estimated expenditures for AY 2025-26 has resulted in a per semester fee increase.
(99) Academic Success Coordinator positions were reclassified in 2023 to recognize added duties to assist students with additional support needs that have emerged post COVID-19 pandemic. The reclassification resulted in salary increases based on the added responsibilities and to address internal and market equities. Careful review of the estimated expenditures for AY 2025-26 has resulted in a per semester fee increase.

University of Nebraska at Omaha					
Laboratory, Student, and Miscellaneous Fee Changes for 2025-26					
Department	Course Number	Current Fee	Proposed Fee	Reference	
Academic Affairs					
School of Communication	JMC 2300 - Media Storytelling II	\$ 15.00	\$	1	
School of Communication	JMC 3400 - Feature and Opinion Writing	\$ 15.00	\$	2	
School of Communication	JMC 4250 - Strategic Writing for Public Relations and Advertising	\$ 15.00	\$	3	
School of Health and Kinesiology	KINS 2800 - Motor Learning	\$ 5.00	\$ 7.00	4	
School of the Arts	ART 3300 - Elementary Art Methods	\$ 20.00	\$ 30.00	5	
School of the Arts	ART 4300 - Secondary Art Methods	\$ 20.00	\$ 30.00	6	
Teacher Education	TED 2800 - Science Experimentation and Engineering Design	\$ 25.00	\$ 30.00	7	
College of Arts & Sciences	NEUR 1560 - Neuroscience Pathways to Discovery	\$	\$ 120.00	8	
Biomechanics	BMCH 8020 - BMKI 9021 - Wearable Materials for Biomechanical Performance II	\$	\$ 50.00	9	
Chancellor's Office					
Division of Student Life and Wellbeing	US 1010 - Critical Thinking for the Modern Day College Student	\$ 13.00	\$	10	
Business and Finance	- MavCard Services	\$ 7.75	\$ 10.00	11	
Information Technology Services	- Student Technology Fee	\$ 11.00	\$ 15.00	12	
College of Arts & Sciences					
World Languages and Literature	ITAL 2100 - Conversational Italian	\$	\$ 30.00	13	
World Languages and Literature	SPAN 1110 - Elementary Spanish I	\$ 1.00	\$ 25.00	14	
World Languages and Literature	SPAN 1120 - Elementary Spanish II	\$ 1.00	\$ 25.00	15	
World Languages and Literature	SPAN 2110 - Intermediate Spanish I	\$ 1.00	\$ 30.00	16	
World Languages and Literature	SPAN 2120 - Intermediate Spanish II	\$ 1.00	\$ 30.00	17	
College of Communication, Fine Arts & Media					
School of Communication	JMC 2300 - Media Storytelling II	\$ 15.00	\$	18	
School of Communication	JMC 3400 - Feature and Opinion Writing	\$ 15.00	\$	19	
School of Communication	JMC 4250 - Strategic Writing for Public Relations and Advertising	\$ 15.00	\$	20	
School of the Arts	ART 3300 - Elementary Art Methods	\$ 20.00	\$ 30.00	21	
School of the Arts	ART 4300 - Secondary Art Methods	\$ 20.00	\$ 30.00	22	
College of Education, Health, and Human Sciences					
School of Health and Kinesiology	KINS 2800 - Motor Learning	\$ 5.00	\$ 7.00	23	
Teacher Education	TED 2800 - Science Experimentation and Engineering Design	\$ 25.00	\$ 30.00	24	
Biomechanics	BMCH 8020 - BMKI 9021 - Wearable Materials for Biomechanical Performance II	\$	\$ 50.00	25	
(1) Course will no longer be offered at this time					
(2) Fee no longer needed					
(3) Fee no longer needed					
(4) Purchase of equipment used in the delivery of the course, and MotorLab license code needed for each student each semester.					
(5) Purchase of consumable supplies/materials used by students necessary to teach the course: Sharpies Markers, variety pack of paint brushes, colors, color markers, watercolor pencils, oil pastel set, tempera paint various colors					
(6) Purchase of consumable supplies/materials used by students necessary to teach the course: Soft-Kut Printing Block, Printing Block Inks, Canvas, Drawing Pad, Charcoal Pencils, Charcoal Stick, Liquitex paint , Acrylics paint various colors, Art Mixed Media Sheets					
(7) Purchase of laboratory test kits (water quality and mold) and supplied such as weather balloons, lifting gas, plastic film canisters with libs, silicone mold, mini solar panel, metal electrodes (aluminum copper, zinc, nickel, tin, iron and carbon), petri dishes with lids, sulfate					
(8) Purchase of consumable supplies/materials used by students necessary to teach the course: Sheep Brains, Miraculin, Mice, Perfusion Supplies, Glyoxal, Acetic Acid Ethanol, Cotton-tipped applicators, Towels, Gloves, Transfer Pipettes, Scintillation vials					

(9) Purchase of consumable supplies/materials used by students necessary to teach the course: Sodium Polyacrylate Crystals, Superabsorbent Cross-linked Polyacrylamide, Eisco Labs Leslie's Cube, Slides, Tin, Carbon Felt for Welders, Aramid Protective Kevlar Fabric, UHMWPE White Color Stab Proof Fabric, Carbon Fiber Fabric, Corn Starch, MIRA Safety M Gas Mask Filter, Waterproofing Clothing Spray
(10) Course will no longer be offered at this time
(11) card identification hardware, software, and printers. Fee has not changed since FY 2017
(12) campus wide technology including academic classroom technology, WiFi infrastructure, AI, Salesforce student success hub, Stellic degree audit - fee has been in place since 2015
(13) Purchase of Talk Abroad computer service needed for each student each semester
(14) Purchase of Talk Abroad computer service needed for each student each semester
(15) Purchase of Talk Abroad computer service needed for each student each semester
(16) Purchase of Talk Abroad computer service needed for each student each semester
(17) Purchase of Talk Abroad computer service needed for each student each semester
(18) Course will no longer be offered at this time
(19) Fee no longer needed
(20) Fee no longer needed
(21) Purchase of consumable supplies/materials used by students necessary to teach the course: Sharpies Markers, variety pack of paint brushes, colors, color markers, watercolor pencils, oil pastel set, tempera paint various colors
(22) Purchase of consumable supplies/materials used by students necessary to teach the course: Soft-Kut Printing Block, Printing Block Inks, Canvas, Drawing Pad, Charcoal Pencils, Charcoal Stick, Liquitex paint , Acrylics paint various colors, Art Mixed Media Sheets
(23) Purchase of equipment used in the delivery of the course, and MotorLab license code needed for each student each semester.
(24) Purchase of laboratory test kits (water quality and mold) and supplied such as weather balloons, lifting gas, plastic film canisters with libs, silicone mold, mini solar panel, metal electrodes (aluminum copper, zinc, nickel, tin, iron and carbon), petri dishes with lids, sulfate solution, centrifuge tubes, imagitarium aquarium thermometer, aquenon glass tank, and various other experimental supplies
(25) Purchase of consumable supplies/materials used by students necessary to teach the course: Sodium Polyacrylate Crystals, Superabsorbent Cross-linked Polyacrylamide, Eisco Labs Leslie's Cube, Slides, Tin, Carbon Felt for Welders, Aramid Protective Kevlar Fabric, UHMWPE White Color Stab Proof Fabric, Carbon Fiber Fabric, Corn Starch, MIRA Safety M Gas Mask Filter, Waterproofing Clothing Spray



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: First Quarter Personnel Reports 2025

☒ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

A series of reports of campus personnel actions approved by each Chancellor during the first quarter of 2025 is attached.

BACKGROUND INFORMATION

On December 10, 1994, the Board of Regents amended Section 3.2 of the *Bylaws of the Board of Regents* to delegate to the President, or administrative officers designated by the President, authority to make appointments in the academic-administrative staff to faculty positions and to administrative positions below the rank of Dean and equivalent ranks. Executive Memorandum No. 13 subsequently delegated authority to the Chancellors to make academic-administrative appointments below the level of Dean. Such appointments at the rank of assistant professor or above are required by the *Bylaws of the Board of Regents* to be reported to the Board after each quarter and maintained on file as a public record in the Office of the Corporation Secretary.

APPROVAL

The President approved the First Quarter Personnel Reports for 2025 on May 22, 2025.

**PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA AT KEARNEY
NEW APPOINTMENTS**

UNK had no new appointments during Quarter 1 2025

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Beissel Heath, Michelle P	English	Professor	Continuous	3/1/2025		85,749	AY	1.00
			Professor	Continuous		2/28/2025	51,449	AY	0.60
			Chairperson	Special		2/28/2025	40,094	AY	0.40
09/09		English	Professor	Continuous	1/1/2025		51,449	AY	0.60
			Professor	Continuous		8/31/2024	50,309	AY	0.60
			Chairperson	Special	1/1/2025	2/28/2025	40,094	AY	0.40
			Chairperson	Special		8/31/2024	39,165	AY	0.40
09/07	Carlson, Kimberly Ann	Biology	Professor	Continuous	1/1/2025		44,734	AY	0.50
			Professor	Continuous		12/31/2024	44,734	AY	0.50
		Sponsored Programs & Rsch Dev	Asst VC Research & Creative Activity	Special	1/1/2025	12/31/2025	44,734	AY	0.50
			Asst VC Research & Creative Activity	Special		12/31/2024	44,734	AY	0.50
09/08	Guzman, Juan C	Enrollment Mgmt & Marketing	Director, Community Outreach	Special	2/24/2025		92,882	FY	1.00
			Director, Diversity Outreach & Partnersh	Special		2/23/2025	92,882	FY	1.00
09/07	Hartman, Megan E	English	Professor	Continuous	3/1/2025		51,230	AY	0.60
			Professor	Continuous		2/28/2025	85,384	AY	1.00
			Chairperson	Special	3/1/2025	8/31/2025	37,051	AY	0.40
09/09		English	Professor	Continuous	1/1/2025		85,384	AY	1.00
			Professor	Continuous		8/31/2024	83,492	AY	1.00
09/07	Hill, Toni L	Counseling School Psych & Family Sci	Professor	Continuous	3/1/2025		85,266	AY	1.00
			Professor	Continuous		2/28/2025	51,160	AY	0.60
			Chairperson	Special		2/28/2025	39,900	AY	0.40
09/07	Hof, David D	Counseling School Psych & Family Sci	Professor	Continuous	3/1/2025		52,454	AY	0.60
			Professor	Continuous		2/28/2025	87,423	AY	1.00
			Interim Assistant Chair	Special	3/1/2025	8/31/2025	40,763	AY	0.40
09/08	Younes, Maha N	Ofc of Inclusive Excellence	Assoc VC for Innovation & Engagement	Special	3/11/2025		127,308	FY	1.00
			Assoc to the Chancellor for Inclusive Ex	Special		3/10/2025	127,308	FY	1.00

09/07 Position Add/Change

09/08 Reclassification

09/09 Other Status Change

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA-LINCOLN
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Aula, Lawrence	Agronomy & Horticulture	Rsch Asst Professor	Faculty Research	3/1/2025	12/31/2027	75,000	FY	1.00
Busboom, Danielle B	Athletics	Head Coach-Volleyball	Special	1/31/2025		700,000	FY	1.00
Glover, Sarah	University Libraries	Assistant Professor	Specific	1/13/2025		62,500	FY	1.00
Harris, Megan A	School of Accountancy	Assistant Professor of Practice	Faculty Practice	1/13/2025	5/14/2027	105,000	AY	1.00
Hutchings, Rebecca J	NE Ext Engagement Zone 1	Assoc Exten Educator	Special	1/6/2025		68,000	FY	1.00
Jahangeer, FNU	Community & Regional Planning	Research Assistant Professor	Faculty Research	1/2/2025	12/31/2027	70,000	FY	1.00
Kontar, Wissam	Civil & Environmental Engr-Lincoln	Assistant Professor	Specific	1/13/2025		105,000	AY	1.00
Li, Huang	Biochemisty	Rsch Asst Professor	Faculty Research	2/1/2025	1/31/2027	60,000	FY	1.00
McDowell Jr, Tyre J	Student Life	Asst Vice Chancellor/Dean of Students	Special	1/31/2025		166,000	FY	1.00
Metz, Daniel C	School of Biological Sciences	Research Assistant Professor	Faculty Research	1/3/2025	1/2/2027	58,656	FY	1.00
Ortner, Brock M	NE Ext Engagement Zone 1	Asst Exten Educator	Special	1/2/2025		57,000	FY	1.00
Pingault, Lise	Entomology	Rsch Asst Professor	Faculty Research	1/1/2025	9/30/2027	62,000	FY	1.00
Poetzl, Anni M	School of Natural Resources	Asst Exten Educator	Special	3/10/2025		56,700	FY	1.00
Schmitz, Joseph A	School of Computing	Research Assistant Professor	Faculty Research	1/6/2025	12/31/2028	105,000	FY	1.00
Stefanic, Edit	Agronomy & Horticulture	Assoc Prof Practice	Faculty Practice	2/10/2025	7/31/2026	90,000	FY	1.00
Stewart, Patrick R	Athletics	General Manager	Special	3/3/2025		800,000	FY	1.00
Tschauner, Lisa E	Management	Assistant Professor of Practice	Faculty Practice	1/13/2025	5/14/2027	100,000	AY	1.00
Villazana, Joshua	Agronomy & Horticulture	Asst Exten Educator	Special	3/1/2025		60,000	FY	1.00
Von Seggern, Mary J	NE Ext Engagement Zone 8	Asst Exten Educator	Special	3/24/2025		57,000	FY	1.00
Wangila, David S	NE Ext Engagement Zone 10	Asst Exten Educator	Special	3/1/2025		69,000	FY	1.00
Werner, Madeline L	NE Ext Engagement Zone 3	Asst Exten Educator	Special	2/3/2025		57,800	FY	1.00
Wangila, David S	NE Ext Engagement Zone 10	Asst Exten Educator	Special	3/1/2025		69,000	FY	1.00

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	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Abel, Marco	English	Willa Cather Professorship	Special			5,000	AY	0.00
			Willa Cather Professorship	Special			5,000	AY	0.00
		College of Arts & Sciences	Acting Associate Dean for Faculty	Special	1/3/2025	8/17/2025	101,744	AY	0.70
		English	Professor	Continuous	1/3/2025		39,640	AY	0.30
			Professor	Continuous		1/2/2025	132,135	AY	1.00
09/10	Abrica, Elvira J	College of Education & Human Sci	CEHS Professorship	Special	3/24/2025	5/15/2026	10,000	AY	0.00
			CEHS Professorship	Special		3/23/2025	10,000	AY	0.00
		Educational Administration	Associate Professor	Continuous			26,502	AY	0.30
			Associate Professor	Continuous			26,502	AY	0.30
			Interim Chairperson	Special	3/24/2025	5/15/2026	76,838	AY	0.70
			Acting Chairperson	Special		3/23/2025	76,838	AY	0.70
06/03	Anderson, Deanna M	Student Life	Vice Chancellor	Special	2/1/2025		320,000	FY	1.00
			Vice Chancellor	Special		1/31/2025	275,010	FY	1.00
09/07	Anderson, John E	Economics	Professor	Continuous	1/3/2025		215,900	AY	1.00
			Professor	Continuous		1/2/2025	151,130	AY	0.70
		Research Data Center	Director	Special		1/3/2025	86,360	AY	0.30
09/07	Ankerson, Katherine S	Office of the Exec Vice Chancellor	Senior Advisor	Special	1/1/2025	7/17/2025	442,469	FY	1.00
			Exec. Vice Chancellor, Academic Affairs	Special		12/31/2024	442,469	FY	1.00
09/10	Aramburu Merlos, Fernand	Agronomy & Horticulture	Rsch Asst Professor	Faculty Resear	1/1/2025	2/28/2025	62,000	FY	1.00
			Rsch Asst Professor	Faculty Research		12/31/2024	62,000	FY	1.00
09/07	Barker, Marco J	Educational Administration	Associate Professor of Practice	Faculty Practic	1/13/2025	5/15/2026	103,463	AY	1.00
		Office of the Chancellor	Senior Advisor	Special		1/12/2025	274,676	FY	1.00
09/07	Browning, Sarah J	Nebraska Forest Service	Forester	Special	3/28/2025		82,500	FY	1.00
		NE Ext Engagement Zone 9	Exten Educator	Special		3/27/2025	85,945	FY	1.00
09/07	Burr, Charles A	NE Ext Engagement Zone 4	Exten Educator	Special	1/1/2025		79,021	FY	0.60
		NE Ext Engagement Zone 3	Exten Educator	Special		12/31/2024	131,701	FY	1.00
09/10	Carciochi, Walter D	Agronomy & Horticulture	Rsch Asst Professor	Faculty Resear	1/1/2025	12/31/2025	62,000	FY	1.00
			Rsch Asst Professor	Faculty Research		12/31/2024	62,000	FY	1.00
09/10	Cupp, Andrea S	Animal Science	Coll Prfsp/Omtvedt	Special	3/1/2025	2/28/2030	10,000	FY	0.00
			Coll Prfsp/Omtvedt	Special		2/28/2025	10,000	FY	0.00

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09/07	Doll, Beth J	Educational Psychology	Professor			171,475	FY 1.00
			Professor			171,475	FY 1.00
			Professor	1/13/2025	1/4/2026	82,459	AY 0.50
09/07	Dussault, Patrick H	College of Arts & Sciences	Professor		1/12/2025	164,917	AY 1.00
			Acting Dean	1/1/2025	6/30/2026	275,000	FY 1.00
			Associate Dean for Faculty		12/31/2024	142,320	FY 0.70
29/01	Gogos, George	Chemistry	Professor		12/31/2024	55,450	FY 0.30
			Center for Energy Sciences Research	1/13/2025		125,283	AY 0.49
			Director		1/12/2025	96,232	AY 0.33
09/13	Habecker, Patrick N	College of Engineering	Hergenrader Chair Professorship			10,000	AY 0.00
			Hergenrader Chair Professorship			10,000	AY 0.00
			Professor	1/13/2025		92,600	AY 0.51
09/07	Hodges, Timothy D	Mechanical & Materials Engineering	Professor		1/12/2025	121,651	AY 0.67
			Rural Drug Addiction Research Center	3/1/2025	2/29/2028	93,380	FY 1.00
			Rsch Asst Professor		2/28/2025	93,380	FY 1.00
09/07	Holding, David R	College of Business	Assistant Professor of Practice	1/13/2025	5/23/2025	64,215	AY 0.49
			Assistant Professor of Practice		1/12/2025	64,215	AY 0.49
			Exec Dir, Clifton Strengths Institute	1/13/2025	5/23/2025	66,835	AY 0.51
09/07	Huang, Xi	Agronomy & Horticulture	Exec Dir, Clifton Strengths Institute		1/12/2025	79,940	AY 0.51
			Joan Heiser Endowed Presidential Chair	1/13/2025	5/23/2025	43,105	AY 0.00
			Assoc Department Head	1/1/2025	12/31/2025	38,472	AY 0.20
09/10	Jones, Sherri M	Research	Assoc Department Head		12/31/2024	12,824	AY 0.20
			Professor	1/1/2025		102,593	AY 0.80
			Professor		12/31/2024	128,241	AY 0.80
29/01	Katz, Wendy J	School of Art, Art History & Design	Research Assistant Professor	3/15/2025	3/14/2028	88,871	FY 1.00
			Research Assistant Professor		3/14/2025	88,871	FY 1.00
			Senior Research Advisor	1/1/2025	6/30/2025	100,000	FY 0.40
09/07	Katz, Wendy J	School of Art, Art History & Design	Senior Research Advisor		12/31/2024	125,000	FY 0.50
			Professor			103,398	AY 1.00
			Professor			103,398	AY 1.00

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09/07	Kilic, Ufuk	Electrical & Computer Engineering	Embury American Art History Faculty	Special	2/1/2025	12/31/2027	5,000	AY	0.00
			Research Assistant Professor	Faculty Resear	2/1/2025	1/31/2026	87,000	FY	1.00
06/06	Lahne, Ryan Lee	Student Life	Research Assistant Professor	Faculty Research		1/31/2025	87,000	FY	1.00
			Assistant Vice Chancellor	Special	2/1/2025		166,000	FY	1.00
09/13	Malakar, Arindam	Water Center	Assistant Vice Chancellor	Special		1/31/2025	158,979	FY	1.00
			Rsch Asst Professor	Faculty Resear	3/1/2025	4/30/2028	81,133	FY	1.00
06/03	Moore, Emily C	School of Biological Sciences	Rsch Asst Professor	Faculty Research		2/28/2025	81,133	FY	1.00
			Assistant Professor	Specific	1/13/2025		86,000	AY	1.00
09/07	Nam, Yunwoo	Community & Regional Planning	Assistant Professor	Specific		1/12/2025	84,000	AY	1.00
			Professor	Continuous	1/13/2025		66,790	AY	0.65
			Professor	Continuous		1/12/2024	102,754	AY	1.00
			Program Director	Special	1/13/2025	5/14/2027	40,964	AY	0.35
		College of Architecture	Hyde Architectural Professorship	Special			7,363	AY	0.00
			Hyde Architectural Professorship	Special			7,363	AY	0.00
09/07	Nelson, Samuel A	Center for Entrepreneurship Management	Bauermeister Family Pres Chair in Entre	Special	3/1/2025	5/12/2028	42,021	AY	0.00
			Associate Professor of Practice	Faculty Practice		5/12/2028	48,084	AY	0.40
			Associate Professor of Practice	Faculty Practice			48,084	AY	0.40
			Director	Special		5/12/2028	72,125	AY	0.60
09/10	Nelson, Timothy D	Rural Drug Addiction Research Center	Director	Special			84,146	AY	0.60
			Associate Director, RDAR	Special	1/4/2025	5/14/2027	46,429	AY	0.10
		Psychology	Associate Director, RDAR	Special		1/3/2025	46,429	AY	0.10
			Professor	Continuous			139,281	AY	0.90
06/06	Overocker, Jonathan S	Student Life	Professor	Continuous			139,281	AY	0.90
			Associate Vice Chancellor	Special	1/1/2025		180,133	FY	1.00
09/07	Pace, Nicholas J	College of Education & Human Sci	Associate Vice Chancellor	Special		12/31/2024	169,639	FY	1.00
			Interim Dean	Special	1/1/2025	6/30/2025	253,929	FY	1.00
09/10	Rault, Leslie C	Entomology	Interim Dean	Special		12/31/2024	253,929	FY	1.00
			Rsch Asst Professor	Faculty Resear	1/1/2025	12/31/2025	68,000	FY	1.00
06/01	Rhule, Matthew K	Athletics	Rsch Asst Professor	Faculty Research		12/31/2024	64,311	FY	1.00
			Head Coach-Football	Special	1/1/2025		7,500,000	FY	1.00

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			Head Coach-Football	Special		12/31/2024	6,500,000	FY	1.00
09/10	Riethoven, Jean-Jack M	Center for Biotechnology	Research Asst Professor	Faculty Resear	3/1/2025	2/28/2027	112,414	FY	1.00
			Research Asst Professor	Faculty Research		2/28/2025	112,414	FY	1.00
09/13	Ritzema, Randall S	Water for Food Institute	Rsch Asst Professor	Faculty Resear	3/1/2025	2/29/2028	102,605	FY	1.00
			Rsch Asst Professor	Faculty Research		2/28/2025	102,605	FY	1.00
09/07	Seceleanu, Alexandra	Mathematics	Milton Mohr Professorship	Special	3/1/2025	8/10/2029	3,000	AY	0.00
			Associate Professor	Continuous			106,600	AY	1.00
			Associate Professor	Continuous			106,600	AY	1.00
29/01	Smith, Kelly C	School of Natural Resources	Rsch Asst Professor	Faculty Resear	1/1/2025	6/30/2027	41,407	FY	0.50
			Rsch Asst Professor	Faculty Research		12/31/2024	82,814	FY	1.00
09/10	Stephenson, Mitchell B	Agronomy & Horticulture	Assoc Professor	Continuous	1/1/2025		102,720	FY	0.80
			Assoc Professor	Continuous		12/31/2024	128,400	FY	0.80
06/00		Panhandle Rsch & Ext Center	Assoc Director	Special	1/1/2025	12/31/2025	38,520	FY	0.20
			Assoc Director	Special		12/31/2024	12,840	FY	0.20
09/10	Stolle, Cody S	Midwest Roadside Safety Facility	Research Associate Professor	Faculty Resear	2/9/2025	6/30/2028	138,029	FY	1.00
			Research Associate Professor	Faculty Research		2/8/2025	138,029	FY	1.00
09/10	Suarez, Mauricio	Psychology	Research Assistant Professor	Faculty Resear	1/14/2025	12/31/2026	61,311	FY	1.00
			Research Assistant Professor	Faculty Research		1/13/2025	61,311	FY	1.00
09/10	Tadesse, Tsegaye	Survey Division - School of Nat Res	Rsch Professor	Faculty Resear	1/1/2025	12/31/2025	106,296	FY	1.00
			Rsch Professor	Faculty Research		12/31/2024	106,296	FY	1.00
09/07	Tang, Zhenghong	College of Architecture	Associate Dean	Special	1/13/2025	5/14/2027	43,580	AY	0.30
		Community & Regional Planning	Program Director	Special		1/12/2025	5,000	AY	0.00
			Professor	Continuous	1/13/2025		90,021	AY	0.70
			Professor	Continuous		1/12/2025	128,601	AY	1.00
		College of Architecture	Hyde Architectural Professorship	Special			15,196	AY	0.00
			Hyde Architectural Professorship	Special			15,196	AY	0.00

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09/13	Taylor, Rulon M	Ag Leadership Educ & Comm	Asst Exten Educator	Special	3/1/2025	6/30/2027	57,109	FY	1.00
			Asst Exten Educator	Special		2/28/2025	57,109	FY	1.00
09/10	Tenorio, Fatima Amor M	Agronomy & Horticulture	Rsch Asst Professor	Faculty Resear	1/1/2025	12/31/2025	65,202	FY	1.00
			Rsch Asst Professor	Faculty Research		12/31/2024	65,202	FY	1.00
09/07	Tomasevicz, Curtis L	Biological Systems Engineering	Asst Prof Practice	Faculty Practice	1/1/2025	12/31/2025	80,072	FY	1.00
			Asst Prof Practice	Faculty Practice		12/31/2024	80,072	FY	1.00
09/10	Umstadter, Donald P	Physics & Astronomy	Leland and Dorothy Olson Prof of Physics	Special	1/6/2026	8/15/2025	15,000	AY	0.00
			Leland and Dorothy Olson Prof of Physics	Special		1/5/2026	15,000	AY	0.00
			Professor	Continuous			178,977	AY	1.00
			Professor	Continuous			178,977	AY	1.00
09/07	Weissling, Kristy S E	College of Education & Human Sci	CEHS Professorship	Special	1/1/2025	6/30/2025	10,000	FY	0.00
			CEHS Professorship	Special		12/31/2024	13,333	FY	0.00
		Special Ed & Communic Disorders	Interim Director/Chair	Special	1/1/2025	6/30/2025	112,600	FY	0.80
			Interim Director/Chair	Special		12/31/2024	112,600	FY	0.80
			Professor of Practice	Faculty Practice		6/30/2027	24,400	FY	0.20
			Professor of Practice	Faculty Practice			24,400	FY	0.20
09/10	Wilhelm, Robert G	Mechanical & Materials Engineering	Professor	Continuous			229,314	AY	1.00
			Professor	Continuous			229,314	AY	1.00
			Kate Foster Professorship	Special	1/15/2025	6/30/2026	10,000	AY	0.00
		Research	Kate Foster Professorship	Special		1/14/2025	10,000	AY	0.00
09/07	Yang, Jinliang	Agronomy & Horticulture	Prfsp/Charles O Gardner	Special	1/1/2025	12/31/2029	10,000	AY	0.00
			Assoc Professor	Continuous			105,185	AY	1.00
			Assoc Professor	Continuous			105,185	AY	1.00

06/00 Error Correction
06/01 Annual Adjustment
06/03 External (Market) Adjustment
06/06 Internal (Equity) Adjustment
09/07 Position Add/Change
09/10 Extension of Appointment
09/13 Reappointment
29/01 Change Employment %

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NEW APPOINTMENTS

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Abdollahi, Elham	Biochemistry	Sr Rsch Assoc	Special	1/2/2025	12/31/2025	60,000	FY	1.00
Aula, Lawrence	Agronomy & Horticulture	Rsch Asst Professor	Special	3/1/2025	12/31/2027	75,000	FY	1.00
Hutchings, Rebecca J	NE Ext Engagement Zone 1	Assoc Exten Educator	Special	1/6/2025		68,000	FY	1.00
Ortner, Brock M	NE Ext Engagement Zone 1	Asst Exten Educator	Special	1/2/2025		57,000	FY	1.00
Poetzl, Anni M	School of Natural Resources	Asst Exten Educator	Special	3/10/2025		56,700	FY	1.00
Stefanic, Edit	Agronomy & Horticulture	Assoc Prof Practice	Special	2/10/2025	7/31/2026	90,000	FY	1.00
Von Seggern, Mary J	NE Ext Engagement Zone 8	Asst Exten Educator	Special	3/24/2025		57,000	FY	1.00
Wangila, David S	NE Ext Engagement Zone 10	Asst Exten Educator	Special	3/1/2025		69,000	FY	1.00

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09/10	Akashch, Sammy Z	Water for Food Institute	Sr Rsch Assoc	Special	1/1/2025	6/30/2025	63,222	FY	1.00
			Sr Rsch Assoc	Special		12/31/2024	63,222	FY	1.00
09/10	Aramburu Merlos, Fernando	Agronomy & Horticulture	Rsch Asst Professor	Special	1/1/2025	2/28/2025	62,000	FY	1.00
			Rsch Asst Professor	Special		12/31/2024	62,000	FY	1.00
09/10	Bohovych, Iryna	Biochemistry	Sr Rsch Assoc	Special	1/1/2025	12/31/2025	51,062	FY	1.00
			Sr Rsch Assoc	Special		12/31/2024	51,062	FY	1.00
09/07	Browning, Sarah J	NE Ext Engagement Zone 9	Exten Educator	Special		3/27/2025	85,945	FY	1.00
		Nebraska Forest Service	Forester	Special	3/28/2025		82,500	FY	1.00
09/07	Burr, Charles A	NE Ext Engagement Zone 3	Exten Educator	Special		12/31/2024	131,701	FY	1.00
		NE Ext Engagement Zone 4	Exten Educator	Special	1/1/2025		79,021	FY	0.60
29/01		NE Ext Engagement Zone 3	Exten Educator	Special		12/31/2024	131,701	FY	1.00
		NE Ext Engagement Zone 4	Exten Educator	Special	1/1/2025		79,021	FY	0.60
09/07	Burton, Susan R	Ag Leadership Educ & Comm	Asst Prof Practice	Special	3/1/2025	5/23/2025	38,962	AY	0.49
			Asst Prof Practice	Special		2/28/2025	38,962	AY	0.49
09/10	Carciochi, Walter D	Agronomy & Horticulture	Rsch Asst Professor	Special	1/1/2025	12/31/2025	62,000	FY	1.00
			Rsch Asst Professor	Special		12/31/2024	62,000	FY	1.00
09/10	Cupp, Andrea S	Animal Science	Coll Prfsp/Omtvedt	Special	3/1/2025	2/28/2030	10,000	FY	0.00
			Coll Prfsp/Omtvedt	Special		2/28/2025	10,000	FY	0.00
			Professor	Continuous	3/1/2025		171,475	FY	1.00
			Professor	Continuous		2/28/2025	171,475	FY	1.00
09/07	Holding, David R	Agronomy & Horticulture	Assoc Department Head	Special	1/1/2025	12/31/2025	38,472	AY	0.20
			Assoc Department Head	Special		12/31/2024	12,824	AY	0.20
			Professor	Continuous	1/1/2025		102,593	AY	0.80
			Professor	Continuous		12/31/2024	128,241	AY	0.80
09/07	Ibach, Gregory A	Office of Vice Pres/Vice Chancellor	USDA Under Secretary in Residence	Special	2/15/2025	5/16/2025	98,644	FY	0.50
			USDA Under Secretary in Residence	Special		2/14/2025	98,644	FY	0.50
09/07	Li, Huang	Biochemistry	Rsch Asst Professor	Special	2/1/2025	1/31/2027	60,000	FY	1.00
09/13	Malakar, Arindam	Water Center	Rsch Asst Professor	Special	3/1/2025	4/30/2028	81,133	FY	1.00
			Rsch Asst Professor	Special		2/28/2025	81,133	FY	1.00

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ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Pingault, Lise	Entomology	Rsch Asst Professor	Special	1/1/2025	9/30/2027	62,000	FY	1.00
			Sr Rsch Assoc	Special		12/31/2024	55,902	FY	1.00
09/10	Rault, Leslie C	Entomology	Rsch Asst Professor	Special	1/1/2025	12/31/2025	68,000	FY	1.00
			Rsch Asst Professor	Special		12/31/2024	64,311	FY	1.00
09/13	Ritzema, Randall S	Water for Food Institute	Rsch Asst Professor	Special	3/1/2025	2/29/2028	102,605	FY	1.00
			Rsch Asst Professor	Special		2/28/2025	102,605	FY	1.00
29/01	Smith, Kelly C	School of Natural Resources	Rsch Asst Professor	Special	1/1/2025	6/30/2027	41,407	FY	0.50
			Rsch Asst Professor	Special		12/31/2024	82,814	FY	1.00
09/10	Stephenson, Mitchell B	Agronomy & Horticulture	Assoc Professor	Continuous	1/1/2025		102,720	FY	0.80
			Assoc Professor	Continuous		12/31/2024	128,400	FY	0.80
		Panhandle Rsch & Ext Center	Assoc Director	Special	1/1/2025	12/31/2025	38,520	FY	0.20
			Assoc Director	Special		12/31/2024	12,840	FY	0.20
09/10	Tadesse, Tsegaye	Survey Division - School of Nat Res	Rsch Professor	Special	1/1/2025	12/31/2025	106,296	FY	1.00
			Rsch Professor	Special		12/31/2024	106,296	FY	1.00
09/13	Taylor, Rulon M	Ag Leadership Educ & Comm	Asst Exten Educator	Special	3/1/2025	6/30/2027	57,109	FY	1.00
			Asst Exten Educator	Special		2/28/2025	57,109	FY	1.00
09/10	Tenorio, Fatima Amor M	Agronomy & Horticulture	Rsch Asst Professor	Special	1/1/2025	12/31/2025	65,202	FY	1.00
			Rsch Asst Professor	Special		12/31/2024	65,202	FY	1.00
09/07	Tomasevicz, Curtis L	Biological Systems Engineering	Asst Prof Practice	Special	1/1/2025	12/31/2025	80,072	FY	1.00
			Asst Prof Practice	Special		12/31/2024	80,072	FY	1.00
09/07	Villazana, Joshua	Entomology	O/S On Call Worker	Other		2/28/2025	4,255	FY	0.17
			O/S On Call Worker	Other		2/28/2025	9,409	FY	0.17
		Agronomy & Horticulture	Asst Exten Educator	Special	3/1/2025		60,000	FY	1.00
			Asst Exten Educator	Special	3/3/2025		60,000	FY	1.00
			Asst Exten Educator	Special		3/2/2025	60,000	FY	1.00
09/07	Werner, Madeline L	NE Ext Engagement Zone 3	Asst Exten Educator	Special	2/3/2025		57,800	FY	1.00
		NE Ext Engagement Zone 10	Extension Asst 4-H	Other		2/2/2025	41,616	FY	1.00

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA-LINCOLN IANR
ADJUSTMENTS

		<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07		Yang, Jinliang	Agronomy & Horticulture	Prfsp/Charles O Gardner	Special	1/1/2025	12/31/2029	10,000	AY	0.00
				Assoc Professor	Continuous	1/1/2025		105,185	AY	1.00
				Assoc Professor	Continuous		12/31/2024	105,185	AY	1.00
09/07	Position Add/Change									
09/10	Extension of Appointment									
09/13	Reappointment									
29/01	Change Employment %									

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA AT OMAHA
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Becker, Michael H	Center for Collaboration Sciences	Research Associate	Special	1/21/2025	1/20/2026	70,000	FY	1.00
Lee, Ji Young	Computer Science	Research Associate	Special	1/27/2025	12/20/2025	62,000	FY	1.00
Petak, Ashley E	Volleyball	Assistant Coach, Volleyball	Special	3/24/2025		50,000	FY	1.00

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Alexander, Laura E	Philosophy & Religion	Director, Goldstein Center Human Rights	Special	1/1/2025	6/30/2025	10,000	AY	0.00
			Associate Professor	Continuous	1/1/2025		72,459	AY	1.00
			Associate Professor	Continuous		12/31/2024	72,459	AY	1.00
09/07	Allen, Matthew T	Management	Assistant Professor	Specific		1/1/2025	137,891	FY	1.00
		Center for Collaboration Sciences	Director of Operations and Research Svcs	Special	1/2/2025	1/1/2026	184,000	FY	1.00
			Director of Operations and Research Svcs	Special	3/2/2025	1/1/2026	184,000	FY	1.00
09/10	Bai, Jacil	Physics	Research Associate	Special	1/1/2025	8/14/2025	46,985	FY	1.00
			Research Associate	Special		12/31/2024	23,493	FY	1.00
09/07	Bass, Andrea E	Management	Professor	Continuous		2/28/2025	150,514	AY	1.00
		Innovative & Learning-Centric Instit	Executive Director for Competencies, Ski	Special	3/1/2025	1/2/2028	180,000	AY	1.00
		Center for Collaboration Sciences	Co-Lead of Strategic Planning	Special	3/1/2025	6/30/2025	10,000	AY	0.00
			Co-Lead of Strategic Planning	Special		2/28/2025	10,000	AY	0.00
		Management	Schumacher Chair of Ethics	Special	3/1/2025	8/31/2026	7,500	AY	0.00
			Schumacher Chair of Ethics	Special		2/28/2025	7,500	AY	0.00
09/07	Benenson, Jodi R	Public Administration	Associate Director	Special	1/1/2025	6/30/2025	5,000	AY	0.00
			Associate Professor	Continuous	1/1/2025		72,954	AY	1.00
			Associate Professor	Continuous		12/31/2024	72,954	AY	1.00
06/00	Bjornsen-Ramig, Abby	Counseling	Professor	Continuous	1/1/2025		85,575	AY	1.00
			Professor	Continuous		12/31/2024	85,575	AY	1.00
		College of Educ, Health & Human Sci	Atherton Professorship	Special	1/1/2025	8/31/2026	5,000	AY	0.00
			Atherton Professorship	Special		12/31/2024	5,000	AY	0.00
09/07	Chen, Yu-Che	Public Administration	Director, School	Special	1/1/2025	6/30/2025	15,000	FY	0.00
			Interim Director, School	Special	1/1/2025	6/30/2025	84,797	FY	0.60
			Director, School	Special		12/31/2024	15,000	FY	0.00
			Interim Director, School	Special		12/31/2024	84,797	FY	0.60
			Isaacson Chair	Special		12/31/2024	5,000	FY	0.00
			Professor	Continuous	1/1/2025	6/30/2025	56,531	FY	0.40
			Professor	Continuous		12/31/2024	56,531	FY	0.40
			Seline Professorship	Special	1/1/2025	12/31/2029	20,000	FY	0.00

PERSONNEL REPORT
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UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Clinkinbeard, Samantha	College of Public Affrs & Comm Svc	Assistant Dean	Special		12/31/2024	132,596	OTH	1.00
		School of Criminology & Crim Justice	Professor	Continuous	1/1/2025	8/31/2025	50,153	OTH	1.00
			Reynolds Professorship	Special	1/1/2025	8/31/2026	5,000	OTH	0.00
			Reynolds Professorship	Special		12/31/2024	5,000	OTH	0.00
09/07	Cooper, Shelly C	Music	Professor	Continuous	1/1/2025		73,649	AY	1.00
			Professor	Continuous		12/31/2024	73,649	AY	1.00
			Assistant Director	Special	1/1/2025	12/31/2028	4,000	AY	0.00
06/00	Desyatova, Anastasia	Biomechanics	Assistant Professor	Specific	3/1/2025		93,741	AY	1.00
			Assistant Professor	Specific		8/31/2024	90,902	AY	1.00
09/07	Grams, Laura W	Philosophy & Religion	Interim Chairperson	Special	3/1/2025	5/23/2025	55,993	AY	0.60
			Interim Chairperson	Special	3/1/2025	8/31/2025	1,800	AY	0.00
			Associate Professor	Continuous	3/1/2025		23,997	AY	0.40
			Associate Professor	Continuous		2/28/2025	79,990	AY	1.00
09/07	Kaiser, Samantha K	Instnl Effectiveness & Stdnt Success	Interim Co-VC, Div of Inst Eff & Stdnt S	Special	1/2/2025	6/30/2025	6,498	FY	0.00
		Student Success	Asst Vice Chancellor for Student Success	Special	1/2/2025		129,961	FY	1.00
			Asst Vice Chancellor for Student Success	Special		1/1/2025	129,961	FY	1.00
09/07	Kearns, Erin M	School of Criminology & Crim Justice	Associate Professor	Continuous	1/1/2025		90,653	AY	1.00
			Associate Professor	Continuous		10/31/2024	90,653	AY	1.00
		Center for Collaboration Sciences	Lead of Prevention Research Initiatives	Other	1/1/2025	6/30/2025	10,000	AY	0.00
		School of Criminology & Crim Justice	Coordinator	Special	1/1/2025	5/23/2025	2,848	AY	0.00
			Coordinator	Special		10/31/2024	2,848	AY	0.00
06/02	Kirchner, Carol A	Business and Finance	Vice Chancellor	Special	1/1/2025		300,000	FY	1.00
			Vice Chancellor	Special		12/31/2024	293,233	FY	1.00

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Kulig, Teresa C	School of Criminology & Crim Justice	Associate Professor	Continuous	1/1/2025		85,423	AY	1.00
			Associate Professor	Continuous		12/31/2024	85,423	AY	1.00
			Reynolds Professorship	Special	1/1/2025	12/31/2029	5,000	AY	0.00
			SCCJ Doctoral Program Chair	Special	1/1/2025	5/23/2025	7,500	AY	0.00
			SCCJ Doctoral Program Chair	Special		12/31/2024	7,500	AY	0.00
			Coordinator	Special	1/1/2025	5/23/2025	5,000	AY	0.00
			Coordinator	Special		12/31/2024	5,000	AY	0.00
09/07	Kyle, Brett J	Political Science	Associate Professor	Continuous	1/1/2025		72,519	AY	1.00
			Associate Professor	Continuous		12/31/2024	72,519	AY	1.00
			Director, Intl Studies Major	Special	1/1/2025	8/31/2025	2,400	AY	0.00
			Orville D Menard Distinguished Faculty F	Special	1/1/2025	12/31/2026	2,500	AY	0.00
			Orville D Menard Distinguished Faculty F	Special		12/31/2024	2,500	AY	0.00
09/10	Lushnikov, Alexander	Physics	Research Associate	Special	3/1/2025	8/14/2025	59,815	FY	1.00
			Research Associate	Special		2/28/2025	59,815	FY	1.00
06/00	Maleckis, Kaspars	Biomechanics	Assistant Professor	Specific	2/1/2025		93,047	AY	1.00
			Assistant Professor	Specific		8/31/2024	90,551	AY	1.00
09/07	Melanson, William Jas	Philosophy & Religion	Chairperson	Special		2/28/2025	49,236	AY	0.60
			Associate Professor	Continuous	3/1/2025		76,060	AY	1.00
			Associate Professor	Continuous		2/28/2025	30,424	AY	0.40
09/10	Moeller, Amanda N	Center for Collaboration Sciences	Research Associate	Special	1/2/2025	1/1/2026	71,574	FY	1.00
			Research Associate	Special		1/1/2025	71,574	FY	1.00
09/09	Moore, James C	Physics	Chairperson	Special	2/24/2025	5/16/2025	56,307	AY	0.60
			Chairperson	Special		2/23/2025	56,307	AY	0.60
		Stem Trail Center	Director, STEM TRAIL Center	Special	2/24/2025	7/31/2027	25,000	AY	0.00
		Academic Affairs	Director, STEM TRAIL Center	Special		2/23/2025	25,000	AY	0.00
		Physics	Professor	Continuous	2/24/2025		35,138	AY	0.40
			Professor	Continuous		2/23/2025	35,138	AY	0.40
			Haddix Community Chair in Physical Scien	Special	2/24/2025	8/31/2026	27,500	AY	0.00
			Haddix Community Chair in Physical Scien	Special		2/23/2025	27,500	AY	0.00

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01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Obradovic, Lana	Political Science	Associate Professor	Continuous	3/1/2025		74,704	AY	1.00
			Associate Professor	Continuous		2/28/2025	74,704	AY	1.00
			Director, Intl Studies Major	Special		2/28/2025	6,600	AY	0.00
		Philosophy & Religion	Goldstein Family Community Chair	Special	3/1/2025	8/31/2029	20,000	AY	0.00
			Goldstein Family Community Chair	Special		2/28/2025	20,000	AY	0.00
09/07	Owens, Tammi M	Criss Library	Director, Research Services	Special	2/1/2025		2,500	FY	0.00
			Associate Professor	Continuous		1/31/2025	67,229	FY	1.00
			Associate Professor	Continuous	2/1/2025		80,000	FY	1.00
09/07	Parsons, Katherine L	Center for Collaboration Sciences	Research Associate	Special		12/31/2024	81,799	FY	1.00
			Research Associate	Special	1/1/2025	11/30/2025	81,799	FY	1.00
09/09	Pettit, Darren D	Music	Associate Professor	Continuous	1/1/2025		62,215	AY	1.00
			Associate Professor	Continuous		8/31/2024	60,429	AY	1.00
			School of Music: China/Curriculum Coord	Special	1/1/2025		3,000	AY	0.00
			School of Music: China/Curriculum Coord	Special		8/31/2024	3,000	AY	0.00
09/09	Reding, Tracie L	Stem Trail Center	Senior Research Associate - Stem Trail	Special	2/24/2025	9/30/2025	81,799	FY	1.00
		Academic Affairs	Senior Research Associate - Stem Trail	Special		2/23/2025	81,799	FY	1.00
06/09	Reyes Nunez, Reyna	Public Administration	Assistant Professor	Continuous	3/1/2025	5/23/2025	35,500	AY	1.00
			Assistant Professor	Continuous		2/28/2025	35,500	AY	1.00
09/07		Public Administration	Assistant Professor	Continuous	1/1/2025	5/23/2025	35,500	AY	1.00
06/00	Salkovskiy, Yury	Biomechanics	Assistant Professor	Specific	2/1/2025		91,390	AY	1.00
			Assistant Professor	Specific		8/31/2024	88,709	AY	1.00
09/07	Sanchez, Thomas W	Sociology	Associate Professor	Continuous	1/1/2025		79,395	AY	1.00
			Associate Professor	Continuous		12/31/2024	79,395	AY	1.00
		College of Arts and Sciences	Interim Interim Director of OLLAS	Special	1/1/2025	6/30/2025	2,300	AY	0.00
09/07	Santo, Jonathan	Psychology	Professor	Continuous	1/1/2025		82,223	AY	1.00
			Professor	Continuous		12/31/2024	82,223	AY	1.00
		Office of Research & Creative Actvty	ORCA Faculty Fellows	Special	1/1/2025	12/31/2025	3,600	AY	0.00

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Schulz, Steven A	College of Business Administration	Interim Dean	Special	1/2/2025	12/31/2025	225,000	FY	1.00
			Interim Dean	Special	3/1/2025	12/31/2025	225,000	FY	1.00
			Interim Dean	Special		2/28/2025	225,000	FY	1.00
		Management	Lucas Diamond Alumni	Special	1/2/2025	8/31/2027	5,000	FY	0.00
			Lucas Diamond Alumni	Special	3/1/2025	8/31/2027	5,000	FY	0.00
			Lucas Diamond Alumni	Special		1/1/2025	5,000	FY	0.00
			Lucas Diamond Alumni	Special		2/28/2025	5,000	FY	0.00
			Associate Professor	Continuous	1/2/2025	2/28/2025	138,862	FY	0.00
			Associate Professor	Continuous		1/1/2025	138,862	FY	1.00
			Associate Professor	Continuous		2/28/2025	138,862	FY	0.00
09/07	Smith-Howell, Debora	Communication	Professor	Continuous	1/1/2025		172,244	AY	1.00
			Professor	Continuous		12/31/2024	172,244	AY	1.00
09/07	Trawick, Michelle W	College of Business Administration	Dean	Special		12/31/2024	303,642	AY	1.00
		Economics	Professor	Continuous	1/1/2025	12/31/2025	72,000	AY	0.00
			Professor	Continuous	1/1/2025		216,482	AY	1.00
09/07	Vogel, Morgan D	Center for Public Affairs Research	Assistant Director	Special	1/1/2025	6/30/2026	8,000	FY	0.00
			Assistant Director	Special	2/1/2025	6/30/2026	8,000	FY	0.00
			Research Associate	Special	1/1/2025	6/30/2026	69,714	FY	1.00
			Research Associate	Special	2/1/2025	6/30/2026	69,714	FY	1.00
			Research Associate	Special		12/31/2024	69,714	FY	1.00
09/07	Wilkinson, Lindsay R	Gerontology	Associate Professor	Continuous	1/1/2025		74,544	AY	1.00
			Associate Professor	Continuous		12/31/2024	74,544	AY	1.00
			Masters Program Chair	Special	1/1/2025	5/15/2025	5,000	AY	0.00
			Masters Program Chair	Special		12/31/2024	5,000	AY	0.00
			Doctoral Program Chair	Special	1/1/2025	5/14/2026	5,000	AY	0.00
			Missinne Professorship	Special	1/1/2025	8/31/2029	5,000	AY	0.00
			Missinne Professorship	Special		12/31/2024	5,000	AY	0.00

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

		<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07		Williams, Paul A	Philosophy & Religion	Director, Islamic Studies	Special	3/1/2025	5/23/2025	2,000	AY	0.00
				Director, Islamic Studies	Special		2/28/2025	2,000	AY	0.00
				Interim Director, Goldstein Center Human Rights	Special		2/28/2025	10,000	AY	0.00
				Assoc. Dir., Goldstein Ctr Human Rights	Special	3/1/2025	8/31/2025	3,150	AY	0.00
				Associate Professor	Continuous	3/1/2025		78,041	AY	1.00
				Associate Professor	Continuous		2/28/2025	78,041	AY	1.00

- 06/00 Error Correction
- 06/02 Performance Adjustment
- 06/09 Change in Payment Schedule
- 09/07 Position Add/Change
- 09/09 Other Status Change
- 09/10 Extension of Appointment
- 29/02 Change Benefits % Elig to NE
- 29/04 Change Benefits % Elig to Elig

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA MEDICAL CENTER
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Abdulmalik, Sama	COD-Growth and Development	Asst Professor	Health Prof	1/1/2025	6/30/2028	105,000	FY	1.00
Becker, Thomas E	Pediatrics Cardiology	Asst Professor	Health Prof	2/1/2025		45,500	FY	1.00
Bui, Bao T	Radiology	Asst Professor	Special	3/1/2025		45,000	FY	1.00
Dowling, Jamie L	COPH Health Promotion	Asst Professor	Health Prof	1/1/2025		110,000	FY	1.00
Driscoll, Mark F	COD-Adult Restorative	Asst Professor	Health Prof	2/1/2025	6/30/2028	116,000	FY	1.00
Driver, Kristen N	COP Pharmacy Practice and Science	Clinical Asst Professor	Special	1/2/2025		135,000	FY	1.00
Gandhi, Vaibhav	COD-Growth and Development	Asst Professor	Health Prof	3/1/2025	6/30/2028	130,000	FY	1.00
Jackson, Diane K	CON-Omaha Division	Clinical Asst Professor	Special	3/17/2025		4,213	AY	0.10
Jepson, Amanda J	Pediatrics Cardiology	Asst Professor	Special	2/1/2025		36,400	FY	0.80
Johnson, Sarah M	CAHP Cytotechnology	Asst Professor	Special	1/27/2025		77,000	FY	1.00
Kumbar, Sangamesh G	COD-Growth and Development	Professor	Continuous	1/1/2025		260,000	FY	1.00
LaCroix, Gary A	Anesthesiology	Asst Professor	Special	1/17/2025		110,000	FY	1.00
McCartney, Kyle R	COP Pharmacy Practice and Science	Clinical Asst Professor	Special	1/2/2025		135,000	FY	1.00
	COP Pharmacy Practice and Science	Director Community Partnerships	Special	1/2/2025		13,500	FY	0.00
Mooradian, Stephen J	Pediatrics Cardiology	Asst Professor	Special	2/1/2025		45,500	FY	1.00
Morgan, Rustain L	Radiology	Assoc Professor	Special	1/1/2025		50,000	FY	1.00
Nordgren, Tara M	Pediatrics Newborn Medicine	Assoc Professor	Special	1/20/2025		60,000	FY	1.00
	Pediatrics Newborn Medicine	Research Scientist	Special	1/20/2025		85,000	FY	0.00
O'Neill, Lauren A	Ophthalmology and Visual Sciences	Asst Professor	Health Prof	2/1/2025	6/30/2026	45,000	FY	1.00
Patterson, Andrew J	Anesthesiology	Chairperson	Special	3/1/2025		100,000	FY	0.00
	Anesthesiology	Professor	Continuous	3/1/2025		110,000	FY	1.00
Sapkota, Kiran	COP Pharmaceutical Science	Asst Professor	Special	1/15/2025		125,000	FY	1.00
Shivapour, Jill KL	Pediatrics Cardiology	Asst Professor	Special	2/1/2025		45,500	FY	1.00
Sundar Rajan, Naresh	COPH Biostatistics	Asst Professor	Special	1/29/2025		2,219	FY	0.01
Wadams, Heather D	Pediatrics Endocrine	Asst Professor	Health Prof	2/1/2025	6/30/2026	75,000	FY	1.00
Warren, David K	Int Med Infectious Diseases	Professor	Health Prof	1/13/2025	6/30/2029	55,000	FY	1.00

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09/13	Are, Chandrakanth	Dean College of Medicine	Associate Dean	Special	3/1/2025		10,000	FY	0.00
			Associate Dean	Special		2/28/2025	10,000	FY	0.00
		Surgical Oncology	Professor	Continuous	3/1/2025		80,498	FY	1.00
			Professor	Continuous		2/28/2025	80,498	FY	1.00
06/03	Bade, Aditya N	Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	1/1/2025	6/30/2027	60,000	FY	1.00
			Asst Professor	Health Prof		12/31/2024	60,000	FY	1.00
			Research Scientist	Special	1/1/2025	6/30/2025	70,000	FY	0.00
			Research Scientist	Special		12/31/2024	24,937	FY	0.00
09/10	Band, Vimla	Genetics Cell Biology & Anatomy	Professor	Continuous	3/1/2025		167,155	FY	0.75
			Professor	Continuous		2/28/2025	167,155	FY	0.75
			Chairperson	Special	3/1/2025		54,134	FY	0.25
			Chairperson	Special		2/28/2025	54,134	FY	0.25
			Chairperson Stipend	Special	3/1/2025		50,000	FY	0.00
			Chairperson Stipend	Special		2/28/2025	50,000	FY	0.00
			Research Scientist	Special	3/1/2025	6/30/2025	65,323	FY	0.00
			Research Scientist	Special		2/28/2025	65,323	FY	0.00
		Eppley Inst Faculty	Prgm Dir, Breast Cancer Rsch Program	Special	3/1/2025		5,000	FY	0.00
			Prgm Dir, Breast Cancer Rsch Program	Special		2/28/2025	5,000	FY	0.00
09/07	Bergan, Raymond C	Eppley Inst Faculty	Research Scientist	Special	3/9/2025		110,410	FY	0.00
			Research Scientist	Special		3/8/2025	110,410	FY	0.00
			Professor	Continuous	3/9/2025		258,292	FY	1.00
			Professor	Continuous		3/8/2025	258,292	FY	1.00
			Deputy Director	Special		3/8/2025	75,000	FY	0.00
29/01	Betts, Kelly J	CON-West Nebraska Division	Assistant Dean	Special		1/2/2025	5,000	FY	0.00
			Asst Professor	Special	1/3/2025		36,921	FY	0.30
			Asst Professor	Special		1/2/2025	123,071	FY	1.00
29/05	Black, Joyce M	CON-Omaha Division	Professor	Special	3/1/2025		22,840	AY	0.20
			Professor	Special		2/28/2025	68,520	AY	0.60

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09/07	Boerner, Brian P	Int Med DEM	Assoc Professor	Special	1/1/2025		37,316	FY	0.90
			Assoc Professor	Special		12/31/2024	37,316	FY	0.90
		Academic Affairs	Director IAE	Special		12/31/2024	10,000	FY	0.00
06/12	Borg, Nicholas	Neurosurgery	Asst Professor	Health Prof	1/1/2025	6/30/2027	75,000	FY	1.00
			Asst Professor	Health Prof		12/31/2024	57,200	FY	1.00
09/07	Burt, Jennifer D	MMI Administration	Assoc Director of LEND	Special	1/1/2025		9,000	FY	0.00
		MMI Psychology	Assoc Director Clinical Svcs & Outreach	Special	1/1/2025		5,000	FY	0.00
			Assoc Director Clinical Svcs & Outreach	Special		12/31/2024	5,000	FY	0.00
			Coordinator Fellowship	Special	1/1/2025		2,500	FY	0.00
			Coordinator Fellowship	Special		12/31/2024	2,500	FY	0.00
			Assoc Professor	Special	1/1/2025		131,216	FY	1.00
			Assoc Professor	Special		12/31/2024	131,216	FY	1.00
29/01	Cabrera, Monina S	Pediatrics Endocrine	Asst Professor	Health Prof	2/1/2025	6/30/2026	43,405	FY	1.00
			Asst Professor	Health Prof		1/31/2025	34,724	FY	0.80
09/07	Carroll, Regina A	MMI ICASD	Clinical Provider	Special	1/1/2025		74,550	FY	0.00
			Clinical Provider	Special		12/31/2024	74,550	FY	0.00
		MMI Administration	Assoc Director Clinical Services	Special	1/1/2025		9,000	FY	0.00
		MMI ICASD	Assoc Director iCASD	Special	1/1/2025		9,000	FY	0.00
			Assoc Director iCASD	Special		12/31/2024	9,000	FY	0.00
			Program Director-iCASD ACT Clinic	Special	1/1/2025		5,000	FY	0.00
			Program Director-iCASD ACT Clinic	Special		12/31/2024	5,000	FY	0.00
			Professor	Continuous	1/1/2025		60,000	FY	1.00
			Professor	Continuous		12/31/2024	60,000	FY	1.00
09/07	Chen, Po-Jung	COD-Dental Administration	Dr. William E Ludwick Faculty Fellowship	Special	2/1/2025	6/30/2029	5,000	FY	0.00
			Dr. William E Ludwick Faculty Fellowship	Special		1/31/2025	5,000	FY	0.00
		COD-Growth and Development	Program Director of Orthodontic	Special	2/1/2025		10,000	FY	0.00
			Asst Professor	Health Prof	2/1/2025	6/30/2027	152,090	FY	1.00
			Asst Professor	Health Prof		1/31/2025	152,090	FY	1.00

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29/01	Connelly, Liane M	CON-Academic Programs	MSN Area Coordinator-LEAD Stipend	Special		2/28/2025	1,500	FY	0.00
		CON-Northern Division	Assoc Professor	Special	3/1/2025		111,671	FY	0.75
			Assoc Professor	Special		2/28/2025	148,894	FY	1.00
09/07	Custer, Tanya Marie	CAHP Distance Education	Assoc Professor	Continuous	1/1/2025		93,059	FY	1.00
			Assoc Professor	Continuous		12/31/2024	93,059	FY	1.00
			Director Distance Education	Special	1/1/2025		15,850	FY	0.00
			Director Distance Education	Special		12/31/2024	15,850	FY	0.00
		Academic Affairs	Director IAE	Special	1/1/2025	12/31/2027	10,000	FY	0.00
09/07	Davis, Krystal L	CON-Lincoln Division	Asst Professor	Special	3/1/2025		85,330	AY	0.99
			Asst Professor	Special		2/28/2025	85,330	AY	1.00
		CON-Learning Resource Center	Interim Director	Special	3/1/2025	6/30/2025	3,000	AY	0.01
09/07	Dawson, Rebekah L	Cellular/Integrative Physiology	Director Cardiovascular Research Program	Special	2/1/2025		55,000	FY	0.00
			Director Cardiovascular Research Program	Special		1/31/2025	55,000	FY	0.00
			Research Scientist	Special	2/1/2025	6/30/2025	128,500	FY	0.00
			Research Scientist	Special		1/31/2025	128,500	FY	0.00
		VCR Cores	Director MSS Core Facility	Special	2/1/2025		25,000	FY	0.00
		Cellular/Integrative Physiology	Chairperson	Special	2/1/2025		90,000	FY	0.00
			Chairperson	Special		1/31/2025	90,000	FY	0.00
			Director CardiOmics Program Resources	Special	2/1/2025		55,000	FY	0.00
			Director CardiOmics Program Resources	Special		1/31/2025	55,000	FY	0.00
			Professor	Continuous	2/1/2025		80,200	FY	1.00
			Professor	Continuous		1/31/2025	80,200	FY	1.00
09/07	Dong, Yuxiang	COP Pharmaceutical Science	Research Assoc Professor	Special	1/14/2025		69,633	FY	0.91
			Research Assoc Professor	Special		1/13/2025	69,633	FY	0.91
29/01	Ellis, Cynthia R	Pediatrics Developmental Medicine	Professor	Special	1/1/2025		40,860	FY	0.90
			Professor	Special		12/31/2024	38,590	FY	0.85
29/01	Flagg, Brandi N	Int Med Geriatrics/Palliative Med	Asst Professor	Special	1/1/2025		36,080	FY	0.80
			Asst Professor	Special		12/31/2024	45,100	FY	1.00

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29/01	Fletcher, Courtney V	COP Pharmacy Practice and Science	Professor	Special	1/2/2025		194,924	FY	0.60
			Professor	Special		1/1/2025	244,856	FY	0.75
09/07	Florell, Melissa C	CON-Kearney Division	Asst Professor	Special	3/1/2025		85,181	AY	0.99
			Asst Professor	Special		2/28/2025	85,181	AY	1.00
		CON-Lincoln Division	Interim Assistant Dean	Special	3/1/2025	6/30/2025	5,000	AY	0.01
09/10	Franta Bretscher, Erika R	MMI Psychology	Asst Professor	Special	1/4/2025		102,121	FY	1.00
			Asst Professor	Special		1/3/2025	102,121	FY	1.00
09/07	Garvin, Kevin L	Orthopaedic Surgery	Chairperson	Special	1/1/2025		61,842	FY	0.29
			Chairperson	Special		12/31/2024	61,842	FY	0.29
			Chairperson Stipend	Special	1/1/2025		10,000	FY	0.00
			Chairperson Stipend	Special		12/31/2024	10,000	FY	0.00
			Professor	Continuous	1/1/2025		135,624	FY	0.53
			Professor	Continuous		12/31/2024	135,624	FY	0.53
			L Thomas Hood Professor-Ortho Surgery	Special	1/1/2025	12/31/2029	25,000	FY	0.18
			L Thomas Hood Professor-Ortho Surgery	Special		12/31/2024	25,000	FY	0.18
09/07	Gormley, Jessica E	MMI Speech Pathology	Asst Professor	Health Prof	1/1/2025	6/30/2026	50,000	FY	1.00
			Asst Professor	Health Prof		12/31/2024	50,000	FY	1.00
			Research Scientist	Special	1/1/2025		38,214	FY	0.00
			Research Scientist	Special		12/31/2024	38,214	FY	0.00
			Research Coordinator	Special	1/1/2025		1,500	FY	0.00
			Research Coordinator	Special		12/31/2024	1,500	FY	0.00
09/01	Haier, Katelyn R	Int Med Geriatrics/Palliative Med	Fellow	Other		12/31/2024	72,760	FY	1.00
09/07	Hays, Haley M	CON-West Nebraska Division	Clinical Asst Professor	Special	3/1/2025		112,942	FY	0.99
			Clinical Asst Professor	Special		2/28/2025	112,942	FY	1.00
			Interim Assistant Dean	Special	3/1/2025	6/30/2025	5,000	FY	0.01
29/01	Herrick, Linda M	CON-Omaha Division	Clinical Professor	Special	3/1/2025		46,152	AY	0.40
			Clinical Professor	Special		2/28/2025	69,228	AY	0.60

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09/07	Hopkins, Corey R	COP Pharmaceutical Science	Professor	Continuous	2/27/2025		188,573	FY	1.00
			Professor	Continuous		2/26/2025	188,573	FY	1.00
			Interim Chair	Special	2/27/2025		20,000	FY	0.00
		COP Dean's Office	Director UNMC Ctr Drug Design/Innovation	Special	2/27/2025		10,000	FY	0.00
			Director UNMC Ctr Drug Design/Innovation	Special		2/26/2025	10,000	FY	0.00
09/07	Hudson, Diane Brage	CON-Lincoln Division	Assoc Professor	Special	1/13/2025		90,261	FY	0.60
			Assoc Professor	Special		1/12/2025	150,435	FY	1.00
29/01		CON-Lincoln Division	Assoc Professor	Special	1/13/2025		90,261	FY	0.60
			Assoc Professor	Special		1/12/2025	150,435	FY	1.00
09/08	Hultquist, Teresa L	CON-Omaha Division	Professor	Continuous	1/31/2025		155,284	FY	1.00
			Professor	Continuous		1/30/2025	155,284	FY	1.00
			Asst Dean Eval & Continuous Quality Impr	Special	1/31/2025		3,000	FY	0.00
			Direct of Evaluation	Special		1/30/2025	3,000	FY	0.00
09/07	Junge, Todd N	COD-Dental Hygiene	Asst Professor	Health Prof	1/1/2025	6/30/2028	88,409	FY	1.00
			Asst Professor	Health Prof		12/31/2024	88,409	FY	1.00
09/09	Kalsi, Neil S	Family Medicine	Asst Professor	Health Prof	1/1/2025	6/30/2025	55,400	FY	1.00
			Asst Professor	Health Prof		12/31/2024	55,400	FY	1.00
29/01	KC, Madhav	COPH Epidemiology	Asst Professor	Special	1/1/2025		21,630	FY	0.20
			Asst Professor	Special		12/31/2024	16,223	FY	0.15
09/08	Keeler, Heidi J	CON-Continuing InterProfDevelopment	Executive Director	Special	1/31/2025		3,000	FY	0.00
			Director	Special		1/30/2025	3,000	FY	0.00
		CON-Omaha Division	Assoc Professor	Health Prof	1/31/2025	6/30/2029	119,823	FY	0.90
			Assoc Professor	Health Prof		1/30/2025	119,823	FY	0.73
		Academic Affairs	Asst Vice Chancellor Community Engagemnt	Special	1/31/2025		13,314	FY	0.10
			Asst Vice Chancellor Community Engagemnt	Special		1/30/2025	13,314	FY	0.27
			Asst VC Community Engagement Stipend	Special	1/31/2025		5,000	FY	0.00
			Asst VC Community Engagement Stipend	Special		1/30/2025	5,000	FY	0.00

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09/07	Klepser, Donald G	COP Dean's Office	Interim Dean	Special	1/1/2025		125,000	FY	0.00
		COP Pharmacy Practice and Science	Professor	Continuous	1/1/2025		182,664	FY	1.00
			Professor	Continuous		12/31/2024	182,664	FY	1.00
		COP Dean's Office	Sr. Associate Dean for Academic Affairs	Special		12/31/2024	50,000	FY	0.00
09/07	Knoell, Daren L	COP Pharmacy Practice and Science	Lewis & Antonia Harris Professorship	Special		12/31/2024	20,000	FY	0.00
			Professor	Continuous	1/1/2025		206,611	FY	1.00
			Professor	Continuous		12/31/2024	144,629	FY	0.70
			Chairperson	Special		12/31/2024	61,982	FY	0.30
			Chairperson Stipend	Special		12/31/2024	20,000	FY	0.00
29/01		COP Pharmacy Practice and Science	Lewis & Antonia Harris Professorship	Special		12/31/2024	20,000	FY	0.00
			Professor	Continuous	1/1/2025		206,611	FY	1.00
			Professor	Continuous		12/31/2024	144,629	FY	0.70
			Chairperson	Special		12/31/2024	61,982	FY	0.30
			Chairperson Stipend	Special		12/31/2024	20,000	FY	0.00
09/07	Kratochvil, Christopher J	External Relations	Interim Vice President for External Relations	Special	3/1/2025		120,000	FY	0.00
			Interim Vice President for External Relations	Special		2/28/2025	120,000	FY	0.00
		Psychiatry	Professor	Continuous	3/1/2025		34,149	FY	0.30
			Professor	Continuous		2/28/2025	34,149	FY	0.30
		Vice Chancellor External Relations	Vice Chancellor for External Relations	Special	3/1/2025		239,879	FY	0.70
			Vice Chancellor for External Relations	Special		2/28/2025	190,554	FY	0.55
		Vice Chancellor for Research	Chief Medical Officer	Special		2/28/2025	49,325	FY	0.15
09/07		Family Medicine	Asst Professor	Special	2/1/2025		60,000	FY	1.00
	Labisi, Titilola O	Int Med Infectious Diseases	Other Hourly Worker	Other		1/12/2025	13,468	FY	0.25
		Dean College of Medicine	Director Community Collaborative Academy	Special	2/1/2025		55,000	FY	0.00
09/16		Family Medicine	Asst Professor	Special	1/13/2025		60,000	FY	1.00
		Int Med Infectious Diseases	Other Hourly Worker	Other		1/12/2025	13,468	FY	0.25
		Dean College of Medicine	Director Community Collaborative Academy	Special	1/13/2025		55,000	FY	0.00
09/07	Laurila, Joshua M	Int Med General Medicine	Asst Professor	Special	1/1/2025		45,400	FY	1.00
		Int Med Hospital Medicine	Asst Professor	Special		12/31/2024	45,400	FY	1.00

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09/13	Mannon, Peter J	Int Med GI	Professor	Continuous	2/1/2025		48,525	FY	0.88
			Professor	Continuous		1/31/2025	48,525	FY	0.88
09/07	Mardock, Luther M	Academic Affairs	Accreditation & Assessment Specialist	Other		1/12/2025	68,078	FY	1.00
29/01	Martin, Ameeta B	Pediatrics Cardiology	Assoc Professor	Special	1/1/2025		27,300	FY	0.60
			Assoc Professor	Special		12/31/2024	36,400	FY	0.80
09/07	McMillan, JoEllyn M	Biosafety Program	Institutional Biosafety Comm Chair	Special	1/1/2025	1/31/2027	10,000	FY	0.00
			Institutional Biosafety Comm Chair	Special		12/31/2024	10,000	FY	0.00
		COPH Environ, Agri & Occ Health	Assoc Professor	Special	1/1/2025		34,730	FY	0.35
			Assoc Professor	Special		12/31/2024	34,730	FY	0.35
		Pharmacology/Exp Neuroscience	Assoc Professor	Special	1/1/2025		64,499	FY	0.65
			Assoc Professor	Special		12/31/2024	64,499	FY	0.65
29/01	McVicker, Benita L	Int Med GI	Assoc Professor	Special	1/1/2025		79,808	FY	1.00
			Assoc Professor	Special		12/31/2024	39,905	FY	0.50
			Research Scientist	Special	1/1/2025	6/30/2025	47,198	FY	0.00
			Research Scientist	Special		12/31/2024	9,371	FY	0.00
29/01	Mellott, Kassandra A	CAHP Physician Assistant	Asst Professor	Special	1/1/2025		38,990	FY	0.35
			Asst Professor	Special		12/31/2024	13,368	FY	0.12
09/07	Messner, Katlyn R	CON-Kearney Division	Nurse Specialist/Instructor	Other		1/1/2025	91,635	FY	1.00
09/09	Meza, Jane L	Academic Affairs	Interim Vice Chancellor	Special	1/2/2025		276,641	FY	0.90
			Interim Vice Chancellor	Special		1/1/2025	276,641	FY	0.90
		COPH Biostatistics	Professor	Continuous	1/2/2025		30,739	FY	0.10
			Professor	Continuous		1/1/2025	30,739	FY	0.10
		Academic Affairs	Interim Vice Chancellor Stipend	Special	1/2/2025		55,000	FY	0.00
			Interim Vice Chancellor Stipend	Special		1/1/2025	55,000	FY	0.00

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09/07	Miller, Kerry A	MMI Education and Child Development	Assoc Director Education and Child Dev	Special	1/1/2025		4,000	FY	0.00
			Assoc Director Education and Child Dev	Special		12/31/2024	4,000	FY	0.00
			Program Coordinator	Special	1/1/2025		2,500	FY	0.00
			Program Coordinator	Special		12/31/2024	2,500	FY	0.00
			Asst Professor	Special	1/1/2025		99,314	FY	1.00
			Asst Professor	Special		12/31/2024	99,314	FY	1.00
		MMI Administration	Associate Director of Academic Affairs	Special	1/1/2025		9,000	FY	0.00
09/07	Mirnics, Karoly	Munroe-Meyer Institute	Dean and Director	Special	3/1/2025	6/30/2029	320,800	FY	0.80
			Director	Special		2/28/2025	320,800	FY	0.80
			Dean and Director Stipend	Special	3/1/2025		10,000	FY	0.00
			Director Stipend	Special		2/28/2025	10,000	FY	0.00
			Hattie B Munroe Endowed Professorship	Special	3/1/2025		80,200	FY	0.20
			Hattie B Munroe Endowed Professorship	Special		2/28/2025	80,200	FY	0.20
09/07	Mooradian, Stephen J	Pediatrics Cardiology	Asst Professor	Special	2/1/2025		45,500	FY	1.00
09/07	Mormino, Matthew A	Orthopaedic Surgery	Professor	Health Prof	1/1/2025	6/30/2027	102,059	FY	1.00
			Professor	Health Prof		12/31/2024	102,059	FY	1.00
			Herman Frank Johnson Professor-Ortho Sur	Special	1/1/2025	12/31/2029	25,000	FY	0.00
			Herman Frank Johnson Professor-Ortho Sur	Special		12/31/2024	25,000	FY	0.00
			Residency Program Director	Special	1/1/2025		10,000	FY	0.00
			Residency Program Director	Special		12/31/2024	10,000	FY	0.00
29/01	Mundil, Lindsay K	COD-Dental Hygiene	Asst Professor	Special	1/1/2025		61,810	FY	0.70
			Asst Professor	Special		12/31/2024	52,980	FY	0.60
29/01	Naksuk, Niyada	Int Med Cardiovascular Medicine	Asst Professor	Special	1/1/2025		34,440	FY	0.60
			Asst Professor	Special		12/31/2024	45,920	FY	0.80
09/07	Olsen, Keith M	COP Dean's Office	Dean	Special		12/31/2024	356,710	FY	1.00
		COP Pharmacy Practice and Science	Professor	Continuous	1/1/2025		206,611	FY	1.00
09/07	Petro, Thomas M	COD-Oral Biology	Professor	Continuous	2/1/2025		160,475	FY	1.00
			Professor	Continuous		1/31/2025	160,475	FY	1.00
			Interim Chairperson	Special	2/1/2025		10,000	FY	0.00

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA MEDICAL CENTER
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/01	Puri, Ashok	Ophthalmology and Visual Sciences	Research Scientist	Special	1/1/2025		65,000	FY	0.00
			Asst Professor	Special	1/1/2025		60,000	FY	1.00
			Visiting Instructor	Special		12/31/2024	75,100	FY	1.00
09/07		Ophthalmology and Visual Sciences	Research Scientist	Special	1/1/2025		65,000	FY	0.00
			Asst Professor	Special	1/1/2025		60,000	FY	1.00
			Visiting Instructor	Special		12/31/2024	75,100	FY	1.00
06/10	Radhakrishnan, Prakash	Eppley Inst Faculty	Research Scientist	Special	1/1/2025		36,277	FY	0.00
			Research Scientist	Special		12/31/2024	32,366	FY	0.00
			Assoc Professor	Continuous	1/1/2025		101,723	FY	1.00
			Assoc Professor	Continuous		12/31/2024	101,723	FY	1.00
09/07	Rogers, Samantha L	CON-Omaha Division	Other Hourly Worker	Other		2/9/2025	74,880	FY	1.00
09/07	Romanova, Svetlana	COP Pharmaceutical Science	Research Asst Professor	Special	1/14/2025		61,430	FY	1.00
			Research Asst Professor	Special		1/13/2025	61,430	FY	1.00
09/07	Romberger, Debra	Int Med Administration	Chairperson	Special		12/31/2024	12,258	FY	0.10
		Int Med Pulmonary	Professor	Continuous	1/1/2025		50,387	FY	0.40
			Professor	Continuous		12/31/2024	38,129	FY	0.30
		Int Med Administration	Chairperson Stipend	Special		12/31/2024	10,000	FY	0.00
09/07	Rowley, Michael J	Graduate Studies	Graduate Studies Advisor	Special	1/1/2025	12/31/2025	5,000	FY	0.00
		Genetics Cell Biology & Anatomy	Assoc Professor	Continuous	1/1/2025		70,000	FY	1.00
			Assoc Professor	Continuous		12/31/2024	70,000	FY	1.00
			Director BISB Doctoral Program	Special	1/1/2025		5,000	FY	0.00
			Director BISB Doctoral Program	Special		12/31/2024	5,000	FY	0.00
			Research Scientist	Special	1/1/2025		47,663	FY	0.00
			Research Scientist	Special		12/31/2024	47,663	FY	0.00
09/07	Rupp, Mark E	Int Med Infectious Diseases	Professor	Continuous	1/1/2025		95,679	FY	1.00
			Professor	Continuous		12/31/2024	95,679	FY	1.00

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA MEDICAL CENTER
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/10	Santarpia, Joshua L	Pathology, Microbiology & Immunolog	Research Scientist	Special	2/1/2025		135,865	FY	0.00
			Research Scientist	Special		1/31/2025	135,865	FY	0.00
			Professor	Continuous	2/1/2025		80,100	FY	1.00
			Professor	Continuous		1/31/2025	80,100	FY	1.00
			Nat'l Strategic Rsch Inst Rsch Director	Special	2/1/2025		50,000	FY	0.00
			Nat'l Strategic Rsch Inst Rsch Director	Special		1/31/2025	50,000	FY	0.00
09/07	Scales, Sarah E	COPH Epidemiology	Asst Professor	Health Prof	1/1/2025	6/30/2029	110,000	FY	1.00
09/07	Scarsi, Kimberly K	COP Pharmacy Practice and Science	Lewis & Antonia Harris Professorship	Special	1/1/2025		20,000	FY	0.00
			Professor	Continuous	1/1/2025		175,534	FY	1.00
			Professor	Continuous		12/31/2024	175,534	FY	1.00
			Chairperson	Special	1/1/2025		20,000	FY	0.00
			Vice Chair	Special		12/31/2024	5,000	FY	0.00
09/07	Shaffer, Christopher L	COP Pharmacy Practice and Science	Assoc Professor	Continuous	2/1/2025		166,050	FY	1.00
			Assoc Professor	Continuous		1/31/2025	166,050	FY	1.00
		COP Dean's Office	Interim Assoc Dean for Academic Affairs	Special	2/1/2025		20,000	FY	0.00
09/07	Shope, Ronald J	CAHP Hlth Prof Teaching & Tech	Assoc Professor	Special	1/1/2025		12,000	FY	0.08
		COPH Health Promotion	Asst Professor	Special	1/1/2025	7/31/2025	20,571	FY	0.12
			Asst Professor	Special		12/31/2024	12,000	FY	0.12
06/00	Shukry, Mohanad	Anesthesiology	Professor	Health Prof	3/1/2025	6/30/2025	207,140	FY	1.00
			Professor	Health Prof		2/28/2025	207,140	FY	1.00
09/07		Anesthesiology	Professor	Health Prof	3/1/2025	6/30/2025	207,140	FY	1.00
			Professor	Health Prof		2/28/2025	207,140	FY	1.00
09/07	Vinson, Laura C	COPH Health Promotion	Director Masters Program	Special	1/1/2025		5,000	FY	0.00
			Director Masters Program	Special		12/31/2024	5,000	FY	0.00
		COPH Office of the Dean	MHA Director	Special	1/1/2025		5,000	FY	0.00
09/13	Wang, Hanjun	Anesthesiology	Research Scientist	Special	2/1/2025		119,668	FY	0.00
			Research Scientist	Special		1/31/2025	119,668	FY	0.00
			Professor	Continuous	2/1/2025		95,300	FY	1.00
			Professor	Continuous		1/31/2025	95,300	FY	1.00

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA MEDICAL CENTER
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/13	Wichman, Tammy O	Int Med Pulmonary	Professor	Continuous	1/1/2025		55,100	FY	1.00
			Professor	Continuous		12/31/2024	55,100	FY	1.00
09/07	Yadav, Sumit	COD-Growth and Development	Professor	Continuous	2/1/2025		210,180	FY	1.00
			Professor	Continuous		1/31/2025	210,180	FY	1.00
			Chairperson	Special	2/1/2025		10,000	FY	0.00
			Chairperson	Special		1/31/2025	10,000	FY	0.00
			Cech Professor of Orthodontics	Special	2/1/2025	2/29/2028	8,500	FY	0.00
			Cech Professor of Orthodontics	Special		1/31/2025	8,500	FY	0.00
		COD-Dental Administration	Interim Assoc Dean	Special	2/1/2025		10,000	FY	0.00
09/07	Young, Kaitlyn M	MMI Psychology	Asst Professor	Special	1/13/2025		95,481	FY	1.00
			Asst Professor	Special		1/12/2025	95,481	FY	1.00
06/00	Error Correction								
06/03	External (Market) Adjustment								
06/06	Internal (Equity) Adjustment								
06/10	Administrative Adjustment								
06/12	Governmental Mandate								
09/01	Promotion Within								
09/02	Promotion/Transfer								
09/07	Position Add/Change								
09/08	Reclassification								
09/09	Other Status Change								
09/10	Extension of Appointment								
09/13	Reappointment								
09/16	New Faculty								
29/01	Change Employment %								
29/05	Voluntary FTE Reduction								

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA ADMINISTRATION
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Hayes, Taylor M	VP and General Counsel	Associate General Counsel	Special	1/27/2025		127,000	FY	1.00
Hoffman, Katie Jo	Corporation Secretary	Corporation Secretary	Special	1/1/2025		175,000	FY	1.00
McCleery, Molly M	VP and General Counsel	Assoc Gen Counsel/Dir Univ Records	Special	1/1/2025		135,000	FY	1.00
Rohe, Lacey J	Business and Finance	Associate Vice Chancellor & Controller	Special	3/1/2025		78,486	FY	0.40
	VP for Business and Finance	Asst VP Business & Finance/Controller	Special	3/1/2025		141,514	FY	0.60

PERSONNEL REPORT
01/01/2025 - 03/31/2025
UNIVERSITY OF NEBRASKA ADMINISTRATION
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Chambers, Bren H	VP and General Counsel	Interim Vice President	Special	1/1/2025		120,000	FY	0.00
			Deputy General Counsel	Special	1/1/2025		202,155	FY	1.00
			Deputy General Counsel	Special		12/31/2024	202,155	FY	1.00
06/06	Holm, Spencer W	VP and General Counsel	Associate General Counsel	Special	3/1/2025		137,000	FY	1.00
			Associate General Counsel	Special		2/28/2025	131,127	FY	1.00
09/07	Ostrowicki, Jacqueline M	External Relations	Asst VP, Mktg & Comm Engagement	Special	1/1/2025		166,491	FY	1.00
			Asst VP/Dir Mktng, Brand & Digital Media	Special		12/31/2024	151,355	FY	1.00
06/06	Internal (Equity) Adjustment								
09/07	Position Add/Change								



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Spring 2025 Student Credit Hour and Enrollment Summary Report

☒ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

Although varying by campus and student status, system-wide total spring-to-spring headcount enrollment increased by 454 (1%) and student credit hours increased by 9,675 (1.76%). Additional information can be found in the report.

BACKGROUND INFORMATION

June 20, 2024 - The BOR accepted the Spring 2024 Student Credit Hour Enrollment Report.

APPROVAL

The President recommends acceptance of this report.

UNIVERSITY OF NEBRASKA
SUMMARY - HEADCOUNT ENROLLMENT REPORT
COMPARING-Spring 2024 & Spring 2025

			Spring 2024	Spring 2025	Difference	% Change
UNIVERSITY OF NEBRASKA - LINCOLN	Undergraduate		17,498	17,748	250	1.4%
		First-Time Freshman	68	62	(6)	-8.8%
		Transfer	238	221	(17)	-7.1%
		Total	17,804	18,031	227	1.3%
	Graduate		3,886	3,874	(12)	-0.3%
		Total	3,886	3,874	(12)	-0.3%
	Professional		622	611	(11)	-1.8%
		Total	622	611	(11)	-1.8%
TOTAL		22,312	22,516	204	0.9%	
UNIVERSITY OF NEBRASKA MEDICAL CENTER	Undergraduate		900	1,036	136	15.1%
		Total	900	1,036	136	15.1%
	Graduate		710	761	51	7.2%
		Total	710	761	51	7.2%
	Professional		2,769	2,862	93	3.4%
		Total	2,769	2,862	93	3.4%
	TOTAL		4,379	4,659	280	6.4%
	UNIVERSITY OF NEBRASKA AT OMAHA	Undergraduate		10,474	10,439	(35)
First-Time Freshman			71	55	(16)	-22.5%
Transfer			419	449	30	7.2%
		Total	10,964	10,943	(21)	-0.2%
Graduate			3,084	3,133	49	1.6%
		Total	3,084	3,133	49	1.6%
TOTAL		14,048	14,076	28	0.2%	
UNIVERSITY OF NEBRASKA AT KEARNEY		Undergraduate		3,710	3,740	30
	First-Time Freshman		41	26	(15)	-36.6%
	Transfer		131	128	(3)	-2.3%
		Total	3,882	3,894	12	0.3%
	Graduate		1,704	1,646	(58)	-3.4%
		Total	1,704	1,646	(58)	-3.4%
	TOTAL		5,586	5,540	(46)	-0.8%
	NEBRASKA COLLEGE OF TECHNICAL AGRICULTURE (NCTA)	Undergraduate		189	177	(12)
First-Time Freshman			3	2	(1)	-33.3%
Transfer			4	5	1	25.0%
		Total	196	184	(12)	-6.1%
TOTAL		196	184	(12)	-6.1%	
Grand Total			46,521	46,975	454	1.0%

UNIVERSITY OF NEBRASKA
FULL-TIME & PART-TIME ENROLLMENT
COMPARING-Spring 2024 & Spring 2025

		Spring 2024		Spring 2025		% Change	
		Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
UNIVERSITY OF NEBRASKA - LINCOLN	Undergraduate	16,702	1,102	16,964	1,067	1.6%	-3.2%
	Graduate	1,918	1,968	1,980	1,894	3.2%	-3.8%
	Professional	598	24	591	20	-1.2%	-16.7%
	TOTAL	19,218	3,094	19,535	2,981	1.6%	-3.7%
UNIVERSITY OF NEBRASKA MEDICAL CENTER	Undergraduate	666	234	828	208	24.3%	-11.1%
	Graduate	346	364	562	199	62.4%	-45.3%
	Professional	2,445	324	2,479	383	1.4%	18.2%
	TOTAL	3,457	922	3,869	790	11.9%	-14.3%
UNIVERSITY OF NEBRASKA AT OMAHA	Undergraduate	8,989	1,975	9,000	1,943	0.1%	-1.6%
	Graduate	1,057	2,025	938	2,194	-11.3%	8.3%
	TOTAL	10,046	4,000	9,938	4,137	-1.1%	3.4%
UNIVERSITY OF NEBRASKA AT KEARNEY	Undergraduate	3,337	545	3,362	532	0.7%	-2.4%
	Graduate	316	1,388	305	1,341	-3.5%	-3.4%
	TOTAL	3,653	1,933	3,667	1,873	0.4%	-3.1%
NEBRASKA COLLEGE OF TECHNICAL AGRICULTURE (NCTA)	Undergraduate	178	18	167	17	-6.2%	-5.6%
	TOTAL	178	18	167	17	-6.2%	-5.6%
Grand Total		36,552	9,967	37,176	9,798	1.7%	-1.7%

UNIVERSITY OF NEBRASKA
SUMMARY - FULL-TIME EQUIVALENT ENROLLMENT REPORT
COMPARING- Spring 2024 & **Spring 2025**
Note: Full-time equivalent (FTE) is defined as full-time plus one third part-time headcount

		Spring 2024	Spring 2025	Difference	% Change
UNIVERSITY OF NEBRASKA - LINCOLN	Undergraduate	17,069	17,320	250	1.5%
	Graduate	2,574	2,611	37	1.5%
	Professional	606	598	(8)	-1.4%
	TOTAL	20,249	20,529	279	1.4%
UNIVERSITY OF NEBRASKA MEDICAL CENTER	Undergraduate	744	897	153	20.6%
	Graduate	467	628	161	34.5%
	Professional	2,553	2,607	54	2.1%
	TOTAL	3,764	4,132	368	9.8%
UNIVERSITY OF NEBRASKA AT OMAHA	Undergraduate	9,647	9,648	0	0.0%
	Graduate	1,732	1,669	(63)	-3.6%
	TOTAL	11,379	11,317	(62)	-0.5%
UNIVERSITY OF NEBRASKA AT KEARNEY	Undergraduate	3,519	3,539	21	0.6%
	Graduate	779	752	(27)	-3.4%
	TOTAL	4,297	4,291	(6)	-0.1%
NEBRASKA COLLEGE OF TECHNICAL AGRICULTURE (NCTA)	Undergraduate	184	173	(11)	-6.2%
	TOTAL	184	173	(11)	-6.2%
Grand Total		39,874	40,442	568	1.4%

UNIVERSITY OF NEBRASKA
HEADCOUNT ENROLLMENT BY RESIDENCY STATUS
COMPARING- Spring 2024 & Spring 2025

			Spring 2024	Spring 2025	% Change	Spring 2024	Spring 2025	% Change	Spring 2024	Spring 2025	% Change
			Resident Enrollment			Non-Resident Enrollment			Grand Total		
UNIVERSITY OF NEBRASKA - LINCOLN	Undergraduate		13,474	13,806	2.5%	4,261	4,160	-2.4%	17,735	17,966	1.3%
		First-Time Freshman	38	27	-28.9%	31	38	22.6%	69	65	-5.8%
		Total	13,512	13,833	2.4%	4,292	4,198	-2.2%	17,804	18,031	1.3%
	Graduate		1,467	1,491	1.6%	2,419	2,383	-1.5%	3,886	3,874	-0.3%
		Total	1,467	1,491	1.6%	2,419	2,383	-1.5%	3,886	3,874	-0.3%
	Professional		381	361	-5.2%	241	250	3.7%	622	611	-1.8%
		Total	381	361	-5.2%	241	250	3.7%	622	611	-1.8%
TOTAL			15,360	15,685	2.1%	6,952	6,831	-1.7%	22,312	22,516	0.9%
UNIVERSITY OF NEBRASKA MEDICAL CENTER	Undergraduate		767	892	16.3%	133	144	8.3%	900	1,036	15.1%
		Total	767	892	16.3%	133	144	8.3%	900	1,036	15.1%
	Graduate		344	350	1.7%	366	411	12.3%	710	761	7.2%
		Total	344	350	1.7%	366	411	12.3%	710	761	7.2%
	Professional		2,220	2,273	2.4%	549	589	7.3%	2,769	2,862	3.4%
		Total	2,220	2,273	2.4%	549	589	7.3%	2,769	2,862	3.4%
	TOTAL		3,331	3,515	5.5%	1,048	1,144	9.2%	4,379	4,659	6.4%
UNIVERSITY OF NEBRASKA AT OMAHA	Undergraduate		9,495	9,405	-0.9%	1,398	1,483	6.1%	10,893	10,888	0.0%
		First-Time Freshman	54	40	-25.9%	17	15	-11.8%	71	55	-22.5%
		Total	9,549	9,445	-1.1%	1,415	1,498	5.9%	10,964	10,943	-0.2%
	Graduate		2,345	2,443	4.2%	737	689	-6.5%	3,082	3,132	1.6%
		Total	2,345	2,443	4.2%	737	689	-6.5%	3,082	3,132	1.6%
	TOTAL		11,894	11,888	-0.1%	2,152	2,187	1.6%	14,046	14,075	0.2%
UNIVERSITY OF NEBRASKA AT KEARNEY	Undergraduate		3,242	3,236	-0.2%	599	632	5.5%	3,841	3,868	0.7%
		First-Time Freshman	16	15	-6.3%	25	11	-56.0%	41	26	-36.6%
		Total	3,258	3,251	-0.2%	624	643	3.0%	3,882	3,894	0.3%
	Graduate		1,334	1,305	-2.2%	370	341	-7.8%	1,704	1,646	-3.4%
		Total	1,334	1,305	-2.2%	370	341	-7.8%	1,704	1,646	-3.4%
	TOTAL		4,592	4,556	-0.8%	994	984	-1.0%	5,586	5,540	-0.8%
NEBRASKA COLLEGE OF TECHNICAL AG..	Undergraduate		135	125	-7.4%	61	59	-3.3%	196	184	-6.1%
		Total	135	125	-7.4%	61	59	-3.3%	196	184	-6.1%
	TOTAL		135	125	-7.4%	61	59	-3.3%	196	184	-6.1%
Grand Total			35,312	35,769	1.3%	11,207	11,205	0.0%	46,519	46,974	1.0%

UNIVERSITY OF NEBRASKA
SUMMARY OF STUDENT CREDIT HOURS
COMPARING- Spring 2024 & Spring 2025

	Spring 2024	Spring 2025	Difference	% Change
UNIVERSITY OF NEBRASKA - LINCOLN	281,787	285,632	3,845	1.36%
UNIVERSITY OF NEBRASKA MEDICAL CENTER	43,858	48,997	5,139	11.72%
UNIVERSITY OF NEBRASKA AT OMAHA	161,265	162,413	1,148	0.71%
UNIVERSITY OF NEBRASKA AT KEARNEY	60,422	60,131	(291)	-0.48%
NEBRASKA COLLEGE OF TECHNICAL AGRICULTURE	2,784	2,617	(167)	-6.00%
Grand Total	550,115	559,790	9,675	1.76%



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Current List of Professional Post-Baccalaureate Programs

☒ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

The revised University of Nebraska Graduate College Bylaws and Policies clarified the administrative status of post-baccalaureate professional programs. These professional programs typically lead to licensure and are administered by a campus college. All other post-baccalaureate programs fall within the jurisdiction of the University of Nebraska Graduate College. The attached annual report lists the University of Nebraska's Post-Baccalaureate Professional Programs as of April 2025.

BACKGROUND INFORMATION

December 2, 2022 – A revision to the University of Nebraska Graduate College's Bylaws and Policies was reported to the Board.

APPROVAL

The President approved the report on May 22, 2025.

Post-Baccalaureate Professional Credentials (Degrees) AY 2025-26

University of Nebraska at Kearney

None

University of Nebraska-Lincoln

Doctor of Plant Health
Doctor of Veterinary Medicine (jointly with Iowa State)
Master of Architecture
Master of Science in Athletic Training
Juris Doctorate in Nebraska College of Law

University of Nebraska Medical Center

Doctoral Degrees

Doctor of Dental Surgery (DDS)
Doctor of Dental Surgery Advanced Standing (DDSA)
Doctor of Nutrition and Dietetics (DND)
Doctor of Medical Sciences (DMSc)
Doctor of Medicine (MD)
Doctor of Nursing Practice (DNP)
Doctor of Occupational Therapy (OTD)
Doctor of Pharmacy (PharmD)
Doctor of Physical Therapy (DPT)
Doctor of Public Health (DrPH)

Master's Degrees

Master of Diagnostic Cytology (MDC)
Master of Genetic Counseling (MGC)
Master of Health Administration (MHA)
Master of Medical Nutrition (MMN)
Master of Clinical Perfusion (MPS)
Master of Physician Assistant Sciences (MPAS)
Master of Public Health (MPH)
Master of Science in Nursing (MSN)

Post-bachelor's Certificates associated with Professional Degrees (associated professional degree in parentheses)

Applied Biostatistics (MPH-Biostat)
Infectious Disease Epidemiology (MPH-EPI)
Emergency Preparedness (MPH-EP)
Occupational Health and Safety (MPH-ENV)
Public Health (MPH)
Advanced Education in General Dentistry (dental residency)
Dental Endodontics (dental residency)
Dental Orthodontics (dental residency)
Pediatric Dentistry (dental residency)
Dental Periodontics (dental residency)
Medical Nutrition (Master of Medical Nutrition)
Nursing Certificate (Post Master's Nursing)

University of Nebraska at Omaha

None



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Proposal to pilot intersession courses beginning in the 2026-2027 academic year at the University of Nebraska at Omaha (UNO).

☒ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interm Provost

PURPOSE & KEY POINTS

The University of Nebraska at Omaha requests a deviation from the previously approved academic calendar. This request includes the addition of intersession courses, to be offered in shorter terms in winter and summer breaks. Based on the popularity and feedback from students when J-term sessions were offered, the intersession courses are projected to meet student needs and be positive in revenue for UNO.

BACKGROUND INFORMATION

The Academic Calendar is recommended to the Executive Vice President and Provost, by a University-wide Calendar Committee, according to *Board of Regents policy 2.4.1*. Any deviations from this policy must be approved by the EVPP and reported to the Board.

RECOMMENDATION


The Interim Executive Vice President and Provost approved on May 22, 2025.



MEMORANDUM

DATE: 04/02/2025

TO: David Jackson, Interim Executive Vice President and Provost

FROM: Phil He, Senior Vice Chancellor for Academic Affairs, University of Nebraska at Omaha 

CC: Jeffrey Gold, President, University of Nebraska System
Jo Li, Chancellor, University of Nebraska at Omaha

RE: Request to Pilot Intersession courses

We are requesting that UNO begin piloting intersession courses starting in the 2026-2027 academic calendar year. Attached to this memo is a draft calendar of Intersession dates for this pilot offering. We will track the impact of these sessions during the 2026-2027 academic year to assess future offerings of this pilot that compliments the shared academic calendar.

At UNO, our highest priority is equipping students with the tools and opportunities to elevate their social and economic mobility through education. By helping students climb one or even two levels in their journey, we uplift not only them but also their families, our community, and our entire state. Our dedication to finding the best resources and methods to support student success is vital, as the achievements of our students today will forge a stronger workforce and a brighter future for tomorrow.

Considering this mission, we request to pilot intersession courses beginning in the 2026-2027 academic year. These 10-day intensive class sessions, like the previous January Session courses, align with our commitment to providing flexible, innovative education that meets the needs of our diverse metropolitan student body. Intersession courses will enable our students to complete courses at an accelerated pace, allowing them to stay on track or even get ahead in their academic journey.

The University of Nebraska Academic Calendar Questionnaire completed in 2023, underscores the unique benefits of UNO's January session (J-session) compared to similar offerings at other institutions. Among respondents, 82% of UNO students reported that the J-session better fits their life schedules, compared to 69% at UNL and 68% at UNK. Additionally, 78% of UNO students indicated that the session helped them earn their degree faster, significantly exceeding the 49% at UNL and 58% at UNK. With over 90% of student credit hours (SCH) offered online during the J-session, it catered to working students, non-degree seekers (e.g. students from other institutions), and those with other life commitments. It's a



testament to how UNO's unique approach serves a student body distinct from those at UNL or UNK.

The J-session also offered unique academic advantages, with 90% of UNO students highlighting its ability to let them concentrate on a single class and 65% noting improvements in their time management skills. Importantly, 96% of students enrolled in the J-session want to retain the session, with 83% likely to enroll again. Even among non-enrolled students, 81% supported keeping the J-session schedule, reflecting widespread appreciation for its flexibility and impact on academic progress.

Over the past 4 years, J-session positively impacted our academic growth and revenue. Since 2022, enrollment in the J-session steadily increased from 1,334 in 2022 to 1,580 in 2025. Initial analysis shows that J-session added to overall enrollment rather than detracting from traditional spring sessions. In spring 2023 enrollment grew by 3,600 SCH compared to spring 2022, indicating a positive contribution. In 2023, the J-session yielded a gross tuition of \$1.3 Million, with a net revenue nearing \$1 million. This revenue supports broader institutional goals and investments.

By piloting intersession courses, we foresee similar positive outcomes to the J-session courses. UNO's commitment to student success, flexibility, and innovation makes the intersession courses an indispensable part of our academic strategy.

We urge your support for the intersession courses pilot program. Together, we can ensure our students have every opportunity to thrive.

Summer (May) Intercession 2026
(10 class days; includes Saturday)

May 18, 2026	Classes Begin
--------------	---------------

May 29, 2026	Last Day of Classes
--------------	---------------------

May 30, 2026	Final Exams
--------------	-------------

Summer 2026 10-Week Session
(48 Class Days)

May 25, 2026	Memorial Day Holiday
--------------	----------------------

June 1, 2026	Classes Begin
--------------	---------------

July 3, 2026	Independence Day Holiday Observed
--------------	-----------------------------------

July 4, 2026	Independence Day Holiday
--------------	--------------------------

August 7, 2026	Last Day of Classes
----------------	---------------------

Summer 2026 First 5-Week Session
(24 Class Days)

May 25, 2026	Memorial Day Holiday
--------------	----------------------

June 1, 2026	Classes Begin
--------------	---------------

July 2, 2026	Last Day of Classes
--------------	---------------------

Summer 2026 Second 5-Week Session
(24 Class Days)

July 3, 2026	Independence Day Holiday Observed
--------------	-----------------------------------

July 4, 2026	Independence Day Holiday
--------------	--------------------------

July 6, 2026	Classes Begin
--------------	---------------

August 7, 2026	Last Day of Classes
----------------	---------------------

2026 - 2027 Academic Calendar

Fall (August) Intersession 2026 (10 class days; includes Saturday)

August 10, 2026	Classes Begin
-----------------	---------------

August 20, 2026	Last Day of Classes
-----------------	---------------------

August 21, 2026	Final Exams
-----------------	-------------

Fall 2026 Full Session 73 class days (43 MWF, 30TT)

August 24, 2026	Classes Begin
-----------------	---------------

September 7, 2026	Labor Day Holiday
-------------------	-------------------

October 19-20, 2026	Fall Break
---------------------	------------

November 25, 2026	Thanksgiving Break
-------------------	--------------------

November 26-28, 2026	Thanksgiving Holiday
----------------------	----------------------

December 3, 2026	Last Day of Classes
------------------	---------------------

December 14-17, 2026	Final Exams
----------------------	-------------

December 18, 2026	Commencement
-------------------	--------------

Spring (January) Intercession 2027
(8 class days; includes 2 Saturday, 1 Sunday)

January 2, 2027	Classes Begin
-----------------	---------------

January 8, 2027	Last Day of Classes
-----------------	---------------------

January 9, 2027	Final Exams
-----------------	-------------

Spring 2027 Full Session
73 class days (43 MWF, 30 TT)

January 11, 2027	Classes Begin
------------------	---------------

January 18, 2027	Martin Luther King Holiday
------------------	----------------------------

March 14-21, 2027	Spring Break
-------------------	--------------

May 1, 2027	Last Day of Classes
-------------	---------------------

May 3-7, 2027	Final Exams
---------------	-------------

May 7, 2027	Commencement
-------------	--------------

Summer (May) Intercession 2027
(10 class days; includes Saturday)

May 17, 2027	Classes Begin
May 27, 2027	Last Day of Classes
May 28, 2027	Final Exams
Summer 2027 10-Week Session (48 Class Days)	
May 31, 2027	Memorial Day Holiday
June 1, 2027	Classes Begin
July 4, 2027	Independence Day Holiday
July 5, 2027	Independence Day Holiday Observed
August 6, 2027	Last Day of Classes
Summer 2027 First 5-Week Session (24 Class Days)	
May 31, 2027	Memorial Day Holiday
June 1, 2027	Classes Begin
July 2, 2027	Last Day of Classes
Summer 2027 Second 5-Week Session (24 Class Days)	
July 4, 2027	Independence Day Holiday
July 5, 2027	Independence Day Holiday Observed
July 6, 2027	Classes Begin
August 6, 2027	Last Day of Classes



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

June 19, 2025

AGENDA ITEM: Report on the revised Bylaws of the Graduate College of the University of Nebraska

☒ **Review**

☐ **Review + Action**

☐ **Action**

☐ **Discussion**

☒ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Executive Vice President and Provost

PURPOSE & KEY POINTS

The proposed changes to the University of Nebraska Graduate College Bylaws and Policies are designed to reflect the college's current structure, clarify revisions made in 2022 and 2018, and to ensure consistency throughout in faculty membership types, roles, and responsibilities. Many deletions were suggested to remove redundancy throughout the document. Several revisions were made to both faculty and student sections, with minor revisions to each of the campus sections. The Bylaws have been revised in a manner consistent with Regents Bylaw 1.2. The Graduate Faculty voted to approve the amendments on May 5, 2025.

BACKGROUND INFORMATION

After the duly authorized creation or modification of campus rules or regulations, Regents Bylaw 1.2 requires "...that before they may be effective, (they) shall be (1) considered by the officer, group or agency at a public hearing held after giving reasonable advance public notice thereof; and (2) reviewed and approved by the General Counsel for consistency with these Bylaws and applicable policies, laws and regulations; and (3) filed with the Corporation Secretary for report to the Board."

RECOMMENDATION

The President approved the report on May 22, 2025.

Executive Summary

Proposed changes to Graduate College Bylaws and Policies

Background: The last major revision to the Bylaw and Policies document occurred in 2022. Major revisions included introduction of a Graduate Faculty Associate status and clarifying differences between Professional Post-Baccalaureate programs, which may or may not be administered by the Graduate College, and Graduate Programs administered by the Graduate College.

Summary of Changes:

- Many deletions are suggested to reduce redundancy throughout the document.
- Editorial changes are suggested for consistency between Graduate Committee and Graduate Program Committee, and a few other grammatical and spacing changes.
- Organization of the Graduate College
 - Under F, language was inserted to better reflect the campus-specific sections. UNMC Graduate Faculty voted for their Graduate Council to be composed of program directors, so language was broadened to be consistent with previously approved changes.
- Graduate Faculty
 - Under B: Membership types, responsibilities, and privileges:
 - Language was revised for clarity on which roles had which responsibilities and privileges. With the addition of the Graduate Faculty Associate status, there was inconsistency and ambiguity in some areas. Emeritus and Adjunct were also updated for consistency with responsibilities and privileges.
 - Section layout was revised to separate the status of current NU employees (GF and GFA) and non-employees (Emeritus and Adjunct faculty).
 - Adjunct faculty were separated into two categories, prior NU employees with Graduate Faculty status who now hold an adjunct appointment and those with adjunct appointment engaged to teach a specific class, who have not been employed by NU or who were and either did not or no longer have Graduate Faculty Status.
 - Under D: Procedures for Appointment
 - Language is proposed to allow appointment without application to faculty who qualify for graduate faculty status and are hired with expectations to participate in a well-established interdisciplinary program, if the home department does not offer a graduate degree
 - Other sections were modified for clarity with the proposed language
 - Under F: Graduate and Supervisory Committees
 - Supervisory Committees were revised to clarify expectations for committee composition with the new Graduate Faculty Associate status.
 - Section G: suggested removal for redundancy
- Campus-specific sections
 - Edits were suggested to the campuses for removing redundancy with the main document
 - Campuses edited their sections and these were approved by their Graduate Councils

- Graduate Faculty pursuing graduate degrees
 - Suggested to remove that reinstated status must be voted on after degree completion.
- Section III, Graduate Students
 - Revised full-time summer status to be 9 credit hours as informally implemented
 - Included policy modifications that were made on a temporary basis for permanent inclusion
 - Clarified the prohibition of simultaneous matriculation does not apply to certificate programs
 - Clarified participation in other ceremonies only applies to commencement
 - Remove intercampus registration diagram and revised language for clarity
 - Remove language regarding summer tuition remission. Previously it was based on amount of stipend and cost of tuition. Since stipends differ between graduate programs on a campus, and with the full-time requirement increased to 9 credits, this formula was no longer applicable. Deans discussed revisions and proposed to remain silent on the amount for campus-level determination.
 - Removed summer tuition remission for auditing since there is no language about remission for auditing in regular sessions
- Section VI, Guidelines for Graduate Programs
 - Detailed information was removed and referred to templates for new programs, modifications, discontinuations
- Changed processes with time limits to business days for consistency.

Changes post- 02/27/2025 EGC meeting

- Added UNO section minor changes
- Changed title of Emeriti Faculty to Emeriti Graduate Faculty to clarify they previously were members of the Graduate Faculty
- Added sentence to clarify Associates did not have to wait the entire 4-years to apply for graduate faculty status (separated out point b regarding renewal from a, wording did not change, added point c regarding application to GF). Also emphasized that they can renew as associate. That question comes up a lot, if 4 years is a limit.

University of Nebraska

GRADUATE COLLEGE

Bylaws and Policies

Approved by the University of Nebraska Graduate Faculty, May 5, 2025

Presented to the Board of Regents, June 19, 2025

[AY 2025-2026 Version]

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2024-2025 Executive Graduate Council

COMMITTEE CHAIR

David Jackson
Interim Executive Vice President &
Provost Interim Graduate College Dean

COMMITTEE MEMBERS

Brooke Envick
University of Nebraska at Kearney

Xu Li
University of Nebraska-Lincoln

Elizabeth Niehaus
University of Nebraska-Lincoln

Ling Ren
University of Nebraska at Omaha

Nicole Rodriguez
University of Nebraska Medical Center

Christine Toh
University of Nebraska at Omaha

Melissa Wuellner
University of Nebraska at Kearney

Matt Zimmerman
University of Nebraska Medical Center

ALTERNATES

Tracy Bridgeford
University of Nebraska at Omaha

Maria Marron
University of Nebraska-Lincoln

Miechelle McKelvey
University of Nebraska at Kearney

Jordan Rowley
University of Nebraska Medical Center

GRADUATE STUDIES DEANS

Juan Casas
University of Nebraska at Omaha

Kendra Schmid, Interim
University of Nebraska Medical Center

Mark Ellis
University of Nebraska at Kearney

Debra Hope
University of Nebraska-Lincoln

I. GENERAL ORGANIZATION OF THE GRADUATE COLLEGE

- A. There shall be a single University-wide Graduate College with a single University-wide graduate faculty, having the authority and responsibilities designated in Section II, THE GRADUATE FACULTY.
- B. Unless superseded by direct action of the Graduate Faculty acting as a whole, the legislative and academic authority of the Graduate Faculty shall be vested in an Executive Graduate Council. The authority and responsibilities of the Council are designated in Section III, THE EXECUTIVE GRADUATE COUNCIL.
- C. The Dean of the Graduate College shall be the University-wide executive officer for graduate studies and research. The Dean shall coordinate graduate programs among the respective campus units. The Dean, or the Dean's designee, shall serve as the presiding officer of the University-wide Graduate Faculty and Councils thereof. The Dean shall recommend appointment to or removal from the Graduate Faculty and shall be administratively responsible for the welfare of the Graduate College and for implementing the policies of the Board of Regents and the Graduate Faculty concerning graduate studies and research. The Office of the Executive Vice President and Provost shall be the clerical center and clearing house for all official communications between the Executive Graduate Council, and the faculty, administrators, and external agencies.
- D. Campus Deans for Graduate Studies shall be administratively responsible to their respective Chancellors, and to the Dean of the Graduate College in their capacities as officers of the College. Campus Deans shall act as liaison officers between the Chancellors and the Dean of the Graduate College, preside over the meetings of their campus Graduate Councils and campus Graduate Faculties, and administer their respective campus graduate programs.
- E. The Executive Vice President and Provost, after the President, is the University's ranking academic and administrative officer and retains such responsibility for all academic programs. The Provost also serves as the Dean of the University-wide Graduate College; however, the College does not have administrative responsibility for Professional Post-Baccalaureate credentials, or the faculty's instructional eligibility (approval to teach) in such programs, except where coursework would normally be taken by those seeking Graduate Degrees (Credentials) offered by the University of Nebraska Graduate College. Professional Post-Baccalaureate Credentials are listed in APPENDIX 1; all other post-baccalaureate credentials are offered by the Graduate College. Identification of new Professional Post-Baccalaureate Credentials must follow the rules and guidance outlined in RELATED POLICY DOCUMENTS I.A.2 of these Bylaws and Policies. Campuses may choose the administrative home for any Professional degrees, including Graduate Studies Offices.
- F. Under authority delegated to them by the Executive Graduate Council, the Graduate Faculty of each campus shall conduct the affairs of the Graduate College which are specific to their

campus, including electing or determining the membership and composition¹ of a campus Graduate Council to act on behalf of the campus Graduate Faculty. Actions of a campus Graduate Faculty or a campus Graduate Council shall not supersede the authority of the University-wide Graduate Faculty or of the Executive Graduate Council.

Document History

Amendments approved by the Executive Graduate Council April 25, 2018, October 26, 2022, Month Day, 2025; approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018, November 18, 2022, Month Day, 2025; and presented to the Board of Regents on June 28, 2018, December 2, 2022, Month Day, 2025.

II. THE GRADUATE FACULTY

A. Authority and Responsibilities

The authority and responsibilities of the Graduate Faculty shall include adoption of attendance rules, determination of requirements for graduation in all Graduate College programs, recommendations of candidates therefore, developing research and extension programs, discipline of students in accordance with the NU Student Code of Conduct, and providing to the Board of Regents recommended admission requirements, courses of study, and other relevant material for meeting statutory requirements.

B. Membership Types, Responsibilities, and Privileges

1. **Graduate Faculty.** The Graduate Faculty may vote on any matter presented to the Graduate Faculty, including the election of the Graduate Council for their specific campus. They may also hold any elected office in the Graduate College. Graduate Faculty may teach graduate courses, and chair or serve as voting members on examining committees and supervisory committees. In general, these responsibilities extend to both Master's and Doctoral programs, however, Graduate Programs may have additional written criteria, approved by the campus Dean for Graduate Studies, for participation on doctoral (Ph.D., Ed.D., etc.) supervisory committees. Graduate Faculty have the additional responsibility of voting on certain nominations of Graduate Faculty in their department/school or interdepartmental² area program and the ability to chair and serve on Graduate Committees. Graduate Faculty status is not required to teach graduate courses that are solely part of a Post- Baccalaureate Professional Credential or when a specific graduate-level course has learning outcomes, deemed by the applicable Program and confirmed by the campus' Dean of Graduate Studies, to primarily focus on educating students in the practice of a given profession or discipline.
2. **Graduate Faculty Associate.** Graduate Faculty Associate status is primarily designed to provide an opportunity for faculty to contribute towards the education of graduate students in their discipline, while they simultaneously develop the credentials to become eligible for Graduate Faculty status. In addition, Associate status is appropriate

1 See the campus-specific sections for details.

2 Interdepartmental should be read to include interdisciplinary throughout the document.

for faculty whose professional background or assigned instructional responsibilities are such that their contribution towards graduate education is highly valued, but they are otherwise not likely to seek or be eligible for Graduate Faculty status.

Graduate Faculty Associates may teach graduate courses, direct master's theses, serve on or chair masters examining committees, and serve as voting members on doctoral examining and supervisory committees. Graduate Faculty Associates may not chair or co-chair a doctoral-level supervisory committee. Graduate Faculty Associates have no campus-wide or Graduate College voting privileges outside their examining committee and supervisory committee work. Graduate Faculty Associates may serve on Graduate Committees, so long as at least two-thirds of the Committee is Graduate Faculty.

- a. Graduate Faculty Associate status may be granted upon recommendation of the Graduate Faculty affiliated with a specific department or interdepartmental area and with approval by the campus Dean for Graduate Studies. Graduate Faculty Associate status is granted for a specific initial term, not to exceed a period of four years from the start of the staff member's faculty appointment or their proposed involvement in a specific graduate program.
- b. Associate appointments may be renewed for additional terms of four years each, after obtaining a new recommendation of the Graduate Faculty affiliated with a specific department or interdepartmental area and with the approval by the campus Dean for Graduate Studies.
- c. Associates may be nominated or apply for membership of the Graduate Faculty at any time once the eligibility criteria are met; it is not necessary to wait until expiration of the four-year term. It is also not necessary to apply for membership to continue serving in an Associate capacity. See point b above.

Any waivers or extensions to these provisions must be approved by both the campus' Dean of Graduate Studies and the Dean of the Graduate College.

3. ***Emeriti Graduate Faculty.*** Upon the recommendation of the departmental/school or interdepartmental Graduate Committee, retired Graduate Faculty who have been appointed to emeritus status may retain some of the rights and privileges associated with their status as Graduate Faculty. Emeriti Faculty must be reappointed to the Graduate Faculty every four years by the departmental/school Graduate Committee and approved by the departmental/school Chair or Head and by the respective campus Dean for Graduate Studies. The rights and privileges retained include permission to teach graduate courses, to serve as non-voting members of Graduate Committees, and to co-chair supervisory committees with a resident Graduate Faculty member. Emeriti Faculty may serve as voting members on examining committees and supervisory committees. Emeriti Faculty have no campus-wide or Graduate College voting privileges outside their examining committee and supervisory committee work. Any compensation decision continues to reside with the department/school.

4. Adjunct Faculty.

Upon recommendation of the departmental/school or interdepartmental Graduate Committee, Adjunct Faculty previously holding Graduate Faculty status while employed

by the University of Nebraska, may retain certain rights and privileges intended to aid in successful degree completion of University of Nebraska students previously under their formal mentorship. All Adjunct faculty with prior Graduate Faculty status must be reappointed to the Graduate Faculty every four years by the departmental/school Graduate Committee and approved by the departmental/school Chair or Head and by the respective campus Dean for Graduate Studies.

- a. Adjunct Faculty who retain Graduate Faculty status may teach graduate courses, serve as non-voting participants of Graduate Committees, and participate in supervisory committees. Such adjunct faculty, with the approval of the campus Dean of Graduate Studies, may serve as voting members on examining committees and supervisory committees, and/or co-chair a supervisory committee with a resident Graduate Faculty member. Adjunct Faculty have no campus-wide or Graduate College voting privileges outside their supervisory committee work.
- b. Adjunct Faculty engaged specifically to teach designated courses, those not previously employed by the University of Nebraska, former employees no longer holding Graduate Faculty status, or others participating as special members can participate in supervisory committees in an advisory role. Such adjunct faculty will have no voting privileges unless approval is granted by the campus Dean of Graduate Studies. Permission is required by the campus Dean of Graduate Studies to serve in this capacity.
- c. Any compensation decision continues to reside with the department/school.

C. Criteria for Membership of the Graduate Faculty

1. A faculty member nominated for appointment as a Graduate Faculty member must meet the following minimum requirements:
 - a. Hold the rank of Senior Lecturer (or instructor at UNMC), Assistant Professor or above³;
 - b. Hold the terminal degree normally accepted for academic employment in the discipline or its clear equivalent as determined by the Graduate Committee of the nominee's department/school or interdepartmental area;
 - c. Be actively involved in scholarly activity and/or graduate teaching as part of their regular duties; and
 - d. Have demonstrated clear evidence of continuing research/creative activity and potential in the discipline. Such research/creative activity should be of a quality that would be recognized nationally within the discipline and may include the creation of new knowledge or innovative application of existing knowledge.

³ Senior lecturers (Instructors at UNMC), Faculty Practice, or Faculty Research appointments must apply for Graduate Faculty designation.

D. Procedures for Appointment

1. *Appointment as Graduate Faculty without Application*

- a. All new University of Nebraska faculty members who meet the required criteria as specified in C, and are to be appointed to specific term, health professions or continuous appointments in academic departments/schools that house a graduate degree granting program (masters, doctoral, or both) will automatically be appointed as Graduate Faculty. New faculty in this category shall be designated as Graduate Faculty in their letter of appointment at the time of hire, contingent upon the approval of the campus Dean for Graduate Studies.
- b. New faculty members in academic departments/schools that do not house a graduate degree granting program, but whose responsibilities will include substantial participation in a well-defined multi-disciplinary graduate degree program, may be automatically appointed as Graduate Faculty without application. For automatic appointment, new faculty in this category who meet the criteria as specified in C may be designated as Graduate Faculty in their letter of appointment at the time of hire, contingent upon the approval of the campus Dean for Graduate Studies. If not specified at time of hire, the application process must be followed.

2. *Faculty Who Must Apply to be Designated Graduate Faculty*

- a. With the exception of new faculty appointed as Graduate Faculty without application under Section D.1, all University of Nebraska faculty members in academic departments/schools that currently do not house a graduate degree granting program (masters, doctoral, or both), or who were not appointed at time of hire, must apply to be appointed as Graduate Faculty.
- b. All University of Nebraska faculty members on Special Appointment [including senior lecturer, instructor (at UNMC)], Faculty Practice Appointment, or Faculty Research Appointment in any academic department/school (whether it houses a graduate degree program or not) must apply to be appointed as Graduate Faculty.

3. *Process for Applying to Become Graduate Faculty*

Eligible faculty members will utilize the following process to apply for status as Graduate Faculty (see Appendix 2):

- a. Submit an application form and vita to the chair of the Graduate Committee in the relevant department/school or interdepartmental program.
- b. All Graduate Faculty in the relevant department/school will vote on the application. A two-thirds majority of these Graduate Faculty must support the nomination in order for it to be forwarded to the campus-level Dean for Graduate Studies. The chair of the Graduate Committee will write a letter interpreting the department/school vote (i.e., explaining the reasons for supporting the nomination), and then forward the file to the nominee's department chair for endorsement and certification to the campus Dean for Graduate Studies.
- c. For faculty in departments/schools without graduate programs, or for

interdepartmental and/or intercampus programs, or in departments/schools with graduate programs with fewer than six Graduate Faculty, a six-person review committee of Graduate Faculty will be appointed by the campus Dean for Graduate Studies. The chair of the committee will write a letter to the campus graduate studies dean(s) explaining the reasons for supporting the nomination. A two-thirds or greater majority of the committee must support the nomination. In the case of interdepartmental and/ or intercampus graduate programs, the director of the program will recommend members to the campus Dean(s) for Graduate Studies.

- d. The campus Dean for Graduate Studies will then review the nomination, and either approve or defer it. If approved, the nomination is forwarded to the Dean of the Graduate College.
- e. The Dean of the Graduate College will then review the nomination and either approve or defer the nomination. If approved, the Dean formally appoints the faculty member to Graduate Faculty status.

4. *Special Procedures*

If there is no graduate program in a particular discipline on a given campus, or if the number of Graduate Faculty in a particular discipline is fewer than six, a person in that discipline on that campus may be nominated for Graduate Faculty status by any Graduate Faculty member in that discipline or a related discipline on that campus or another campus. Such nominations must be recommended by either two-thirds vote of the Graduate Faculty of the corresponding department/school on another campus, or by two-thirds vote of a special ad hoc committee of six Graduate Faculty that shall:

- a. include all the Graduate Faculty in the nominee's department/school or interdepartmental area, with the remainder being Graduate Faculty from the same campus or similar departments/schools or interdepartmental areas from the same campus; and
- b. be appointed by the campus Dean for Graduate Studies from names submitted by the nominator.
- c. In all cases, nominations for Graduate Faculty shall be submitted from the groups indicated above to the campus Dean for Graduate Studies for approval. If the campus Dean approves a nomination, it shall be submitted to the Dean of the Graduate College for approval.

E. Procedure of Appeal

- 1. Any nominee, or nominator only with the written permission of the nominee, who believes that their nomination has not been properly acted upon by the departmental/school or interdepartmental and/or intercampus Graduate Committee, or the chairperson thereof, or departmental chairperson/school director, or college dean, may appeal to the campus Dean for Graduate Studies, who may wish to refer the appeal to the campus Graduate Council for advice. A nominee, or nominator only with the written permission of the nominee, who believes that their nomination has not been properly acted upon by a campus Dean for Graduate Studies may appeal to the Dean.

The nominee, or nominator only with the written permission of the nominee, may at their discretion discuss the nomination under appeal with either the campus Dean for Graduate Studies or the Dean. In the event that such a meeting is scheduled, both the nominee and the nominator may attend.

2. The Executive Graduate Council shall serve an appellate function when a nominee, or nominator only with the written permission of the nominee, believes that their nomination has been improperly deferred by the Dean. If the Executive Graduate Council upholds the deferment, that decision shall be final. If the Executive Graduate Council recommends that the Dean's previous decision to defer be reversed, the nomination shall be returned to the Dean with a recommendation that it be approved. If the Dean does not approve it, the nomination and all accompanying documents shall be forwarded to the President for final disposition. Decisions on appeals forwarded by Council approval must be made within twenty (20) working days.
3. The nominee, or nominator only with the written permission of the nominee, must file any appeal of any deferral of their nomination within twenty (20) working days after notification of such deferral.
4. Only data that accompanied the original nomination may be considered at any level of an appeal.
5. Even though a particular nomination is under appeal, a new nomination containing additional information may be submitted to the campus Dean for Graduate Studies at any time without prejudicing the appeal. The appeal will then be held in abeyance during the period that the new nomination is being considered by the campus Dean.

F. Graduate and Supervisory Committees

1. **Graduate Committees.** Each department/school or interdepartmental/intercampus area offering major work leading to the master or doctoral degree shall have a Graduate Committee consisting of not fewer than three Graduate Faculty, one of whom shall serve as chairperson of the Committee.

All Graduate Committees must have at least a two-thirds majority of Graduate Faculty on the Committee and its chairperson must be a member of the Graduate Faculty. For graduate programs involving only one department/school, membership on the Graduate Committee shall be recommended by the Graduate Faculty of the department/school through its departmental chairperson/school director, for approval and appointment by the campus Dean. For graduate programs involving more than one department/school and/or campus, membership on the Graduate Committee shall be recommended by the participating Graduate Faculty of the participating departments/schools through the chairperson of the interdepartmental/intercampus area committee, or, if no such committee exists, through the chairpersons of the participating departments/schools, for approval and appointment by the campus Dean(s). Graduate Committees are responsible for the general supervision of graduate work in their departments/schools, and/or interdepartmental/intercampus areas.

Graduate Committee Chairs act as the liaison between their Graduate Committees and the Dean for Graduate Studies. Within their purview, the Committee Chair is charged

with ensuring fair and consistent compliance with all Graduate College, and campus policies that govern graduate education from recommending admission through awarding of credentials. The Committee Chair coordinates the oversight of all graduate degrees, majors, specializations, minors, and certificate programs to ensure that every graduate student and member of the graduate faculty is held to the highest standards of academic integrity.

2. **Supervisory Committees.** For each student who has been accepted by a departmental/school or interdepartmental/intercampus area for doctoral studies there shall be a Supervisory Committee, of at least four members, all of whom shall be Graduate Faculty. Including the Chair, a minimum of 4 committee members must have Graduate Faculty status or Emeritus Graduate Faculty status. For students with 4 committee members, no more than two voting members can be Graduate Faculty Associate or Adjunct with voting privileges (II.B.4), unless permission is granted by the campus Dean. Students with more than 4 committee members may not have more than 3 committee members with Graduate Faculty Associate status or Adjunct with voting privileges (II.B.4) counted as voting members unless permission is granted by the campus Dean. In all cases, the Chair must have Graduate Faculty status. Additional members may be appointed to the Committee, either being non-Graduate Faculty or Graduate Faculty. Graduate Faculty have voting privileges, while non-Graduate Faculty do not.

Membership on Supervisory Committees shall be recommended by the departmental/school or interdepartmental/intercampus Graduate Committee for approval and appointment by the campus Dean(s). Graduate programs may have additional written criteria, approved by the campus Dean for Graduate Studies, for participation on doctoral supervisory committees. The minor, or related fields, if applicable, shall be represented on the Committee. The Committee shall approve the student's program of studies, monitor the student's academic and research or creative activity progress, approve the dissertation subject, prepare, give, and evaluate the comprehensive and final examinations, and approve the dissertation.

Document History

Amendments approved by the Executive Graduate Council April 25, 2018, October 26, 2022, Month Day, 2025; approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018, November 18, 2022, Month Day, 2025; and presented to the Board of Regents on June 28, 2018, December 2, 2022, Month Day, 2025.

III. THE EXECUTIVE GRADUATE COUNCIL

A. Authority and Responsibilities

Unless superseded by direct action of the Graduate Faculty acting as a whole, the legislative and academic authority of the Graduate Faculty shall be vested in the Executive Graduate Council. Specific responsibilities of the Executive Graduate Council shall include:

1. Exercising the general legislative and academic authority of the Graduate Faculty, and delegating appropriate portions thereof to the campus Graduate Faculties and campus

Graduate Councils;

2. Recommending approval or disapproval of all new proposed graduate programs or substantially modified graduate programs, as well as proposed deletions of graduate programs, and monitoring graduate course offerings;
3. Coordinating graduate programs where such coordination seems in the best interests of the clientele being served, and of the University;
4. Establishing broad policy concerning graduate education and research for the University of Nebraska;
5. Assisting and promoting cooperation between campuses, between colleges, and between departments/schools where such cooperation seems promising;
6. When called upon, conducting a continuing quality audit on all graduate programs, including graduate programs at the sub-doctoral level, with findings and recommendations made to the Dean of the Graduate College and the respective Chancellors; and
7. Conducting a continuing review of the criteria for membership on the Graduate Faculty and the manner in which these criteria are applied in practice.

B. Membership

The Executive Graduate Council is a representative body, consisting of Graduate Faculty. The Council will consist of two faculty representatives from each campus and one faculty alternate from each campus.

The process for selecting representatives to the Executive Graduate Council shall be determined by the Graduate Faculty or Graduate Council, as appropriate, at the local campus level, provided that a model of faculty governance is maintained. This process can be modified at the local campus level. The selection process must ensure that Executive Graduate Council members also serve on their respective Campus Graduate Council in order to facilitate communication between the Council and campuses.

C. Terms

The term for faculty members of the Executive Graduate Council shall be three years with the composition changing at staggered intervals. A faculty member may serve no more than two terms consecutively. When a faculty member resigns from the Council before their term is completed, a successor shall be chosen by the campus to serve for the remainder of the vacated term. The Dean of the Graduate College may appoint temporary replacements to serve until the campus names a replacement.

D. Meetings

The Executive Graduate Council shall normally meet in regular session as a whole Council twice each year at such times and such places as shall be designated by the Executive Graduate Council. A quorum shall be considered to be half the voting membership of the Executive Graduate Council. Robert's Rules of Order shall be the parliamentary authority for conducting all meetings of the Executive Graduate Council. Special meetings of the

Executive Graduate Council may be called by a petition signed by any three voting members presented to the Dean or by the Dean.

Document History

Amendments approved by the Executive Graduate Council April 25, 2018, approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018, and presented to the Board of Regents on June 28, 2018.

IV. AMENDMENTS AND CONFLICTS

All amendments to this Governance Document shall be proposed by the Executive Graduate Council and, once proposed shall be forwarded to the Graduate Faculty on mail or electronic ballots, which ballots must be returned to the Office of the Executive Vice President/Provost within fifteen (15) working days. Approval of all amendments must be by a two-thirds majority of those Graduate Faculty voting. All amendments that are approved by mail or electronic ballot shall be forwarded to the Board of Regents for final approval. Nothing in this Graduate College Governance Document shall be construed to be in conflict with any Bylaws of the Board of Regents, or any applicable state or federal laws.

Document History

“System-Wide Organization and Procedures for Administrative and Faculty Management of Graduate Studies and Research” approved by Voting Graduate Faculty in a mail ballot on April 7, 1973, subsequently modified by system Graduate Council on June 18, 1973, which included “Administrative Understandings Concerning...” the above document. Approved by the Board of Regents on July 14, 1973.

Approved “Executive Graduate Council as the representative of the Graduate Faculty” by the Executive Graduate Council on November 13, 1975, and by the Board of Regents on March 13, 1976.

Amendment (also to the Bylaws) to include “appeal procedure” approved by the Executive Graduate Council on September 1, 1977, and by the Board of Regents on November 11, 1977.

Amendment to include “graduate student representatives on Council” approved by mail ballot of the entire Graduate Faculty on March 16, 1978, and by the Board of Regents on May 20, 1978.

Amendment to name “the Executive Committee as a permanent Standing Committee” approved by mail ballot of the entire Graduate Faculty on February 15, 1979, and by the Board of Regents on May 18, 1979.

Amendment to include “Committee III of the EGC shall serve as the nominating committee for the faculty members of the Executive Committee and shall determine a slate of nominees for presentation to the Executive Graduate Council at the September meeting,” also including “additional nominations shall be called for from the floor at the time of the election” approved by the Executive Graduate Council on December 5, 1985, and by the Board of Regents on December 14, 1985.

Amendment to “extend membership to Emeriti Graduate Faculty” approved by mail ballot of

the entire Graduate Faculty on December 7, 1988, and by the Board of Regents on February 11, 1989.

Amendment to include “UNK representation of the EGC and the Executive Committee of the EGC” approved by mail ballot of the entire Graduate Faculty on November 9, 1990, and by the Board of Regents on January 12, 1991.

Amendment to “exclude faculty with emeriti or adjunct status from determining the number of member representatives on the Executive Graduate Council” approved by mail ballot of the entire Graduate Faculty on May 13, 1993, and by the Board of Regents on July 10, 1993.

Amendment to reduce the size of the Executive Graduate Council and streamline its mode of operation approved by mail ballot of the entire Graduate Faculty on February 1, 1996, and by the Board of Regents on February 24, 1996.

Amendment to include the rank of Senior Lecturer in the Criteria for Membership to the University of Nebraska Graduate College” approved by mail ballot of the entire Graduate Faculty on March 24, 1999, and by the Board of Regents on May 1, 1999.

Amendment to “replace the current two-tier system of Graduate Faculty member and Graduate Faculty Fellow with a single tier in which all faculty would be designated as Graduate Faculty” approved by mail ballot of the entire Graduate Faculty on May 12, 2003, and by the Board of Regents on June 7, 2003.

Amendments approved by the Executive Graduate Council April 25, 2018

Approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018, and by the Board of Regents on June 28, 2018.

Amendment to introduce Graduate Faculty Associate approved by the Executive Graduate Council October 26, 2022; approved by a vote of the University of Nebraska Graduate Faculty on November 18, 2022; and presented to the Board of Regents on December 2, 2022.

Amendments to clarify rights and responsibilities of all Graduate Faculty roles and allow some faculty in interdisciplinary programs to be appointed without application approved by the Executive Graduate Council Day Month 2025; approved by a vote of the University of Nebraska Graduate Faculty on Day Month, 2025; and presented to the Board of Regents on Day Month, 2025.

V. DEAN OF THE GRADUATE COLLEGE

The following is extracted from the Bylaws of the Board of Regents, Section 2.3:

The Executive Vice President and Provost. The Executive Vice President and Provost shall be appointed by the President as provided in Sections 2.1 and 3.2 of these Bylaws [of the Board of Regents]. After the President, he or she shall be the University’s ranking academic and administrative officer. The Executive Vice President and Provost shall perform such duties as may be required by the President and the Board and shall have the following specific responsibilities:

- A. Serve as Dean of the University-wide Graduate College and as the presiding officer of the Graduate Faculty and the Executive Graduate Council. In this capacity he or she shall:

1. recommend appointment to or removal from the Graduate Faculty,
2. be administratively responsible for the welfare of the Graduate College and for implementing the policies of the Board and the Graduate Faculty concerning graduate studies and research, and
3. act as an advisor to the President and, as appropriate, the Chancellors in matters pertaining to planning, development, coordination, and administration of graduate studies and research on the several campuses of the University; and

B. Serve as Acting President in the temporary absence of the President.

Document History

Amendments approved by the Executive Graduate Council April 25, 2018, approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018, and presented to the Board of Regents on June 28, 2018.

VI. ADMINISTRATION OF THE GRADUATE COLLEGE

A. Office of the Executive Vice President and Provost

1. **Administration.** The Office of the Executive Vice President and Provost will be used as a clerical center and clearing house for all official communications between the Executive Graduate Council and its Committees, and the faculty, administration, and external agencies.

SOURCE: Executive Graduate Council Minutes 01-19-78 Edits approved by the Executive Graduate Council 04-25-18

Approved by a vote of the University of Nebraska Graduate Faculty on 05-18-18.

2. **Presiding Officer.** The Dean of the Graduate College is required to serve as the presiding officer of the University-wide Graduate Faculty and councils thereof, irrespective of whether those bodies are in open or closed session. The mere fact that an election is made to have an executive or closed session would not alter the mandate of the Bylaws of the Board of Regents that the officer (Dean) continue to serve as its presiding officer. (See also legal opinion at Appendix 4.)

[SOURCE: Legal Opinion—John Gourley 04-19-78](#)

3. **Dean's Absence.** The Dean, if unable to attend meetings of the Executive Graduate Council, has the authority and responsibility to designate which officer of the University will preside at meetings of the Council in that absence. (Authority delegated in Section 2.3 (h) of the Bylaws of the Board of Regents. See also legal opinion at Appendix 3.)

[SOURCE: Legal Opinion—Richard Wood 01-18-79](#)

B. Responsibilities of the Executive Graduate Council

1. Act as the University-wide body responsible for the welfare and continued development of graduate programs at the University of Nebraska.
2. Act as the constitutional revisions committee for all proposed revisions in the

Governance Document.

3. Encourage development of innovative and high-quality graduate programs and research.
4. Review and recommend policies relating to the welfare of graduate students.
5. Review and act upon university-wide recommendations concerning policy and planning from sources outside the Executive Graduate Council.
6. Encourage and propose the development of cooperative agreements with other universities or agencies for the improvement of graduate study and research.
7. Evaluate and make recommendations regarding all proposed new graduate programs or major revisions in existing graduate programs.
8. Recommend and monitor the application of criteria for appointment as Graduate Faculty of the Graduate College.
9. Hear appeals from faculty regarding deferral of their nominations as Graduate Faculty of the Graduate College and make appropriate recommendations.
10. Hear appeals from students on decisions relating to their graduate program, excluding grade appeals, and make appropriate recommendations.

SOURCE: Approved by the Executive Graduate Council at their meeting on May 1, 1997

C. Procedures for Meetings of the Faculty of the Graduate College

The Graduate Faculty as a whole shall be called into special session by a majority vote of the Executive Graduate Council, or by a petition signed by any 100 members of the Graduate Faculty.

The quorum for meetings of the Graduate Faculty shall be ten percent of the voting membership of the Graduate Faculty. Provided a quorum is in attendance, all actions taken at such meetings under the category of new business, or agenda items supported by a majority, but less than a two-thirds majority of those present at such meetings, must be submitted to the Faculty of the Graduate College on a mail or electronic ballot. Any agenda item ratified by a two-thirds majority shall be policy and shall not be sent to the Graduate Faculty on a mail or electronic ballot, unless specifically requested by a majority of those present at the meeting.

Ten members of the Graduate Faculty may petition to place items on the agenda for meetings of the Faculty of the Graduate College, if such items are presented in writing to the Dean of

the Graduate College at least three weeks prior to the meeting. Items to be voted on must be submitted as written motions with proper supporting material. If substantial amendments to the written motions are made at the meeting, they shall be considered as new business and shall be submitted to the Faculty of the Graduate College on a mail ballot. In the absence of a quorum, the agenda items of the proposed meeting of the Graduate Faculty shall be referred to the Executive Graduate Council for consideration.

There shall be an alphabetical master list, by campus, of Graduate Faculty available at

meetings of the Graduate Faculty for sign-in purposes. The Dean shall appoint a parliamentarian, and Robert's Rules of Order shall be the parliamentary authority for Graduate Faculty meetings.

Actions taken by the Graduate Faculty as a whole, either at a duly called meeting of the Graduate Faculty or by a two-thirds majority of those voting by mail or electronic ballot, shall supersede any action taken by the representative Executive Graduate Council.

Parliamentary Procedures: Meetings of the Executive Graduate Council will follow Robert's Rules of Order.

SOURCE: Executive Graduate Council Minutes 02-17-77

D. Procedures for Bringing Forward Motions on the Floor of the Executive Graduate Council Without Prior Review

1. The Executive Graduate Council will not act on any item of new business unless it has been previously noted.
 - a. Any item not listed as an item on the agenda of the Council as a whole as Old Business shall be considered New Business.
2. Previous notification of new business shall consist of:
 - a. presentation at a prior meeting, or
 - b. notification to each Executive Graduate Council member so that the member receives it at least five (5) working days prior to the Executive Graduate Council meeting.
3. New business brought forward on the floor may be referred by the Chair:
 - a. to an appropriate Committee for consideration at the next meeting, or
 - b. to the full Council for consideration at the next Executive Graduate Council meeting.
4. The above rules may be suspended by a two-thirds vote of those present.

SOURCE: Executive Graduate Council Minutes 12-10-81 and 02-17-83

5. Roll Call Vote. On the request of any member, a vote on any item of business of the Executive Graduate Council shall be by roll call vote.

SOURCE: Executive Graduate Council Minutes 02-17-77

6. EGC Summer Activities. Committees will continue to function, as needed, during summer months. Mail or electronic ballots will be used for items that require approval by the entire Executive Graduate Council.

SOURCE: Executive Graduate Council Minutes 04-25-74, reaffirmed 09-18-80.

Edits approved by the Executive Graduate Council 04-28-18.

Approved by a vote of the University of Nebraska Graduate Faculty on 05-15-18.

E. Procedures for Voting

1. **Ballots.** Mail or electronic ballots may be used during the summer months on Executive

Graduate Council business judged by the Executive Graduate Council to be suitable for mail or electronic ballots.

SOURCE: Executive Graduate Council Minutes 11-16-78.

Edits approved by the Executive Graduate Council 11-30-11, 04-28-18;

Approved by a vote of the University of Nebraska Graduate Faculty on 05-15-18.

2. **Mail Ballots Name Tags.** Mail Ballots to the Graduate Faculty must have the return address and name tag on a blank sheet so that the ballot may be returned without identification. Electronic ballots must ensure the same degree of sender confidentiality.

SOURCE: Edits approved by the Executive Graduate Council 11-30-11; Edits approved by the Executive Graduate Council 04-28-18;

Approved by a vote of the University of Nebraska Graduate Faculty on 05-15-18.

3. **Recording Votes.** For mail ballots to the Executive Graduate Council, each member signs his marked ballot and returns it to the Office of the Executive Vice President and Provost. Each signature is verified, the vote recorded, and all signed ballots are retained. Thus, even after the votes have been recorded, it is possible to determine not only who voted on the issue, but also how each person voted. For electronic ballots to the Executive Graduate Council, each member returns their marked ballot to the Office of the Executive Vice President and Provost, and/or a mechanism is used to verify who and how each Executive Graduate Council member voted.

SOURCE: Edits approved by the Executive Graduate Council 04-28-18.

Approved by a vote of the University of Nebraska Graduate Faculty on 05-15-18.

4. **Proxy Voting Policy.** The conditions under which proxy votes are allowed in Executive Graduate Council (EGC) matters are as follows:
 - a. Only EGC members may vote;
 - b. In absentia voting may take place only on items listed under Old Business in the EGC Agenda;
 - c. The vote must be in written or electronic form and transmitted to the Dean prior to the meeting; and
 - d. If any motion is formally amended, the 'in absentia' vote on that item will be invalidated.

SOURCE: Approved by the Executive Graduate Council 02-18-88, edits approved by the Executive Graduate Council 04-28-18

Approved by a vote of the University of Nebraska Graduate Faculty on 05-15-18.

5. **Destroying Ballots.** Method for destroying ballots after an Executive Graduate Council election:
 - a. Record the results of the election;
 - b. Have those results certified by the signatures of the people responsible for recording the results;

- c. Retain the ballots for three (3) weeks and if no challenge is made within that time period, ballots may be destroyed; and
- d. The certified results should become part of the official minutes of the Executive Graduate Council (not distributed) of the first meeting following the election.

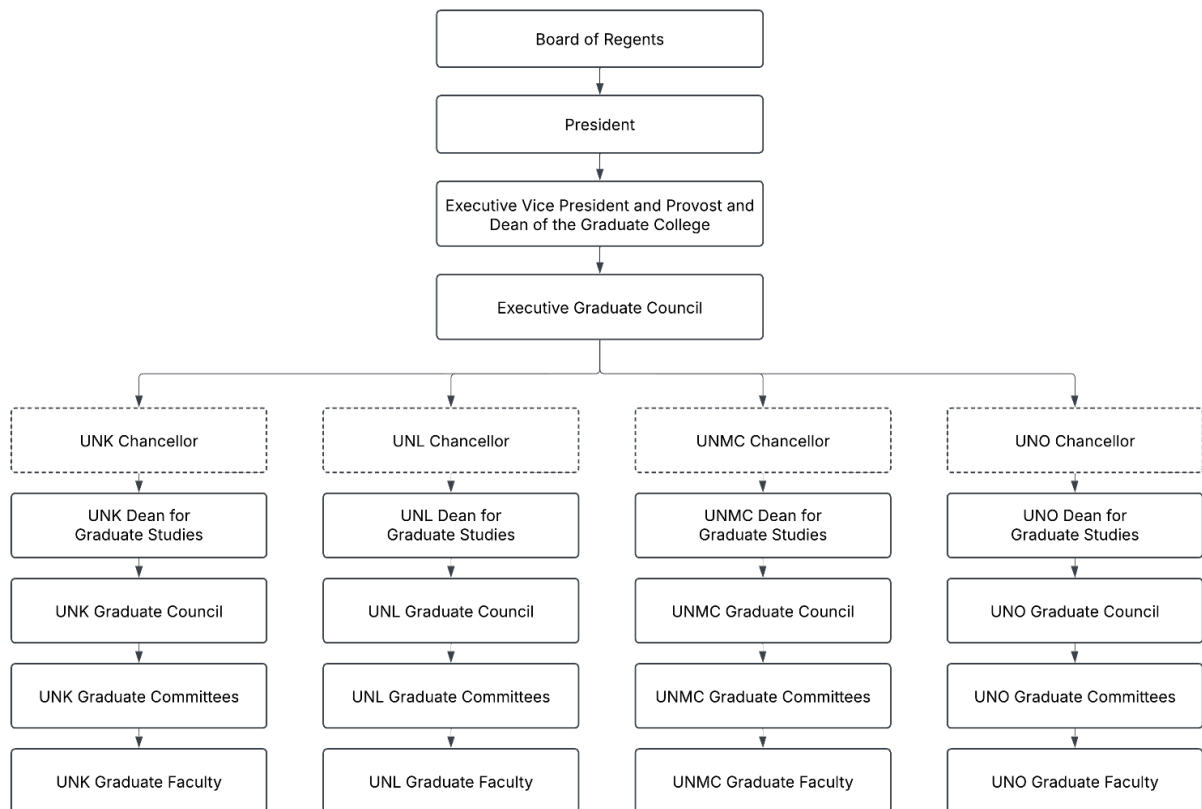
SOURCE: Executive Graduate Council Minutes 11-29-73

F. Graduate Application Fee

Each campus may periodically increase its Graduate Application Fee through the normal process for approval of fees.

SOURCE: Executive Graduate Council Minutes 03-19-87; Executive Graduate Council Minutes 12-11-97; edits approved by the Executive Graduate Council 11-30-11

G. University of Nebraska Organizational Chart of the Graduate College



UNK – University of Nebraska at Kearney
 UNL – University of Nebraska-Lincoln
 UNMC – University of Nebraska Medical Center
 UNO – University of Nebraska at Omaha

————— Primary Links
 - - - - - Liaison Links

Document History

Amendments approved by the Executive Graduate Council April 25, 2018, approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018, and presented to the Board of Regents on June 28, 2018.

University of Nebraska at Kearney

I. GOVERNANCE OF GRADUATE STUDIES AT UNK

The University of Nebraska at Kearney (UNK) Graduate Faculty shall have all powers of governance of Graduate Studies at UNK, except as otherwise provided herein, or in Graduate College governance procedures approved by the Board of Regents, or in the general statutes and rules governing the University.

II. THE UNK GRADUATE FACULTY

A. Membership of the Graduate Faculty

All Graduate Faculty of the University of Nebraska, who are administratively assigned to the University of Nebraska at Kearney, shall comprise the UNK Graduate Faculty.

The procedures for appointments and responsibilities of the Graduate Faculty of the University of Nebraska are given in the "University of Nebraska Graduate College Policy Handbook."

B. Powers of the Graduate Faculty

The powers of the Graduate Faculty shall be those outlined in section I; in particular, the Graduate Faculty shall have the power to determine its own rules of procedure, provide for regular or special meetings, and establish necessary standing and special committees.

C. Meetings of the Graduate Faculty

1. The UNK Graduate Faculty shall meet if called by the UNK Dean for Graduate Studies, by vote of the UNK Graduate Council, or by petition of any ten UNK Graduate Faculty members.
2. The quorum for the purpose of conducting business at meetings of the Graduate Faculty shall be 25% of the membership.
3. Any member of the UNK Graduate Faculty may petition to place items on the agenda for a meeting if they are presented in writing to the Dean two weeks prior to the meeting.
4. The UNK Dean for Graduate Studies shall be responsible for recording and distributing the minutes of all meetings of the Graduate Faculty.

III. THE UNK GRADUATE COUNCIL

The University of Nebraska at Kearney Graduate Council shall serve as the policy and decision-making body of the UNK Graduate Faculty and as an advisory body to the UNK Dean for Graduate Studies.

A. Membership of the UNK Graduate Council

The Council shall consist of twelve elected members of the UNK Graduate Faculty, three

“at large” Graduate Faculty members, and three graduate student members.

1. Each of the three academic colleges will elect two Graduate Faculty members from different departments. Six additional Graduate Council members will be allocated between the colleges based on the Graduate Faculty membership of the colleges. Each college must have at least three Graduate Faculty on Graduate Council. Terms for elected members of the Council shall be three years and shall commence with the beginning of the Fall semester.
2. When a vacancy occurs and the remaining term is for more than one year, the Office of Graduate Studies will conduct an election. If the remainder of the term is less than one year, the Dean for Graduate Studies shall fill the vacancy with a faculty member from the same College.
3. Three additional UNK Graduate Faculty will be appointed by the UNK Dean for Graduate Studies as “at large” members of the Graduate Council. At-large members will represent UNK on the University of Nebraska Executive Graduate Council.
4. The graduate student members of the Council shall be selected by the UNK Graduate Student Association. In the absence of an active Graduate Student Association, the UNK Dean for Graduate Studies shall appoint the members from a list of departmental nominees. Graduate students must be currently enrolled in a minimum of six hours and in good academic standing. Terms for graduate student members shall be one year, commencing with the beginning of Fall Semester.

B. Powers of the UNK Graduate Council

The UNK Graduate Faculty has delegated to the Council its policy and decision-making powers for graduate matters, subject to review and possible override by a vote of the Graduate Faculty. Decisions of the Council affecting change of policy and/or regulations may become effective immediately. All actions become final one month after general publication to the UNK Graduate Faculty unless a petition signed by at least ten members is submitted to the UNK Dean for Graduate Studies requesting a meeting of the Graduate Faculty to discuss the action of the Council. The UNK Graduate Faculty may, after discussion of the matter, request the Dean to conduct a referendum (mail or electronic ballot) of the issue.

C. Meetings of the UNK Graduate Council

1. The Graduate Council shall meet monthly during the academic year. In addition, the UNK Dean for Graduate Studies may call special meetings when necessary. The Dean shall draw up the agenda for each meeting and distribute it to all members of the Council and to other appropriate persons.
2. Robert’s Rules of Order shall serve as the parliamentary authority for Council meetings.
3. The quorum for meetings of the Council shall be 50% of the membership of the Council.
4. Any member of the Council may place items on the agenda for a meeting.

5. The Dean for Graduate Studies shall be responsible for recording the minutes of the Council meetings and distributing them to the members of the Council, the UNK Graduate Faculty, and other appropriate persons.

IV. THE UNK DEAN FOR GRADUATE STUDIES

The Dean for Graduate Studies, University of Nebraska at Kearney, shall be appointed by the UNK Chancellor subject to approval by the President and the Board of Regents. The Dean for Graduate Studies shall be responsible to the Chancellor, University of Nebraska at Kearney, and to the Dean of the Graduate College, University of Nebraska, and shall be administratively responsible for the welfare of all graduate programs at the University of Nebraska at Kearney, and for implementing the policies of the Board of Regents and the Graduate Faculty concerning graduate studies.

The Dean for Graduate Studies shall preside at meetings of the Graduate Faculty, University of Nebraska at Kearney, and shall be chair of the UNK Graduate Council.

V. GRADUATE COMMITTEES

Each department authorized to offer major work leading to the Master's or Specialist's degree shall have a Graduate Committee consisting of not fewer than three UNK Graduate Faculty members, one of whom is designated as chair of the Graduate Committee. In all cases, at least two-thirds of the Committee must be Graduate Faculty. Whenever possible, department chairs should not serve on Graduate Committees.

Membership of the Graduate Committee is recommended by the administrative unit through its department chair or program director, for appointment by the Dean for Graduate Studies, University of Nebraska at Kearney (on behalf of the Dean of the Graduate College). Graduate Committees are responsible for the general supervision of graduate work in their administrative units.

VI. GENERAL

Policies, procedures, rules, and regulations previously in effect relating to University of Nebraska at Kearney graduate programs and not superseded or rendered void by this document, or by policies of the University of Nebraska Graduate College, shall remain in effect upon its adoption. The actions of the University of Nebraska at Kearney Graduate Council and the UNK Graduate Faculty shall not supersede the Rules and Regulations nor actions of the University-wide Graduate Faculty or the Executive Graduate Council.

Approved by the KSC/UNK Graduate Council November 8, 1990, the Executive Graduate Council January 17, 1991, and by the Board of Regents March 16, 1991.

Revisions approved by the UNK Graduate Council on March 8, 2018, February 13, 2025.

1. Business and Technology: Accounting, Finance, and Economics; Cyber Systems; Industrial Technology; Management; Marketing, Agribusiness, and Supply Chain Management.
2. Education: Communication Disorders; Counseling, School Psychology and Family Science; Educational Administration; Kinesiology and Sports Sciences; and Teacher Education.

3. Arts and Sciences: Art and Design; Biology; Chemistry; Communication; Criminal Justice; English; Geography and Earth Science; History; Mathematics and Statistics; Modern Languages; Music, Theatre, and Dance; Physics and Astronomy; Philosophy; Social Work; and Sociology.

I. GRADUATE STUDIES

Subject to the powers vested in the Board of Regents, assigned to the University-wide Graduate Faculty or its Executive Graduate Council, or delegated to its administrative officers, the immediate government of Graduate Studies, University of Nebraska–Lincoln, shall be by members of the Graduate Faculty, University of Nebraska–Lincoln.

II. GRADUATE FACULTY

All Graduate Faculty of the University of Nebraska, who are administratively assigned to the University of Nebraska-Lincoln, shall comprise the UNL Graduate Faculty.

The procedures for appointments, duties, and responsibilities of the Graduate Faculty, including associates, emeriti, and adjunct, of the University of Nebraska are given in the “University of Nebraska Graduate College Bylaws and Policies.”

III. POWERS OF THE GRADUATE FACULTY

The Graduate Faculty administratively associated with the University of Nebraska–Lincoln shall have all powers of government of Graduate Studies, University of Nebraska–Lincoln, except as otherwise provided herein, or in Graduate College governance procedures approved by the Board of Regents, or in the general statutes and rules governing the University. The Graduate Faculty, University of Nebraska–Lincoln, shall have the power to determine its own rules of procedure, provide for regular or special meetings, and establish necessary standing and special committees.

IV. THE GRADUATE COUNCIL

There shall be a Graduate Council to serve as an advisory body to the Dean for Graduate Studies, University of Nebraska–Lincoln, and as the administrative body for Graduate Studies subject to the authority of the Graduate Faculty, University of Nebraska-Lincoln. The Graduate Council shall meet formally and as a whole at least two times during each academic semester and shall consist of eight elected members of the Graduate Faculty, two graduate students, and the Dean for Graduate Studies of the University of Nebraska–Lincoln. A majority of voting members shall constitute a quorum.

Each year, two members of the Graduate Faculty shall be elected to the Graduate Council to serve four-year terms of office. The elections of Graduate Council members shall be from nominees presented by a nominating committee designated by the Graduate Council, and by Graduate Faculty petition. One member of the Graduate Faculty shall be elected from each of the following eight areas: Agricultural and Biological Sciences; Arts; Business; Engineering; Humanities; Physical Sciences; Education; and Social Sciences. A member of the Graduate Council can serve no more than two four-year terms consecutively.

The University of Nebraska–Lincoln Graduate Council shall select two of its members to serve as Representatives and one of its members to serve as an Alternate on the University of Nebraska Executive Graduate Council. Since the term for faculty members of the Executive Graduate Council shall be three years, according to the Graduate College Governance Document, only members of the University of Nebraska–Lincoln Graduate

Council who have at least three years remaining on the UNL Graduate Council shall be eligible as candidates for Executive Graduate Council Representative or Alternate positions. A Representative or Alternate shall be elected each year, so that two Representatives and one Alternate shall be serving at any time.

Two graduate students shall be elected to the Graduate Council each year by the Graduate Student Assembly, University of Nebraska–Lincoln. In the absence of an active Graduate Student Assembly, the Graduate Council shall, upon the recommendation of the Dean for Graduate Studies of the University of Nebraska–Lincoln, appoint the graduate student representatives to the Graduate Council.

V. DEAN FOR GRADUATE STUDIES

The Dean for Graduate Studies, University of Nebraska—Lincoln, shall be appointed by the UNL Chancellor subject to approval by the President and the Board of Regents. The Dean for Graduate Studies shall be responsible to the Chancellor, University of Nebraska–Lincoln, and to the Dean of the Graduate College, University of Nebraska, and shall be administratively responsible for the welfare of all post-baccalaureate education at the University of Nebraska–Lincoln, and for adhering to these Graduate College Bylaws, and implementing applicable Bylaws and Policies of the Board of Regents and the Graduate Faculty concerning graduate studies.

The Dean for Graduate Studies shall preside at meetings of the Graduate Faculty, University of Nebraska–Lincoln, and shall be chair of the UNL Graduate Council. The Dean for Graduate Studies shall at all times have a voice, but shall cast a vote only in case of a tie.

VI. GRADUATE COMMITTEES

Each administrative unit authorized to offer major work leading to the Master's or Doctoral degree shall have a Graduate Committee consisting of not fewer than three Graduate Faculty members, one of whom is designated as chair of the Graduate Committee. In the case of an administrative unit offering a doctoral degree, however, the two-thirds of the Graduate Committee and its chair must be Graduate Faculty.

Membership of the Graduate Committee is recommended by the administrative unit through its departmental chair, chair of the interdepartmental area, director, or academic dean, as appropriate, for appointment by the Dean for Graduate Studies, University of Nebraska-Lincoln, acting for the Dean of the Graduate College, University of Nebraska. Graduate Committees are responsible for the general supervision of graduate work in their administrative units.

VII. SUPERVISORY COMMITTEES

For each student who has been accepted by a department or area for the doctoral objective, a Supervisory Committee shall be appointed as described in Section 2.F.2 of these Bylaws. At least one Graduate Faculty member external to the department or area in which the doctorate is to be granted must be included on the supervisory committee.

VIII. GENERAL

Policies, rules, and regulations previously in effect relating to graduate programs and not

superseded or rendered void by this governance plan shall remain in effect upon its adoption.

Revisions approved by the UNL Graduate Council October 5, 1988, March 14, 1996; the University of Nebraska Executive Graduate Council November 17, 1988, February 17, 1997, October 26, 2022; and presented to the Board of Regents January 14, 1989, June 1, 1996, December 2, 2022.

IX. UNL DEFINITION OF AREAS

- A. *Arts*: The Hixson-Lied College of Fine and Performing Arts including the School of Art, Art History and Design, the Glenn Korff School of Music, Johnny Carson School of Theatre and Film, and the Department of Architecture in the College of Architecture.
- B. *Humanities*: Classics, Communication Studies, English, Modern Languages and Literatures, Philosophy, and the College of Journalism and Mass Communications.
- C. *Physical Sciences*: Chemistry, Earth and Atmospheric Sciences, Mathematics, Physics and Astronomy, and Statistics.
- D. *Engineering*: All departments and Schools in the College of Engineering.
- E. *Business*: All departments of the College of Business.
- F. *Social Sciences*: Anthropology, Child, Youth and Family Studies, Community and Regional Planning, Geography, History, Law, Political Science, Psychology, Sociology, and Textiles, Merchandising and Fashion Design.
- G. *Agricultural Sciences and Biological Sciences*: The School of Biological Sciences, Nutrition and Health Sciences, and all departments of the College of Agricultural Sciences and Natural Resources.
- H. *Education*: Departments of Educational Administration, Educational Psychology, Special Education and Communication Disorders, and Teaching, Learning and Teacher Education.

The Definitions of Areas were approved by the UNL Graduate Council February 14, 2008.

Original document approved by University of Nebraska–Lincoln Graduate Faculty, December 10, 1973. Amendments made by University of Nebraska–Lincoln Graduate Council, Executive Graduate Council, and subsequently by Regental action on January 14, 1989, and February 11, 1989.

Additional revisions approved by the UNL Graduate Council on February 8, 2018, August 16, 2018, Month Day, 2025.

I. GRADUATE STUDIES AT UNMC

The Graduate Faculty at the University of Nebraska Medical Center (UNMC) shall have the authority to govern Graduate Studies on the Medical Center campus, subject to the powers vested in the Board of Regents and assigned to the University-wide Graduate Faculty and its Executive Graduate Council.

II. MEMBERSHIP OF THE UNMC GRADUATE FACULTY

All University-wide Graduate Faculty who are administratively located within the University of Nebraska Medical Center shall comprise the UNMC Graduate Faculty. The mechanism for selection of Graduate Faculty has been established on a University-wide basis, as detailed in the Section II of the University of Nebraska Graduate College Policy Handbook.

III. MEETINGS OF THE UNMC GRADUATE FACULTY

- A. The UNMC Graduate Faculty shall meet annually and at other times if called by the UNMC Dean for Graduate Studies, by vote of the UNMC Graduate Council, or by petition of any 25 UNMC Graduate Faculty members. Twenty-five members shall constitute a quorum.
- B. The UNMC Graduate Faculty can by majority vote override any specific action taken by the UNMC Graduate Council.
- C. The UNMC Dean for Graduate Studies or the Dean's designee selected from the membership of the UNMC Graduate Faculty shall preside over meetings of the UNMC Graduate Faculty.
- D. The UNMC Dean for Graduate Studies shall be responsible for recording and appropriate distribution of minutes of the meetings of the UNMC Graduate Faculty.

IV. UNMC GRADUATE COUNCIL

- A. The UNMC Graduate Council shall serve as a governing body acting on behalf of the UNMC Graduate Faculty and shall serve as an advisory body to the UNMC Dean for Graduate Studies. The Graduate Council shall consist of the chair of each program Graduate Committee (or his/her designee), one UNMC graduate student and the Dean for Graduate Studies. In addition, members of the Executive Graduate Council whose terms have ended on the UNMC Graduate Council will be ex officio members of the UNMC Graduate Council.
- B. The graduate student representative shall be selected by the UNMC Graduate Student Association. In the absence of an active Graduate Student Association, the Dean for Graduate Studies shall appoint a student member to the Graduate Council.
- C. Each regular member of the Graduate Council shall have one vote.
- D. The UNMC Executive Associate Dean for Graduate Studies, serving as the UNMC Dean's designee, shall preside over meetings of the UNMC Graduate Council.
- E. The UNMC Graduate Council shall meet monthly and as called by the UNMC Dean for

Graduate Studies. A majority of voting members shall constitute a quorum. The UNMC Graduate Council meetings are open meetings.

- F. Decisions by the Council shall be by simple majority vote. The UNMC Dean for Graduate Studies shall cast a vote only in the case of a tie.
- G. Any member of the UNMC Graduate Faculty may request that an item be placed on the agenda of the UNMC Graduate Council meeting.
- H. The UNMC Dean for Graduate Studies shall be responsible for recording and appropriate distribution of minutes of the meetings of the UNMC Graduate Council.

V. DEAN FOR GRADUATE STUDIES

The Dean for Graduate Studies, University of Nebraska Medical Center, shall be appointed by the UNMC Chancellor subject to approval by the President and the Board of Regents. The Dean shall be responsible to the Chancellor and the University of Nebraska Dean of the Graduate College.

The UNMC Dean shall be administratively responsible for all graduate studies programs on the UNMC campus. The Dean or the Dean's designee shall preside over meetings of the UNMC Graduate Faculty and the UNMC Graduate Council.

VI. SUPERVISORY COMMITTEES

For each student who has been accepted by a department or area for the doctoral objective, a Supervisory Committee shall be appointed as described in Section II.F.2 of these Bylaws. However, the student's graduate program may require that an Examination Committee, partially distinct from the Supervisory Committee, assume the responsibility of preparing, giving, and evaluating the comprehensive exam. All voting members of the Examination Committee must be members of the Graduate Faculty.

VII. GENERAL

The UNMC Graduate Faculty shall have two representatives on the Executive Graduate Council. In addition, there shall be one alternate.

The actions of the UNMC Graduate Council and the UNMC Graduate Faculty shall not supersede the Rules and Regulations nor actions of the University-wide Graduate Faculty or the Executive Graduate Council.

Approved by the UNMC Graduate Faculty March 2, the University of Nebraska Executive Graduate Council March 11, and the Board of Regents March 19, 1977.

Revision approved by the UNMC Graduate Council July 11, the UNMC Graduate Faculty August 15, the University of Nebraska Executive Graduate Council September 20, and the Board of Regents December 15, 1979.

Second revision approved by the UNMC Graduate Council October 15, 1987, the UNMC Graduate Faculty January 7, the University of Nebraska Executive Graduate Council February 18, and the Board of Regents April 9, 1988.

Third revision approved by the UNMC Graduate Council February 15, 1996, the UNMC Graduate Faculty March 7, 1996, University of Nebraska Executive Graduate Council February 19, 1997, and

the Board of Regents June 1, 1996.

Fourth revision approved by the UNMC Graduate Council February 14, 2018.

Fifth revision approved by the UNMC Graduate Council April 5, 2018. Fourth and Fifth revisions approved by the UNMC Graduate Faculty April 24, 2018. Edits approved by the Executive Graduate Council April 25, 2018 and approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018. Presented to the Board of Regents on June 28, 2018.

Sixth revision approved by the UNMC Graduate Council April 7, 2022, the University of Nebraska Executive Graduate Council October 26, 2022, and presented to the Board of Regents December 2, 2022. Revisions to remove redundancies from the main document approved by the UNMC Graduate Council February 6, 2025.

I. GOVERNMENT OF GRADUATE STUDIES AT UNO

The University of Nebraska at Omaha (UNO) Graduate Faculty shall have all powers of government of Graduate Studies at UNO, except as otherwise provided herein, or in Graduate College governance procedures approved by the Board of Regents. The Senior Vice Chancellor for Academic Affairs and Dean for Graduate Studies shall be appointed by the Board of Regents upon recommendation of the UNO Chancellor and shall be administratively responsible for the welfare of all graduate studies programs on the UNO campus and for implementing the policies of the Board of Regents and the Graduate Faculty concerning graduate studies. The UNO Graduate Council shall serve as the legislative and decision-making body of the UNO Graduate Faculty and as an advisory body to the Senior Vice Chancellor for Academic Affairs and Dean for Graduate Studies. In this document “the Faculty,” “the Dean,” and “the Council” shall refer to the UNO Graduate Faculty, the Senior Vice Chancellor for Academic Affairs and Dean for Graduate Studies, and the UNO Graduate Council, respectively.

II. THE UNO GRADUATE FACULTY

A. Membership of the Faculty

The Graduate Faculty of the University of Nebraska, who are administratively assigned to the University of Nebraska at Omaha, shall comprise the UNO Graduate Faculty.

The procedures for appointments of the Graduate Faculty of the University of Nebraska are given in the “University of Nebraska System-Wide Organization and Procedures for Administration and Faculty Management of Graduate Studies.”

B. Powers of the Faculty

The powers of the Faculty shall be those outlined in section I; in particular, the Faculty shall have the power to determine its own rules of procedure, provide for regular or special meetings, and establish necessary standing and special committees.

C. Meetings of the Faculty

1. If requested by the Graduate Council, or as needed, the Faculty shall meet once each semester in regular session. The agenda shall be drawn up by the Dean and Committee A: Policy and Planning of the Council with input from Committee B: Courses, Programs and Evaluation.
2. Robert’s Rules of Order shall serve as the parliamentary authority for meetings of the Faculty.
3. The quorum for meetings of the Faculty shall be 10% of the membership of the Faculty.
4. Any member of the Faculty may petition to place items on the agenda for a meeting of the Faculty if they are presented in writing to the Dean two weeks prior to the meeting. Items to be voted on must be submitted as written motions with proper supporting material.

5. Any ten members of the Faculty may petition for a special meeting of the Faculty. The petition must state a rationale for such a meeting. The agenda for special meetings shall consist only of the item or items addressed by the petition.
6. The Dean shall be responsible for recording the minutes of the meetings of the Faculty and distributing them to all members of the Faculty and to other appropriate persons.

III. THE UNO GRADUATE COUNCIL

A. Membership of the Council

The Council shall consist of elected members of the Faculty, the two Executive Graduate Council members and the Executive Graduate Council alternate, and two student members.

1. The number of elected members of the council allocated to each college shall be based on the number of graduate students and the number of members of the Faculty in the college. Terms for elected members of the Council shall be three years and shall commence on August 15 following election to the Council.
 - a. When the term of office for a member of the Council ends or when a vacancy occurs for some other reason and the remainder of the term is more than one year, the election to fill the vacancy shall be conducted by the Office of Graduate Studies. A mail or electronic ballot shall be sent to all members of the Faculty. Nominations for the mail or electronic ballot shall be obtained as follows:

The Dean, after determining if there are members of the Faculty in the college who prefer not to stand for election, shall prepare a printed or electronic ballot containing the names of all members of the Faculty in the college who will stand for election. The ballot as prepared shall be submitted to all members of the Faculty in the college. The two persons on the ballot who receive the highest number of votes shall stand for elections to the Council.
 - b. If the remainder of the term is one year or a portion of one year, the Dean shall appoint a member of the Faculty in the college concerned (with the concurrence of the cognizant Dean) to fill the remainder of the term.
2. The minimum number of representatives granted to each college shall be two so that each college has a minimum of one representative on each of the two Graduate Council committees. Terms of representative to the Graduate Council shall be staggered so that no more than one-third of the representatives on the Graduate Council are replaced in a given year.

a. Representatives on the UNO Graduate Council

*Using this minimum plus the allocation formula, the current number of representatives on the Graduate Council are as follows:

<i>College</i>	<i>Number of Representatives</i>
Arts & Sciences	5
Business Administration	4
Education, Health, and Human Sciences	6
Communication, Fine Arts & Media	3
Information Sciences & Technology	3
Public Affairs & Community Service	4

b. UNO Definition of Areas

- i. *Arts and Humanities*: Art and Art History, Black Studies, Dramatic Arts, English, Fine Arts Press, Foreign Languages, History, International Studies, Music, Philosophy, Religion, and Writers Workshop.
- ii. *Business & IS&T*: All Graduate Faculty departments in the College of Business Administration and IS&T.
- iii. *Social Sciences*: Communication, Geography, Political Science, Psychology, Sociology, and all departments in the College of Public Affairs and Community Service.
- iv. *Natural Sciences*: Biology, Chemistry, Computer Science, Geology, Mathematics, and Physics.
- v. *Education*: All departments in the College of Education, Health and Human Sciences.

3. The University of Nebraska at Omaha Graduate Council shall select two of its members to serve as Representatives and one of its members to serve as an Alternate on the University of Nebraska Executive Graduate Council. Since the term for faculty members of the Executive Graduate Council shall be three years, according to the Graduate College Governance Document, only members of the University of Nebraska at Omaha Graduate Council who have at least three years remaining on the UNO Graduate Council shall be eligible as candidates for Executive Graduate Council Representative or Alternate positions. A Representative or Alternate shall be elected each year, so that two Representatives and one Alternate shall be serving at any time.

The alternate's role is to take the place of an EGC Representative if the Representative cannot attend a meeting. It is not the role of the alternate to replace a Representative.

4. The graduate student members of the Council shall be selected by the Graduate Student Association. In the absence of a recommendation from the Graduate Student Association, the Dean shall appoint the graduate student members from a list of departmental nominees.

Graduate student members must be currently enrolled students in good standing. Terms for graduate student members shall be one year, commencing on August 15 in the year of appointment.

IV. POWERS OF THE COUNCIL

The Faculty has delegated to the Council its legislative and decision making powers for graduate matters, subject to review and possible override by vote of the Faculty. Decisions of the Council effecting change of policy and/or regulations shall be final within twenty (20) working days (summer sessions and vacation periods excluded) after general publication to the Faculty unless a petition signed by at least ten (10) members of the Faculty is submitted to the Dean requesting a meeting of the Faculty to discuss the decision of the matter, request the Dean to conduct a referendum (printed or electronic ballot) of the Faculty on the matter under discussion. A majority vote of the Faculty voting on the referendum can override a decision made by the Council.

V. MEETINGS OF THE COUNCIL

- A. The Council shall meet monthly. In addition, the Dean may call a special meeting of the Council. The Dean shall draw up the agenda for each meeting and distribute it to all members of the Council and to other appropriate persons.
- B. Robert's Rules of Order shall serve as the parliamentary authority for meetings of the Council.
- C. The quorum for meeting of the Council shall be 50% of the membership of the Council.
- D. Any member of the Council may place items on the agenda for a meeting of the Council.
- E. The Dean shall be responsible for recording the minutes of the meetings of the Council and distributing them to the members of the Council and to other appropriate persons.

VI. DEAN FOR GRADUATE STUDIES

The Dean for Graduate Studies, University of Nebraska at Omaha, shall be appointed by the UNO Chancellor subject to approval by the President and the Board of Regents. The Dean for Graduate Studies shall be responsible to the Sr. Vice Chancellor for Academic Affairs, University of Nebraska at Omaha, and to the Dean of the Graduate College, University of Nebraska, and shall be administratively responsible for the welfare of all graduate programs at the University of Nebraska at Omaha and for implementing the policies of the Board of Regents and the Graduate Faculty concerning graduate studies.

The Dean for Graduate Studies shall preside at meetings of the Graduate Faculty, University of Nebraska at Omaha, and shall be the chair of the UNO Graduate Council. The Dean for

Graduate Studies shall at all times have a voice, but shall cast a vote only in case of a tie.

VII. GRADUATE COMMITTEES

Each Graduate department authorized to offer major work leading to the master's or doctor's degree shall have established for it a Graduate Committee consisting of not fewer than three members of the Graduate Faculty, one of whom is designated as chair.

Membership of the Graduate Committee is recommended by the Departmental chair or other appropriate administrator for appointment by the Dean of the Graduate College, who has delegated that responsibility to the UNO Dean.

In its graduate department the Graduate Committee shall have the responsibility for the planning of the graduate program, the general supervision of candidates

for graduate degrees and the evaluation of students by means of qualifying or final comprehensive examinations. The word "program" denotes all kinds of academic requirements which must be satisfied by the students admitted to the departmental graduate studies— including both major and minor requirements, together with quality-of-work standards, transfer credits, and those electives which are not major or minor courses.

Approved UNO Graduate Council October 12, 1981.

Revised UNO Graduate Council November 14, 1988, approved by the Board of Regents July 22, 1989. Revised UNO Graduate Council December 11, 1997, approved by the Board of Regents May 16, 1998. Revisions approved by the UNO Graduate Council on November 13, 2017.

Edits approved by the Executive Graduate Council April 25, 2018 and approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018. Presented to the Board of Regents on June 28, 2018. Revised UNO Graduate Council February 27, 2025.

Related Policy Documents

I. GRADUATE DEGREES/CERTIFICATES

A. Recommendation on the Requirements for Degrees

The Executive Graduate Council reaffirms the exclusive right of faculty members to assign grades, to recommend admission of students to programs (retaining Board of Regents admission standards), to make recommendation on the requirements for degrees, to recommend the awarding of assistantships (the deans retain the authority to appoint graduate assistants), and to recommend candidates for degrees. The Executive Graduate Council does not recognize the administrative assignment of a grade, or the administrative awarding of an assistantship not recommended by appropriate faculty action (this does not apply only to Graduate Committees). The Executive Graduate Council reaffirms the right of all students to evaluations for grades, awards, and degree procedures written into the graduate catalogs, and does not recognize agreements between departments and students which circumvent the existing appeal procedures.

SOURCE: Executive Graduate Council Minutes 10-18-79

Edits approved by the Executive Graduate Council 11-30-11, 04-25-2018

1. **Subdoctoral Degree Credits.** All graduate credits to be counted toward the satisfaction of subdoctoral degree requirements—including all transfer credits— must be approved and recommended by the cognizant Graduate Committee of the student's major department or area. Not less than 50 percent of the credit hours required for any subdoctoral graduate degree must be completed at the University of Nebraska. No graduate credits will be accepted as transfer credits unless earned at an institution fully accredited to offer graduate work in the field of the student's major; nor should the student expect any graduate credits to be transferred unless the Graduate Committee evaluated the quality and suitability equal to or superior to offerings available at the University of Nebraska.

SOURCE: Executive Graduate Council Minutes 04-03-75, edits approved by the Executive Graduate Council 11-30-11

2. **Professional Post-Baccalaureate Degree (Credential).** A post-baccalaureate degree which is the first or minimum degree offered by the University of Nebraska that qualifies a person to stand for licensure in one of the recognized professions, and which is pursued, for all intents and purposes, exclusively by persons intending to seek licensure in that profession, is regarded as a professional degree.

Further, degrees may be considered as professional degrees if:

- the program is designed around curriculum or standards prescribed by a professional accrediting body and the program has received or will seek accreditation,
- the program may lead to licensure, but is not restricted to first licensure for a profession,

- the program is designed for, and admits only, licensed professionals, and is intended to expand the scope of practice of the licensed profession, or
- the program is designed for a professional practitioner to enhance their career options within that profession

Post-Baccalaureate degrees that meet the criteria above and receive such a designation by a campus, with affirmation by the Executive Vice President and Provost, are not administered by the University of Nebraska Graduate College and do not go through the Graduate College review process. Any other post-baccalaureate degree is to be considered a graduate degree and subject to the Bylaws and Policies of the University of Nebraska Graduate College and granted the benefits of affiliation with the Graduate College and respective graduate studies offices. If a proposed degree (with the exception of Expedited Certificates) is deemed a professional degree but does not have an accrediting body or has yet to be accredited, clear alignment with the curricular requirements of the body to which professional accreditation is being sought or evidence of a rigorous external review (similar to the EGC process for graduate degrees) will be required prior to submittal for Board of Regents approval.

SOURCE: Letter from Executive Vice President to Chancellors 02-01-82 Edits approved by the Executive Graduate Council 11-30-11, 10-26-22

3. **Certificates.** The certificate at the graduate level may be either post-baccalaureate level or post-master and is intended to indicate a given level of proficiency in a specific area where there is an established need, just as master and doctoral degrees do—not that a given number of credit hours have been earned.

SOURCE: Edits approved by the Executive Graduate Council 11-30-11

4. **Format for Graduate Degrees.** The heading shall read “The University of Nebraska.” There shall be a subsidiary heading reading “Graduate College.” Following the subsidiary heading shall be a paragraph reading “This diploma makes known that the Board of Regents of the University of Nebraska upon the recommendation of the Graduate Faculty and by authority of the statutes of the State has by its officers specially authorized hereto conferred the degree.”
 - a. The above paragraph will be followed by the formal name of the degree and by the word “upon” and by the full name of the degree recipient. The degree recipient’s name will be followed by the statement “who is entitled to enjoy all the rights, honors, and privileges pertaining to that degree.”
 - b. A paragraph reading “in testimony whereof we have hereunto subscribed our names and caused the seal of the said Board to be affixed this _____ day of 20__.”
 - c. The seal of the University will be in the lower left-hand corner, the word “attest” will appear after the seal and following this word will appear the signatures and printed titles of the corporation secretary of the Board, the chairman of the Board, and the President of the University.
 - d. Across the bottom of the diploma will be printed the names of the four campuses of the University in the following order: The University of Nebraska–Lincoln, The

University of Nebraska Medical Center, The University of Nebraska at Omaha, The University of Nebraska at Kearney.

(See also [Appendix 5](#))

B. Expedited Review of Proposed New Graduate Certificate Programs

Under certain circumstances proposed new Certificate Programs would receive expedited review and approval. This would involve review by the Campus Graduate Council and the Council of Academic Officers, with final approval by the Executive Vice President and Provost, and President.

For a program to be considered for expedited review and approval, it must meet the following requirements:

1. The proposed certificate must be a reasonable extension of an existing masters or doctoral program in that it uses existing courses.
2. The proposed certificate would require at least 12-15 hours of work past the bachelor's degree but no more than 20 hours. A core of required or elective courses must be in the department/program offering the certificate; however, there could be an opportunity for graduate students to take up to one-third of the program in optional or elective courses in collateral departments of relevant disciplines, consistent with the requirements of the existing program.
3. The proposed certificate would be a repackaging of existing graduate courses, requiring no additional or reallocated resources to support the program. The proposal would have to demonstrate the availability of internal capacity to offer the certificate.
4. The proposal would need to show evidence of demand and that the proposal is being responsive to a demonstrated need in the university or community. However, the justification would not need to be as elaborate as that required for a completely new degree program.
5. Following approval of such a new Certificate Program, the action will be reported to the Board of Regents at the next meeting.
6. For document templates to request an Expedited review, contact the campus Academic Affairs office.

SOURCE: Policy approved by Board of Regents on July 15, 2000

Edits approved by the Executive Graduate Council 11-30-11, 04-25-2018

II. POLICY ON THE PURSUIT OF GRADUATE DEGREES AT THE UNIVERSITY OF NEBRASKA BY FACULTY HOLDING THE RANK OF ASSISTANT PROFESSOR OR ABOVE (OR EQUIVALENT)

While it is not the intention of the University of Nebraska to deny access to graduate education to any qualified person, the University is concerned about possible conflict of interest, or even the appearance of such a conflict, when faculty members of this University pursue advanced degrees in its Graduate College.

Therefore, a member of the faculty in an instructional department who holds the rank of assistant professor or above or equivalent rank, or a member of the faculty in an instructional department who holds an appointment for a specific term, or a member of the administrative staff holding the rank of assistant professor or above, may pursue an advanced degree in the Graduate College only after receiving special permission from the person's academic dean or administrative supervisor and from the campus Graduate Council responsible for the program which he or she wishes to pursue. The advanced degree cannot be in the person's own department or area or in a closely

related department or area. Whether a second department or area is too closely related to the person's own department shall be determined by the Dean for Graduate Studies of the campus involved in consultation with the Graduate Committees of the two departments or areas.

Permission may be granted to pursue an advanced degree in the equivalent department on another campus of the University of Nebraska.

The Graduate Faculty status of a person who is a member of the Graduate Faculty must be suspended when the person receives permission to pursue an advanced degree in the Graduate College of the University of Nebraska. However, with the permission of the appropriate campus Dean for Graduate Studies and the appropriate Graduate Committee, such persons shall be eligible to continue to teach graduate courses, supervise graduate students at the master's degree level, and serve on graduate supervisory and examining committees. Such permission must be obtained before starting such a program and annually after entering the program. Upon completing or withdrawing from such an advanced degree program, the original Graduate Faculty status shall be reinstated.

SOURCE: Approved by the Executive Graduate Council at the May 8, 1984, Special Meeting Edits approved by the Executive Graduate Council 04-28-2018, Edits removing requirement to re-vote on Graduate Faculty Status approved by Executive Graduate Council Month Day, 2025.

III. GRADUATE STUDENTS

Graduate Students Defined. Full-time graduate students at the University of Nebraska shall be defined as graduate students enrolled for at least 9 credit hours during an academic semester or 9 credit hours total during summer sessions irrespective of whether or not the student holds a graduate assistantship.

SOURCE: Executive Graduate Council Minutes 03-18-76

Edits approved by the Executive Graduate Council 11-30-11, 04-25-2018

A. Veterans Administration - Certification of Graduate Students

Graduate students requiring certification as full-time students must be enrolled for at least nine credit hours during an academic semester or an equivalent of nine credit hours or full-time during summer sessions, whether or not the student holds a graduate assistantship. With approval of the Dean for Graduate Studies, students in the final semester of a master's degree program, or Candidates for doctoral degrees, registered for fewer than the minimum hours required for a full program may be granted full-time status provided they are not employed more than 22 hours per week (half time).

B. Undergraduate Student Approval for Graduate Courses

Seniors at an accredited institution who have obtained in advance the approval of the appropriate campus Dean for Graduate Studies may receive up to 12 hours of credit for graduate courses taken at any campus of the University of Nebraska System in addition to the courses necessary to complete their undergraduate work. Students in an established accelerated master's program at any University of Nebraska campus may begin their graduate enrollment as a junior.

Undergraduate students with a major in Mathematics and at least junior standing may take up to 21 hours of 800 or 900 graduate credits (including the 12 hours permitted for all students) in mathematics if they are making good progress towards their degree across all requirements, maintaining a minimum GPA of 3.0, and have the permission of the Department Chair, Dean of the College of Arts and Sciences, and campus Graduate Studies Dean. Students must establish a written course plan with their advisor.

SOURCE: Executive Graduate Council Minutes 09-26-74, Revisions to 9 credit hours for full time status in the summer term and special permissions for undergraduate Mathematics majors approved by Executive Graduate Council Month Day, 2025.

C. Simultaneous Matriculation

Normally, no graduate student may be a degree-seeking student in more than one graduate program at the University of Nebraska, unless enrolled in an approved dual- degree program. Any exceptions must have prior approval of every Graduate Committee and every campus Dean for Graduate Studies through which the programs are administratively assigned. When there is approved simultaneous matriculation, the same course credit will not be accepted for more than one degree without prior approval of every Graduate Committee and every campus Dean for Graduate Studies through which the programs are administratively assigned. This applies only to degree programs and does not apply to certificate programs.

SOURCE: Approved by the Executive Graduate Council 03-19-92

D. Students Admitted to Professional Colleges or Programs

Students admitted to professional colleges or programs at the University of Nebraska may enroll in up to 9 credit hours of graduate level courses (800 - and 900 - series) with the approval of the dean of the college that administers their program, the instructors for the graduate courses, and the campus Dean for Graduate Studies. In exceptional circumstances registrations above 9 credit hours may be permitted subject to the same approval. Reciprocal arrangements permitting students admitted to the Graduate College to enroll in courses offered in the professional colleges should be encouraged.

SOURCE: Executive Graduate Council Minutes 02-27-75

Edits approved by Executive Graduate Council 10-26-22

E. Procedure for a Graduate Student to participate in the commencement ceremony on a Campus other than that where the Degree is Based

1. The student submits a request to the Dean of the Graduate College, stating in which

campus commencement ceremony they would like to receive the degree.

2. When making formal application for the degree, the student should indicate the campus ceremony in which they would like to receive the degree.
3. Campus Deans for Graduate Studies are to resolve the mechanics to comply with the request. These arrangements should include the following:
 - a. Each student graduating under these circumstances shall be so noted in the program and commencement script with a statement similar to the one formulated for the December 1977 UNO commencement as follows:

“A degree awarded on the recommendation of the Graduate Faculty in (major department) at the University of Nebraska (–Lincoln, at Omaha, at Kearney or Medical Center) in cooperation with the Graduate Faculty in (major department) at the University of Nebraska (–Lincoln, at Omaha, at Kearney, or Medical Center).”

ALL COMMENCEMENT PROGRAMS SHOULD INCLUDE THE STATEMENT THAT: “ALL GRADUATE DEGREES ARE UNIVERSITY OF NEBRASKA DEGREES.”
4. Such requests apply only to the commencement ceremony and do not apply to campus-specific hooding (outside of regular commencement hooding) or convocation ceremonies.

SOURCE: Executive Graduate Council Minutes 03-16-78

Edits approved by the Executive Graduate Council 11-30-11

F. Intercampus Registration Process

1. To initiate intercampus registration:
 - a. Student must file an intercampus registration form.
 - b. Host campus must flag that student’s record to assure communication with home campus.
2. Description of Process
 - a. Host campus registrar sends a copy of the intercampus registration forms to host campus graduate office.). This will allow the graduate office to flag the records of those students.
 - b. During the semester, each campus registrar sends information to the graduate office on their campus indicating the courses for which intercampus graduate students are registered. The graduate office will forward this information to the home campus graduate office so that the home campus office can maintain a record of courses in which a student is enrolled on other campuses.
 - c. At the end of the semester, a grade record is sent to the graduate office on the campus in which the courses were completed. The host campus graduate office will request the registrar to send a transcript to the home campus graduate office at that time. This is done without charge.
 - d. The home campus graduate office will then pass on the host campus transcript to

the registrar on the home campus and request that the information be entered officially on the student's transcript as it is maintained on the home campus.

G. Policy on Summer Tuition Remission for Graduate Assistants

Any graduate assistant who is employed for one-third FTE or more during both semesters of an academic year may be eligible to receive tuition remission during the subsequent summer. Any graduate assistant who is employed for one-third FTE or more during only one semester of the preceding academic year may be eligible to receive reimbursement of summer session

tuition, provided he or she is employed as a graduate assistant for one-third FTE or more during the following fall semester. Any graduate assistant who is employed for one-third FTE or more during the summer may also be eligible for tuition remission during that same summer.

SOURCE: Issued by the Executive Vice President and Provost 03-18-82

SOURCE: Executive Graduate Council Minutes 10-21-82

1. Any graduate student who drops below nine credit hours in summer sessions will lose their eligibility for Social Security and Medicare tax exemptions.

SOURCE: Federal Tax Code, Rev. Proc. 2005-11

Edits approved by the Executive Graduate Council 11-30-11

Out-of-State Graduate Students. Graduate students registered for thesis work who have qualified as Nebraska residents while in attendance at the University and who are earning thesis credit while residing in a state other than Nebraska shall continue to be considered as residents for tuition purposes.

SOURCE: Minutes of the Board of Regents 06-10-59, Page 289 Legal Opinion from Richard Wood, General Counsel 12-09-80

H. Retention of Materials used in the Academic Evaluation of Students

Faculty members must decide either: (1) to retain custody for at least 30 days after the end of the semester of materials, such as examinations, term papers, and written or creative assignments, used in the academic evaluation of their students, or (2) to make reasonable efforts to return such materials to the student's custody.

If a faculty member decides to retain custody of some or all the materials used in the academic evaluation of a student, the faculty member must exercise reasonable care to maintain such materials for at least thirty days after notice of the student's final course grade has been transmitted from the appropriate campus.

This does not mean that the faculty member must retain such materials and records. The faculty member has the option of returning some or all such materials to the student's custody. However, it is then the faculty member's responsibility to make reasonable efforts to ensure that the materials are either given to the student personally or returned to the student electronically or by mail.

In any event, after the expiration of the aforementioned thirty-day period, the faculty

member may dispose of the academic evaluation materials for any student who has not filed an appeal of their grade, or who has not been granted an extension of time for the filing of such an appeal, or who has not challenged the accuracy of their educational records under the Family Educational Rights and Privacy Act (FERPA).

Once a faculty member has been notified of a student's intent to file a grade appeal in a particular course, or once the appeal process has been initiated, or once a challenge has been initiated under FERPA, the faculty member is obligated to exercise extraordinary care for the materials in the faculty member's custody relating to that student's grade in that course, until such time as the appeal has been finally resolved.

It should be understood that the standards incorporated within this policy, including the thirty-day time frame, are minimum standards. Individual campuses, colleges or departments may, at their discretion, adopt more stringent policies for the retention of materials, provided such policies conform to the procedures outlined above.

SOURCE: Policy Memorandum Issued by Executive Vice President for Academic Affairs 10-13-81 Edits approved by the Executive Graduate Council 11-30-11

IV. RULES FOR NON-TRADITIONAL WORKSHOPS, SHORT-TERM COURSES, AND SPECIAL SEMINARS OFFERING GRADUATE CREDIT

A. Background

From time-to-time arrangements are made to offer graduate credit in conjunction with a workshop or conference. In the past, there has been no consistent practice with respect to providing information in brochures or other material describing the requirements that must be met by a student who wishes to earn graduate credit for participation in the particular workshop or conference in question.

SOURCE: Edits approved by the Executive Graduate Council 11-30-11

B. Policy Statement

In all instances where graduate credit is offered for participation in a workshop or conference, all brochures and advertisements shall include a statement indicating if any additional requirements are necessary to receive credit and the name of a responsible contact person.

All such brochures and advertisements must be approved by the campus Dean for Graduate Studies responsible for the program.

SOURCE: Policy issued by Executive Vice President for Academic Affairs 01-21-82 Edits approved by the Executive Graduate Council 11-30-11

C. Rules for all Non-Traditional Courses Offered for Graduate Credit by a Unit of the University of Nebraska

The following are rules for all non-traditional courses offered for graduate credit by any unit of the University of Nebraska. Individual campuses of the University may develop more detailed policies, but they must conform to the rules given below. The intent of these rules is to assure that all courses offered for graduate credit will meet all standards of quality

prescribed by the Graduate College of the University of Nebraska.

1. General Rules

- a. Approval of all courses to be offered for graduate credit by any unit of the University of Nebraska is the responsibility of the appropriate campus Graduate Council or its designee. Recommendation for such approval shall be obtained, at a minimum, from the academic program, campus Graduate Council, and the campus Dean for Graduate Studies.
- b. The offering of an approved course shall be under the authority of the academic program.
- c. All courses shall be equivalent in the following respects:
 - i. admission requirements for all students;
 - ii. grading system and evaluation standards;
 - iii. course requirements that allow for evaluation of student performance;
 - iv. access to faculty outside the scheduled course meetings for consultation;
 - v. qualification of faculty; and
 - vi. reasonable access to materials, facilities, and support.

2. Assignment of Credit Hours for Non-Traditional Credit Offerings

- a. Credit hours will be assigned according to the following minimum requirements regardless of if it is called a course, a workshop, special topics, etc. For each hour of credit there needs to be at least 15 hours in-class instruction. The typical offering is 3 hours per day for 5 days per each graduate credit, i.e., 1 credit in 1 week, 2 credits in 2 weeks, etc.
- b. The other option is for a concentrated 3 day offering for one graduate credit. In this format, the duration of the course shall be at least one week greater than the number of credits offered except for a one credit offering, i.e., 1 credit over 1 week, 2 credits over 3 weeks, 3 credits over 4 weeks, etc.

SOURCE: Approved by the Executive Graduate Council 04-21-83, revised and approved by the Executive Graduate Council 02-20-92, revision of Section IIB by Executive Graduate Council 04-21-94, edits approved by the Executive Graduate Council 11-30-11

D. Off-Campus Graduate Course Offerings

For all University campuses, any regularly scheduled campus course or approved online course (exclusive of non-traditional courses), taught by authorized graduate faculty of the University of Nebraska, can be considered for approval to be taught at an off- campus site without special course designation.

SOURCE: Executive Graduate Council Minutes 10-17-91 Edits approved by the Executive Graduate Council 11-30-11

V. RULES FOR NON-GRADUATE FACULTY TEACHING GRADUATE COURSES

Unusual circumstances may arise in which a department wishes to assign, on a limited basis, the teaching of a course for graduate credit to a staff member who (1) is not a member of the Graduate Faculty and (2) does not qualify for Graduate Faculty Associate status. In such cases, special permission may be given by the campus Graduate Studies Dean. Such permission must be limited to a specific course or courses and must be effective only for a specific time period, not to exceed one semester. A first extension, for a maximum of one additional semester, must be approved by the campus' Graduate Council. Any further extension of the special permission must be approved (each semester) by the Executive Graduate Council.

SOURCE: Executive Graduate Council Minutes 11-17-83; Edits approved by the Executive Graduate Council 10-26-22

VI. GUIDELINES FOR GRADUATE PROGRAMS

A. Guidelines for Submission and Process of Evaluation of New or Modified Graduate Programs

For document templates to request New Program Proposals, Modifications to Existing Programs, or Program Discontinuation, contact the campus Academic Affairs office.

1. *Introduction*

Evaluation of new graduate programs will emphasize the capacity and the potential for the development of a high-quality program. Other aspects of the review will focus on the relationship of the proposed program to the overall mission of the campus, the resources that will be necessary to develop a program of high quality and the need for the program, both with respect to opportunities for future employment and with respect to the impact of the proposed program on existing campus or University-wide academic programs.

All new academic programs must be approved by the Board of Regents and the Nebraska Coordinating Commission for Postsecondary Education prior to their being established or offered. Requests for new graduate programs are initiated at the departmental, unit or program level. Each request is reviewed at several levels prior to submission to the Board of Regents for approval. For the purposes of this policy, the term "academic program" shall mean a degree, major, certificate, diploma, or equivalent curriculum. Programs proposing new "Certificates in Course" should be handled in the same way as proposed new programs.

2. *Modification of Existing Programs*

Programs undergoing significant modifications, which do not involve the establishment of a new degree, will be submitted to the appropriate campus Graduate Council, which, in consultation with the Dean for Graduate studies, will decide whether the changes are major or minor. Minor changes (i.e., items that do not have to go to the Board of Regents) will be reviewed only by the campus Graduate Council. Major changes (i.e., items that must go to the Board of Regents) may need to be treated in a manner similar to that for new proposals and should be forwarded to the Dean of the Graduate College

for consideration. The Dean will then determine which procedures are applicable to the particular proposal. Name changes must go to the Board of Regents.

3. *Review Process for New Programs*

The department or unit initiating a request for a new program should prepare a proposal providing details of the program, and any other material that might be of value in supporting the request and should submit this information through appropriate campus channels to the campus Graduate Dean(s) for review by the campus graduate council.

It should be noted that proposals prepared according to these guidelines may be submitted to the Nebraska Coordinating Commission for Postsecondary Education in the same format, following approval by the Board of Regents. This will then avoid duplication of effort in preparing program submission materials that are duplicative, but with differing formats.

4. Program Proposal Format will follow the guidelines of the CCPE.

[CCPE Legal and Regulatory Commonly Requested Forms and Documents](#)

SOURCE: Edits approved by the Executive Graduate Council 11-30-11, 04-25-2018

5. Additional Considerations for the Formulation of Cooperative and Joint Degree Programs

a. "Cooperative programs" shall refer to those academic program organizations whose primary home is a department or unit on one campus (UNL, UNO, UNMC, UNK), with formally affiliated graduate faculty from more than one campus. The formally affiliated graduate faculty may be from the same discipline department on another campus and provide one or more specialization options to the graduate program. Proposals for cooperative programs should be approved by the Graduate Council, campus Graduate Dean, and campus channels on the campus of the primary home department before submission to the Dean of the Graduate College.

b. "Joint programs" shall mean programs offered and administered jointly by more than one department or unit located on more than one campus. In terms of the governance of the graduate program, the units participate equally in a single Graduate Committee. For a joint program, students may apply to any campus offering the program and be awarded the diploma at the commencement at the campus of their choice.

Proposals for joint programs should be approved by the respective Graduate Councils, Graduate Studies Deans, and campus channels on all campuses which are to be offering the program before submission to the Dean of the Graduate College.

c. A proposal for either a Cooperative or a Joint program should describe the rationale for the establishment of the program. Particular attention should be paid to the governance of the proposed program, including the composition of the Graduate Committee, the selection process for committee members and the overall coordination of the program. The proposal should also describe how faculty

affiliated with the program will be identified and approved for participation in the program.

- d. Mechanisms should be described that facilitate the registration of students and the cross-campus development of curricula as the program is developed. The proposal should describe how students are provided with ready access to the core curriculum. The proposal should describe the process for making changes to the curricula for cross-campus consistency. The program description should also make clear the extent to which faculty or students will be required to travel between campuses to provide access to courses essential to the degree program.

SOURCE: Edits approved by the Executive Graduate Council 11-30-11,04-25-2018

B. EGC Review Cycle for Proposed New Graduate Programs

The Executive Graduate Council review of a proposed new program begins upon receipt of a proposal by the Office of the Executive Vice President and Provost, together with a list of nominees for external evaluation of the program after the campus Graduate Council has approved the proposal.

The outside review team is selected by the Dean or a designee, using the list of possible external reviewers. The Dean, or designee, is free to seek additional names from other sources, such as officers of professional societies in the discipline or distinguished faculty or administrators at other institutions.

The schedule for the outside review team is coordinated through the Office of the Executive Vice President and Provost. A package of materials, including the program proposal and any supplementary materials requested by the review sub-committee, and any materials describing the University (role and mission statements, catalogs, etc.) is assembled by the Office of the Executive Vice President and Provost and disseminated to the review team, along with a charge.

Review team members have an entry meeting with the Graduate College Dean, and subsequently meet with relevant campus Graduate Studies Dean(s), academic Dean(s), Vice Chancellors, program coordinators/directors, proposed program faculty, current and/or potential students, and community stakeholders. Review team exit interviews are held with the Executive Graduate Council and the Graduate College Dean.

The written consultant report is sent to the Dean, who then sends copies to the campus Dean(s) for Graduate Studies, academic Dean(s), academic Vice Chancellor(s), and Department Chairperson(s) or Program Director(s). The Graduate Studies Dean(s) shall prepare a response, and if substantial changes are suggested by the review team, the department, unit, or program should prepare an amended proposal and resubmit this to the campus graduate dean for eventual transmission to the Dean of the Graduate College and Executive Graduate Council.

The proposal shall be considered for the consent of the Council of Chief Academic Officers and forwarded to the Executive Graduate Council. Assuming approval at each of these levels, the Executive Vice President and Provost will then forward the proposal to

the Board of Regents requesting their approval. Finally, the program will be sent to the Nebraska Coordinating Commission for Postsecondary Education for its consideration. The program cannot be initiated until the Commission's approval is obtained.

SOURCE: Edits approved by the Executive Graduate Council 11-30-11, 04-25-2018

For document templates to request New Program Proposals, Modifications to Existing Programs, or Program Discontinuation, contact the campus Academic Affairs office.

C. Process for Monitoring Graduate Program Reviews

Each graduate program must be periodically reviewed by the campus from which the program originates. Normally, the campus review of a graduate program occurs at the time of the review of the department which offers it. In cases of a program offered jointly, the process of periodic review (normally, every five to seven years) must be determined when the program is created. The Coordinating Commission also requires periodic review with specific data requirements for average number of degrees awarded.

The use of a standardized form for presentation of the program review summaries will facilitate the review of the programs and minimize the need for requesting additional information from departments for the Graduate Dean or the Coordinating Commission.

[CCPE Legal and Regulatory Commonly Requested Forms and Documents](#)

SOURCE: Edits approved by the Executive Graduate Council 11-30-11, 04-25-2018, 10-26-22

D. Procedures for the Deletion or Consolidation of Graduate Programs

1. Principles

The following principles should be considered in the deletion, consolidation, or contraction of graduate programs:

- a. The pursuit of graduate degrees is based fundamentally on the search for new knowledge.
- b. Graduate education provides basic principles which students may apply to unforeseeable challenges.
- c. Teachers of graduate students should engage actively in research and in the dissemination of the results of their research.
- d. In general, graduate programs cannot be considered independently. Many of the programs considered for deletion or consolidation are undergraduate or professional programs with a closely associated graduate program. A complex interrelationship frequently exists among the programs.
- e. Reasons for deletion or consolidation may include lack of need or demand for graduates (local, state or national); substandard quality; lack of adequate faculty or decline in quality of faculty; lack of adequate library holdings, laboratories or physical facilities; unnecessary duplication; transfer of a department or unit between colleges; lack of adequate financial support or a financial exigency; substantial increase in cost to continue program; or substantial savings affected by

consolidation.

- f. The overall importance of each program must be considered within the context of the role and mission of each campus as promulgated by the Board of Regents.

2. Procedures

a. Initiation of Deletion or Consolidation Proceedings

Proceedings may be initiated by a Graduate Committee; a departmental Chairperson; an academic Dean; a campus Graduate Studies Dean; a campus Graduate Council; the Executive Graduate Council; an academic Vice Chancellor; a Chancellor; the Dean of the Graduate College; or the President.

b. Notification of the Initiation of Deletion or Consolidation Proceedings

Any recommendation for deletion or consolidation shall be forwarded by the initiating party to Graduate Committee chairpersons of all affected graduate programs and the campus Graduate Council for consideration, review, and recommendation. The departmental Chairperson of the affected program; the academic Dean; the campus Graduate Dean; the Academic Planning Committee or its equivalent; the Executive Graduate Council; the academic Vice Chancellor; the Chancellor; and the Dean of the Graduate College shall also be notified of this action.

c. Campus Review by Standing or Ad Hoc Groups

Any review concerning deletion or consolidation of graduate programs is most appropriately conducted at the campus level. These procedures ensure adequate representation by the campus Graduate Council, and appropriate consideration of the graduate component in any such review process, in accord with established campus procedures. If a standing committee is empowered by campus Bylaws or legal contract to conduct a review of all programs to be considered for such deletion or consolidation, then that committee should consider the full merits of the case made for deletion or consolidation of the identified graduate programs. If such a standing committee does not exist, any ad hoc review committee established by the Chancellor should include at least one representative of the campus Graduate Council and the campus Graduate Studies Dean. Either the standing or ad hoc review committee shall assure appropriate input from the campus Graduate Studies Dean, the campus Graduate Council, and the affected graduate programs on the status and quality of graduate programs it is reviewing.

d. Review by the Campus Graduate Council

The appropriate campus Graduate Council shall make a recommendation to the Executive Graduate Council with regard to the proposed deletion or consolidation. In order to do that, the campus Graduate Council must perform a review of the program if it considers other reviews and data to be inadequate. An outside team of visiting scholars may be requested to review a program that is proposed for deletion or consolidation. The team will be appointed by the campus Graduate Studies Dean in consultation with the academic Dean and Chairperson of the affected graduate

program. The campus Graduate Council representative on any review committee shall report the results of deliberations on deletion or consolidation of graduate programs to the campus Graduate Council. After appropriate review, the campus Graduate Council shall submit its recommendation to the campus Graduate Studies Dean. The recommendation shall be forwarded to the Chancellor and the Graduate College Dean for transmission to the Executive Graduate Council; copies of the recommendation shall be forwarded to the Academic Planning Committee or its equivalent; the academic Dean; and the Academic Vice Chancellors.

e. Review by the Executive Graduate Council

The Executive Graduate Council shall receive the recommendation from the Dean of the Graduate College for review. The recommendation of the Executive Graduate Council will be forwarded to the Dean of the Graduate College for transmission to the President and the Board of Regents.

FURTHER INFORMATION: Consult next section for Guidelines.

SOURCE: Approved by the Executive Graduate Council 02-19-87, 2-19-97, 04-25-2018

E. Guidelines for the Deletion or Consolidation of Graduate Programs

The Executive Graduate Council approved at its February 19, 1987, meeting the Procedures for the Deletion/Consolidation of Graduate Programs. The Executive Graduate Council adopted guidelines for the deletion/consolidation of graduate programs at its meeting on January 22, 1987. The Executive Graduate Council will utilize these guidelines in its evaluation of proposed deletion/consolidation of graduate programs.

For document templates to request New Program Proposals, Modifications to Existing Programs, or Program Discontinuation, contact your campus Academic Affairs office.

SOURCE: Approved January 22, 1987 DATE OF LAST REVISION: January 1988

VII. GENERAL APPEAL PROCEDURES FOR ACADEMIC MATTERS CONCERNING GRADUATE STUDENTS

A. Appeal of General Academic Matters Related to Student Programs

1. Graduate students holding admission with unclassified status in the Graduate College, admission with a master's objective, or admission with a doctoral objective (but prior to the appointment of a doctoral supervisory committee) should appeal as follows:
 - a. Initially, the appeal should be submitted to the student's adviser.
 - b. If denied, the appeal may be submitted to the Departmental or Interdepartmental Area Graduate Committee administratively responsible for the student's graduate program.
 - c. If denied, an appeal may be made to the Graduate Council for the campus administratively responsible for the student's graduate program. Normally, this will be the final appeals body (for exceptions, see Sections 5-7).

2. Graduate students holding admission with a doctoral objective in the Graduate College and for whom a doctoral supervisory committee has been appointed should appeal as follows:
 - a. Initially, the appeal should be submitted to the student's adviser.
 - b. If denied, the appeal may be submitted to the student's supervisory committee.
 - c. If denied, the appeal may be submitted to the Departmental or Interdepartmental Area Graduate Committee administratively responsible for the student's graduate program.
 - d. If denied, an appeal may be made to the Graduate Council for the campus administratively responsible for the student's graduate program. Normally, this will be the final appeals body (for exceptions, see Sections 5-7).
3. When a student's graduate program consists of registrations essentially or entirely on one campus, the Graduate Council of the campus administratively responsible for the program will constitute the appeal board. When a student's graduate program includes substantial registrations on a campus other than the one administratively responsible for the program, three members of the Graduate Council for the other campus will be designated by the Dean for Graduate Studies on that campus to augment the Graduate Council on the campus administratively responsible for the program. In this case, the augmented Council will constitute the appeal board. The decision concerning augmentation of a campus Graduate Council for a specific appeal involving registrations on a campus other than the one administratively responsible for the student's program will be made by the Deans for Graduate Studies on the campuses involved.
4. In all cases, appeals should be made in writing to the appropriate adviser, Committee, or Council.
 - a. In those cases where the appeal concerns graduate-level qualifying exams, comprehensive exams, or final oral exams, the following deadlines must be observed. It is the responsibility of the student to make reasonable efforts to ascertain the results of the examination within thirty business days after its completion.
 - b. The initiation of the appeal, in writing, by the student must be filed within thirty business days following the student's receipt of notification of the evaluation.
 - c. In those cases involving an appeal of termination of program, an initiation of the appeal, in writing, by the student must be filed within thirty business days following the student's receipt of the official written notification by the campus Office for Graduate Studies.

5. There is no absolute right of appeal to the Executive Graduate Council. The Executive Graduate Council will accept appeals only in those cases where in the exercise of its sole discretion it shall first find that one or more of the following grounds for accepting the appeal exist:
 - a. That the campus Graduate Council has violated some element of fair procedure (example: has failed to allow the parties concerned to present their cases fully to their
 - b. campus Graduate Council);
 - c. That the campus Graduate Council has failed to examine or give adequate weight to important evidence relevant to one party's position;
 - d. That the campus Graduate Council has given undue weight to evidence not pertinent to the case; or
 - e. That some gross miscarriage of justice would be perpetrated if the decision of the campus Graduate Council is allowed to stand.

A decision by the Executive Graduate Council not to accept jurisdiction of an appeal shall be final and is not subject to further appeal.

6. Appeals to the Executive Graduate Council must be made in writing and must specifically outline the grounds for the appeal. Such appeal must be made within twenty (20) business days of the day the decision of the campus Graduate Council is received.
 - a. The Executive Graduate Council must make a decision to hear the appeal or not to hear the appeal within thirty (30) business days after receipt of the appeal. Acceptance or denial of jurisdiction over the appeal will be made in writing.
 - b. The decision of the Executive Graduate Council on the merits of the case will be made and transmitted to the concerned parties within forty (40) business days after the decision to hear the appeal.
7. No person who was a member of the department or campus Graduate Council involved in the case will be eligible to participate in the decisions of the Executive Graduate Council either to decide whether the case should be heard or to decide the merits of the case. However, the Dean for Graduate Studies may replace members of the Executive Graduate Council not eligible for participation in the decision to hear the appeal or in the appeal itself.

B. Appeal of Grades in Graduate-Level Courses

Appeal of grades in graduate-level courses shall be made through the graduate student grade appeal procedures for the campus through which the grade was awarded. Students who believe their evaluation in a course has been prejudiced or capricious must first attempt to resolve the matter with the course instructor and then the department through which the course was offered. If the matter is not resolved, the student may file an appeal

in writing to the campus Dean for Graduate Studies who shall inform the student of the grade appeal procedures approved by the Graduate Faculty or by their duly elected representative Graduate Council for that campus and shall forward the appeal to the student-faculty committee or council which is designated to hear graduate-level course grade appeals on that campus. Since awarding grades in courses occurs at the individual campus level, the decision of the campus committee or council designated to hear the case on behalf of the campus Graduate Faculty shall be final and is not subject to further appeal.

SOURCE: Approved by the Executive Graduate Council 12-11-80, amended by the Executive Graduate Council 03-18-82

C. Denial of Admission

There is no right to due process hearing with respect to denial of admission of a graduate student. Therefore, there is no need for an appeal procedure for applicants for graduate programs.

Appendix 1: Post-Baccalaureate Professional Credentials (Degrees)

University of Nebraska at Kearney

University of Nebraska-Lincoln

Doctoral Degrees

Doctor of Plant Health

Doctor of Veterinary Medicine (jointly with Iowa State)

Master's Degrees

Master of Architecture

Master of Science in Athletic Training

Professional Degrees

Juris Doctorate in Nebraska College of Law

University of Nebraska Medical Center

Doctoral Degrees

Doctor of Dental Surgery (DDS)

Doctor of Dental Surgery Advanced Standing (DDSA)

Doctor of Medical Sciences (DMSc) Doctor of Medicine (MD)

Doctor of Nursing Practice (DNP)

Doctor of Nutrition and Dietetics (DND)

Doctor of Occupational Therapy (OTD) Doctor of Pharmacy (PharmD)

Doctor of Physical Therapy (DPT) Doctor of Public Health (DrPH)

Master's Degrees

Master of Diagnostic Cytotechnology (MDC)

Master of Genetic Counseling (MGC)

Master of Health Administration (MHA)

Master of Medical Nutrition (MMN)

Master of Perfusion Science (MPS)

Master of Physician Assistant Sciences (MPAS)

Master of Public Health (MPH)

Master of Science in Nursing (MSN)

Post-bachelor's Certificates associated with Professional Degrees (associated professional degree in parentheses)

Applied Biostatistics (MPH-Biostat)

Infectious Disease Epidemiology (MPH-EPI)

Emergency Preparedness (MPH-EP)

Occupational Health and Safety (MPH-ENV)

Public Health (MPH)

Advanced Education in General Dentistry (dental residency)

Dental Endodontics (dental residency)

Dental Orthodontics (dental residency)

Pediatric Dentistry (dental residency)

Dental Periodontics (dental residency)

Medical Nutrition (Master of Medical Nutrition)

Nursing Certificate (Post Master's Nursing)

University of Nebraska at Omaha

Appendix 2: Graduate Faculty Application



Nomination for Graduate Faculty

University of Nebraska Graduate College

Graduate Faculty Responsibilities:

The Graduate Faculty may vote on any matter presented to the Graduate Faculty, including the election of the Graduate Council for their specific campus. They may also hold any elected office in the Graduate College. Graduate Faculty may teach graduate courses, serve on final examining committees, and serve on supervisory committees. Graduate Faculty have the additional responsibility of voting on certain nominations of Graduate Faculty in their department/school or interdepartmental program.

Graduate Faculty Criteria:

The following requirements for the nomination of Graduate Faculty were adopted by the Graduate Faculty to establish consistent standards for faculty members eligible for appointment to carry out these assignments.

1. The nominee must hold the rank of Senior Lecturer, Assistant Professor, or equivalent or above.
2. The nominee must hold the terminal degree normally accepted for academic employment in the discipline or its clear equivalent as determined by the Graduate Committee of the nominee's department/school or interdepartmental area.
3. The nominee will be actively involved in scholarly/creative activity and/or graduate teaching as part of their regular duties.
4. The nominee must have demonstrated clear evidence of continuing scholarly activity at the national level. The evidence must be provided by the nominator.

I. IDENTIFICATION AND CONTACT INFORMATION

Name of Nominee _____	NU ID Number _____
Department _____	Academic Rank _____
College or Division _____	UNK/UNL/UNMC/UNO _____
Mailing Address: _____ (Building, Room, Campus Zip)	Office Phone _____

II. HIGHEST DEGREE EARNED

Highest Earned Degree _____	Major Field _____
Year Conferred _____	Institution Granting _____
Title of dissertation (or thesis) for terminal degree: _____	

Or Description of other scholarly or creative project for terminal degree: _____

If the highest degree earned, as described above, is not the degree normally considered terminal in the nominee's academic discipline, what is? _____

Describe in detail the basis on which this nominee is recommended as having the clear equivalent of that degree and provide supporting materials. _____

III. INVOLVEMENT WITH GRADUATE STUDENT RESEARCH AND GRADUATE TRAINING

In what way(s) is the nominee to be actively involved with graduate student research? _____

In what department or interdepartmental area? _____

In what way(s) is the nominee to be actively involved with graduate teaching? _____

In what department or interdepartmental area? _____

IV. SCHOLARLY ACTIVITY AND POTENTIAL BEYOND TEACHING

What is the evidence of scholarly/creative activity and potential beyond teaching on the part of the nominee?
(Attach separate sheet if necessary; enclose documentary evidence.) _____

What is the evidence of scholarly/creative activity and potential beyond teaching on the part of the nominee?
(Attach separate sheet if necessary; enclose documentary evidence.)

- a. List publications and manuscripts that have been submitted to and/or accepted by scholarly journals.
Indicate whether journals are refereed and give current status of manuscripts (i.e., submitted, accepted, etc.).

- b. List creative productions in a professional discipline other than publications. Provide available evidence of acceptance by peers within the discipline.

- c. List scholarly/creative presentations made at professional meetings. Designate which presentations were invited and which were competitively selected.

- d. Indicate the current involvement of the nominee in scholarly research and/or creative activity.

- e. List other publications, books, and evidence of scholarly/creative activity.

V. ENDORSEMENTS

I have seen and assent to material submitted, with the exception of those materials for which I have signed waivers of access.

I am familiar with the training and abilities of the nominee and certify that he or she is fully qualified to carry out the responsibilities of a Member of the Graduate Faculty.

Nominee	Nominator
_____	_____
Name	Name
_____	_____
Department or Area	Department or Area
_____	_____
Signature	Signature
_____	_____
Date	Date

I certify that this nomination has been evaluated and recommended by at least two-thirds of the Graduate Faculty in the nominee's department or interdepartmental area or by other procedures in accord with Graduate College guidelines. Also, I am familiar with the training and abilities of the nominee and certify that he or she is fully qualified to carry out the responsibilities of a Member of the Graduate Faculty. **I have attached my letter of support.**

<u>Graduate Faculty in this Department or Interdept. Area</u>	<u>Graduate Committee Chair</u>
Number recommending this nomination _____	_____
Number opposing this nomination _____	_____
Number abstaining _____	Name _____
Number not voting _____	_____
<i>Total number of Graduate Faculty in department or area (sum of above)</i> _____	Department or Area _____
	Signature _____
	Date _____

I endorse the nomination and certify that the nominee as part of their regular duties is to be actively involved in graduate student research and/or graduate teaching.

Nominee's Department Chair	Nominee's Dean or Director
_____	_____
Name	Name
_____	_____
Signature	Signature
_____	_____
Date	Date

Approval/Deferral

Campus Dean for Graduate Studies

☐ I approve this nomination.

☐ I defer this nomination.

Dean of the Graduate College

☐ I approve this nomination.

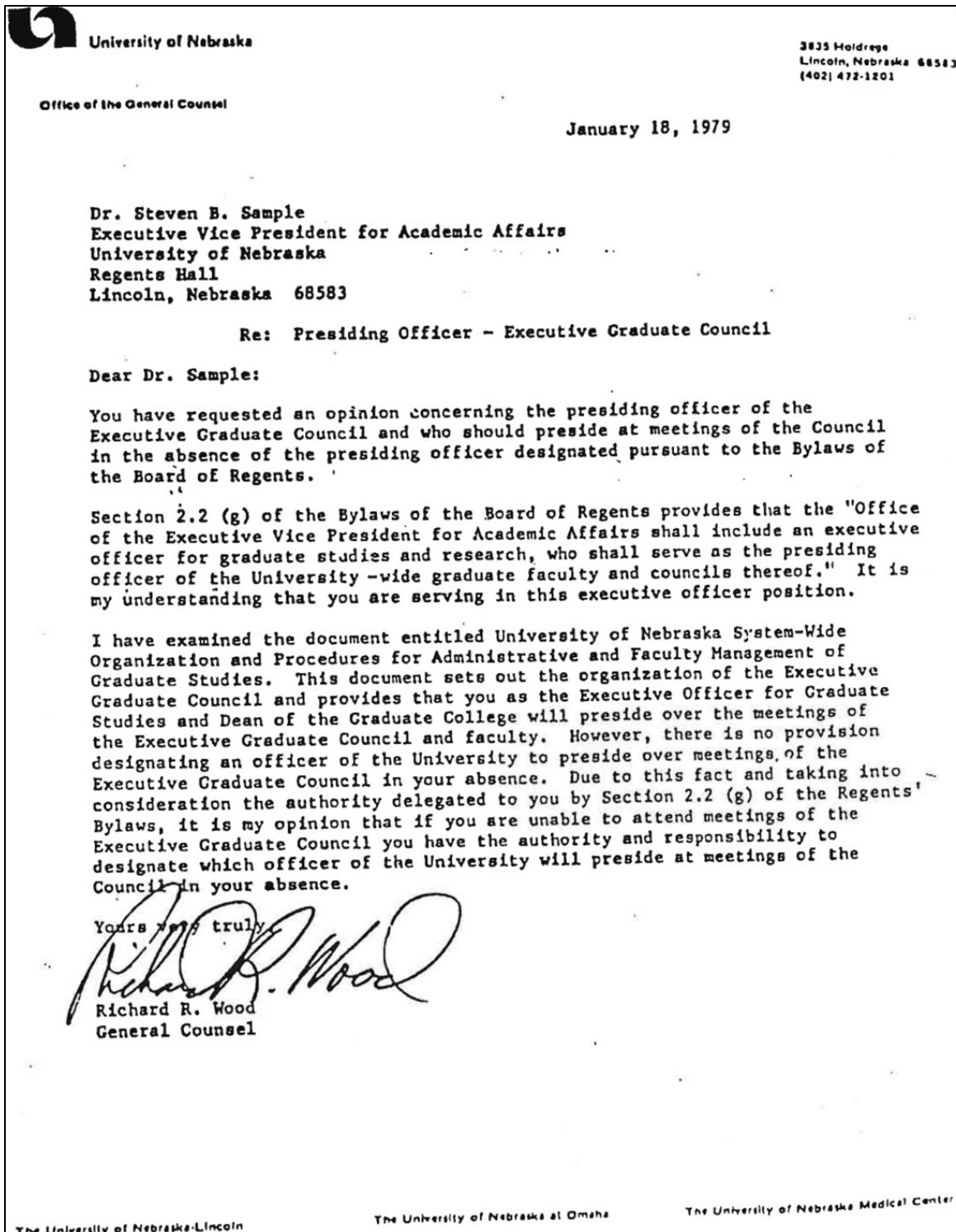
☐ I defer this nomination.

Signature	Signature
_____	_____
Date	Date

PRINT

Appendix 3: Legal Opinion, Richard Wood

Original Letter (image)



Letter Text

University of Nebraska
3835 Holdredge
Lincoln, Nebraska 68583
(402) 472-1201
Office of General Counsel

January 18, 1979

Dr. Steven B. Sample
Executive Vice President for Academic Affairs
University of Nebraska
Regents Hall
Lincoln, Nebraska 68583

Re: Presiding Officer - Executive Graduate Council

Dear Dr. Sample:

You have requested an opinion regarding the presiding officer of the Executive Graduate Council and who should preside at meetings of the Council in the absence of the presiding officer designated pursuant to the Bylaws of the Board of Regents.

Section 2.2 (g) of the Bylaws of the Board of Regents provides that the "Office of the Executive Vice President for Academic Affairs shall include an executive officer for graduate studies and research, who shall serve as the presiding officer of the University-wide graduate faculty and councils thereof." It is my understanding that you are serving in this executive officer position.

I have examined the document entitled University of Nebraska System-Wide Organization and Procedures for Administrative and Faculty Management of Graduate Studies. This document sets out the organization of the Executive Graduate Council and provides that you as the Executive Officer for Graduate Studies and Dean of the Graduate College will preside over the meetings of the Executive Graduate Council and faculty. However, there is no provision designating an officer of the University to preside over meetings of the Executive Graduate Council in your absence. Due to this fact and taking into consideration the authority delegated to you by Section 2.2 (g) of the Regent's bylaws, it is my opinion that if you are unable to attend meetings of the Executive Graduate Council you have the authority and responsibility to designate which officer of the University will preside at meetings of the Council in your absence.

Yours very truly,

[Signature]

Richard R. Wood
General Counsel

Appendix 4: Legal Opinion, John Gourley

Original Letter (image)



Central Administration
Office of the
General Counsel

THE UNIVERSITY OF NEBRASKA

3835 Holdrege
Lincoln, Nebraska 68583
(402) 472-1201

April 19, 1978

Dr. Steven Sample
Executive Vice President for
Academic Affairs
University of Nebraska
3835 Holdrege
Lincoln, NE 68583

In re: Interpretation of Regents Bylaw 2.2

Dear Dr. Sample:

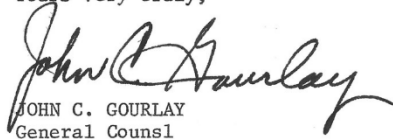
You have called my attention to Regents Bylaw 2.2(g) which provides in part as follows:

"The office of the Executive Vice President for Academic Affairs shall include an executive officer for graduate studies and research, who shall serve as the presiding officer of the University-wide graduate faculty and councils thereof."

In connection with this Bylaw, you have inquired whether if the graduate faculty or any of its councils elect to go into closed session whether under such circumstances the executive officer for graduate studies and research must continue to serve as the presiding officer.

In my opinion, the executive officer for graduate studies and research is required to serve as the presiding officer of the University-wide graduate faculty and councils thereof, irrespective of whether those bodies are in open or closed session. The mere fact that an election is made to have an executive or closed session would not alter the mandate of the Bylaws that the officer continue to serve as its presiding officer.

Yours very truly,


JOHN C. GOURLAY
General Counsel

js

The University of Nebraska-Lincoln

The University of Nebraska at Omaha

The University of Nebraska Medical Center

Letter Text

THE UNIVERSITY OF NEBRASKA
Central Administration
3835 Holdrege
Lincoln, Nebraska 68583
Office of the General Counsel

April 19, 1978

Dr. Steve Sample
Executive Vice President for Academic Affairs
University of Nebraska
3835 Holdrege
Lincoln, NE 68583

In re: Interpretation of Regents Bylaw 2.2

Dear Dr. Sample:

You have called my attention to Regents Bylaw 2.2 (g) which provides in part as follows:

"The office of the Executive Vice President for Academic Affairs shall include an executive officer for graduate studies and research, who shall serve as the presiding officer of the University-wide graduate faculty and councils thereof."

In connection with this Bylaw, you have inquired whether if the graduate faculty or any of its councils elect to go into closed session whether under such circumstances the executive officer for graduate studies and research must continue to serve as the presiding officer.

In my opinion, the executive officer for graduate studies and research is required to serve as the presiding officer of the University-wide graduate faculty and councils thereof, irrespective of whether those bodies are in open or closed session. The mere fact that an election is made to have an executive or closed session would not alter the mandate of the Bylaws that the officer continue to serve as its presiding officer.






Yours very truly,

[Signature]

JOHN C. GOURLAY
General Counsel

js

Appendix 5: Sample Degree

<div style="display: flex; justify-content: center; align-items: center;"><div style="text-align: center;"></div><div style="text-align: center;"><h1 style="font-family: serif; font-size: 2em; margin: 0;">The University of Nebraska</h1><p style="margin: 0;">GRADUATE COLLEGE</p></div></div>			
<p>THIS DIPLOMA MAKES KNOWN THAT THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA UPON THE RECOMMENDATION OF THE GRADUATE FACULTY AND BY AUTHORITY OF THE STATUTES OF THE STATE HAS BY ITS OFFICERS SPECIALLY AUTHORIZED HERETO CONFERRED THE DEGREE</p> <p style="margin: 5px 0 0 0;">DOCTOR OF PLANT HEALTH</p> <p style="margin: 5px 0 0 0;">UPON</p> <p style="margin: 5px 0 0 0;">ANDREA LEE SAMPLE</p> <p style="margin: 5px 0 0 0;">WHO IS ENTITLED TO ENJOY ALL THE RIGHTS, HONORS AND PRIVILEGES PERTAINING TO THAT DEGREE</p>			
<p>IN TESTIMONY WHEREOF WE HAVE HEREUNTO SUBSCRIBED OUR NAMES AND CAUSED THE SEAL OF THE SAID BOARD TO BE AFFIXED THIS FOURTEENTH DAY OF AUGUST, NINETEEN HUNDRED NINETY-NINE.</p>			
	ATTEST:	<div style="display: flex; align-items: center;"><div style="margin-left: 5px; font-size: 0.8em;">CORPORATION SECRETARY OF THE BOARD</div></div>	<div style="display: flex; align-items: center;"><div style="margin-left: 5px; font-size: 0.8em;">CHAIRMAN OF THE BOARD</div></div> <div style="display: flex; align-items: center; margin-top: 10px;"><div style="margin-left: 5px; font-size: 0.8em;">PRESIDENT OF THE UNIVERSITY</div></div>
<div style="display: flex; justify-content: space-between; font-size: 0.8em; margin-bottom: 5px;">THE UNIVERSITY OF NEBRASKA-LINCOLNTHE UNIVERSITY OF NEBRASKA MEDICAL CENTERTHE UNIVERSITY OF NEBRASKA AT OMAHATHE UNIVERSITY OF NEBRASKA AT KEARNEY</div> <p style="margin: 0;">REISSUE OF DIPLOMA AUTHORIZED AUGUST 13, 2009</p>			

Appendix 6: Faculty Roles in the Graduate College

REQUIREMENTS:	NU Graduate Faculty		Graduate Faculty Associate		Emeriti Graduate Faculty		Adjunct Faculty, previously NU employed, with GF status		Adjunct Faculty not previously NU employed, without GF status, special members, advisory role		Graduate Lecturer (UNMC)		Non-Graduate Faculty Permission to Teach Graduate Courses		All other Faculty	
Rank of Senior Lecturer (Instructor @ UNMC), or above	X															
Holds terminal degree and rank of Assistant Professor or above	X	X														
Holds terminal degree normally accepted for academic employment in the discipline (or its clear equivalent, as determined by the program Graduate Committee of the nominee's department or interdepartmental area)	X	X														
Holds terminal degree normally accepted for academic employment in the discipline (or has achieved some extraordinary accomplishment, as determined by the program Graduate Committee of the nominee's department or interdepartmental area)											X					
Actively involved in scholarly/creative activity and/or graduate teaching as part of his/her regular duties	X															
Clear evidence of continuing scholar activity at the national level and potential in the discipline, beyond teaching	X															
Developing credentials toward GF status or professional background or assigned instructional responsibilities are such that their contribution towards graduate education is highly valued, but they are otherwise not likely to seek or be eligible for Graduate Faculty status.		X														
Graduate Faculty status. Completed at least 2 yrs of full time work experience relevant to the discipline (teaching, research, professional experience, or any combination)											X					
Subject to periodic review by Dean for Graduate Studies		X									X					
Limited to four year, renewable terms			X		X		X				X					
Applicable ONLY during the 1st four years after appointment to the faculty											X					
Limited to 1 semester (extension requires permission from the Executive Graduate Council)														X		
Approved by campus Dean of Graduate Studies		X		X		X		X		X		X		X		
PRIVILEGES:																
Vote on matters presented to the Graduate Faculty	X															
Hold elected office in the Graduate College	X															
Vote on nominations of Graduate Faculty in their program	X															
Chair a program Graduate Committee	X															
Serve on program Graduate Committees (2/3s majority must be graduate faculty)	X	X		non-voting member	non-voting member	non-voting member	non-voting member	non-voting member	non-voting member	non-voting member	non-voting member	non-voting member	non-voting member	non-voting member	non-voting member	non-voting member
Teach graduate courses	X	X		X		X		specific courses only	specific courses only	specific courses only	specific courses only	specific courses only	specific courses only	specific courses only	specific courses only	specific courses only
Serve on examining committees	X	X	X	X		X		voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval
Serve on MS student advisory committees	X	X	X	X		X		voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval
Chair MS student advisory committees	X	X	X	X		X		co-chair	co-chair	co-chair	co-chair	co-chair	co-chair	co-chair	co-chair	co-chair
Serve on PhD student supervisory committees	X	X	X	X		X		voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval	voting with approval
Chair PhD student supervisory committees	X	X	X	X		X		co-chair	co-chair	co-chair	co-chair	co-chair	co-chair	co-chair	co-chair	co-chair

University of Nebraska

GRADUATE COLLEGE

Bylaws and Policies

Approved by the University of Nebraska Graduate Faculty, ~~November 18, 2022~~May 5, 2025 Presented to the Board of Regents, ~~December 2, 2022~~June 19, 2025

[AY ~~2024~~2025-~~2025~~2026 Version]

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COMMITTEE CHAIR

David Jackson
Interim Executive Vice President & Provost
Interim Graduate College Dean

COMMITTEE MEMBERS

Brooke Envick
University of Nebraska at Kearney

Xu Li
University of Nebraska-Lincoln

Elizabeth Niehaus
University of Nebraska-Lincoln

Ling Ren
University of Nebraska at Omaha

Nicole Rodriguez
University of Nebraska Medical Center

Christine Toh
University of Nebraska at Omaha

Melissa Wuellner
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Miechelle McKelvey
University of Nebraska at Kearney

Jordan Rowley
University of Nebraska Medical Center

GRADUATE STUDIES DEANS

Juan Casas
University of Nebraska at Omaha

Kendra Schmid, Interim
University of Nebraska Medical Center

Mark Ellis
University of Nebraska at Kearney

Debra Hope
University of Nebraska-Lincoln

I. GENERAL ORGANIZATION OF THE GRADUATE COLLEGE

- A. There shall be a single University-wide Graduate College with a single University-wide graduate faculty, having the authority and responsibilities designated in Section II, THE GRADUATE FACULTY.
- B. Unless superseded by direct action of the Graduate Faculty acting as a whole, the legislative and academic authority of the Graduate Faculty shall be vested in an Executive Graduate Council. The authority and responsibilities of the Council are designated in Section III, THE EXECUTIVE GRADUATE COUNCIL.
- C. The Dean of the Graduate College shall be the University-wide executive officer for graduate studies and research. The Dean shall coordinate graduate programs among the respective campus units. The Dean, or the Dean's designee, shall serve as the presiding officer of the University-wide Graduate Faculty and Councils thereof. The Dean shall recommend appointment to or removal from the Graduate Faculty and shall be administratively responsible for the welfare of the Graduate College and for implementing the policies of the Board of Regents and the Graduate Faculty concerning graduate studies and research. The Office of the Executive Vice President ~~and~~ and Provost shall be the clerical center and clearing house for all official communications between the Executive Graduate Council, and the faculty, administrators, and external agencies.
- D. Campus Deans for Graduate Studies shall be administratively responsible to their respective Chancellors, and to the Dean of the Graduate College in their capacities as officers of the College. Campus Deans shall act as liaison officers between the Chancellors and the Dean of the Graduate College, preside over the meetings of their campus Graduate Councils and campus Graduate Faculties, and administer their respective campus graduate programs.
- E. The Executive Vice President and Provost, after the President, is the University's ranking academic and administrative officer and retains such responsibility for all academic programs. The Provost also serves as the Dean of the University-wide Graduate College; however, the College does not have administrative responsibility for Professional Post-Baccalaureate credentials, or the faculty's instructional eligibility (approval to teach) in such programs, except where coursework would normally be taken by those seeking Graduate Degrees (Credentials) offered by the University of Nebraska Graduate College. Professional Post-Baccalaureate Credentials are listed in APPENDIX 1; all other post-baccalaureate credentials are ~~degrees~~ offered by the Graduate College. Identification of new Professional Post-Baccalaureate Credentials must follow the rules and guidance outlined in RELATED POLICY DOCUMENTS I.A.2 of these Bylaws and Policies. Campuses may choose the administrative home for any Professional degrees, including Graduate Studies Offices.
- F. Under authority delegated to them by the Executive Graduate Council, the Graduate Faculty of each campus shall conduct the affairs of the Graduate College which are specific to their campus, including electing or determining the membership and composition ~~the election~~¹ of a campus Graduate Council to act on behalf of the campus Graduate Faculty. Actions of a campus Graduate Faculty or a campus Graduate Council shall not supersede the authority of the University-wide Graduate Faculty or of the Executive Graduate Council.

Document History

Amendments approved by the Executive Graduate Council April 25, 2018, October 26, 2022, and

¹ See the [campus-specific sections for details](#).

[March 28, 2025](#); approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018, November 18, 2022, [May 5, 2025](#); and presented to the Board of Regents on June 28, 2018, December 2, 2022, [June 19, 2025](#).

II. THE GRADUATE FACULTY

A. Authority and Responsibilities

The authority and responsibilities of the Graduate Faculty shall include adoption of attendance rules, determination of requirements for graduation in all Graduate College programs, recommendations of candidates therefore, developing research and extension programs, discipline of students [in accordance with the NU Student Code of Conduct](#)~~for conduct solely affecting the College~~, and providing to the Board of Regents recommended admission requirements, courses of study, and other relevant material for meeting statutory requirements.

B. Membership [Types, Responsibilities, and Privileges](#)

1. *Graduate Faculty.* The Graduate Faculty may vote on any matter presented to the Graduate Faculty, including the election of the Graduate Council for their specific campus. They may also hold any elected office in the Graduate College. Graduate Faculty may teach graduate courses, [and chair or serve as voting members](#) on ~~final~~ examining committees, and ~~serve on~~ supervisory committees. [In general, these responsibilities extend to both Master's and Doctoral programs, however,](#) Graduate Programs may have additional written criteria, approved by the campus Dean for Graduate Studies, for participation on doctoral (Ph.D., Ed.D., etc.) supervisory committees. Graduate Faculty have the additional responsibility of voting on certain nominations of Graduate Faculty in their department/school or interdepartmental² area program [and the ability to chair and serve on Graduate Committees](#). Graduate Faculty status is not required to teach graduate courses that are solely part of a Post- Baccalaureate Professional Credential or when a specific graduate-level course has learning outcomes, deemed by the applicable Program and confirmed by the campus' Dean of Graduate Studies, to primarily focus on educating students in the practice of a given profession or discipline.

~~2. *Emeriti Faculty.* Upon the recommendation of the departmental/school or interdepartmental Graduate Committee~~[Graduate Committee](#) ~~retired Graduate Faculty who have been appointed to emeritus status may retain the rights and privileges associated with their status as Graduate Faculty. These rights and privileges include permission to teach graduate courses, to serve as members of graduate programs, or to co-chair the supervisory committees of doctoral students with a resident Graduate Faculty member. Emeriti faculty must be reappointed to the Graduate Faculty every four years by the departmental/school Graduate Committee~~[Graduate Committee](#) ~~and approved by the departmental/school Chair or Head and by the respective campus Dean for Graduate Studies, University of Nebraska. Any compensation decision continues to reside with the department/school.~~

² [Interdepartmental should be read to include interdisciplinary throughout the document.](#)

2. Graduate Faculty Associate. Graduate Faculty Associate status is primarily designed to provide an opportunity for faculty to contribute towards the education of graduate students in their discipline, while they simultaneously develop the credentials to become eligible for Graduate Faculty status. In addition, Associate status is appropriate for faculty whose professional background or assigned instructional responsibilities are such that their contribution towards graduate education is highly valued, but they are otherwise not likely to seek or be eligible for Graduate Faculty status.

~~3.1~~ Graduate Faculty Associates may teach graduate courses, direct master's theses, serve on or chair masters examining committees, and serve as voting members on doctoral examining and supervisory committees. Graduate Faculty Associates may not chair or co-chair a doctoral-level supervisory committee. ~~Associate status is primarily designed to provide an opportunity for faculty to contribute towards the education of graduate students in their discipline, while they simultaneously develop the credentials to become eligible for Graduate Faculty status. In addition, Associate status is appropriate for faculty whose professional background or assigned~~

~~instructional responsibilities are such that their contribution towards graduate education is highly valued, but they are otherwise not likely to seek or be eligible for Graduate Faculty status.~~ Graduate Faculty Associates have no campus- wide or Graduate College voting privileges outside their examining committee and supervisory committee work. Graduate Faculty Associates may serve on Graduate Committees, so long as at least two-thirds of the Committee is Graduate Faculty.

a. Graduate Faculty Associate status may be granted upon recommendation of the Graduate Faculty affiliated with a specific department or interdepartmental area and with approval by the campus Dean for Graduate Studies. ~~Graduate Faculty Associates may teach graduate courses, direct master's theses, serve on or chair masters examining committees, and serve on doctoral supervisory committees.~~ Graduate Faculty Associate status is granted for a specific initial term, not to exceed a period of four years from the start of the staff member's faculty appointment or their proposed involvement in a specific graduate program.

b. Associate appointments may be renewed for additional terms ~~(s)~~ of four years each, after obtaining a new recommendation of the Graduate Faculty affiliated with a specific department or interdepartmental area and with the approval by the campus Dean for Graduate Studies.

~~a-c.~~ Associates may be nominated or apply for membership of the Graduate Faculty at any time once the eligibility criteria is met; it is not necessary to wait until expiration of the four-year term. It is also not necessary to apply for membership to continue serving in an Associate capacity. See point b above.

Any waivers or extensions to these provisions must be approved by both the campus' Dean of Graduate Studies and the Dean of the Graduate College.

3. Emeriti Graduate Faculty. Upon the recommendation of the departmental/school or interdepartmental Graduate Committee, retired Graduate Faculty who have been appointed to emeritus status may retain some of the rights and privileges associated with their status as Graduate Faculty. Emeriti Faculty must be reappointed to the Graduate Faculty every four years by the departmental/school Graduate Committee and approved by the departmental/school Chair or Head and by the respective campus Dean for Graduate Studies. The rights and privileges retained include permission to teach graduate courses, to serve as non-voting members of Graduate Committees, and to co-chair supervisory committees with a resident Graduate Faculty member. Emeriti Faculty may serve as voting members on examining committees and supervisory committees. Emeriti Faculty have no campus- wide or Graduate College voting privileges outside their examining committee and supervisory committee work. Any compensation decision continues to reside with the department/school.

4. Adjunct Faculty.

a. Upon recommendation of the departmental/school or interdepartmental Graduate Committee, Adjunct Faculty previously holding Graduate Faculty status while employed by the University of Nebraska, may retain certain rights and privileges intended to aid in successful degree completion of University of Nebraska students previously under their formal mentorship. ~~Adjunct Faculty, not previously employed by the University of Nebraska or former employees no longer holding Graduate Faculty status, must be considered for Graduate Faculty status as per Section D.2, on the following page.~~ All Adjunct faculty with prior Graduate Faculty status must be reappointed to the Graduate Faculty every four years by the departmental/school Graduate Committee and approved by the departmental/school Chair or Head and by the respective campus Dean for Graduate Studies.

~~b.~~ a.

- Adjunct Faculty ~~with~~ who retain Graduate Faculty status may teach graduate courses, serve as non-voting members ~~participants~~ of graduate ~~Graduate~~ program ~~Committees~~, and participate in ~~co-chair the~~ supervisory committees ~~of doctoral students with a resident Graduate Faculty member.~~ Such adjunct faculty, with the approval of the campus Dean of Graduate Studies, may serve as voting members on examining committees and supervisory committees, and/or co-chair a supervisory committee with a resident Graduate Faculty member. Adjunct Faculty have no campus- wide or Graduate College voting privileges outside their supervisory committee work.

~~c.~~ b. ~~All Adjunct faculty with Graduate Faculty status must be reappointed to the Graduate Faculty every four years by the departmental/school Graduate Committee and approved by the departmental/school Chair or Head and by the respective campus Dean for Graduate Studies.~~ Adjunct Faculty engaged specifically to teach designated courses, those not previously employed by the University of Nebraska, former employees no longer holding Graduate Faculty status, or others participating as special members can participate in supervisory committees in an advisory role.

Such adjunct faculty will have no voting privileges unless approval is granted by the campus Dean of Graduate Studies. Permission is required by the campus Dean of Graduate Studies to serve in this capacity.

~~d.~~c. Any compensation decision continues to reside with the department/school.

C. Criteria for Membership of the Graduate Faculty

1. ~~Graduate Faculty.~~ A faculty member nominated for appointment as a Graduate Faculty member must meet the following minimum requirements:
 - a. Hold the rank of Senior Lecturer (or instructor at UNMC), Assistant Professor or above;¹
 - b. Hold the terminal degree normally accepted for academic employment in the discipline or its clear equivalent as determined by the Graduate Committee of the nominee's

¹ Senior lecturers (instructor at UNMC) and those with Faculty Practice or Faculty Research appointments must apply for Graduate Faculty designation.

department/school or interdepartmental area;

c. Be actively involved in scholarly activity and/or graduate teaching as part of their regular duties; and

~~e.d.~~ h Have demonstrated clear evidence of continuing research/creative activity and potential in the discipline. Such research/creative activity should be of a quality that would be recognized nationally within the discipline and may include the creation of new knowledge or innovative application of existing knowledge.

D. Procedures for Appointment

1. *Appointment as Graduate Faculty without Application*

a. ~~New faculty in departments/schools with graduate degrees.~~ All new University of Nebraska faculty members who meet the required criteria as specified in C, and are to be appointed to specific term, health professions or continuous appointments in academic departments/schools that house a graduate degree granting program (masters, doctoral, or both) will automatically be appointed as Graduate Faculty. ~~No application process will be required.~~ New faculty in this category shall be designated as Graduate Faculty in their letter of appointment at the time of hire, contingent upon the approval of the campus Dean for Graduate Studies.

~~a.b.~~ New faculty members in academic departments/schools that do not house a graduate degree granting program, but whose responsibilities will include participation in a well-defined multi-disciplinary graduate degree program, may be automatically appointed as Graduate Faculty without application. For automatic appointment, All new faculty in this category who meet the criteria as specified in C will may be appointed designated as Graduate Faculty in their letter of appointment at the time of hire, contingent upon the approval of the campus Dean for Graduate Studies. If not specified at time of hire, the application process must be followed.

2. *Faculty Who Must Apply to be Designated Graduate Faculty*

~~Faculty in departments/schools not granting graduate degrees.~~ With the exception of new faculty appointed as Graduate Faculty without application under Section D.1, all ~~current~~ University of Nebraska faculty members in academic departments/schools that currently do not house a graduate degree granting program (masters, doctoral, or both), or who were not appointed at time of hire, must apply to be appointed as Graduate Faculty.

~~Individuals with Faculty Practice, Faculty Research, or Special Appointments [including senior lecturer, instructor (at UNMC) and adjunct faculty].~~ All University of Nebraska faculty members on Special Appointment [including senior lecturer, instructor (at UNMC)], Faculty Practice Appointment, or Faculty Research Appointment in any academic department/school (whether it houses a graduate degree program or not) must apply to be appointed as Graduate Faculty.

3. *Process for Applying to Become Graduate Faculty*

Eligible faculty members will utilize the following process to apply for status as Graduate Faculty (see Appendix 2):

a. Submit an application form and vita to the chair of the Graduate Committee in the

relevant department/school or interdepartmental program.

- b. All Graduate Faculty in the relevant department/school will vote on the application. A two-thirds majority of these Graduate Faculty must support the nomination in order for it to be forwarded to the campus-level Dean for Graduate Studies. The chair of the Graduate Committee will write a letter interpreting the department/school vote (i.e., explaining the reasons for supporting the nomination), and then forward the file to the nominee's department chair for endorsement and certification to the campus Dean for Graduate Studies.
- c. For faculty in departments/schools without graduate programs, or for interdepartmental and/or intercampus programs, or in departments/schools with graduate programs with fewer than six Graduate Faculty, a six-person review committee of Graduate Faculty will be appointed by the campus Dean for Graduate Studies. The chair of the committee will write a letter to the campus graduate studies dean(s) explaining the reasons for supporting the nomination. A two-thirds or greater majority of the committee must support the nomination. In the case of interdepartmental and/or intercampus graduate programs, the director of the program will recommend members to the campus Dean(s) for Graduate Studies.
- d. The campus Dean for Graduate Studies will then review the nomination, and either approve or defer it. If approved, the nomination is forwarded to the Dean of the Graduate College.
- e. The Dean of the Graduate College will then review the nomination and either approve or defer the nomination. If approved, the Dean formally appoints the faculty member to Graduate Faculty status.

4. *Special Procedures*

If there is no graduate program in a particular discipline on a given campus, or if the number of Graduate Faculty in a particular discipline is fewer than six, a person in that discipline on that campus may be nominated for Graduate Faculty status by any Graduate Faculty member in that discipline or a related discipline on that campus or another campus. Such nominations must be recommended by either two-thirds vote of the Graduate Faculty of the corresponding department/school on another campus, or by two-thirds vote of a special ad hoc committee of six Graduate Faculty that shall:

- a. include all the Graduate Faculty in the nominee's department/school or interdepartmental area, with the remainder being Graduate Faculty from the same campus or similar departments/schools or interdepartmental areas from the same campus; and
- b. be appointed by the campus Dean for Graduate Studies from names submitted by the nominator.
- c. In all cases, nominations for Graduate Faculty shall be submitted from the groups indicated above to the campus Dean for Graduate Studies for approval. If the campus Dean approves a nomination, it shall be submitted to the Dean of the Graduate College for approval.

E. Procedure of Appeal

1. Any nominee, or nominator only with the written permission of the nominee, who believes that their nomination has not been properly acted upon by the departmental/school or interdepartmental and/or intercampus Graduate Committee, or the chairperson thereof, or departmental chairperson/school director, or college dean, may appeal to the campus Dean for Graduate Studies, who may wish to refer the appeal to the campus Graduate Council for advice. A nominee, or nominator only with the written permission of the nominee, who believes that their nomination has not been properly acted upon by a campus Dean for Graduate Studies may appeal to the Dean. The nominee, or nominator only with the written permission of the nominee, may at their discretion discuss the nomination under appeal with either the campus Dean for Graduate Studies or the Dean. In the event that such a meeting is scheduled, both the nominee and the nominator may attend.
2. The Executive Graduate Council shall serve an appellate function when a nominee, or nominator only with the written permission of the nominee, believes that their nomination has been improperly deferred by the Dean. If the Executive Graduate Council upholds the deferment, that decision shall be final. If the Executive Graduate Council recommends that the Dean's previous decision to defer be reversed, the nomination shall be returned to the Dean with a recommendation that it be approved. If the Dean does not approve it, the nomination and all accompanying documents shall be forwarded to the President for final disposition. Decisions on appeals forwarded by Council approval must be made within twenty (20) working days.
3. The nominee, or nominator only with the written permission of the nominee, must file any appeal of any deferral of their nomination within twenty (20) working days after notification of such deferral.
4. Only data that accompanied the original nomination may be considered at any level of an appeal.
5. Even though a particular nomination is under appeal, a new nomination containing additional information may be submitted to the campus Dean for Graduate Studies at any time without prejudicing the appeal. The appeal will then be held in abeyance during the period that the new nomination is being considered by the campus Dean.

F. Graduate and Supervisory Committees

1. *Graduate Committees.* Each department/school or interdepartmental/intercampus area offering major work leading to the master or doctoral degree shall have a Graduate Committee consisting of not fewer than three Graduate Faculty, one of whom shall serve as chairperson of the Committee.

All Graduate Committees must have at least a two-thirds majority of Graduate Faculty on the Committee and its chairperson must be a member of the Graduate Faculty. For graduate programs involving only one department/school, membership on the Graduate Committee shall be recommended by the Graduate Faculty of the department/school through its departmental chairperson/school director, for approval and appointment by the campus Dean. For graduate programs involving more than one department/school

and/or campus, membership on the Graduate Committee shall be recommended by the participating Graduate Faculty of the participating departments/schools through the chairperson of the interdepartmental/intercampus area committee, or, if no such committee exists, through the chairpersons of the participating departments/schools, for approval and appointment by the campus Dean(s). Graduate Committees are responsible for the general supervision of graduate work in their departments/schools, and/or interdepartmental/intercampus areas.

Graduate Committee Chairs act as the liaison between their Graduate Committees and the Dean for Graduate Studies. Within their purview, the Committee Chair ~~is~~ is charged with ensuring fair and consistent compliance with all Graduate College, and campus policies that govern graduate education from recommending admission through awarding of credentials. The Committee Chair coordinates the oversight of all graduate degrees, majors, specializations, minors, and certificate programs to ensure that every graduate student and member of the graduate faculty ~~is~~ is held to the highest standards of academic Integrity.

2. *Supervisory Committees.* For each student who has been accepted by a departmental/school or interdepartmental/intercampus area for doctoral studies there shall be a Supervisory Committee, of at least four members, all of whom shall be Graduate Faculty. Including the Chair, a minimum of 4 committee members must have Graduate Faculty status or Emeritus Graduate Faculty status. For students with 4 committee members, no more than two voting members can be Graduate Faculty Associate or Adjunct with voting privileges (II.B.4), unless permission is granted by the campus Dean. Students with more than 4 committee members may not have more than 3 committee members with Graduate Faculty Associate status or Adjunct with voting privileges (II.B.4) counted as voting members, unless permission is granted by the campus Dean. In all cases, the Chair must have Graduate Faculty status. Additional members may be appointed to the Committee, either being non-Graduate Faculty or Graduate Faculty. Graduate Faculty have voting privileges, while non-Graduate Faculty do not.

Membership on Supervisory Committees shall be recommended by the departmental/school or interdepartmental/intercampus Graduate Committee for approval and appointment by the campus Dean(s). Graduate programs may have additional written criteria, approved by the campus Dean for Graduate Studies, for participation on doctoral supervisory committees. The minor, or related fields, if applicable, shall be represented on the Committee. The Committee shall approve the student's program of studies, monitor the student's academic and research or creative activity progress, approve the dissertation subject, prepare, give, and evaluate the comprehensive and final examinations, and approve the dissertation.

~~G. Meetings~~

- ~~1. The Graduate Faculty as a whole shall be called into special session by a majority vote of the Executive Graduate Council, or by a petition signed by any 100 members of the Graduate Faculty. The quorum for meetings of the Graduate Faculty shall be ten percent of the voting membership of the Graduate Faculty. Provided a quorum is in attendance, all actions taken at such meetings under the category of new business, or agenda items~~

- ~~supported by a majority, but less than a two-thirds majority of those present at such meetings, must be submitted to the Faculty of the Graduate College on a mail or electronic ballot. Any agenda item ratified by a two-thirds majority shall be policy and shall not be sent to the Graduate Faculty on a mail or electronic ballot, unless specifically requested by a majority of those present at the meeting.~~
- ~~2. Ten members of the Graduate Faculty may petition to place items on the agenda for meetings of the Faculty of the Graduate College, if such items are presented in writing to the Dean of the Graduate College at least three weeks prior to the meeting. Items to be voted on must be submitted as written motions with proper supporting material. If substantial amendments to the written motions are made at the meeting, they shall be considered as new business and shall be submitted to the Faculty of the Graduate College on a mail or electronic ballot. In the absence of a quorum, the agenda items of the proposed meeting of the Graduate Faculty shall be referred to the Executive Graduate Council for consideration.~~
- ~~3. There shall be an alphabetical master list, by campus, of Graduate Faculty available at meetings of the Graduate Faculty for sign-in purposes. The Dean shall appoint a parliamentarian, and Robert's Rules of Order shall be the parliamentary authority for Graduate Faculty meetings. Actions taken by the Graduate Faculty as a whole, either at a duly called meeting of the Graduate Faculty or by a two-thirds majority of those voting by mail or electronic ballot, shall supersede any action taken by the Executive Graduate Council.~~

Document History

Amendments approved by the Executive Graduate Council April 25, 2018, October 26, 2022, [March 28, 2025](#); approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018, November 18, 2022, [May 5, 2025](#); and presented to the Board of Regents on June 28, 2018, December 2, 2022, [June 19, 2025](#).

III. THE EXECUTIVE GRADUATE COUNCIL

A. Authority and Responsibilities

Unless superseded by direct action of the Graduate Faculty acting as a whole, the legislative and academic authority of the Graduate Faculty shall be vested in the Executive Graduate Council. Specific responsibilities of the Executive Graduate Council shall include:

1. Exercising the general legislative and academic authority of the Graduate Faculty, and delegating appropriate portions thereof to the campus Graduate Faculties and campus Graduate Councils;
2. Recommending approval or disapproval of all new proposed graduate programs or substantially modified graduate programs, as well as proposed deletions of graduate programs, and monitoring graduate course offerings;
3. Coordinating graduate programs where such coordination seems in the best interests of the clientele being served, and of the University;
4. Establishing broad policy concerning graduate education and research for the University of

Nebraska;

5. Assisting and promoting cooperation between campuses, between colleges, and between departments/schools where such cooperation seems promising;
6. When called upon, conducting a continuing quality audit on all graduate programs, including graduate programs at the sub-doctoral level, with findings and recommendations made to the Dean of the Graduate College and the respective Chancellors; and
7. Conducting a continuing review of the criteria for membership on the Graduate Faculty and the manner in which these criteria are applied in practice.

B. Membership

The Executive Graduate Council is a representative body, consisting of Graduate Faculty. The Council will consist of two faculty representatives from each campus and one faculty alternate from each campus.

The process for selecting representatives to the Executive Graduate Council shall be determined by the Graduate Faculty or Graduate Council, as appropriate, at the local campus level, provided that a model of faculty governance is maintained. This process can be modified at the local campus level. The selection process must ensure that Executive Graduate Council members also serve on their respective Campus Graduate Council in order to facilitate communication between the Council and campuses.

C. Terms

The term for faculty members of the Executive Graduate Council shall be three years with the composition changing at staggered intervals. A faculty member may serve no more than two terms consecutively. When a faculty member resigns from the Council before their term is completed, a successor shall be chosen by the campus to serve for the remainder of the vacated term. The Dean of the Graduate College may appoint temporary replacements to serve until the campus names a replacement.

D. Meetings

The Executive Graduate Council shall normally meet in regular session as a whole Council twice each year at such times and such places as shall be designated by the Executive Graduate Council. A quorum shall be considered to be half the voting membership of the Executive Graduate Council. Robert's Rules of Order shall be the parliamentary authority for conducting all meetings of the Executive Graduate Council. Special meetings of the Executive Graduate Council may be called by a petition signed by any three voting members presented to the Dean or by the Dean.

Document History

Amendments approved by the Executive Graduate Council April 25, 2018, approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018, and presented to the Board of Regents on June 28, 2018.

IV. AMENDMENTS AND CONFLICTS

All amendments to this Governance Document shall be proposed by the Executive Graduate

Council and, once proposed shall be forwarded to the Graduate Faculty on mail or electronic ballots, which ballots must be returned to the Office of the Executive Vice President/Provost within fifteen (15) working days. Approval of all amendments must be by a two-thirds majority of those Graduate Faculty voting. All amendments that are approved by mail or electronic ballot shall be forwarded to the Board of Regents for final approval. Nothing in this Graduate College Governance Document shall be construed to be in conflict with any Bylaws of the Board of Regents, or any applicable state or federal laws.

Document History

“System-Wide Organization and Procedures for Administrative and Faculty Management of Graduate Studies and Research” approved by Voting Graduate Faculty in a mail ballot on April 7, 1973, subsequently modified by system Graduate Council on June 18, 1973, which included “Administrative Understandings Concerning...” the above document. Approved by the Board of Regents on July 14, 1973.

Approved “Executive Graduate Council as the representative of the Graduate Faculty” by the Executive Graduate Council on November 13, 1975, and by the Board of Regents on March 13, 1976.

Amendment (also to the Bylaws) to include “appeal procedure” approved by the Executive Graduate Council on September 1, 1977, and by the Board of Regents on November 11, 1977.

Amendment to include “graduate student representatives on Council” approved by mail ballot of the entire Graduate Faculty on March 16, 1978, and by the Board of Regents on May 20, 1978.

Amendment to name “the Executive Committee as a permanent Standing Committee” approved by mail ballot of the entire Graduate Faculty on February 15, 1979, and by the Board of Regents on May 18, 1979.

Amendment to include “Committee III of the EGC shall serve as the nominating committee for the faculty members of the Executive Committee and shall determine a slate of nominees for presentation to the Executive Graduate Council at the September meeting,” also including “additional nominations shall be called for from the floor at the time of the election” approved by the Executive Graduate Council on December 5, 1985, and by the Board of Regents on December 14, 1985.

Amendment to “extend membership to Emeriti Graduate Faculty” approved by mail ballot of the entire Graduate Faculty on December 7, 1988, and by the Board of Regents on February 11, 1989.

Amendment to include “UNK representation of the EGC and the Executive Committee of the EGC” approved by mail ballot of the entire Graduate Faculty on November 9, 1990, and by the Board of Regents on January 12, 1991.

Amendment to “exclude faculty with emeriti or adjunct status from determining the number of member representatives on the Executive Graduate Council” approved by mail ballot of the entire Graduate Faculty on May 13, 1993, and by the Board of Regents on July 10, 1993.

Amendment to reduce the size of the Executive Graduate Council and streamline its mode of operation approved by mail ballot of the entire Graduate Faculty on February 1, 1996, and by the Board of Regents on February 24, 1996.

Amendment to include the rank of Senior Lecturer in the Criteria for Membership to the University

of Nebraska Graduate College” approved by mail ballot of the entire Graduate Faculty on March 24, ~~1999~~1999, and by the Board of Regents on May 1, 1999.

Amendment to “replace the current two-tier system of Graduate Faculty member and Graduate Faculty Fellow with a single tier in which all faculty would be designated as Graduate Faculty” approved by mail ballot of the entire Graduate Faculty on May 12, ~~2003~~2003, and by the Board of Regents on June 7, 2003.

Amendments approved by the Executive Graduate Council April 25, 2018

Approved by a vote of the University of Nebraska Graduate Faculty on May 18, ~~2018~~2018, and by the Board of Regents on June 28, 2018.

Amendment to introduce Graduate Faculty Associate approved by the Executive Graduate Council October 26, 2022; approved by a vote of the University of Nebraska Graduate Faculty on November 18, 2022; and presented to the Board of Regents on December 2, 2022.

Amendments to clarify rights and responsibilities of all Graduate Faculty roles and allow some faculty in interdisciplinary programs to be appointed without application approved by the Executive Graduate Council March 28, 2025; approved by a vote of the University of Nebraska Graduate Faculty on May 5, 2025; and presented to the Board of Regents on June 19, 2025.

V. DEAN OF THE GRADUATE COLLEGE

The following is extracted from the Bylaws of the Board of Regents, Section 2.3:

The Executive Vice President and Provost. The Executive Vice President and Provost shall be appointed by the President as provided in Sections 2.1 and 3.2 of these Bylaws *[of the Board of Regents]*. After the President, he or she shall be the University’s ranking academic and administrative officer. The Executive Vice President and Provost shall perform such duties as may be required by the President and the Board and shall have the following specific responsibilities:

- A. Serve as Dean of the University-wide Graduate College and as the presiding officer of the Graduate Faculty and the Executive Graduate Council. In this capacity he or she shall:
 - 1. recommend appointment to or removal from the Graduate Faculty,
 - 2. be administratively responsible for the welfare of the Graduate College and for implementing the policies of the Board and the Graduate Faculty concerning graduate studies and research, and
 - 3. act as an advisor to the President and, as appropriate, the Chancellors in matters pertaining to planning, development, coordination, and administration of graduate studies and research on the several campuses of the University; and
- B. Serve as Acting President in the temporary absence of the President.

Document History

Amendments approved by the Executive Graduate Council April 25, 2018, approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018, and presented to the Board of Regents on June 28, 2018.

VI. ADMINISTRATION OF THE GRADUATE COLLEGE

A. Office of the Executive Vice President and ~~Provost~~

1. *Administration.* The Office of the Executive Vice President and ~~Provost~~ will be used as a clerical center and clearing house for all official communications between the Executive Graduate Council and its Committees, and the faculty, administration, and external agencies.

SOURCE: Executive Graduate Council Minutes 01-19-78 Edits approved by the Executive Graduate Council 04-25-18

Approved by a vote of the University of Nebraska Graduate Faculty on 05-18-18

2. *Presiding Officer.* The Dean of the Graduate College is required to serve as the presiding officer of the University-wide Graduate Faculty and councils thereof, irrespective of whether those bodies are in open or closed session. The mere fact that an election is made to have an executive or closed session would not alter the mandate of the Bylaws of the Board of Regents that the officer (Dean) continue to serve as its presiding officer. (See also legal opinion at Appendix 4.)

SOURCE: Legal Opinion—John Gourley 04-19-78

3. *Dean's Absence.* The Dean, if unable to attend meetings of the Executive Graduate Council, has the authority and responsibility to designate which officer of the University will preside at meetings of the Council in that absence. (Authority delegated in Section 2.3 (h) of the Bylaws of the Board of Regents. See also legal opinion at Appendix 3.)

SOURCE: Legal Opinion—Richard Wood 01-18-79

B. Responsibilities of the Executive Graduate Council

1. Act as the University-wide body responsible for the welfare and continued development of graduate programs at the University of Nebraska.
2. Act as the constitutional revisions committee for all proposed revisions in the Governance Document.
3. Encourage development of innovative and high-quality graduate programs and research.
4. Review and recommend policies relating to the welfare of graduate students.
5. Review and act upon university-wide recommendations concerning policy and planning from sources outside the Executive Graduate Council.
6. Encourage and propose the development of cooperative agreements with other universities or agencies for the improvement of graduate study and research.
7. Evaluate and make recommendations regarding all proposed new graduate programs or major revisions in existing graduate programs.
8. Recommend and monitor the application of criteria for appointment as Graduate Faculty of the Graduate College.

9. Hear appeals from faculty regarding deferral of their nominations as Graduate Faculty of the Graduate College and make appropriate recommendations.
10. Hear appeals from students on decisions relating to their graduate program, excluding grade appeals, and make appropriate recommendations.

SOURCE: Approved by the Executive Graduate Council at their meeting on May 1, 1997

C. Procedures for Meetings of the Faculty of the Graduate College

The Graduate Faculty as a whole shall be called into special session by a majority vote of the Executive Graduate Council, or by a petition signed by any 100 members of the Graduate Faculty.

The quorum for meetings of the Graduate Faculty shall be ten percent of the voting membership of the Graduate Faculty. Provided a quorum is in attendance, all actions taken at such meetings under the category of new business, or agenda items supported by a majority, but less than a two-thirds majority of those present at such meetings, must be submitted to the Faculty of the Graduate College on a mail [or electronic](#) ballot. Any agenda item ratified by a two-thirds majority shall be policy and shall not be sent to the Graduate Faculty on a mail [or electronic](#) ballot, unless specifically requested by a majority of those present at the meeting.

Ten members of the Graduate Faculty may petition to place items on the agenda for meetings of the Faculty of the Graduate College, if such items are presented in writing to the Dean of the Graduate College at least three weeks prior to the meeting. Items to be voted on must be submitted as written motions with proper supporting material. If substantial amendments to the written motions are made at the meeting, they shall be considered as new business and shall be submitted to the Faculty of the Graduate College on a mail ballot. In the absence of a quorum, the agenda items of the proposed meeting of the Graduate Faculty shall be referred to the Executive Graduate Council for consideration.

There shall be an alphabetical master list, by campus, of Graduate Faculty available at meetings of the Graduate Faculty for sign-in purposes. The Dean shall appoint a parliamentarian, and Robert's Rules of Order shall be the parliamentary authority for Graduate Faculty meetings.

Actions taken by the Graduate Faculty as a whole, either at a duly called meeting of the Graduate Faculty or by a two-thirds majority of those voting by mail [or electronic](#) ballot, shall supersede any action taken by the representative Executive Graduate Council.

Parliamentary Procedures: Meetings of the Executive Graduate Council will follow Robert's Rules of Order.

SOURCE: Executive Graduate Council Minutes 02-17-77

D. Procedures for Bringing Forward Motions on the Floor of the Executive Graduate Council Without Prior Review

1. The Executive Graduate Council will not act on any item of new business unless it has been previously noted.

- a. Any item not listed as an item on the agenda of the Council as a whole as Old Business shall be considered New Business.
2. Previous notification of new business shall consist of:
 - a. presentation at a prior meeting, or
 - b. notification to each Executive Graduate Council member so that the member receives it at least five (5) working days prior to the Executive Graduate Council meeting.
3. New business brought forward on the floor may be referred by the Chair:
 - a. to an appropriate Committee for consideration at the next meeting, or
 - b. to the full Council for consideration at the next Executive Graduate Council meeting.
4. The above rules may be suspended by a two-thirds vote of those present.
SOURCE: Executive Graduate Council Minutes 12-10-81 and 02-17-83
5. *Roll Call Vote.* On the request of any member, a vote on any item of business of the Executive Graduate Council shall be by roll call vote.
SOURCE: Executive Graduate Council Minutes 02-17-77
6. *EGC Summer Activities.* Committees will continue to function, as needed, during summer months. Mail or electronic ballots will be used for items which require approval by the entire Executive Graduate Council.
*SOURCE: Executive Graduate Council Minutes 04-25-74, reaffirmed 09-18-80,
 Edits approved by the Executive Graduate Council 04-28-18
 Approved by a vote of the University of Nebraska Graduate Faculty on 05-15-18*

E. Procedures for Voting

1. *Ballots.* Mail or electronic ballots may be used during the summer months on Executive Graduate Council business judged by the Executive Graduate Council to be suitable for mail or electronic ballots.
*SOURCE: Executive Graduate Council Minutes 11-16-78;
 Edits approved by the Executive Graduate Council 11-30-11, 04-28-18
 Approved by a vote of the University of Nebraska Graduate Faculty on 05-15-18*
2. *Mail Ballots Name Tags.* Mail Ballots to the Graduate Faculty must have the return address and name tag on a blank sheet so that the ballot may be returned without identification. Electronic ballots must insure the same degree of sender confidentiality.
*SOURCE: Edits approved by the Executive Graduate Council 11-30-11
 Edits approved by the Executive Graduate Council 04-28-18
 Approved by a vote of the University of Nebraska Graduate Faculty on 05-15-18*
3. *Recording Votes.* For mail ballots to the Executive Graduate Council, each member signs his marked ballot and returns it to the Office of the Executive Vice President and Provost. Each signature is verified, the vote recorded, and all signed ballots are retained. Thus, even

after the votes have been recorded, it is possible to determine not only who voted on the issue, but also how each person voted. For electronic ballots to the Executive Graduate Council, each member returns their marked ballot to the Office of the Executive Vice President and Provost and/or a mechanism is used to verify who and how each Executive Graduate Council member voted.

SOURCE: Edits approved by the Executive Graduate Council 04-28-18

Approved by a vote of the University of Nebraska Graduate Faculty on 05-15-18

4. *Proxy Voting Policy.* The conditions under which proxy votes are allowed in Executive Graduate Council (EGC) matters are as follows:
 - a. Only EGC members may vote;
 - b. In absentia voting may take place only on items listed under Old Business in the EGC Agenda;
 - c. The vote must be in written or electronic form and transmitted to the Dean prior to the meeting; and
 - d. If any motion is formally amended, the 'in absentia' vote on that item will be invalidated.

SOURCE: Approved by the Executive Graduate Council 02-18-88, edits approved by the Executive Graduate Council 04-28-18

Approved by a vote of the University of Nebraska Graduate Faculty on 05-15-18

5. *Destroying Ballots.* Method for destroying ballots after an Executive Graduate Council election:
 - a. Record the results of the election;
 - b. Have those results certified by the signatures of the people responsible for recording the results;
 - c. Retain the ballots for three (3) weeks and if no challenge is made within that time period, ballots may be destroyed; and
 - d. The certified results should become part of the official minutes of the Executive Graduate Council (not distributed) of the first meeting following the election.

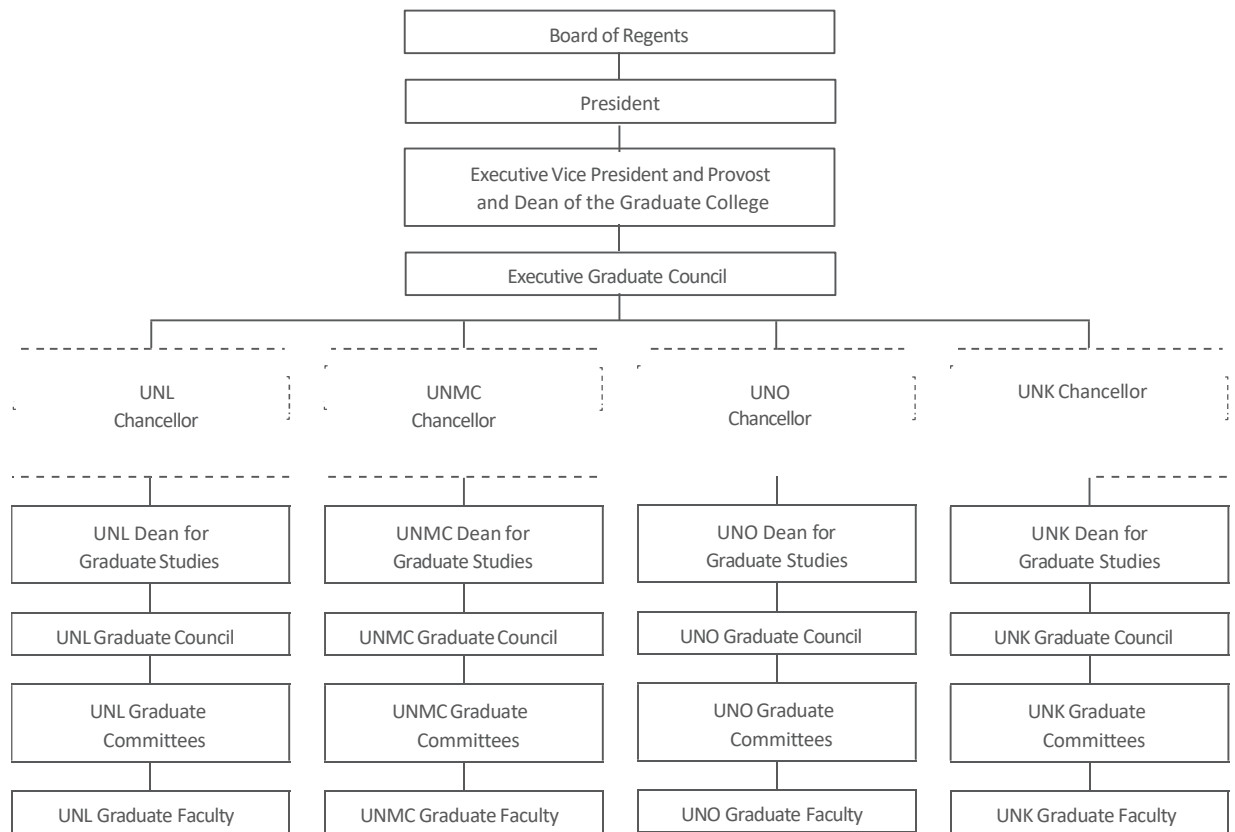
SOURCE: Executive Graduate Council Minutes 11-29-73

F. Graduate Application Fee

Each campus may periodically increase its Graduate Application Fee through the normal process for approval of fees.

SOURCE: Executive Graduate Council Minutes 03-19-87; Executive Graduate Council Minutes 12-11-97; edits approved by the Executive Graduate Council 11-30-11

G. University of Nebraska Organizational Chart of the Graduate College



UNL - University of Nebraska–Lincoln
 UNMC - University of Nebraska Medical Center
 UNO - University of Nebraska at Omaha
 UNK - University of Nebraska at Kearney

—— Primary Links
 - - - - - Liaison Links

Document History

Amendments approved by the Executive Graduate Council April 25, 2018, approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018, and presented to the Board of Regents on June 28, 2018.

Campus Graduate Studies Governance Documents: *University of Nebraska at Kearney*

I. GOVERNANCE OF GRADUATE STUDIES AT UNK

The University of Nebraska at Kearney (UNK) Graduate Faculty shall have all powers of governance of Graduate Studies at UNK, except as otherwise provided herein, or in Graduate College governance procedures approved by the Board of Regents, or in the general statutes and rules governing the University.

II. THE UNK GRADUATE FACULTY

A. Membership of the Graduate Faculty

All Graduate Faculty of the University of Nebraska, who are administratively assigned to the University of Nebraska at Kearney, shall comprise the UNK Graduate Faculty.

The procedures for appointments [and responsibilities](#) of the Graduate Faculty of the University of Nebraska are given in the "University of Nebraska Graduate College Policy Handbook". ~~Graduate Faculty may advise graduate students, participate in the decisions of their graduate department affecting the graduate program, supervise students working toward master's and specialist's degrees, and serve on final examining committees for master's and specialist's degree candidates. Graduate Faculty may also supervise doctoral students and vote on nominations for Graduate Faculty status.~~

B. Powers of the Graduate Faculty

The powers of the Graduate Faculty shall be those outlined in section I; in particular, the Graduate Faculty shall have the power to determine its own rules of procedure, provide for regular or special meetings, and establish necessary standing and special committees.

C. Meetings of the Graduate Faculty

1. The UNK Graduate Faculty shall meet if called by the UNK Dean for Graduate Studies, by vote of the UNK Graduate Council, or by petition of any ten UNK Graduate Faculty members.
2. The quorum for the purpose of conducting business at meetings of the Graduate Faculty shall be 25% of the membership.
3. Any member of the UNK Graduate Faculty may petition to place items on the agenda for a meeting if they are presented in writing to the Dean two weeks prior to the meeting.
4. The UNK Dean for Graduate Studies shall be responsible for recording and distributing the minutes of all meetings of the Graduate Faculty.

III. THE UNK GRADUATE COUNCIL

The University of Nebraska at Kearney Graduate Council shall serve as the policy and decision-making body of the UNK Graduate Faculty and as an advisory body to the UNK Dean for Graduate Studies.

A. Membership of the UNK Graduate Council

The Council shall consist of twelve elected members of the UNK Graduate Faculty, three “at large” Graduate Faculty members, and three graduate student members.

1. Each of the three academic colleges will elect two Graduate Faculty members from different departments. Six additional Graduate Council members will be allocated between the colleges based on the Graduate Faculty membership of the colleges. Each college must have at least three Graduate Faculty on Graduate Council. Terms for elected members of the Council shall be three years and shall commence with the beginning of the Fall semester.

When a vacancy occurs and the remaining term is for more than one year, the Office of Graduate Studies will conduct an election. If the remainder of the term is less than one year, the Dean for Graduate Studies shall fill the vacancy with a faculty member from the same College.

2. Three additional UNK Graduate Faculty will be appointed by the UNK Dean for Graduate Studies as “at large” members of the Graduate Council. At-large members will represent UNK on the University of Nebraska Executive Graduate Council.
3. The graduate student members of the Council shall be selected by the UNK Graduate Student Association. In the absence of an active Graduate Student Association, the UNK Dean for Graduate Studies shall appoint the members from a list of departmental nominees. Graduate student members must be currently enrolled in a minimum of six hours and in good academic standing. Terms for graduate student members shall be one year, commencing with the beginning of Fall Semester.

B. Powers of the UNK Graduate Council

The UNK Graduate Faculty has delegated to the Council its policy and decision-making powers for graduate matters, subject to review and possible override by a vote of the Graduate Faculty. Decisions of the Council effecting change of policy and/or regulations may become effective immediately. All actions become final one month after general publication to the UNK Graduate Faculty unless a petition signed by at least ten members is submitted to the UNK Dean for Graduate Studies requesting a meeting of the Graduate Faculty to discuss the action of the Council. The UNK Graduate Faculty may, after discussion of the matter, request the Dean to conduct a referendum (mail [or electronic](#) ballot) of the issue.

C. Meetings of the UNK Graduate Council

1. The Graduate Council shall meet monthly during the academic year. In addition, the UNK Dean for Graduate Studies may call special meetings when necessary. The Dean shall draw up the agenda for each meeting and distribute it to all members of the Council and to other appropriate persons.
2. Robert’s Rules of Order shall serve as the parliamentary authority for Council meetings.
3. The quorum for meetings of the Council shall be 50% of the membership of the Council.

4. Any member of the Council may place items on the agenda for a meeting.
5. The Dean for Graduate Studies shall be responsible for recording the minutes of the Council meetings and distributing them to the members of the Council, the UNK Graduate Faculty, and other appropriate persons.

IV. THE UNK DEAN FOR GRADUATE STUDIES

The Dean for Graduate Studies, University of Nebraska at Kearney, shall be appointed by the UNK Chancellor subject to approval by the President and the Board of Regents. The Dean for Graduate Studies shall be responsible to the Chancellor, University of Nebraska at Kearney, and to the Dean of the Graduate College, University of Nebraska, and shall be administratively responsible for the welfare of all graduate programs at the University of Nebraska at Kearney, and for implementing the policies of the Board of Regents and the Graduate Faculty concerning graduate studies.

The Dean for Graduate Studies shall preside at meetings of the Graduate Faculty, University of Nebraska at Kearney, and shall be chair of the UNK Graduate Council.

V. GRADUATE COMMITTEES

Each department authorized to offer major work leading to the Master's or Specialist's degree shall have a Graduate Committee consisting of not fewer than three UNK Graduate Faculty members, one of whom is designated as chair of the Graduate Committee. In all cases, at least two-thirds of the Committee must be Graduate Faculty. Whenever possible, department chairs should not serve on Graduate Committees.

Membership of the Graduate Committee is recommended by the administrative unit through its department chair or program director, for appointment by the Dean for Graduate Studies, University of Nebraska at Kearney (on behalf of the Dean of the Graduate College). Graduate Committees are responsible for the general supervision of graduate work in their administrative units.

VI. GENERAL

Policies, procedures, rules, and regulations previously in effect relating to University of Nebraska at Kearney graduate programs and not superseded or rendered void by this document, or by policies of the University of Nebraska Graduate College, shall remain in effect upon its adoption. The actions of the University of Nebraska at Kearney Graduate Council and the UNK Graduate Faculty shall not supersede the Rules and Regulations nor actions of the University-wide Graduate Faculty or the Executive Graduate Council.

Approved by the KSC/UNK Graduate Council November 8, 1990, the Executive Graduate Council January 17, 1991, and by the Board of Regents March 16, 1991.

Revisions approved by the UNK Graduate Council on March 8, 2018, [February 13, 2025](#).

1. *Business and Technology*: Accounting, Finance, and Economics; Cyber Systems; Industrial Technology; Management; Marketing, Agribusiness, and Supply Chain Management.
2. *Education*: Communication Disorders; Counseling, School Psychology and Family Science; Educational Administration; Kinesiology and Sports Sciences; and Teacher Education.

3. *Arts and Sciences*: Art and Design; Biology; Chemistry; Communication; Criminal Justice; English; Geography and Earth Science; History; Mathematics and Statistics; Modern Languages; Music, Theatre, and Dance; Physics and Astronomy; Philosophy; Social Work; and Sociology.

I. GRADUATE STUDIES

Subject to the powers vested in the Board of Regents, assigned to the University-wide Graduate Faculty or its Executive Graduate Council, or delegated to its administrative officers, the immediate government of Graduate Studies, University of Nebraska–Lincoln, shall be by members of the Graduate Faculty, University of Nebraska–Lincoln.

II. GRADUATE FACULTY

All Graduate Faculty of the University of Nebraska, who are administratively assigned to the University of Nebraska-Lincoln, shall comprise the UNL Graduate Faculty.

The procedures for appointments, duties, and responsibilities of the Graduate Faculty, including associates, emeriti, and adjunct, of the University of Nebraska are given in the “University of Nebraska Graduate College Bylaws and Policies.”

III. POWERS OF THE GRADUATE FACULTY

The Graduate Faculty administratively associated with the University of Nebraska–Lincoln shall have all powers of government of Graduate Studies, University of Nebraska–Lincoln, except as otherwise provided herein, or in Graduate College governance procedures approved by the Board of Regents, or in the general statutes and rules governing the University. The Graduate Faculty, University of Nebraska–Lincoln, shall have the power to determine its own rules of procedure, provide for regular or special meetings, and establish necessary standing and special committees.

IV. THE GRADUATE COUNCIL

There shall be a Graduate Council to serve as an advisory body to the Dean for Graduate Studies, University of Nebraska–Lincoln, and as the administrative body for Graduate Studies subject to the authority of the Graduate Faculty, University of Nebraska-Lincoln. The Graduate Council shall meet formally and as a whole at least two times during each academic ~~semester, and~~semester and shall consist of eight elected members of the Graduate Faculty, two graduate students, and the Dean for Graduate Studies of the University of Nebraska–Lincoln. A majority of voting members shall constitute a quorum.

Each year, two members of the Graduate Faculty shall be elected to the Graduate Council to serve four-year terms of office. The elections of Graduate Council members shall be from nominees presented by a nominating committee designated by the Graduate Council, and by Graduate Faculty petition. One member of the Graduate Faculty shall be elected from each of the following eight areas: Agricultural and Biological Sciences; Arts; Business; Engineering; Humanities; Physical Sciences; ~~Professional~~ Education; and Social Sciences. A member of the Graduate Council can serve no more than two four-year terms consecutively.

The University of Nebraska–Lincoln Graduate Council shall select two of its members to serve as Representatives and one of its members to serve as an Alternate on the University of Nebraska Executive Graduate Council. Since the term for faculty members of the Executive Graduate Council shall be three years, according to the Graduate College Governance Document, only

members of the University of Nebraska–Lincoln Graduate Council who have at least three years remaining on the UNL Graduate Council shall be eligible as candidates for Executive Graduate Council Representative or Alternate positions. A Representative or Alternate shall be elected each year, so that two Representatives and one Alternate shall be serving at any time.

Two graduate students shall be elected to the Graduate Council each year by the Graduate Student Assembly, University of Nebraska–Lincoln. In the absence of an active Graduate Student Assembly, the Graduate Council shall, upon the recommendation of the Dean for Graduate Studies of the University of Nebraska–Lincoln, appoint the graduate student representatives to the Graduate Council.

V. DEAN FOR GRADUATE STUDIES

The Dean for Graduate Studies, University of Nebraska—Lincoln, shall be appointed by the UNL Chancellor subject to approval by the President and the Board of Regents. The Dean for Graduate Studies shall be responsible to the Chancellor, University of Nebraska–Lincoln, and to the Dean of the Graduate College, University of Nebraska, and shall be administratively responsible for the welfare of all post-baccalaureate education at the University of Nebraska–Lincoln, and for adhering to these Graduate College Bylaws, and implementing applicable Bylaws and Policies of the Board of Regents and the Graduate Faculty concerning graduate studies.

The Dean for Graduate Studies shall preside at meetings of the Graduate Faculty, University of Nebraska–Lincoln, and shall be chair of the UNL Graduate Council. The Dean for Graduate Studies shall at all times have a voice, but shall cast a vote only in case of a tie.

VI. GRADUATE COMMITTEES

Each administrative unit authorized to offer major work leading to the Master's or Doctoral degree shall have a Graduate Committee consisting of not fewer than three Graduate Faculty members, one of whom is designated as chair of the Graduate Committee. In the case of an administrative unit offering a doctoral degree, however, the ~~majority~~ two-thirds of the Graduate Committee and its chair must be Graduate Faculty.

Membership of the Graduate Committee is recommended by the administrative unit through its departmental chair, chair of the interdepartmental area, director, or academic dean, as appropriate, for appointment by the Dean for Graduate Studies, University of Nebraska-Lincoln, acting for the Dean of the Graduate College, University of Nebraska. Graduate Committees are responsible for the general supervision of graduate work in their administrative units.

VII. SUPERVISORY COMMITTEES

For each student who has been accepted by a department or area for the doctoral objective, a Supervisory Committee shall be appointed as described in Section 2.F.2 of these Bylaws. At least one Graduate Faculty member external to the department or area in which the doctorate is to be granted must be included on the supervisory committee.

VIII. GENERAL

Policies, rules, and regulations previously in effect relating to graduate programs and not superseded or rendered void by this governance plan shall remain in effect upon its adoption.

Revisions approved by the UNL Graduate Council October 5, 1988, March 14, 1996; the University of Nebraska Executive Graduate Council November 17, 1988, February 17, 1997, October 26, 2022; and presented to the Board of Regents January 14, 1989, June 1, 1996, December 2, 2022.

IX. UNL DEFINITION OF AREAS

- A. *Arts*: The Hixson-Lied College of Fine and Performing Arts including the School of Art, Art History and Design, the Glenn Korff School of Music, Johnny Carson School of Theatre and Film, and the Department of Architecture in the College of Architecture.
- B. *Humanities*: Classics, Communication Studies, English, Modern Languages and Literatures, Philosophy, and the College of Journalism and Mass Communications.
- C. *Physical Sciences*: Chemistry, ~~Computer Science and Engineering~~, Earth and Atmospheric Sciences, Mathematics, Physics and Astronomy, and Statistics.
- D. *Engineering*: All departments and Schools in the College of Engineering.
- E. *Business*: All departments of the College of Business.
- F. *Social Sciences*: Anthropology, Child, Youth and Family Studies, Community and Regional Planning, Geography, History, Law, Political Science, Psychology, Sociology, and Textiles, Merchandising and Fashion Design.
- G. *Agricultural Sciences and Biological Sciences*: The School of Biological Sciences, Nutrition and Health Sciences, and all departments of the College of Agricultural Sciences and Natural Resources.
- H. ~~Professional~~ *Education*: Departments of Educational Administration, Educational Psychology, Special Education and Communication Disorders, and Teaching, Learning and Teacher Education.

The Definitions of Areas were approved by the UNL Graduate Council February 14, 2008.

Original document approved by University of Nebraska–Lincoln Graduate Faculty, December 10, 1973. Amendments made by University of Nebraska–Lincoln Graduate Council, Executive Graduate Council, and subsequently by Regental action on January 14, 1989, and February 11, 1989.

Additional revisions approved by the UNL Graduate Council on February 8, 2018, August 16, 2018, [February 6, 2025](#).

Campus Graduate Studies Governance Documents: University of Nebraska Medical Center

I. GRADUATE STUDIES AT UNMC

The Graduate Faculty at the University of Nebraska Medical Center (UNMC) shall have the authority to govern Graduate Studies on the Medical Center campus, subject to the powers vested in the Board of Regents and assigned to the University-wide Graduate Faculty and its Executive Graduate Council.

II. MEMBERSHIP OF THE UNMC GRADUATE FACULTY

All University-wide Graduate Faculty who are administratively located within the University of Nebraska Medical Center shall comprise the UNMC Graduate Faculty. The mechanism for selection of Graduate Faculty has been established on a University-wide basis, as detailed in the Section II of the University of Nebraska Graduate College Policy Handbook ~~(often called the “Governance Document”)~~ and implemented at UNMC as summarized below.

~~Graduate Faculty members are appointed by the Dean of the Graduate College, University of Nebraska, following nomination by a Graduate Faculty member and endorsement by the chairperson of the nominee’s department, the chair of the Graduate Committee of the nominee’s department or interdepartmental area, the nominee’s academic dean or director, and the UNMC Dean for Graduate Studies.~~

~~A. A current faculty member may be designated as Graduate Faculty by the Dean of the Graduate College, University of Nebraska, when recommended by two-thirds of the Graduate Faculty in the member’s department (or through an alternative procedure detailed in Section II.D. of the University of Nebraska Graduate College Handbook) and endorsed by the UNMC Dean for Graduate Studies.~~

~~B. New UNMC faculty members who meet the required criteria and are to be appointed to specific term, health professions or continuous appointments in academic departments that house a graduate degree-granting program (masters, doctoral, or both) will automatically be appointed as Graduate Faculty. All new faculty in this category will be appointed as Graduate Faculty in their letter of appointment at the time of hire, contingent upon the approval of the UNMC Dean for Graduate Studies; hence, no application process will be required.~~

~~Graduate Faculty may teach graduate courses, supervise students working toward M.S. or Ph.D. degrees, serve on Supervisory Committees, Comprehensive Exam Committees, and Final Oral Exam Committees for M.S. or Ph.D. degree candidates, and vote on nominations for appointment to the Graduate Faculty. Refer to Section II.B.5 of this University of Nebraska Graduate College Governance Document for policy regarding the privileges afforded to Adjunct Faculty who have retained Graduate Faculty status when leaving the institution.~~

III. MEETINGS OF THE UNMC GRADUATE FACULTY

A. The UNMC Graduate Faculty shall meet annually and at other times if called by the UNMC Dean for Graduate Studies, by vote of the UNMC Graduate Council, or by petition of any 25 UNMC Graduate Faculty members. Twenty-five members shall constitute a quorum.

- B. The UNMC Graduate Faculty can by majority vote override any specific action taken by the UNMC Graduate Council.
- C. The UNMC Dean for Graduate Studies or the Dean's designee selected from the membership of the UNMC Graduate Faculty shall preside over meetings of the UNMC Graduate Faculty.
- D. The UNMC Dean for Graduate Studies shall be responsible for recording and appropriate distribution of minutes of the meetings of the UNMC Graduate Faculty.

IV. UNMC GRADUATE COUNCIL

- A. The UNMC Graduate Council shall serve as a governing body acting on behalf of the UNMC Graduate Faculty and shall serve as an advisory body to the UNMC Dean for Graduate Studies. The Graduate Council shall consist of the chair of each program Graduate Committee (or his/her designee), one UNMC graduate student and the Dean for Graduate Studies. In addition, members of the Executive Graduate Council whose terms have ended on the UNMC Graduate Council will be ex officio members of the UNMC Graduate Council.
- B. The graduate student representative shall be selected by the UNMC Graduate Student Association. In the absence of an active Graduate Student Association, the Dean for Graduate Studies shall appoint a student member to the Graduate Council.
- C. Each regular member of the Graduate Council shall have one vote.
- D. The UNMC Executive Associate Dean for Graduate Studies, serving as the UNMC Dean's designee, shall preside over meetings of the UNMC Graduate Council.
- E. The UNMC Graduate Council shall meet monthly and as called by the UNMC Dean for Graduate Studies. A majority of voting members shall constitute a quorum. The UNMC Graduate Council meetings are open meetings.
- F. Decisions by the Council shall be by simple majority vote. The UNMC Dean for Graduate Studies shall cast a vote only in the case of a tie.
- G. Any member of the UNMC Graduate Faculty may request that an item be placed on the agenda of the UNMC Graduate Council meeting.
- H. The UNMC Dean for Graduate Studies shall be responsible for recording and appropriate distribution of minutes of the meetings of the UNMC Graduate Council.

V. DEAN FOR GRADUATE STUDIES

The Dean for Graduate Studies, University of Nebraska Medical Center, shall be appointed by the UNMC Chancellor subject to approval by the President and the Board of Regents. The Dean shall be responsible to the Chancellor and the University of Nebraska Dean of the Graduate College. The UNMC Dean shall be administratively responsible for all graduate studies programs on the UNMC campus ~~including the appointment (on behalf of the Dean of the Graduate College, University of Nebraska) of Graduate Committees and of the Advisory/Supervisory Committees for each student who is accepted into an approved M.S. or Ph.D. degree program at UNMC.~~ The Dean or the Dean's designee shall preside over meetings of the UNMC Graduate Faculty and the UNMC Graduate Council.

VI. SUPERVISORY COMMITTEES

For each student who has been accepted by a department or area for the doctoral objective, a Supervisory Committee shall be appointed as described in Section II.F.2 of these Bylaws. However, the student's graduate program may require that an Examination Committee, partially distinct from the Supervisory Committee, assume the responsibility of preparing, giving, and evaluating the comprehensive exam. All voting members of the Examination Committee must be members of the Graduate Faculty.

VII. GENERAL

The UNMC Graduate Faculty shall have two representatives on the Executive Graduate Council. In addition, there shall be one alternate.

The actions of the UNMC Graduate Council and the UNMC Graduate Faculty shall not supersede the Rules and Regulations nor actions of the University-wide Graduate Faculty or the Executive Graduate Council.

Approved by the UNMC Graduate Faculty March 2, the University of Nebraska Executive Graduate Council March 11, and the Board of Regents March 19, 1977.

Revision approved by the UNMC Graduate Council July 11, the UNMC Graduate Faculty August 15, the University of Nebraska Executive Graduate Council September 20, and the Board of Regents December 15, 1979.

Second revision approved by the UNMC Graduate Council October 15, 1987, the UNMC Graduate Faculty January 7, the University of Nebraska Executive Graduate Council February 18, and the Board of Regents April 9, 1988.

Third revision approved by the UNMC Graduate Council February 15, 1996, the UNMC Graduate Faculty March 7, 1996, University of Nebraska Executive Graduate Council February 19, 1997, and the Board of Regents June 1, 1996.

Fourth revision approved by the UNMC Graduate Council February 14, 2018.

Fifth revision approved by the UNMC Graduate Council April 5, 2018. [Fourth](#) and [Fifth revisions approved by](#) the UNMC Graduate Faculty April 24, 2018. [Edits approved by the Executive Graduate Council April 25, 2018 and approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018. Presented to the Board of Regents on June 28, 2018.](#)

Sixth revision approved by the UNMC Graduate Council April 7, 2022, the University of Nebraska Executive Graduate Council October 26, 2022, and presented to the Board of Regents December 2, 2022. [Revisions to remove redundancies from the main document approved by the UNMC Graduate Council February 6, 2025.](#)

Campus Graduate Studies Governance Documents: *University of Nebraska at Omaha*

I. GOVERNMENT OF GRADUATE STUDIES AT UNO

The University of Nebraska at Omaha (UNO) Graduate Faculty shall have all powers of government of Graduate Studies at UNO, except as otherwise provided herein, or in Graduate College governance procedures approved by the Board of Regents. The ~~Associate~~Senior Vice Chancellor for Academic Affairs and Dean for Graduate Studies shall be appointed by the Board of Regents upon recommendation of the UNO Chancellor and shall be administratively responsible for the welfare of all graduate studies programs on the UNO campus and for implementing the policies of the Board of Regents and the Graduate Faculty concerning graduate studies. The UNO Graduate Council shall serve as the legislative and decision-making body of the UNO Graduate Faculty and as an advisory body to the ~~Associate~~Senior Vice Chancellor for Academic Affairs and Dean for Graduate Studies. In this document “the Faculty,” “the Dean,” and “the Council” shall refer to the UNO Graduate Faculty, the ~~Associate~~Senior Vice Chancellor for Academic Affairs and Dean for Graduate Studies, and the UNO Graduate Council, respectively.

II. THE UNO GRADUATE FACULTY

A. Membership of the Faculty

The Graduate Faculty of the University of Nebraska, who are administratively assigned to the University of Nebraska at Omaha, shall comprise the UNO Graduate Faculty.

The procedures for appointments of the Graduate Faculty of the University of Nebraska are given in the “University of Nebraska System-Wide Organization and Procedures for Administration and Faculty Management of Graduate Studies” ~~(often called the “Governance Document”). Graduate Faculty may advise graduate students, participate in the decisions of their graduate department(s) affecting the graduate program(s), supervise students working toward master’s degrees, and serve on final examining committees for master’s degree candidates. Graduate Faculty may also supervise doctoral students and may vote on nominations for Graduate Faculty Status.~~

B. Powers of the Faculty

The powers of the Faculty shall be those outlined in section I; in particular, the Faculty shall have the power to determine its own rules of procedure, provide for regular or special meetings, and establish necessary standing and special committees.

C. Meetings of the Faculty

1. If requested by the Graduate Council, or as needed, ~~the~~ the Faculty shall meet once each semester in regular session. The agenda shall be drawn up by the Dean and Committee A: Policy and Planning of the Council with input from Committee B: Courses, Programs and Evaluation.
2. Robert’s Rules of Order shall serve as the parliamentary authority for meetings of the Faculty.
3. The quorum for meetings of the Faculty shall be 10% of the membership of the Faculty.

4. Any member of the Faculty may petition to place items on the agenda for a meeting of the Faculty if they are presented in writing to the Dean two weeks prior to the meeting. Items to be voted on must be submitted as written motions with proper supporting material.
5. Any ten members of the Faculty may petition for a special meeting of the Faculty. The petition must state a rationale for such a meeting. The agenda for special meetings shall consist only of the item or items addressed by the petition.
6. The Dean shall be responsible for recording the minutes of the meetings of the Faculty and distributing them to all members of the Faculty and to other appropriate persons.

III. THE UNO GRADUATE COUNCIL

A. Membership of the Council

The Council shall consist of elected members of the Faculty, the two Executive Graduate Council members and the Executive Graduate Council alternate, and two student members.

1. The number of elected members of the council allocated to each college shall be based on the number of graduate students and the number of members of the Faculty in the college. Terms for elected members of the Council shall be three years and shall commence on August 15 following election to the Council.
 - a. When the term of office for a member of the Council ends or when a vacancy occurs for some other reason and the remainder of the term is more than one year, the election to fill the vacancy shall be conducted by the Office of Graduate Studies. A mail or electronic ballot shall be sent to all members of the Faculty. Nominations for the mail or electronic ballot shall be obtained as follows:

The ~~cognizant~~ Dean, after determining if there are members of the Faculty in the college who prefer not to stand for election, shall prepare a printed or electronic ballot containing the names of all members of the Faculty in the college who will stand for election. The ballot as prepared shall be submitted to all members of the Faculty in the college. The two persons on the ballot who receive the highest number of votes shall stand for elections to the Council.
 - b. If the remainder of the term is one year or a portion of one year, the Dean shall appoint a member of the Faculty in the college concerned (with the concurrence of the cognizant Dean) to fill the remainder of the term.
2. The minimum number of representatives granted to each college shall be two so that each college has a minimum of one representative on each of the two Graduate Council committees. Terms of representative to the Graduate Council shall be staggered so that no more than one-third of the representatives on the Graduate Council are replaced in a given year.
 - a. Representatives on the UNO Graduate Council

*Using this minimum plus the allocation formula, the current number of representatives on the Graduate Council are as follows

<i>College</i>	<i>Number of Representatives</i>
Arts & Sciences	5
Business Administration	4
Education, Health and Human Sciences	6
Communication, Fine Arts & Media	3
Information Sciences & Technology	3
Public Affairs & Community Service	4

b. UNO Definition of Areas

- i. *Arts and Humanities*: Art and Art History, Black Studies, Dramatic Arts, English, Fine Arts Press, Foreign Languages, History, International Studies, Music, Philosophy, Religion, and Writers Workshop.
- ii. *Business & IS&T*: All Graduate Faculty departments in the College of Business Administration ~~& ISQA~~ and IS&T.
- iii. *Social Sciences*: Communication, Geography, Political Science, Psychology, Sociology, and all departments in the College of Public Affairs and Community Service.
- iv. *Natural Sciences*: Biology, Chemistry, Computer Science, Geology, Mathematics, and Physics.
- v. *Education*: All departments in the College of Education, Health and Human Sciences.

3. The University of Nebraska at Omaha Graduate Council shall select two of its members to serve as Representatives and one of its members to serve as an Alternate on the University of Nebraska Executive Graduate Council. Since the term for faculty members of the Executive Graduate Council shall be three years, according to the Graduate College Governance Document, only members of the University of Nebraska at Omaha Graduate Council who have at least three years remaining on the UNO Graduate Council shall be eligible as candidates for Executive Graduate Council Representative or Alternate positions. A Representative or Alternate shall be elected each year, so that two Representatives and one Alternate shall be serving at any time.

The alternate's role is to take the place of an EGC Representative if the Representative cannot attend a meeting. It is not the role of the alternate to replace a Representative.

4. The graduate student members of the Council shall be selected by the Graduate Student Association. In the absence of a recommendation from the Graduate Student Association, the Dean shall appoint the graduate student members from a list of departmental nominees.

Graduate student members must be currently enrolled students in good standing. Terms for graduate student members shall be one year, commencing on August 15 in the year of appointment.

IV. POWERS OF THE COUNCIL

The Faculty has delegated to the Council its legislative and decision making powers for graduate matters, subject to review and possible override by vote of the Faculty. Decisions of the Council effecting change of policy and/or regulations shall be final within twenty (20) working days (summer sessions and vacation periods excluded) after general publication to the Faculty unless a petition signed by at least ten (10) members of the Faculty is submitted to the Dean requesting a meeting of the Faculty to discuss the decision of the matter, request the Dean to conduct a referendum (printed or electronic ballot) of the Faculty on the matter under discussion. A majority vote of the Faculty voting on the referendum can override a decision made by the Council.

V. MEETINGS OF THE COUNCIL

- A. The Council shall meet monthly. In addition, the Dean may call a special meeting of the Council. The Dean shall draw up the agenda for each meeting and distribute it to all members of the Council and to other appropriate persons.
- B. Robert's Rules of Order shall serve as the parliamentary authority for meetings of the Council.
- C. The quorum for meeting of the Council shall be 50% of the membership of the Council.
- D. Any member of the Council may place items on the agenda for a meeting of the Council.
- E. The Dean shall be responsible for recording the minutes of the meetings of the Council and distributing them to the members of the Council and to other appropriate persons.

VI. DEAN FOR GRADUATE STUDIES

The Dean for Graduate Studies, University of Nebraska at Omaha, shall be appointed by the UNO Chancellor subject to approval by the President and the Board of Regents. The Dean for Graduate Studies shall be responsible to the Sr. Vice Chancellor for Academic Affairs, University of Nebraska at Omaha, and to the Dean of the Graduate College, University of Nebraska, and shall be administratively responsible for the welfare of all graduate programs at the University of Nebraska at Omaha and for implementing the policies of the Board of Regents and the Graduate Faculty concerning graduate studies.

The Dean for Graduate Studies shall preside at meetings of the Graduate Faculty, University of Nebraska at Omaha, and shall be the chair of the UNO Graduate Council. The Dean for Graduate Studies shall at all times have a voice, but shall cast a vote only in case of a tie.

VII. ~~GRADUATE PROGRAM COMMITTEE~~ GRADUATE COMMITTEES

Each Graduate department authorized to offer major work leading to the master's or doctor's degree shall have established for it a ~~Graduate Program Committee~~ Graduate Committee consisting of not fewer than three members of the Graduate Faculty, one of whom is designated as chair~~man~~. ~~In the case of a graduate department offering a doctoral degree, the majority of the Committee and its chairman must be members of the Graduate Faculty. In all cases, at least two-thirds of the Committee must be members of the Graduate Faculty.~~ Membership of the ~~Graduate Program Committee~~ Graduate Committee is recommended by the Departmental chair~~man~~ or other appropriate administrator for appointment by the Dean of the Graduate College, who has delegated that responsibility to the UNO Dean.

In its graduate department the ~~Graduate Program Committee~~Graduate Committee shall have the responsibility for the

planning of the graduate program, the general supervision of candidates for graduate degrees and the evaluation of students by means of qualifying or final comprehensive examinations. The word “program” denotes all kinds of academic requirements which must be satisfied by the students admitted to the departmental graduate studies—including both major and minor requirements, together with quality-of-work standards, transfer credits, and those electives which are not major or minor courses.

Approved UNO Graduate Council October 12, 1981.

Revised UNO Graduate Council November 14, 1988, approved by the Board of Regents July 22, 1989.

Revised UNO Graduate Council December 11, 1997, approved by the Board of Regents May 16, 1998.

Revisions approved by the UNO Graduate Council on November 13, 2017.

Edits approved by the Executive Graduate Council April 25, 2018 and approved by a vote of the University of Nebraska Graduate Faculty on May 18, 2018. Presented to the Board of Regents on June 28, 2018.

[Revisions approved by UNO Graduate Council February 27, 2025.](#)

Related Policy Documents

I. GRADUATE DEGREES/CERTIFICATES

A. Recommendation on the Requirements for Degrees

The Executive Graduate Council reaffirms the exclusive right of faculty members to assign grades, to recommend admission of students to programs (retaining Board of Regents admission standards), to make recommendation on the requirements for degrees, to recommend the awarding of assistantships (the deans retain the authority to appoint graduate assistants), and to recommend candidates for degrees. The Executive Graduate Council does not recognize the administrative assignment of a grade, or the administrative awarding of an assistantship not recommended by appropriate faculty action (this does not apply only to ~~graduate committee~~[Graduate Committees](#)). The Executive Graduate Council reaffirms the right of all students to evaluations for grades, awards, and degree procedures written into the graduate catalogs, and does not recognize agreements between departments and students which circumvent the existing appeal procedures.

SOURCE: Executive Graduate Council Minutes 10-18-79

Edits approved by the Executive Graduate Council 11-30-11, 04-25-2018

1. *Subdoctoral Degree Credits.* All graduate credits to be counted toward the satisfaction of subdoctoral degree requirements—including all transfer credits— must be approved and recommended by the cognizant Graduate Committee of the student's major department or area. Not less than 50 percent of the ~~course work~~[credit hours](#) required for any subdoctoral graduate degree must be completed at the University of Nebraska. No graduate credits will be accepted as transfer credits unless earned at an institution fully accredited to offer graduate work in the field of the student's major; nor should the student expect any graduate credits to be transferred unless the Graduate Committee evaluated the quality and suitability equal to or superior to offerings available at the University of Nebraska.

SOURCE: Executive Graduate Council Minutes 04-03-75, edits approved by the Executive Graduate Council 11-30-11

2. *Professional Post-Baccalaureate Degree (Credential).* A post-baccalaureate degree which is the first or minimum degree offered by the University of Nebraska that qualifies a person to stand for licensure in one of the recognized professions, and which is pursued, for all intents and purposes, exclusively by persons intending to seek licensure in that profession, is regarded as a professional degree.

Further, degrees may be considered as professional degrees if:

- the program is designed around curriculum or standards prescribed by a professional accrediting body and the program has received or will seek accreditation,
- the program may lead to licensure, but is not restricted to first licensure for a profession,
- the program is designed for, and admits only, licensed professionals, and is intended to expand the scope of practice of the licensed profession, or

- the program is designed for a professional practitioner to enhance their career options within that profession

Post-Baccalaureate degrees that meet the criteria above and receive such a designation by a campus, with affirmation by the Executive Vice President and Provost, are not administered by the University of Nebraska Graduate College and do not go through the Graduate College review process. Any other post-baccalaureate degree is to be considered a graduate degree and subject to the Bylaws and Policies of the University of Nebraska Graduate College and granted the benefits of affiliation with the Graduate College and respective graduate studies offices. If a proposed degree (with the exception of Expedited Certificates) is deemed a professional degree but does not have an accrediting body or has yet to be accredited, clear alignment with the curricular requirements of the body to which professional accreditation is being sought or evidence of a rigorous external review (similar to the EGC process for graduate degrees) will be required prior to submittal for Board of Regents approval.

SOURCE: Letter from Executive Vice President to Chancellors 02-01-82 Edits approved by the Executive Graduate Council 11-30-11, 10-26-22

3. *Certificates.* The certificate at the graduate level may be either ~~sub-master~~post-baccalaureate level or post-master and is intended to indicate a given level of proficiency in a ~~given-specific~~ area where there is an established need, just as master and doctoral degrees do—not that a given number of credit hours have been earned.

SOURCE: Edits approved by the Executive Graduate Council 11-30-11

4. *Format for Graduate Degrees.* The heading shall read “The University of Nebraska.” There shall be a subsidiary heading reading “Graduate College.” Following the subsidiary heading shall be a paragraph reading “This diploma makes known that the Board of Regents of the University of Nebraska upon the recommendation of the Graduate Faculty and by authority of the statutes of the State has by its officers specially authorized hereto conferred the degree.”
 - a. The above paragraph will be followed by the formal name of the degree and by the word “upon” and by the full name of the degree recipient. The degree recipient’s name will be followed by the statement “who is entitled to enjoy all the rights, honors, and privileges pertaining to that degree.”
 - b. A paragraph reading “in testimony whereof we have hereunto subscribed our _____ names and caused the seal of the said Board to be affixed this _____ day of 20__.”
 - c. The seal of the University will be in the lower left-hand corner, the word “attest” _____ will appear after the seal and following this word will appear the signatures and printed titles of the corporation secretary of the Board, the chairman of the _____ Board, and the President of the University.
 - d. Across the bottom of the diploma will be printed the names of the four campuses of the University in the following order: The University of Nebraska—Lincoln, The University of Nebraska Medical Center, The University of Nebraska at Omaha, The University of Nebraska at Kearney.

(See also Appendix 5)

B. Expedited Review of Proposed New Graduate Certificate Programs

Under certain circumstances proposed new Certificate Programs would receive expedited review and approval. This would involve review by the Campus Graduate Council and the Council of Academic Officers, with final approval by the Executive Vice President and Provost, and President.

For a program to be considered for expedited review and approval, it must meet the following requirements:

1. The proposed certificate must be a reasonable extension of an existing masters or doctoral program in that it uses existing courses ~~in the present masters~~.
2. The proposed certificate would require at least 12-15 hours of work past the bachelor's degree but no more than 20 hours. A core of required or elective courses must be in the department/program offering the certificate; however, there could be an opportunity for graduate students to take up to one third of the program in optional or elective courses in collateral departments of relevant disciplines, consistent with the requirements of the existing program.
3. The proposed certificate would be a repackaging of existing graduate courses, requiring no additional or reallocated resources to support the program. The proposal would have to demonstrate the availability of internal capacity to offer the certificate.
4. The proposal would need to show evidence of demand and that the proposal is being responsive to a demonstrated need in the university or community. However, the justification would not need to be as elaborate as that required for a completely new degree program.
5. Following approval of such a new Certificate Program, the action will be reported to the Board of Regents at the next meeting.
6. Please see Appendix 6 for material that will help prepare a request for Expedited Review.

SOURCE: Policy approved by Board of Regents on July 15, 2000

Edits approved by the Executive Graduate Council 11-30-11, 04-25-2018

II. POLICY ON THE PURSUIT OF GRADUATE DEGREES AT THE UNIVERSITY OF NEBRASKA BY FACULTY HOLDING THE RANK OF ASSISTANT PROFESSOR OR ABOVE (OR EQUIVALENT)

While it is not the intention of the University of Nebraska to deny access to graduate education to any qualified person, the University is concerned about possible conflict of interest, or even the appearance of such a conflict, when faculty members of this University pursue advanced degrees in its Graduate College.

Therefore, a member of the faculty in an instructional department who holds the rank of assistant professor or above or equivalent rank, or a member of the faculty in an instructional department who holds an appointment for a specific term, or a member of the administrative staff holding the rank of assistant professor or above, may pursue an advanced degree in the Graduate College only after receiving special permission from the person's academic dean or administrative supervisor and from the campus Graduate Council responsible for the program which he or she wishes to pursue. The advanced degree cannot be in the person's own department or area or in a closely

related department or area. Whether a second department or area is too closely related to the person's own department shall be determined by the Dean for Graduate Studies of the campus involved in consultation with the Graduate Committees of the two departments or areas. Permission may be granted to pursue an advanced degree in the equivalent department on another campus of the University of Nebraska.

The Graduate Faculty status of a person who is a member of the Graduate Faculty must be suspended when the person receives permission to pursue an advanced degree in the Graduate College of the University of Nebraska. However, with the permission of the appropriate campus Dean for Graduate Studies and the appropriate Graduate Committee, such persons shall be eligible to continue to teach graduate courses, supervise graduate students at the master's degree level, and serve on graduate supervisory and examining committees. Such permission must be obtained before starting such a program and annually after entering the program. Upon completing or withdrawing from such an advanced degree program, the original Graduate Faculty status shall be reinstated ~~upon recommendation by at least two-thirds of the Graduate Faculty of the department or area if the person returns to the same department in which he or she held an appointment originally. A change of appointment to another department requires that the person follow the established procedure for obtaining Graduate Faculty status.~~

SOURCE: Approved by the Executive Graduate Council at the May 8, 1984, Special Meeting Edits approved by the Executive Graduate Council ~~04-28~~ April 8, 2018, Edits removing requirement to re-vote on Graduate Faculty Status approved by Executive Graduate Council March 28, 2025.

III. GRADUATE STUDENTS

Graduate Students Defined. Full-time graduate students at the University of Nebraska shall be defined as graduate students enrolled for at least 9 credit hours during an academic semester or ~~at least 4 hours during~~ 9 credit hours total during summer sessions irrespective of whether or not the student holds a graduate assistantship.

*SOURCE: Executive Graduate Council Minutes 03-18-76
Edits approved by the Executive Graduate Council 11-30-11, 04-25-~~2018~~*

A. Veterans Administration - Certification of Graduate Students

Graduate students requiring certification as full-time students must be enrolled for at least nine credit hours during an academic semester or ~~at least three~~ an equivalent of nine credit hours or full-time during summer sessions, whether or not the student holds a graduate assistantship. With approval of the Dean for Graduate Studies, students in the final semester of a master's degree program, or Candidates for doctoral degrees, registered for fewer than the minimum hours required for a full program may be granted full-time status provided they are not employed more than 22 hours per week (half time).

B. Undergraduate Student Approval for Graduate Courses

Seniors at an accredited institution who have obtained in advance the approval of the appropriate campus Dean for Graduate Studies may receive up to 12 hours of credit for graduate courses taken at any campus of the University of Nebraska System in addition to the courses necessary to complete their undergraduate work. Students in an established accelerated master's program at any University of Nebraska campus may begin their graduate

enrollment as a junior.

Undergraduate students with a major in Mathematics and at least junior standing may take up to 21 hours of 800 or 900 graduate credits (including the 12 hours permitted for all students) in mathematics if they are making good progress towards their degree across all requirements, maintaining a minimum GPA of 3.0, and have the permission of the Department Chair, Dean of the College of Arts and Sciences, and campus Graduate Studies Dean. Students must establish a written course plan with their advisor.

~~B. Seniors Approval for Graduate Courses [This policy is temporarily modified; see section VIII-A]~~

~~Seniors at an accredited institution who have obtained in advance the approval of the appropriate campus Dean for Graduate Studies may receive up to 12 hours of credit for graduate courses taken at any campus of the University of Nebraska System in addition to the courses necessary to complete their undergraduate work, provided that such credits are earned within the 12 months prior to receipt of the baccalaureate.~~

SOURCE: Executive Graduate Council Minutes 09-26-74, Revisions to 9 credit hours for full time status in the summer term and special permissions for undergraduate Mathematics majors approved by Executive Graduate Council March 28, 2025.

C. Simultaneous Matriculation

Normally, no graduate student may be a degree-seeking student in more than one graduate program at the University of Nebraska, unless enrolled in an approved dual- degree program. Any exceptions must have prior approval of every ~~Graduate Program Committee~~Graduate Committee and every campus Dean for Graduate Studies through which the programs are administratively assigned. When there is approved simultaneous matriculation, the same course credit will not be accepted for more than one degree without prior approval of every ~~Graduate Program Committee~~Graduate Committee and every campus Dean for Graduate Studies through which the programs are administratively assigned. This applies only to degree programs, and programs and does not apply to certificate programs.

SOURCE: Approved by the Executive Graduate Council 03-19-92

D. Students Admitted to Professional Colleges or Programs

Students admitted to professional colleges or programs at the University of Nebraska may enroll in up to 9 credit hours of graduate level courses (800 - and 900 - series) with the approval of the dean of the college that administers the ir program, the instructors for the graduate courses, and the campus Dean for Graduate Studies. In exceptional circumstances registrations above 9 credit hours may be permitted subject to the same approval. Reciprocal arrangements permitting students admitted to the Graduate College to enroll in courses offered in the professional colleges should be encouraged.

*SOURCE: Executive Graduate Council Minutes 02-27-75
Edits approved by Executive Graduate Council 10-26-22*

E. Procedure for a Graduate Student to ~~Receive a Degree from~~participate in the commencement ceremony on a Campus ~~o~~other than that where the Degree is Based

1. The student submits a request to the Dean of the Graduate College, stating in which

campus commencement ceremony they would like to receive the degree.

2. When making formal application for the degree, the student should indicate the campus ceremony in which they would like to receive the degree.
3. Campus Deans for Graduate Studies are to resolve the mechanics to comply with the request. These arrangements should include the following:

- a. Each student graduating under these circumstances shall be so noted in the program and commencement script with a statement similar to the one formulated for the December 1977 UNO commencement as follows:

“A degree awarded on the recommendation of the Graduate Faculty in (major department) at the University of Nebraska (–Lincoln, at Omaha, at Kearney or Medical Center) in cooperation with the Graduate Faculty in (major department) at the University of Nebraska (–Lincoln, at Omaha, at Kearney, or Medical Center).”

ALL COMMENCEMENT PROGRAMS SHOULD INCLUDE THE STATEMENT THAT: “ALL GRADUATE DEGREES ARE UNIVERSITY OF NEBRASKA DEGREES.”

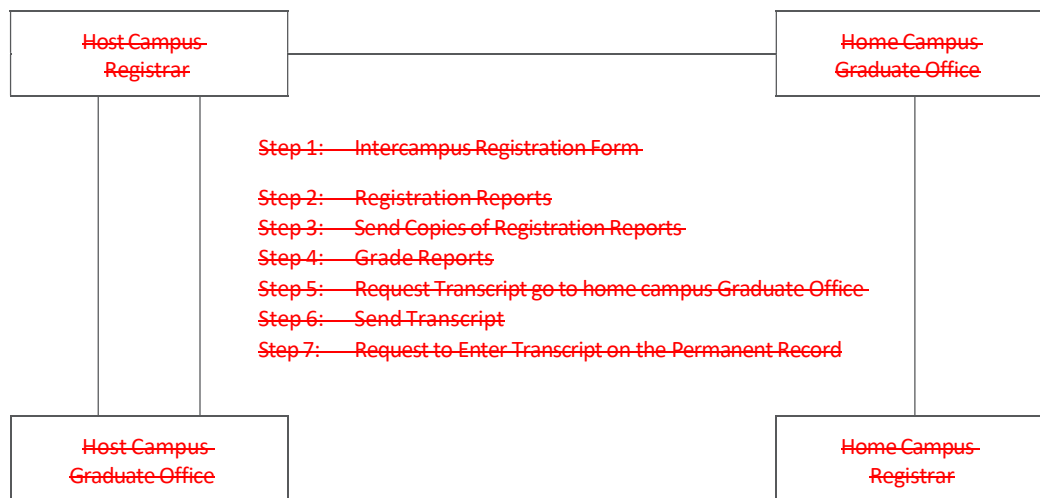
4. Such requests apply only to the commencement ceremony and do not apply to campus-specific hooding (outside of regular commencement hooding) or convocation ceremonies.

SOURCE: Executive Graduate Council Minutes 03-16-78

Edits approved by the Executive Graduate Council 11-30-11,

03-28-25

F. Intercampus Registration Process



1. ~~Necessary Conditions~~ To initiate intercampus registration:
 - a. Student must file an intercampus registration form.
 - b. Host campus must flag that student’s record to assure communication with home campus. ~~(Step 1).~~
2. Description of Process

- a. Host campus registrar sends a copy of the intercampus registration forms to host campus graduate office. ~~.(Step 2).~~ This will allow the graduate office to flag the records of those students.
- b. During the semester, ~~the each campus~~ registrar ~~on a particular campus~~ sends information to the graduate office on ~~that their~~ campus indicating the courses for which ~~each graduate student taking courses on that campus is~~ intercampus graduate students are registered. The graduate office will forward this information to the home campus graduate office so that the home campus office can maintain a record of courses in which a student is enrolled on other campuses ~~.(Step 3).~~
- c. At the end of the semester, a grade record is sent to the graduate office on the campus in which the courses were completed. ~~.(Step 4).~~ The host campus graduate office will request the registrar to send a transcript to the home campus graduate office at that time. ~~.(Step 5).~~ This is done without charge. ~~.(Step 6).~~
- d. The home campus graduate office will then pass on the host campus transcript to the registrar on the home campus and request that the information be entered officially on the student's transcript as it is maintained on the home campus. ~~.(Step 7).~~

G. Policy on Summer Tuition Remission for Graduate Assistants

Any graduate assistant who is employed for one-third FTE or more during both semesters of an academic year may be eligible to receive tuition remission during the subsequent summer. Any graduate assistant who is employed for one-third FTE or more during only one semester of the preceding academic year may be eligible to receive reimbursement of summer session tuition, provided he or she is employed as a graduate assistant for one-third FTE or more during the following fall semester. Any graduate assistant who is employed for one-third FTE or more during the summer may also be eligible for tuition remission during that same summer.

~~The amount of tuition remission for which each graduate assistant is eligible during the summer shall be determined as follows. Graduate assistants whose equivalent academic year stipends equal or exceed the amount charged for tuition and fees for thirty credit hours of graduate work on a non-resident basis shall be eligible to receive tuition remission for up to twelve credit hours during the summer. Graduate assistants whose equivalent academic year stipends are less than the above, but equal or exceed the amount charged for twenty-four credit hours of graduate work on a non-resident basis, shall be eligible to receive tuition remission for up to six credit hours during the summer.~~

SOURCE: Issued by the Executive Vice President and Provost 03-18-82

- ~~1. Tuition Remission. Tuition remission will be granted to graduate assistants for auditing courses when officially registered to audit the courses.~~

SOURCE: Executive Graduate Council Minutes 10-21-82

- ~~2.~~ 1. Any graduate student who drops below ~~four~~ nine credit hours in summer sessions will lose their eligibility for Social Security and Medicare tax exemptions.

SOURCE: Federal Tax Code, Rev. Proc. 2005-11

Edits approved by the Executive Graduate Council 11-30-11

Out-of-State Graduate Students. Graduate students registered for thesis work who have qualified as Nebraska residents while in attendance at the University and who are earning thesis credit while residing in a state other than Nebraska shall continue to be considered as residents for tuition purposes.

SOURCE: Minutes of the Board of Regents 06-10-59, Page 289 Legal Opinion from Richard Wood, General Counsel 12-09-80

H. Retention of Materials used in the Academic Evaluation of Students

Faculty members must decide either: (1) to retain custody for at least 30 days after the end of the semester of materials, such as examinations, term papers, and written or creative assignments, used in the academic evaluation of their students, or (2) to make reasonable efforts to return such materials to the student's custody.

If a faculty member decides to retain custody of some or all the materials used in the academic evaluation of a student, the faculty member must exercise reasonable care to maintain such materials for at least thirty days after notice of the student's final course grade has been transmitted from the appropriate campus.

This does not mean that the faculty member must retain such materials and records. The faculty member has the option of returning some or all such materials to the student's custody. However, it is then the faculty member's responsibility to make reasonable efforts to ensure that the materials are either given to the student personally or returned to the student [electronically or](#) by mail.

In any event, after the expiration of the aforementioned thirty-day period, the faculty member may dispose of the academic evaluation materials for any student who has not filed an appeal of their grade, or who has not been granted an extension of time for the filing of such an appeal, or who has not challenged the accuracy of their educational records under the Family Educational Rights and Privacy Act (FERPA).

Once a faculty member has been notified of a student's intent to file a grade appeal in a particular course, or once the appeal process has been initiated, or once a challenge has been initiated under FERPA, the faculty member is obligated to exercise extraordinary care for the materials in the faculty member's custody relating to that student's grade in that course, until such time as the appeal has been finally resolved.

It should be understood that the standards incorporated within this policy, including the thirty-day time frame, are minimum standards. Individual campuses, colleges or departments may, at their discretion, adopt more stringent policies for the retention of materials, provided such policies conform to the procedures outlined above.

*SOURCE: Policy Memorandum Issued by Executive Vice President for Academic Affairs 10-13-81
Edits approved by the Executive Graduate Council 11-30-11*

IV. RULES FOR NON-TRADITIONAL WORKSHOPS, SHORT-TERM COURSES, AND SPECIAL SEMINARS OFFERING GRADUATE CREDIT

A. Background

From time-to-time arrangements are made to offer graduate credit in conjunction with a workshop or conference. In the past, there has been no consistent practice with respect to

providing information in brochures or other material describing the requirements that must be met by a student who wishes to earn graduate credit for participation in the particular workshop or conference in question.

SOURCE: Edits approved by the Executive Graduate Council 11-30-11

B. Policy Statement

In all instances where graduate credit is offered for participation in a workshop or conference, all brochures and advertisements shall include a statement indicating if any additional requirements are necessary to receive credit and the name of a responsible contact person. All such brochures and advertisements must be approved by the campus Dean for Graduate Studies responsible for the program.

*SOURCE: Policy issued by Executive Vice President for Academic Affairs 01-21-82
Edits approved by the Executive Graduate Council 11-30-11*

C. Rules for all Non-Traditional Courses Offered for Graduate Credit by a Unit of the University of Nebraska

The following are rules for all non-traditional courses offered for graduate credit by any unit of the University of Nebraska. Individual campuses of the University may develop more detailed policies, but they must conform to the rules given below. The intent of these rules is to assure that all courses offered for graduate credit will meet all standards of quality prescribed by the Graduate College of the University of Nebraska.

1. *General Rules*

- a. Approval of all courses to be offered for graduate credit by any unit of the University of Nebraska is the responsibility of the appropriate campus Graduate Council or its designee. Recommendation for such approval shall be obtained, at a minimum, from the academic program, campus Graduate Council, and the campus Dean for Graduate Studies.
- b. The offering of an approved course shall be under the authority of the academic program.
- c. All courses shall be equivalent in the following respects:
 - i. admission requirements for all students;
 - ii. grading system and evaluation standards;
 - iii. course requirements that allow for evaluation of student performance;
 - iv. access to faculty outside the scheduled course meetings for consultation;
 - v. qualification of faculty; and
 - vi. reasonable access to materials, facilities, and support.

2. *Assignment of Credit Hours for Non-Traditional Credit Offerings*

- a. Credit hours will be assigned according to the following minimum requirements regardless of if it is called a course, a workshop, special topics, etc. For each hour of credit there needs to be at least 15 hours in-class instruction. The typical offering is 3 hours per day for 5 days per each graduate credit, i.e., 1 credit in 1 week, 2 credits in 2 weeks, etc.
- b. The other option is for a concentrated 3 day offering for one graduate credit. In this

format, the duration of the course shall be at least one week greater than the number of credits offered except for a one credit offering, i.e., 1 credit over 1 week, 2 credits over 3 weeks, 3 credits over 4 weeks, etc.

SOURCE: Approved by the Executive Graduate Council 04-21-83, revised and approved by the Executive Graduate Council 02-20-92, revision of Section IIB by Executive Graduate Council 04-21-94, edits approved by the Executive Graduate Council 11-30-11

D. Off-Campus Graduate Course Offerings

For all University campuses, any regularly scheduled campus course or approved online course (exclusive of non-traditional courses), taught by authorized graduate faculty of the University of Nebraska, can be considered for approval to be taught at an off- campus site without special course designation.

*SOURCE: Executive Graduate Council Minutes 10-17-91
Edits approved by the Executive Graduate Council 11-30-11*

V. RULES FOR NON-GRADUATE FACULTY ~~RULES FOR~~ TEACHING GRADUATE COURSES

Unusual circumstances may arise in which a department wishes to assign, on a limited basis, the teaching of a course for graduate credit to a staff member who (1) is not a member of the Graduate Faculty and (2) does not qualify for ~~Associate~~-Graduate Faculty Associate status. In such cases, special permission may be given by the campus Graduate Studies Dean. Such permission must be limited to a specific course or courses and must be effective only for a specific time period, not to exceed one semester. A first extension, for a maximum of one additional semester, must be approved by the campus' Graduate Council. Any further extension of the special permission must be approved (each semester) by the Executive Graduate Council.

*SOURCE: Executive Graduate Council Minutes 11-17-83;
Edits approved by the Executive Graduate Council 10-26-22*

VI. GUIDELINES FOR GRADUATE PROGRAMS

A. Guidelines for Submission and Process of Evaluation of New or Modified Graduate Programs

For document templates to request New Program Proposals, Modifications to Existing Programs, or Program Discontinuation, contact the campus Academic Affairs office.

1. Introduction

Evaluation of new graduate programs will emphasize the ~~anticipated quality of the new program (as defined by faculty credentials, the content of the course of study, library and research resources, etc.), as well as~~capacity and the potential for the development of a high-quality program. Other aspects of the review will focus on the relationship of the proposed program to the overall mission of the campus, the resources that will be necessary to develop a program of high quality and the need for the program, both with respect to opportunities for future employment and with respect to the impact of the proposed program on existing campus or University-wide academic programs.

All new academic programs must be approved by the Board of Regents and the Nebraska Coordinating Commission for Postsecondary Education prior to their being established or offered. Requests for new graduate programs are initiated at the departmental, unit or program level. Each request is reviewed at several levels prior to submission to the Board of Regents for approval. For the purposes of this policy, the term “academic program” shall mean a degree, major, certificate, diploma or equivalent curriculum. Programs proposing new “Certificates in Course” should be handled in the same way as proposed new programs.

2. *Modification of Existing Programs*

Programs undergoing significant modifications, which do not involve the establishment of a new degree, will be submitted to the appropriate campus Graduate Council, which, in consultation with the Dean for Graduate studies, will decide whether the changes are major or minor. Minor changes (i.e., items that do not have to go to the Board of Regents) will be reviewed only by the campus Graduate Council. Major changes (i.e., items that must go to the Board of Regents) may need to be treated in a manner similar to that for new proposals and should be forwarded to the Dean of the Graduate College for consideration. The Dean will then determine which procedures are applicable to the particular proposal. [Name changes must be submitted to the Board of Regents.](#)

3. *Review Process for New Programs*

The department or unit initiating a request for a new program should prepare a proposal providing ~~the information outlined below~~ [details of the program](#), and any other material that might be of value in supporting the request and should submit this information through appropriate campus channels to the campus Graduate Dean(s) for review by the campus graduate council.

It should be noted that proposals prepared according to these guidelines may be submitted to the Nebraska Coordinating Commission for Postsecondary Education in the same format, following approval by the Board of Regents. This will then avoid duplication of effort in preparing program submission materials that are duplicative, but with differing formats.

4. *Program Proposal Format will follow the guidelines of the CCPE.*

<https://ccpe.nebraska.gov/legal-and-regulatory>

SOURCE: Edits approved by the Executive Graduate Council 11-30-11, 04-25-~~20~~18, [03-28-25](#)

5. *Additional Considerations for the Formulation of Cooperative and Joint Degree Programs*

a. “Cooperative programs” shall refer to those academic program organizations whose primary home is a department or unit on one campus (UNL, UNO, UNMC, UNK), with formally affiliated graduate faculty from more than one campus. The formally affiliated graduate faculty may be from the same discipline department on another campus and provide one or more specialization options to the graduate program. Proposals for cooperative programs should be approved by the Graduate Council, campus Graduate Dean, and campus channels on the campus of the primary home department before submission to the Dean of the Graduate College.

b. “Joint programs” shall mean programs offered and administered jointly by more than one department or unit located on more than one campus. In terms of the governance of the graduate program, the units participate equally in a single ~~graduate-committee~~ [Graduate Committee](#). For a joint program, students may apply to any campus offering the program and be awarded the diploma at the commencement at the campus of their choice.

Proposals for joint programs should be approved by the respective Graduate Councils, Graduate Studies Deans, and campus channels on all campuses which are to be offering the program before submission to the Dean of the Graduate College.

c. A proposal for either a Cooperative or a Joint program should describe the rationale for the establishment of the program. Particular attention should be paid to the governance of the proposed program, including the composition of the ~~Graduate Committee~~ [Graduate Committee](#), the selection process for committee members and the overall coordination of the program. The proposal should also describe how faculty affiliated with the program will be identified and approved for participation in the program.

d. Mechanisms should be described that facilitate the registration of students and the cross-campus development of curricula as the program is developed. The proposal should describe how students are provided with ready access to the core curriculum. [The proposal should describe the process for making changes to the curricula for cross-campus consistency.](#) The program description should also make clear the extent to which faculty or students will be required to travel between campuses to provide access to courses essential to the degree program.

SOURCE: Edits approved by the Executive Graduate Council 11-30-11, 04-25-~~20~~18

B. EGC Review Cycle for Proposed New Graduate Programs

The Executive Graduate Council review of a proposed new program begins upon receipt of a proposal by the Office of the Executive Vice President and Provost, together with a list of

nominees for external evaluation of the program after the campus Graduate Council has approved the proposal.

The outside review team is selected by the Dean or a designee, using the list of possible external reviewers. The Dean, or designee, is free to seek additional names from other sources, such as officers of professional societies in the discipline or distinguished faculty or administrators at other institutions.

The schedule for the outside review team is coordinated through the Office of the Executive Vice President and Provost. A package of materials, including the program proposal and any supplementary materials requested by the review sub-committee, and any materials describing the University (role and mission statements, catalogs, etc.) is assembled by the Office of the Executive Vice President and Provost and disseminated to the review team, along with a charge.

Review team members have an entry meeting with the Graduate College Dean, and subsequently meet with relevant campus Graduate Studies Dean(s), academic Dean(s), Vice Chancellors, program coordinators/directors, proposed program faculty, current and/or potential students, and community stakeholders. Review team exit interviews are held with the Executive Graduate Council and the Graduate College Dean.

The written consultant report is sent to the Dean, who then sends copies to the campus Dean(s) for Graduate Studies, academic Dean(s), academic Vice Chancellor(s), and Department Chairperson(s) or Program Director(s). The Graduate Studies Dean(s) shall prepare a response, and if substantial changes are suggested by the review team, the department, unit, or program should prepare an amended proposal and resubmit this to the campus graduate dean for eventual transmission to the Dean of the Graduate College and Executive Graduate Council.

The proposal shall be considered for the consent of the Council of Chief Academic Officers and forwarded to the Executive Graduate Council. Assuming approval at each of these levels, the Executive Vice President and Provost will then forward the proposal to the Board of Regents requesting their approval. Finally, the program will be sent to the Nebraska Coordinating Commission for Postsecondary Education for its consideration. The program cannot be initiated until the Commission's approval is obtained.

SOURCE: Edits approved by the Executive Graduate Council 11-30-11, 04-25-2018

~~For document templates to request New Program Proposals, Modifications to Existing Programs, or Program Discontinuation, contact the campus Academic Affairs office.~~

~~C. Addendum Details of Program Proposal Format~~

~~1. Descriptive Information~~

~~The proposal should provide the name of the institution proposing the program, the name of the program (major), the degrees/credentials to be offered in the program (M.A., M.S., Ph.D., etc.), if appropriate, designation as a Post-Baccalaureate Professional Credential or Degree, the administrative units for the program (college, division, department, etc.), the date approved by the governing board, the proposed date the program will be initiated, and a concise description of the proposed program.~~

~~2. Abstracts of Proposal~~

~~The abstract should be a one-to-two-page summary of the proposed degree program. The~~

~~abstract should stand alone without further reference to the body of the proposal. Abstracts are distributed to members of the Executive Graduate Council for informational use.~~

~~3.—Formulation of a Program and Preparation of a Self-Study Report~~

- ~~a.—Centrality to Role and Mission. In this section, refer to the institutional role and mission as defined in the Nebraska statutes and in the CCPE Comprehensive Statewide Plan for Higher Education. The language in the role and mission statements that refers to the types of instructional programs, degree levels, and subject areas is most relevant to program review. The report shall also include references to more detailed role and mission statements adopted by the President and Board of Regents, institution, or administrative unit.~~
- ~~b.—Consistency with the Comprehensive Statewide Plan. In this section, refer to the relationship of the proposed program to priorities in the Comprehensive Statewide Plan not covered under other criteria (e.g., role and mission and need and demand).~~
 - ~~i.—Program of Study. Describe the proposed program of study and explain its structure, coherence, its objectives, and the plans to regularly review and revise the program to reflect new developments in the discipline. Identify any new courses that will be needed to implement the program and indicate the number of credit hours that will be required to complete it. Provide complete, detailed syllabi of all courses which will be included in the proposed program.~~
 - ~~ii.—Learning. Describe the assessment of student learning plan for the proposed program, including the plans for using the data to improve the quality of the program. Examples of data that could be collected are retention and graduation rates, placement rates, employer surveys, graduate satisfaction surveys, results of licensing or certification exams, and other measures of student achievement.~~
 - ~~iii.—Accreditation. Describe plans, if any, to seek specialized accreditation of the program. Regional accreditation status of the institution is usually not relevant to the quality or effectiveness of specific degree programs.~~
 - ~~iv.—Needs of Diverse Student Groups. Include descriptions of any specific program level or department level initiatives or strategies, currently in place or planned, that are designed to enhance the recruitment, retention, and success of students from diverse backgrounds, including those from under represented populations.~~
 - ~~v.—Collaboration with Other Postsecondary Institutions. Identify any collaborative agreements with other postsecondary institutions to expand the curriculum, to extend access to the program, or to ensure that courses will be transferable. Describe the interactions that will take place with cognizant departments, units, and programs on all campuses. What participation will be required in terms of faculty in other programs? (Provide letters documenting willingness to participate and the type of interaction that will take place.)~~
 - ~~vi.—Off-campus Delivery Sites and Distance Learning. Identify any plans to deliver the program to other sites using telecommunications or other means. Also identify any plans to use courses or materials produced by other institutions and provided by~~

~~telecommunications technologies.~~

- ~~vii. *Partnerships with Businesses, Organizations, and Public Agencies.* Identify any partnership agreements that will enhance the quality of the program or provide educational and practical experiences for the students. Are practica and internships readily available, for example? How will the quality of these practica and internships be evaluated and maintained?~~

~~4. *Evidence of Need*~~

- ~~a. *Constituency and Community Resources.* In this section include information about the need for this program in the community, the region, the state, or the nation. Include data, reports, or studies about the workforce needs of business, industry, and other employers in Nebraska and about the job opportunities for graduates. Explain any potential for the program to contribute to economic development in the service area or in the state. Describe the effect that the program will have on the department initiating it. If the program involves community participation (field experience, externships, preceptorships, visiting consultants), is there reason to expect support for the program and from what segments of the community will support come?~~
- ~~b. *Impact on Existing Academic Community.* This section should thoroughly address the issue of unnecessary duplication. It should identify other similar programs offered in the state by public or private institutions, explain any differences among the programs, and explain why an additional program is needed at this time. Similar programs offered within the states that are members of the Midwestern Higher Education Compact and programs that are offered in contiguous states that are reasonably accessible to residents of Nebraska should also be identified. If similar programs exist, explain why those programs cannot meet the need for which the proposed program is designed. Documentation must be furnished that relevant departments or areas on all campuses have been given copies of the proposal and have been invited to prepare a written response to it.~~

~~5. *Evidence of Demand*~~

~~This section should include information about the extent of student interest in the proposed program. Include studies, surveys, or other evidence about student demand. Are there adequately prepared students available for the program? What is the academic background of potential students? How many students are expected to enroll in the program in each of the first five years of operation? What is the minimum number of students required to make the program viable? What is the maximum number of students that could be accommodated with the resources committed to the program? Will the program be available to students from other states through the Midwestern Higher Education Compact?~~

~~6. *Adequacy of Resources*~~

- ~~a. *Faculty/Staff.* Identify the number of faculty and staff required to implement the proposed program. Distinguish between full time faculty in the major, the number of regular faculty from other majors who will teach courses in the proposed program, and the number of temporary, part time faculty (adjuncts) who will teach courses. How many of the required faculty are currently employed by the institution? What are the~~

credentials of the faculty (graduate faculty status, research productivity, experience in teaching or professional practice in the field)? Identify any additional administrative and support staff required, including graduate assistants, and identify the capacity in which they will serve.

i. ~~*Resumes.* Provide current curriculum vitae for every faculty member participating in the program.~~

ii. ~~*Projected Incremental Expenses.* Complete the staffing section of Table 1: Projected Incremental Expenses.~~

iii. ~~Summary of the Current Research Programs Available for Graduate Student Involvement.~~

b. ~~*Library/Information Resources.* This section should include information about the relevant library holdings and electronic information resources that are currently available. Will additional learning resources be needed? (Information about the rating of the library as a whole is useful but is not a sufficient response. This section may also include information about interlibrary loan agreements with institutions that have similar programs.) Describe the resources that will be available to students and faculty through electronic technology and discuss the services provided to assure that students and faculty can access and use the information available through those resources. Complete the Library resources section of Table 1: Projected Incremental Expenses.~~

c. ~~*Physical Facilities.* Describe the physical facilities, such as classrooms, laboratories, and offices that will be required for the program and describe how those resources will be provided. Identify any plans for renovating existing facilities, constructing new facilities, or leasing additional facilities for the proposed program within the next ten years. List other special consideration or facilities which are essential and available to the program. Complete the facilities section of Table 1: Projected Incremental Expenses.~~

d. ~~*Instructional Equipment.* Describe any specialized equipment that will be needed for use in instruction and explain how the equipment will be provided. Special emphasis should be given to the availability of computers and other information technologies. If new equipment will be required, identify the source of funds for this equipment. Complete the equipment section of Table 1: Projected Incremental Expenses.~~

e. ~~*Budget Projections.* What will it cost to initiate the program and maintain it? Are any planned expansions built into the overall format for starting the program? Where will the money come from for activating and maintaining the program? What will these increases cost? If federal or state funding is involved, what conditions or requirements are set for these funds? What is the length of the granting period? Complete Tables 1 and 2 showing the projected incremental expenses and the revenue sources for those expenses for the first five years of the program.~~

i. ~~*Faculty.* If additional faculty will be required, specify why. Have those faculty lines been approved? What is the source of funds for these lines?~~

ii. ~~*Student Support.* What is the source of funding for the research programs? What is the source of support for graduate student stipends? What is the level and source~~

~~of external funding of the faculty? Will these funds contribute to the graduate program? What support will be given to students and to educational requirements associated with student training (cost of visiting speakers, consultants, etc.)?~~

~~iii. Non-faculty Staff. If the program requires additional non-faculty staff, describe the source of funds for these additional staff?~~

~~iv. Operating Funds. Will additional operating funds be necessary? Source of these funds?~~

~~7. Summary of Responses to the Major Criteria~~

~~In this final section briefly summarize the proposal. The summary should recap the institution's responses to each of the major criteria such as consistency with role and mission, need and demand, and adequacy of resources. Include a timetable for approval and introduction of courses and initiation of program and estimates of the anticipated admission, matriculation, and total enrollment during the initial five year period.~~

~~8. Letter of Support from Administrators and Stakeholders~~

~~Supporting letters from administrators at the Departmental, College, and Campus levels should be included in the information transmitted to the Executive Graduate Council; letters from external stakeholders (potential employers and/or communities to be served) are also encouraged.~~

~~SOURCE: Approved by the Executive Graduate Council at their meeting on 05-01-1997, Edits approved by the Executive Graduate Council on 04-25-2018, 10-26-22~~

D.C. Process for Monitoring Graduate Program Reviews

Each graduate program must be periodically reviewed by the campus from which the program originates. Normally, the campus review of a graduate program occurs at the time of the review of the department which offers it. In cases of a program offered jointly, the process of periodic review (normally, every five to seven years) must be determined when the program is created. The Coordinating Commission also requires periodic review with specific data requirements for average number of degrees awarded.

The use of a standardized form for presentation of the program review summaries will facilitate the review of the programs and minimize the need for requesting additional information from departments for the Graduate Dean or the Coordinating Commission.

<https://ccpe.nebraska.gov/legal-and-regulatory>

SOURCE: Edits approved by the Executive Graduate Council 11-30-11, 04-25-2018, 10-26-22

D. Procedures for the Deletion or Consolidation of Graduate Programs

For document templates to request New Program Proposals, Modifications to Existing Programs, or Program Discontinuation, contact the campus Academic Affairs office.

1. Principles

The following principles should be considered in the deletion, consolidation, or contraction of graduate programs:

- a. The pursuit of graduate degrees is based fundamentally on the search for new knowledge.

- b. Graduate education provides basic principles which students may apply to unforeseeable challenges.
- c. Teachers of graduate students should engage actively in research and in the dissemination of the results of their research.
- d. In general, graduate programs cannot be considered independently. Many of the programs considered for deletion or consolidation are undergraduate or professional programs with a closely associated graduate program. A complex interrelationship frequently exists among the programs.
- e. Reasons for deletion or consolidation may include lack of need or demand for graduates (local, state or national); substandard quality; lack of adequate faculty or decline in quality of faculty; lack of adequate library holdings, laboratories or physical facilities; unnecessary duplication; transfer of a department or unit between colleges; lack of adequate financial support or a financial exigency; substantial increase in cost to continue program; or substantial savings affected by consolidation.
- f. The overall importance of each program must be considered within the context of the role and mission of each campus as promulgated by the Board of Regents.

2. Procedures

a. *Initiation of Deletion or Consolidation Proceedings*

Proceedings may be initiated by a ~~graduate program committee~~Graduate Committee; a departmental Chairperson; an academic Dean; a campus Graduate Studies Dean; a campus Graduate Council; the Executive Graduate Council; an academic Vice Chancellor; a Chancellor; the Dean of the Graduate College; or the President.

b. *Notification of the Initiation of Deletion or Consolidation Proceedings*

Any recommendation for deletion or consolidation shall be forwarded by the initiating party to ~~graduate committee~~Graduate Committee chairpersons of all affected graduate programs and the campus Graduate Council for consideration, review, and recommendation. The departmental Chairperson of the ~~a~~affected program; the academic Dean; the campus Graduate Dean; the Academic Planning Committee or its equivalent; the Executive Graduate Council; the academic Vice Chancellor; the Chancellor; and the Dean of the Graduate College shall also be notified of this action.

c. *Campus Review by Standing or Ad Hoc Groups*

Any review concerning deletion or consolidation of graduate programs is most appropriately conducted at the campus level. These ~~p~~Procedures ~~insure~~ensure adequate representation by the campus Graduate Council, and appropriate consideration of the graduate component in any such review process, in accord with established campus procedures. If a standing committee is empowered by campus Bylaws or legal contract to conduct a review of all programs to be considered for such deletion or consolidation, then that committee should consider the full merits of the case made for deletion or consolidation of the identified graduate programs. If such a standing committee does not exist, any ad hoc review committee established by the Chancellor should include at least one representative of the campus Graduate Council and the .

campus Graduate Studies Dean. Either the standing or ad hoc review committee shall assure appropriate input from the campus Graduate Studies Dean, the campus Graduate Council, and the affected graduate programs on the status and quality of graduate programs it is reviewing.

d. *Review by the Campus Graduate Council*

The appropriate campus Graduate Council shall make a recommendation to the Executive Graduate Council with regard to the proposed deletion or consolidation. In order to do that, the campus Graduate Council must perform a review of the program if it considers other reviews and data to be inadequate. An outside team of visiting scholars may be requested to review a program that is proposed for deletion or consolidation. The team will be appointed by the campus Graduate Studies Dean in consultation with the academic Dean and Chairperson of the affected graduate program. The campus Graduate Council representative on any review committee shall report the results of deliberations on deletion or consolidation of graduate programs to the campus Graduate Council. After appropriate review, the campus Graduate Council shall submit its recommendation to the campus Graduate Studies Dean. The recommendation shall be forwarded to the Chancellor and the Graduate College Dean for transmission to the Executive Graduate Council; copies of the recommendation shall be forwarded to the Academic Planning Committee or its equivalent; the academic Dean; and the Academic Vice Chancellors.

e. *Review by the Executive Graduate Council*

The Executive Graduate Council shall receive the recommendation from the Dean of the Graduate College for review. The recommendation of the Executive Graduate Council will be forwarded to the Dean of the Graduate College for transmission to the President and the Board of Regents.

FURTHER INFORMATION: Consult next section for Guidelines.

SOURCE: Approved by the Executive Graduate Council 02-19-87, 2-19-97, 04-25-~~20~~18, [03-28-25](#)

E. Guidelines for the Deletion or Consolidation of Graduate Programs

The Executive Graduate Council approved at its February 19, 1987, meeting the Procedures for the Deletion/Consolidation of Graduate Programs. The Executive Graduate Council adopted ~~the following~~ guidelines for the deletion/consolidation of graduate programs at its meeting on January 22, 1987. The Executive Graduate Council will utilize these guidelines in its evaluation of proposed deletion/consolidation of graduate programs. ~~and urges that these guidelines be followed at the campus level.~~

For document templates to request New Program Proposals, Modifications to Existing Programs, or Program Discontinuation, contact your campus Academic Affairs office.

~~The reports of programs being reviewed should include the following information:~~

- ~~1. Brief Description of the Program~~
- ~~2. Statement of Need~~
 - ~~a. Student demand.~~

~~b. External demand.~~

~~c. Number of graduates per year for last 5 years.~~

~~d. Current employment of graduates for last 5 years and other indicators of program quality.~~

- ~~e. Institutional need and impact on other graduate and undergraduate programs, departments, or campuses.~~

~~3. Curriculum~~

- ~~a. Description of curriculum.~~
- ~~b. Special requirements.~~
- ~~c. Scheduling of courses for the last 5 years.~~
- ~~d. Current course syllabi.~~
- ~~e. Availability/quality of practica, internships, etc.~~
- ~~f. Duplicate or closely related course offerings at the department, campus, University-wide levels.~~
- ~~g. Dual listed courses (graduate and upper division undergraduate).~~

~~4. Faculty~~

- ~~a. Narrative description summarizing expertise of the faculty.~~
- ~~b. Résumés including publications, current research activities and outside funding (grants, contracts, etc.), conferences attended and papers presented, other scholarly activity.~~
- ~~c. Possible reassignment, retraining or retirement of faculty and staff.~~

~~5. Students~~

- ~~a. Number of students influenced by deletion/consolidation.~~
- ~~b. Level of progress of affected students.~~
- ~~c. Potential for transfer to other programs/departments.~~
- ~~d. Relative cost to students.~~

~~6. Facilities~~

- ~~a. Laboratories/faculty offices.~~
- ~~b. Library holdings.~~
- ~~c. Other.~~

~~7. Budget~~

- ~~a. Present cost of the program (budget).~~
- ~~b. Income of the program (grants, contracts, student tuition, fees, etc.)~~
- ~~c. Funds saved if the program is eliminated/consolidated.~~
- ~~d. Phase-out costs and timeline.~~

SOURCE: Approved January 22, 1987 DATE OF LAST REVISION: January 1988

VII. GENERAL APPEAL PROCEDURES FOR ACADEMIC MATTERS CONCERNING GRADUATE STUDENTS

A. Appeal of General Academic Matters Related to Student Programs

1. Graduate students holding admission with unclassified status in the Graduate College, admission with a master's objective, or admission with a doctoral objective (but prior to the appointment of a doctoral supervisory committee) should appeal as follows:
 - a. Initially, the appeal should be submitted to the student's adviser.
 - b. If denied, the appeal may be submitted to the Departmental or Interdepartmental Area ~~Graduate Committee~~ Graduate Committee administratively responsible for the

student's graduate program.

- c. If denied, an appeal may be made to the Graduate Council for the campus administratively responsible for the student's graduate program. Normally, this will be the final appeals body (for exceptions, see Sections 5-7).
2. Graduate students holding admission with a doctoral objective in the Graduate College and for whom a doctoral supervisory committee has been appointed should appeal as follows:
 - a. Initially, the appeal should be submitted to the student's adviser.
 - b. If denied, the appeal may be submitted to the student's supervisory committee.
 - c. If denied, the appeal may be submitted to the Departmental or Interdepartmental Area Graduate Committee administratively responsible for the student's graduate program.
 - d. If denied, an appeal may be made to the Graduate Council for the campus administratively responsible for the student's graduate program. Normally, this will be the final appeals body (for exceptions, see Sections 5-7).
3. When a student's graduate program consists of registrations essentially or entirely on one campus, the Graduate Council of the campus administratively responsible for the program will constitute the appeal board. When a student's graduate program includes substantial registrations on a campus other than the one administratively responsible for the program, three members of the Graduate Council for the other campus will be designated by the Dean for Graduate Studies on that campus to augment the Graduate Council on the campus administratively responsible for the program. In this case, the augmented Council will constitute the appeal board. The decision concerning augmentation of a campus Graduate Council for a specific appeal involving registrations on a campus other than the one administratively responsible for the student's program will be made by the Deans for Graduate Studies on the campuses involved.
4. In all cases, appeals should be made in writing to the appropriate adviser, Committee, or Council.
 - a. In those cases where the appeal concerns graduate-level qualifying exams, comprehensive exams, or final oral exams, the following deadlines must be observed. It is the responsibility of the student to make reasonable efforts to ascertain the results of the examination within thirty [business](#) days after its completion.
 - b. The initiation of the appeal, in writing, by the student must be filed within thirty [business](#) days following the student's receipt of notification of the evaluation.
 - c. In those cases involving an appeal of termination of program, an initiation of the appeal, in writing, by the student must be filed within thirty [business](#) days following the student's receipt of the official written notification by the campus Office for Graduate Studies.
5. There is no absolute right of appeal to the Executive Graduate Council. The Executive Graduate Council will accept appeals only in those cases where in the exercise of its sole discretion it shall first find that one or more of the following grounds for accepting the appeal exist:
 - a. That the campus Graduate Council has violated some element of fair procedure (example: has failed to allow the parties concerned to present their cases fully to their

campus Graduate Council);

- b. That the campus Graduate Council has failed to examine or give adequate weight to important evidence relevant to one party's position;
- c. That the campus Graduate Council has given undue weight to evidence not pertinent to the case; or
- d. That some gross miscarriage of justice would be perpetrated if the decision of the campus Graduate Council is allowed to stand.

A decision by the Executive Graduate Council not to accept jurisdiction of an appeal shall be final and is not subject to further appeal.

- 6. Appeals to the Executive Graduate Council must be made in writing and must specifically outline the grounds for the appeal. Such appeal must be made within twenty (20) ~~working~~ business days of the day the decision of the campus Graduate Council is received ~~(working days shall not include those days the University is not in session)~~.
 - a. The Executive Graduate Council must make a decision to hear the appeal or not to hear the appeal within thirty (30) ~~working~~ business days after receipt of the appeal. Acceptance or denial of jurisdiction over the appeal will be made in writing.
 - b. The decision of the Executive Graduate Council on the merits of the case will be made and transmitted to the concerned parties within forty (40) ~~working~~ business days after the decision to hear the appeal.
- 7. No person who was a member of the department or campus Graduate Council involved in the case will be eligible to participate in the decisions of the Executive Graduate Council either to decide whether the case should be heard or to decide the merits of the case. However, the Dean for Graduate Studies may replace members of the Executive Graduate Council not eligible for participation in the decision to hear the appeal or in the appeal itself.

B. Appeal of Grades in Graduate-Level Courses

Appeal of grades in graduate-level courses shall be made through the graduate student grade appeal procedures for the campus through which the grade was awarded. Students who believe their evaluation in a course has been prejudiced or capricious must first attempt to resolve the matter with the course instructor and then the department through which the course was offered. If the matter is not resolved, the student may file an appeal in writing to the campus Dean for Graduate Studies who shall inform the student of the grade appeal procedures approved by the Graduate Faculty or by their duly elected representative Graduate Council for that campus and shall forward the appeal to the student-faculty committee or council which is designated to hear graduate-level course grade appeals on that campus. Since awarding grades in courses occurs at the individual campus level, the decision of the campus committee or council designated to hear the case on behalf of the campus Graduate Faculty shall be final and is not subject to further appeal.

SOURCE: Approved by the Executive Graduate Council 12-11-80, amended by the Executive Graduate Council 03-18-82, [revision to business days approved by the Executive Graduate Council 03-28-25](#)

C. Denial of Admission

There is no right to due process hearing with respect to denial of admission of a graduate student. Therefore, there is no need for an appeal procedure for applicants for graduate programs.

~~VIII. TEMPORARY POLICY MODIFICATIONS~~

~~A. Undergraduate Student Approval for Graduate Courses (*Permanent Adoption Pending Faculty Vote—Spring 2025*)~~

~~Seniors at an accredited institution who have obtained in advance the approval of the appropriate campus Dean for Graduate Studies may receive up to 12 hours of credit for graduate courses taken at any campus of the University of Nebraska System in addition to the courses necessary to complete their undergraduate work. Students in an established accelerated master's program at any University of Nebraska campus may begin their graduate enrollment as a junior.~~

~~Undergraduate students with a major in Mathematics and at least junior standing may take up to 21 hours of 800 or 900 graduate credits (including the 12 hours permitted for all students) in Mathematics (or Mathematics and Statistics at UNO) if they are making good progress towards their degree across all requirements, maintaining a minimum GPA of 3.0, and have the permission of the Department Chair, Dean of the College of Arts and Sciences, and campus Graduate Studies Dean. Students must establish a written course plan with their advisor.~~

Appendix 1: Post-Baccalaureate Professional Credentials (Degrees)

University of Nebraska at Kearney

University of Nebraska-Lincoln

Doctor of Plant Health
Doctor of Veterinary Medicine (jointly with Iowa State)
Master of Architecture
[Master of Science in Athletic Training](#)
Juris Doctorate in Nebraska College of Law

University of Nebraska Medical Center

Doctoral Degrees

Doctor of Dental Surgery (DDS)
Doctor of Dental Surgery Advanced Standing (DDSA)
Doctor of Medical Sciences (DMSc, ~~currently in the approval process~~)
Doctor of Medicine (MD)
Doctor of Nursing Practice (DNP)
[Doctor of Nutrition and Dietetics](#)
[\(DND\)](#)
Doctor of Occupational Therapy (OTD)
Doctor of Pharmacy (PharmD)
Doctor of Physical Therapy (DPT)
Doctor of Public Health (DrPH)

Master's Degrees

Master of Diagnostic Cytotechnology (MDC)
Master of Genetic Counseling (MGC)
Master of Health Administration (MHA)
Master of Medical Nutrition (MMN)
Master of Perfusion Science (MPS)
Master of Physician Assistant Sciences (MPAS)
Master of Public Health (MPH)
~~Master of Rehabilitation Science (MRS, currently in the approval process)~~
~~Master of Respiratory Care (MRC)~~
Master of Science in Nursing (MSN)

Post-bachelor's Certificates associated with Professional Degrees (associated professional degree in parentheses)

Applied Biostatistics (MPH-Biostat)
Infectious Disease Epidemiology (MPH-EPI)
Emergency Preparedness (MPH-EP)
Occupational Health and Safety (MPH-ENV)
Public Health (MPH)
Advanced Education in General Dentistry (dental residency)
Dental Endodontics (dental residency)
Dental Orthodontics (dental residency)
Pediatric Dentistry (dental residency)
Dental Periodontics (dental residency)
Medical Nutrition (Master of Medical Nutrition)
Nursing Certificate (Post Master's Nursing)

University of Nebraska at Omaha

Appendix 2: Graduate Faculty Application



Nomination for Graduate Faculty

University of Nebraska Graduate College

Graduate Faculty Responsibilities: The Graduate Faculty may vote on any matter presented to the Graduate Faculty, including the election of the Graduate Council for their specific campus. They may also hold any elected office in the Graduate College. Graduate Faculty may teach graduate courses, serve on final examining committees, and serve on supervisory committees. Graduate Faculty have the additional responsibility of voting on certain nominations of Graduate Faculty in their department/school or interdepartmental program.

Graduate Faculty Criteria: The following requirements for the nomination of Graduate Faculty were adopted by the Graduate Faculty to establish consistent standards for faculty members eligible for appointment to carry out these assignments.

1. The nominee must hold the rank of Senior Lecturer, Assistant Professor, or equivalent or above.
2. The nominee must hold the terminal degree normally accepted for academic employment in the discipline or its clear equivalent as determined by the ~~Graduate Committee~~ Graduate Committee of the nominee's department/school or interdepartmental area.
3. The nominee will be actively involved in scholarly/creative activity and/or graduate teaching as part of their regular duties.
4. The nominee must have demonstrated clear evidence of continuing scholarly activity at the national level. The evidence must be provided by the nominator.

I. IDENTIFICATION AND CONTACT INFORMATION

Name of Nominee _____	NU ID Number _____
Department _____	Academic Rank _____
College or Division _____	UNK/UNL/UNMC/UNO _____
Mailing Address _____ (Building, Room, Campus Zip)	Office Phone _____

II. HIGHEST DEGREE EARNED

Highest Earned Degree _____	Major Field _____
Year Conferred _____	Institution Granting _____
Title of dissertation (or thesis) for terminal degree:	

Or
Description of other scholarly or creative project for terminal degree:

If the highest degree earned, as described above, is not the degree normally considered terminal in the nominee's academic discipline, what is?_____Describe in detail the basis on which this nominee is recommended as having the clear equivalent of that degree and provide supporting materials.

III. INVOLVEMENT WITH GRADUATE STUDENT RESEARCH AND GRADUATE TEACHING

In what way(s) is the nominee to be actively involved with graduate student research?

In what department or interdepartmental area?

In what way(s) is the nominee to be actively involved with graduate teaching?

In what department or interdepartmental area?

IV. SCHOLARLY ACTIVITY AND POTENTIAL BEYOND TEACHING

What is the evidence of scholarly/creative activity and potential beyond teaching on the part of the nominee? (Attach separate sheet if necessary; enclose documentary evidence.)

- a. List publications and manuscripts that have been submitted to and/or accepted by scholarly journals. Indicate whether journals are refereed and give current status of manuscripts (i.e., submitted, accepted, etc.).

V. ENDORSEMENTS

I have seen and assent to material submitted, with the exception of those materials for which I have signed waivers of access.

I am familiar with the training and abilities of the nominee and certify that he or she is fully qualified to carry out the responsibilities of a Member of the Graduate Faculty.

Nominee

Nominator

Name

Department or Area

Signature

Date

Name

Department or Area

Signature

Date

I certify that this nomination has been evaluated and recommended by at least two-thirds of the Graduate Faculty in the nominee's department or interdepartmental area or by other procedures in accord with Graduate College guidelines. Also, I am familiar with the training and abilities of the nominee and certify that he or she is fully qualified to carry out the responsibilities of a Member of the Graduate Faculty. **I have attached my letter of support.**

Graduate Faculty in this Department or Interdept. Area

Graduate Committee Chair

Number recommending this nomination _____

Number opposing this nomination _____

Number abstaining _____

Number not voting _____

Total number of Graduate Faculty in

department or area (sum of above) _____

Name

Department or Area

Signature

Date

I endorse the nomination and certify that the nominee as part of their regular duties is to be actively involved in graduate student research and/or graduate teaching.

Nominee's Department Chair

Nominee's Dean or Director

Name

Signature

Date

Name

Signature

Date

Approval/deferral:

Campus Dean for Graduate Studies

☐ I approve this nomination.

☐ I defer this nomination.

Dean of the Graduate College

☐ I approve this nomination.

☐ I defer this nomination.

Signature

Date

Signature

Date



University of Nebraska

Office of the General Counsel

3835 Holdrege
Lincoln, Nebraska 68583
(402) 472-1201

January 18, 1979

Dr. Steven B. Sample
Executive Vice President for Academic Affairs
University of Nebraska
Regents Hall
Lincoln, Nebraska 68583

Re: Presiding Officer - Executive Graduate Council

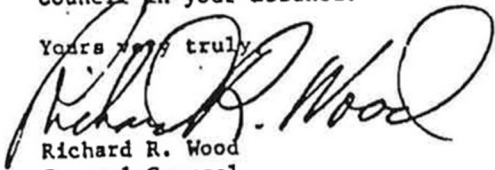
Dear Dr. Sample:

You have requested an opinion concerning the presiding officer of the Executive Graduate Council and who should preside at meetings of the Council in the absence of the presiding officer designated pursuant to the Bylaws of the Board of Regents.

Section 2.2 (g) of the Bylaws of the Board of Regents provides that the "Office of the Executive Vice President for Academic Affairs shall include an executive officer for graduate studies and research, who shall serve as the presiding officer of the University-wide graduate faculty and councils thereof." It is my understanding that you are serving in this executive officer position.

I have examined the document entitled University of Nebraska System-Wide Organization and Procedures for Administrative and Faculty Management of Graduate Studies. This document sets out the organization of the Executive Graduate Council and provides that you as the Executive Officer for Graduate Studies and Dean of the Graduate College will preside over the meetings of the Executive Graduate Council and faculty. However, there is no provision designating an officer of the University to preside over meetings of the Executive Graduate Council in your absence. Due to this fact and taking into consideration the authority delegated to you by Section 2.2 (g) of the Regents' Bylaws, it is my opinion that if you are unable to attend meetings of the Executive Graduate Council you have the authority and responsibility to designate which officer of the University will preside at meetings of the Council in your absence.

Yours very truly,


Richard R. Wood
General Counsel



Central Administration
Office of the
General Counsel

THE UNIVERSITY OF NEBRASKA

3835 Holdrege
Lincoln, Nebraska 68583
(402) 472-1201

April 19, 1978

Dr. Steven Sample
Executive Vice President for
Academic Affairs
University of Nebraska
3835 Holdrege
Lincoln, NE 68583

In re: Interpretation of Regents Bylaw 2.2

Dear Dr. Sample:

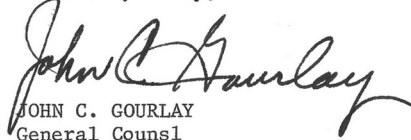
You have called my attention to Regents Bylaw 2.2(g) which provides in part as follows:

"The office of the Executive Vice President for Academic Affairs shall include an executive officer for graduate studies and research, who shall serve as the presiding officer of the University-wide graduate faculty and councils thereof."

In connection with this Bylaw, you have inquired whether if the graduate faculty or any of its councils elect to go into closed session whether under such circumstances the executive officer for graduate studies and research must continue to serve as the presiding officer.

In my opinion, the executive officer for graduate studies and research is required to serve as the presiding officer of the University-wide graduate faculty and councils thereof, irrespective of whether those bodies are in open or closed session. The mere fact that an election is made to have an executive or closed session would not alter the mandate of the Bylaws that the officer continue to serve as its presiding officer.

Yours very truly,


JOHN C. GOURLAY
General Counsel

js

The University of Nebraska

GRADUATE COLLEGE

THIS DIPLOMA MAKES KNOWN THAT THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA UPON THE RECOMMENDATION OF THE GRADUATE FACULTY AND BY AUTHORITY OF THE STATUTES OF THE STATE HAS BY ITS OFFICERS SPECIALLY AUTHORIZED HERETO CONFERRED THE DEGREE

DOCTOR OF PLANT HEALTH

UPON

ANDREA LEE SAMPLE

WHO IS ENTITLED TO ENJOY ALL THE RIGHTS, HONORS AND PRIVILEGES PERTAINING TO THAT DEGREE

IN TESTIMONY WHEREOF WE HAVE HEREUNTO SUBSCRIBED OUR NAMES AND CAUSED THE SEAL OF THE SAID BOARD TO BE AFFIXED THIS FOURTEENTH DAY OF AUGUST, NINETEEN HUNDRED NINETY-NINE.



ATTEST:

Carmen K. Mauer
CORPORATION SECRETARY OF THE BOARD

Robert H. ...
CHAIRMAN OF THE BOARD

David A. ...
PRESIDENT OF THE UNIVERSITY

THE UNIVERSITY OF NEBRASKA-LINCOLN

THE UNIVERSITY OF NEBRASKA MEDICAL CENTER

THE UNIVERSITY OF NEBRASKA AT OMAHA

THE UNIVERSITY OF NEBRASKA AT KEARNEY

REISSUE OF DIPLOMA AUTHORIZED AUGUST 13, 2009

EXPEDITED REVIEW OF CERTIFICATE PROGRAM

Campus submitting proposal _____

Name of Proposed Certificate _____

Name of Existing Master's Program _____

Page in Bulletin Describing Existing Master's Program ____

Courses in Existing Master's Program	Master's- CreditHours	Certificate- Credit Hours

TOTAL		

	NU Graduate Faculty	Graduate Faculty Associate	Emeriti Graduate Faculty	Adjunct Faculty, previously NU employed, with GF status	Adjunct Faculty not previously NU employed, without GF status, special members, advisory role	Graduate Lecturer (UNMC)	Non-Graduate Faculty Permission to Teach Graduate Courses	All other Faculty
REQUIREMENTS:								
Rank of Senior Lecturer (Instructor @ UNMC), or above	X							
Holds terminal degree and rank of Assistant Professor or above	X	X						
Holds terminal degree normally accepted for academic employment in the discipline (or its clear equivalent, as determined by the program Graduate Committee of the nominee's department or interdepartmental area)	X	X						
Holds terminal degree normally accepted for academic employment in the discipline (or has achieved some extraordinary accomplishment, as determined by the program Graduate Committee of the nominee's department or interdepartmental area)						X		
Actively involved in scholarly/creative activity and/or graduate teaching as part of his/her regular duties	X							
Clear evidence of continuing scholar activity at the national level and potential in the discipline, beyond teaching	X							
Developing credentials toward GF status or professional background or assigned instructional responsibilities are such that their contribution towards graduate education is highly valued, but they are otherwise not likely to seek or be eligible for Graduate Faculty status.		X						
Completed at least 2 yrs of full time work experience relevant to the discipline (teaching, research, professional experience, or any combination)						X		
Subject to periodic review by Dean for Graduate Studies						X		
Limited to four year, renewable terms		X	X	X				
Applicable ONLY during the 1st four years after appointment to the faculty						X		
Limited to 1 semester (extension requires permission from the Executive Graduate Council)							X	
Approved by campus Dean of Graduate Studies		X	X	X	X	X	X	
PRIVILEGES:								
Vote on matters presented to the Graduate Faculty	X							
Hold elected office in the Graduate College	X							
Vote on nominations of Graduate Faculty in their program	X							
Chair a program Graduate Committee	X							
Serve on program Graduate Committees (2/3s majority must be graduate faculty)	X	X	non-voting member	non-voting member	non-voting member	non-voting member	non-voting member	non-voting member
Teach graduate courses	X	X	X	X	specific courses only	specific courses only	specific course(s) only; 1 semester only	
Serve on examining committees	X	X	X	voting with approval	voting with approval	MS students only	MS students only	MS students only
Serve on MS student advisory committees	X	X	X	voting with approval	voting with approval	X	X	X
Chair MS student advisory committees	X	X	co-chair	co-chair with approval				
Serve on PhD student supervisory committees	X	X	X	voting with approval	voting with approval	non-voting member	non-voting member	non-voting member
Chair PhD student supervisory committees	X		co-chair	co-chair with approval				



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs**June 19, 2025**

AGENDA ITEM: Proposal to rename the Master of Science in IT Innovation to the Master of Science in Human Centered Computing offered by the School of Interdisciplinary Informatics in the College of Information Science and Technology at the University of Nebraska at Omaha (UNO).

☒ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' Policy.*

PRESENTERS: David S. Jackson, Interim Provost

PURPOSE & KEY POINTS

The requested name change to Human Centered Computing will better reflect the academic content of the degree, and will more closely align with the naming of peer programs and career titles. Similarly, it will bring this program name into better alignment with programs offered by UNO at other degree levels. It is anticipated that the name change will enhance both marketability and student recruitment.

BACKGROUND INFORMATION

Section 2.6.1 of the *Board of Regents Policies* provides that the naming and renaming of the various academic organizational units such as a College, Program, Department, Center, Institute or School, "...shall be approved by the Chancellor responsible for the unit and the President. Such naming shall be reported to the Board of Regents."

RECOMMENDATION

The President approved the name change on May 22, 2025.



MEMORANDUM

To: David Jackson, Interim Executive Vice President and Provost

From: Jo Li, Chancellor, University of Nebraska at Omaha

Date: March 14, 2025

RE: Name Change—MS in IT Innovation

A handwritten signature in blue ink, likely belonging to Jo Li, the Chancellor.

The University of Nebraska at Omaha has completed the campus review process and endorsed a requested name change for the MS in IT Innovation.

The MS in IT Innovation requests to rename the program to MS in Human Centered Computing (HCC). The proposed name is part of a broadening effort to make the current ITIN degree more relevant to a broader group of potential students, including in other applied fields that need some computing expertise. The new name also aligns with updates to the undergraduate program (BS I ACMP) that includes courses in “Human Centered Computing,” as the similarly named PhD in CIS concentration.

Cc: Phil He, Senior Vice Chancellor for Academic Affairs, Office of Academic Affairs

University of Nebraska

Modification of Major or Program

e.g. name change, merger/consolidation, etc.

I. Descriptive Information

[Insert Name of Campus Proposing Modification]	Current Information	Proposed Modification
Name of Major or Program	MS in IT Innovation	MS in Human Centered Computing
Degree or Credential to be Awarded to Graduates	MS	MS
CIP Code 6-digit http://nces.ed.gov/ipeds/cipcode/Default.aspx?y=55	11.0199 (Computing & Information Sciences, Other)	11.0105 (Human Centered Technology Design)
Subject Code	ACMP/ITIN	HCC
Administrative Unit(s) for the Major or Program	School of Interdisciplinary Informatics	School of Interdisciplinary Informatics
Other participating Units	n/a	n/a
Delivery Site	UNO	UNO
Students may complete the Full Program [check all that apply]	<input checked="" type="checkbox"/> On-campus <input type="checkbox"/> Online (asynchronous) <input type="checkbox"/> Synchronous Distance <input type="checkbox"/> Hybrid/Blended of Selected	<input checked="" type="checkbox"/> On-campus <input type="checkbox"/> Online (asynchronous) <input type="checkbox"/> Synchronous Distance <input type="checkbox"/> Hybrid/Blended of Selected
Program leads to licensure or certification	<input checked="" type="checkbox"/> no <input type="checkbox"/> yes	<input checked="" type="checkbox"/> no <input type="checkbox"/> yes
If yes, complete Appendix C.		
Other Programs (including Certificates, Majors, or Degrees) Offered in this Field by this Institution		
BS Applied Computing and Informatics, Human Centered Computing Concentration PhD Computing & Information Science, Human Centered Computing Concentration		
Percentage of Program Proposed Content Changes		
Curriculum/Courses: 0%	Learning Objectives: 0%	Competencies: 0%
Proposed Date Modifications will be Initiated		
Fall 2025		

II. Details

A. Description of Proposed Modification:

We propose to rename the MS in IT Innovation to “MS in Human Centered Computing (HCC).” This name change will not affect the naming and designation of current undergraduate courses in Applied Computing. That program was already updated in AY 2022-2023. The ITIN to HCC name change will have no impact on the current content of courses in the program.

We also propose aligning to CIP code 11.0105 (Human Centered Technology Design) instead of 11.0199 (CIS Other) as it better reflects the nature of the program.

B. Justification of Proposed Modification:

- **Branding:** The main issue with the current name, “IT Innovation” is that while it accurately reflects the discipline, people outside of Omaha do not know what it actually *is*. It is necessary to explain to prospective students what ITIN is concerned with and what students do with the degree.
- **Broadened Applicability:** The name change is part of a broadening effort to make the current ITIN degree more relevant to a broader group of potential students – including in other applied fields that need some computing expertise.
- **Undergraduate and Doctoral Program alignment:** The new name aligns with updates to the undergraduate program (BS in ACMP) that includes courses in “Human Centered Computing”, and the similarly named PhD in CIS concentration.
- **CIP Code alignment:** The new name aligns with other programs across the country both in the Human Computer Interaction and Human Centered Computing spaces (and the associated CIP Codes). Updating the program’s CIP code from the generic 11.0199 (CIS Other) to 11.0105 (Human Centered Technology Design) takes advantage of the more specific CIP code which was new as of 2020 and wouldn’t have been available at the time when the MS in ITIN was originally created. Reclassification of the CIP code in this way will not impact the program’s DHS STEM designation for additional OPT eligibility for international students since both codes fall within the 11 Computing & Information Sciences top level.

C. Impact on Subject Codes:

[Will any subject codes need to be created, modified, or deleted in relation to the modification of this program]

Graduate courses (8xxx and 9xxx) which carry the subject code ACMP (or formerly ITIN) will be converted to a new subject prefix of HCC to more closely align with the new MS degree name.

Note: Undergraduate courses (1xxxx to 4xxx) carrying the ACMP subject code will not be modified as they are aligned with the Applied Computing & Informatics BS degree name.



To: Office of Academic Affairs
From: Dr. Martha Garcia-Murillo, Dean of IS&T
Date: December 13, 2024
Subject: MS ITIN rename to MS in Human Centered Computing

A handwritten signature in black ink, likely belonging to Dr. Martha Garcia-Murillo.

Proposed Name Change

The faculty of the School of Interdisciplinary Informatics have proposed renaming the MS in IT Innovation (ITIN) to the MS in Human Centered Computing (HCC). As outlined in the proposal, the new program name is a better reflection of the academic content of this degree and is more closely aligned with the naming conventions of peer graduate programs and relevant career titles. It also will bring the MS degree name into alignment with existing concentrations offered by IS&T at the undergraduate and doctoral levels. This name change should provide greater marketability for the program and make it easier to recruit prospective students.

The College of Information Science and Technology Academic Committee has reviewed the proposed change and unanimously approved on November 1, 2024. I am pleased to endorse the proposed name change.

Concurrent CIP Code Change

Concurrent with the name proposed name change, the faculty have also requested updating the CIP code associated with this MS program from 11.0199 (Computing and Information Sciences, Other) to 11.0105 (Human Centered Technology Design). 11.0105 is a new CIP code which was not available at the time the program was first approved, but it more accurately reflects the academic content of the degree than the prior generic CIP code.

The College of Information Science and Technology Academic Committee has reviewed the proposed CIP code update for this program and unanimously approved on November 27, 2024. I also support this CIP code change.

Subject Code Change for ACMP/ITIN Graduate Courses

The faculty proposed an update to the subject prefix used for graduate courses affiliated with the current MS ITIN program. Specifically, these 8000 and 9000-level courses currently carry the subject prefix ACMP (Applied Computing & Informatics) following a global subject code update from ITIN to ACMP when the BS program changed names last year. To better align the graduate courses specifically with the new MS Human Centered Computing name, the faculty request the subject code HCC be adopted for this set of graduate courses.

The College of Information Science and Technology Academic Committee has reviewed the proposed subject code update and unanimously approved on December 13, 2024. I support adopting the HCC subject code for graduate courses currently carrying the ACMP subject code.

Projected Impact on Resources

We do not anticipate that these changes will directly impact existing resources in the short term. The proposed changes will not impact current degree requirements. However, it is likely that the new name will improve search engine optimization for recruitment and as a result could lead to increased enrollment in the program.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Annual Report of Six-Year Capital Plan

☐

Review

☐

Review + Action

☐

Action

☐

Discussion

☒

This is a report required by Regents' policy.

PRESENTERS:

Anne C. Barnes, Interim Vice President | CFO

Doug D. Carlson, AVP & Director of University Services

PURPOSE & KEY POINTS

This Six-Year Capital Plan report identifies the forecast capital projects that may begin in the coming fiscal year or the succeeding years. The report consists of the campuses' highest priority projects, regardless, of funding sources, for which they anticipate funding in the next six years.

BACKGROUND INFORMATION

RP-6.3.6 Capital Planning and Development specifies the Six Year Capital Plan will be reported annually.

University of Nebraska
Six-Year Capital Plan
As of May 1, 2025

University of Nebraska at Kearney		Funding Source	
<u>Next Fiscal Year</u>	<u>Project Estimate</u>	<u>State Funding</u>	<u>Non-State Funding</u>
Rural Health Education Complex	\$95,000,000	60,000,000	35,000,000
Copeland Hall Window/HVAC Upgrades	\$1,500,000	1,500,000	
<u>Next 3 years</u>			
Cushing Fieldhouse HVAC Upgrade	3,600,000	TBD	TBD
Bruner Hall of Science Remodel	36,600,000	TBD	TBD
College of Education Roof Replacement	1,200,000	TBD	TBD
Total	\$137,900,000	\$61,500,000	\$35,000,000
<u>Beyond 3 years</u>			
Copeland Hall Infrastructure Upgrades	\$17,400,000	TBD	TBD
Fine Arts Infrastructure Upgrades	\$29,650,000	TBD	TBD
West Center Infrastructure Upgrades	\$37,650,000	TBD	TBD
Total	\$84,700,000	\$0	\$0
UNK 6-Year Total	\$222,600,000	\$61,500,000	\$35,000,000

University of Nebraska at Omaha		Funding Source	
<u>Next Fiscal Year</u>	<u>Estimate</u>	<u>State Funding</u>	<u>Non-State Funding</u>
Biomechanical Research Building 2nd Addition	\$ 17,000,000		17000000
Total	\$17,000,000	\$0	\$0
<u>Next 3 years</u>			
Peter Kiewit Institute Renovation and Expansio	\$100-115 M	TBD	TBD
Student Housing	TBD		
Alwine Hall Renovation/Replacement	TBD		
Total	\$100-115 M	\$0	\$17,000,000
<u>Beyond 3 years</u>			
Bak Museum	TBD		
Child Care	TBD		
Communication Center	TBD		
ECO	TBD		
Eppley Administration Building Renovation (Mf	TBD		
Renovation and Addition to CPACS	TBD		
Weber Fine Arts Renovation & Addition	TBD		
Total	\$0	\$0	\$0
UNO 6-Year Total	\$117-132M	\$0	\$17,000,000

Nebraska College of Technical Agriculture		Funding Source	
<u>Beyond 3 years</u>	<u>Estimate</u>	<u>State Funding</u>	<u>Non-State Funding</u>
NCTA Student Union & Success Center	\$12,000,000		\$12,000,000
West Dormitory and Cafeteria Renovation/Rep	TBD	TBD	TBD
NCTA 6-Year Total	\$12,000,000	\$0	\$12,000,000

University of Nebraska-Lincoln		Funding Source	
Next Fiscal Year	Estimate	State Funding	Non-State Funding
Stadium Renovations	TBD		TBD
USDA Facility Phase I at NIC ³	\$28,000,000	\$	28,000,000
CCUP Chiller Retrofit/Upgrade	\$7,000,000		TBD
Lied Center Expansion and Renovation	\$35,000,000	\$	35,000,000
2100 Vine Street Development ³	TBD		
Total	\$70,000,000		\$63,000,000

Next 3 years

Ruth Staples Child Development Lab	\$20,000,000	\$	20,000,000
Museums - Elephant Hall Renovation	\$15,800,000	\$	15,800,000
CTES - Chiller Expansion	TBD	TBD	TBD
Engineering - School of Computing	TBD	TBD	TBD
Miscellaneous Demotion (Seaton, Benton, Fairl	TBD	TBD	TBD
Total	\$35,800,000	\$0	\$35,800,000

Beyond 3 years

Ag Tech Facility at NIC	\$ 50,000,000	\$ 25,000,000	\$ 25,000,000
Beadle II/Life Sciences	\$ 150,000,000	TBD	TBD
City Campus Hot Water Loop, Phase I	\$ 12,000,000	TBD	TBD
Water Science Laboratory Building Replacem	\$ 5,000,000	TBD	TBD
Life Sciences Annex Mechanical Improvemer	\$ 5,300,000	TBD	TBD
Parking Garage	\$ 28,000,000	TBD	TBD
USDA Facility Phase II at NIC ³	\$ 120,000,000	\$ -	\$ 120,000,000
Dairy Barn of the Future	\$ 19,000,000	TBD	TBD
Memorial Mall	\$ 12,500,000	\$ -	\$ 12,500,000
Museums - Nebraska Hall Specimen Collecti	TBD		
Kauffman Expansion	TBD		
Neihardt Renovations	TBD		
Selleck Replacement	TBD		
Love Library Expansion	TBD		
Whittier Auditorium Renovation	TBD		
East Campus Greenhouses & Plant Growth F	TBD		
University Operations Relocation	TBD		
Miscellaneous Demolition (Old Student Heal	TBD		
Engineering Phase 3 - PKI Renovation and Ex	TBD		
Total	\$401,800,000	\$0	\$157,500,000
UNL 6-Year Total	\$507,600,000	\$0	\$256,300,000

¹ Physical Location on Other Campus

² Public-Private Partnership (P3)

³ Private Development on Leased University Property

University of Nebraska Medical Center		Funding Source	
<u>Next Fiscal Year</u>	<u>Estimate</u>	<u>State Funding</u>	<u>Non-State Funding</u>
Leavenworth Services Center	\$12,000,000	\$7,950,000	\$4,050,000
Williams Science Medical Chemistry Lab	\$5,000,000	\$5,000,000	
Eppley Science Hall MEP Systems (High priority	\$7,000,000	\$7,000,000	
Parking Lot 50 Expansion	\$12,100,000	\$12,100,000	
Building Automation for various buildings (UT1	\$1,000,000	\$1,000,000	
UT1 HVAC replacements	\$1,000,000	\$1,000,000	
MSB Electrical Gear replacements	\$2,000,000	\$2,000,000	
MMI HVAC Replacements (High Priority)	\$1,000,000	\$1,000,000	
WSH Freight Elevator Replacement	\$800,000	\$800,000	
WSH Roof replacement	\$1,200,000	\$1,200,000	
AX10 MEP Infrastructure upgrades + Fire Alarm	\$500,000	\$500,000	
AX10 Roof replacement	\$750,000	\$750,000	
WH Fire Alarm upgrade	\$300,000	\$300,000	
Rave fire panel connections (all buildings)	\$75,000	\$75,000	
CON Roof Replacement	\$850,000	\$850,000	
CON Elevator 38-39 replacement	\$1,100,000	\$1,100,000	
MSC LED and Lighting controls upgrade	\$1,500,000	\$1,500,000	
Fire Alarm and damper upgrades (ARS)	\$225,000	\$225,000	
Public Space finishes repairs/upgrades (All Buil	\$1,000,000	\$1,000,000	
MMI Bridge Redesign	\$100,000		
AX22 Print shop sidewalk/stair replacement	\$60,000		
Durham Research Center I Roof Replacement	\$2,750,000	\$2,750,000	
Parking Lot 3 Improvements	\$3,300,000	\$3,300,000	
Emile Street Improvements	\$750,000	\$750,000	
EDGE District (KPTM & Radio Towers Demo, Car Wash/AX8/MCU Demo, 48th St)	\$2,000,000	\$2,000,000	
Total	\$58,360,000	\$54,150,000	\$4,050,000
<u>Next 3 years</u>			
Eppley Science Hall Modernization	\$60,000,000	TBD	TBD
IDAT	\$22,000,000		\$22,000,000
Midtown Medical Bikeway	\$3,250,000	\$3,250,000	
Emile Street Resurfacing	\$1,500,000	\$1,500,000	
Comparative Medicine Center	TBD		
CORE Building Wet Lab	TBD		
EDGE District Parking Garage Wrap	TBD		
UNK Residence Hall	TBD		
Center for Health Professions Education & Inte	TBD		
Parking Lot 50 Expansion	\$40,250,000	TBD	TBD
Western Nebraska Healthcare Center of Excell	\$10,500,000		\$10,500,000
Central Utility Plant Steam Boiler Rehabilitatio	\$10,000,000	\$10,000,000	
Fire Pump replacements (DRC1, ESH, DRC2)	\$600,000	\$600,000	
BCC Fire Alarm Upgrades (50/50 NM)	\$400,000	\$200,000	\$200,000
ARS MEP Systems replacements	\$325,000	\$325,000	

University of Nebraska Medical Center		Funding Source	
<u>Next 3 years - Con't</u>	Estimate	State Funding	Non-State Funding
Fire Alarm Upgrades (CNS, BTH, MSC, DRC1, W	\$1,440,000	\$1,440,000	
LTC Elevator 87-88 Replacement	\$1,700,000	\$1,700,000	
UT1 Elevator Replacement	\$10,000,000	\$10,000,000	
LTC Envelope Repairs (50/50 NM)	\$10,000,000	\$5,000,000	\$5,000,000
Central Utility Plant Cooling Tower Replacemer	\$5,000,000	\$5,000,000	
Total	\$176,965,000	\$39,015,000	\$37,700,000
<u>Beyond 3 years</u>			
EDGE District CORE II	TBD		
Residence Hall II	TBD		
Fire Alarm Replacements (Various Buildings)	\$3,000,000	\$3,000,000	
Utility Tunnel Structural Repairs	\$4,000,000	\$4,000,000	
Envelope repairs (BTH, CON, MSB, PYH)	\$5,300,000	\$5,300,000	
Total	\$12,300,000	\$12,300,000	\$0
UNMC 6-Year Total	\$247,625,000	\$105,465,000	\$41,750,000



BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Report of Bids and Contracts

☐ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' policy.*

PRESENTERS: Anne Barnes, Interim Vice President | CFO

PURPOSE & KEY POINTS

The attached report is a summary of bids and contracts as provided by the campuses pursuant to Section 6.4 of the *Bylaws of the Board of Regents of the University of Nebraska* for the period ended March 31, 2025.

The report outlines the following: type of action; campus; description and use of the product, service, or project; funding source; approved budget amount; contract amount; contractor or vendor; and a bid review or bid explanation if the low responsible bid was not accepted.

Contracts over \$1,000,000 February 1, 2025– March 31, 2025
 NU Facilities, Planning and Capital Programs (UNK, UNL, UNMC, UNO)
 Business and Finance Report – Bids and Contracts

Type of Action	Campus	Description	Funding Source	Approved Budget Amount*	Contract Amount	Contractor / Vendor	Bid Review or Explanation
Consultant Agreement	UNL	Memorial Stadium (multiple) Improvements	Foundation	\$2,368,811	\$1,605,000	Nations Group	Non-Competitive Purchase
Construction	UNL	Memorial Stadium North (C492) Install North Stadium Video Display	Auxiliary	\$2,759,800	\$2,728,978	Daktronics, Inc	Cooperative Pricing
Contract	UNL	International Study Program	Student Fees	\$1,200,000	\$2,000,000	University of Iowa Cimba	Non-Competitive Purchase
Master Services Agreement	UNMC	SCC Core Building	LB384/UNMC F&A	\$18,000,000	\$1,500,000	Rainwood Development Partners, LLC	Sole Source
Purchase Order	UNMC	Dental chair purchase and installation	Revolving	\$1,168,509.10	\$1,168,509.10	A-DEC Inc	Non-Competitive Purchase
Contract	UNOP	NIL support for University of Nebraska-Lincoln student athletes	Auxiliary	\$1,750,000	\$1,750,000	1890 Initiative	Sole Source
Interlocal Agreement	UNK	Roundabout at the intersection of University Drive and Highway 30	UNK Cash Funds	\$1,750,000	\$1,750,000	City of Kearney	Non-Competitive Purchase

*Approved budget amount represents the entirety of the applicable budget lines.

** GMP = Guaranteed Maximum Price; entry is a GMP amendment to a prior contract.

*** A/E Amendment; entry is an amendment to a prior contract.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Report of Gifts, Grants, Contracts, and Bequests
University of Nebraska at Kearney

☐ Review ☐ Review + Action ☐ Action ☐ Discussion

☒ This is a report required by Regents' policy.

PRESENTERS: Charles J. Bicak, Interim Chancellor
Jane Sheldon, Interim Vice Chancellor for Business & Finance

PURPOSE & KEY POINTS

University of Nebraska at Kearney
Report of Gifts, Grants, Contracts, and Bequests Accepted During the Quarter
January 1, 2025 through March 31, 2025

	Gifts	Grants	Bequests	Contracts	Totals
Description	A	B	C	D	
07/01/2024 – 09/30/2024	\$ 55,000	\$ 8,026,256	\$0	\$ 15,860	\$ 8,097,116
10/01/2024 – 12/31/2024	\$ 1,767,789	\$ 2,023,831	\$0	\$ 72,570	\$ 3,864,190
01/01/2025 – 03/31/2025	\$ 3,294,569	\$ 6,366,087	\$0	\$278,666	\$ 9,939,322
04/01/2025 – 06/30/2025	\$0	\$0	\$0	\$0	\$0
Fiscal YTD Totals	<u>\$ 5,117,358</u>	<u>\$16,416,174</u>	<u>\$0</u>	<u>\$ 367,096</u>	<u>\$21,900,628</u>
2023-2024 Totals	<u>\$ 828,891</u>	<u>\$ 5,201,794</u>	<u>\$0</u>	<u>\$ 170,884</u>	<u>\$ 6,201,569</u>
2022-2023 Totals	<u>\$ 821,444</u>	<u>\$ 612,763</u>	<u>\$0</u>	<u>\$ 68,872</u>	<u>\$ 6,053,079</u>

A - Gifts of \$100,000 or more are itemized on the attached pages
B - Grants of \$1,000,000 or more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of \$400,000 or more are itemized on the attached pages

UNIVERSITY OF NEBRASKA AT KEARNEY
REPORT OF AWARDS
WHICH REQUIRES SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER January 1, - March 31, 2025

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
NU Foundation	Student Scholarships	\$1,844,250
Lahaye Trust	Student Scholarships	\$ 599,752
NU Foundation	Kearney Catholic License Agr	\$ 100,000
NU Foundation	Office of Inclusive Excellence	\$ 174,742
Sharp Conservatory	The Conservatory Trust Building	\$ 355,342
Subtotal		\$3,074,086
Total amount of Gifts under \$100,000		\$ 220,483
Total Gifts for the Quarter		\$3,294,569

.....

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
US Dept of Education	Financial Aid	Financial Aid	\$4,683,179
Subtotal			\$4,683,179
Total amount of Grants under \$1,000,000			\$1,682,908
Total Grants for the Quarter			\$6,366,087

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
----------------	---------------------------	----------------	---------------

Subtotal	\$	0
Total amount of Contracts under \$400,000	\$278,666	
Total Contracts for the Quarter	\$278,666	



BOARD OF REGENTS

AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Report of Gifts, Grants, Contracts, and Bequests
University of Nebraska-Lincoln

☐ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' policy.*

PRESENTERS: Rodney Bennett, Chancellor
Jennifer Mize Nelson, Interim Vice Chancellor of Research & Innovation

PURPOSE & KEY POINTS

University of Nebraska-Lincoln
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
January 1, 2025, through March 31, 2025

	Gifts	Grants	Bequests	Contracts	Totals
Description	A	B	C	D	
07/01/2024 – 09/30/2024	\$158,994	\$83,575,983	\$0	\$10,514,707	\$94,249,684
10/01/2024 – 12/31/2024	596,841	65,419,437	0	12,766,789	78,783,067
01/01/2025 – 03/31/2025	390,476	41,651,952	200,000	6,238,446	48,480,874
04/01/2025 – 06/30/2025	0	0	0	0	0
Fiscal YTD Totals	<u>\$1,146,311</u>	<u>\$190,647,372</u>	<u>\$200,000</u>	<u>\$29,519,942</u>	<u>\$221,513,625</u>
2023-2024 Totals	<u>\$914,168</u>	<u>\$306,791,441</u>	<u>\$0</u>	<u>\$39,722,287</u>	<u>\$347,427,896</u>
2022-2023 Totals	<u>\$3,159,305</u>	<u>\$309,348,534</u>	<u>\$0</u>	<u>\$44,733,796</u>	<u>\$357,241,635</u>

A - Gifts of \$100,000 or more are itemized on the attached pages
B - Grants of \$1,000,000 or more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of \$400,000 or more are itemized on the attached pages

UNIVERSITY OF NEBRASKA-LINCOLN
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER January 1, 2025 – March 31, 2025

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
GGH Revocable Trust	Gregory G. Henry Bequest	\$200,000
	Subtotal	\$200,000
	Total amount of Gifts under \$100,000	\$390,476
	Total Gifts for the Quarter	\$590,476

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
NU Foundation	Justin Chase Brown Academic Services & Enrollment Management	Undergraduate Scholarships FY 24-25	\$10,077,803
NSF	Ken Bloom Department of Physics and Astronomy	U.S. CMS Operations at the Large Hadron Collider	\$2,562,500
Dept of Agriculture- NRCS	Steven Jara NE State Forest Service	Nebraska Forest Restoration Partnership	\$2,150,000
NSF	Ozan Ciftci Department of Food Science and Technology	Global Centers: Food Innovation and Diversification to Advance the Bioeconomy (FoodID)	\$2,000,000
NU Foundation	Justin Chase Brown Academic Services & Enrollment Management	Undergraduate Scholarships FY 24-25	\$1,223,625

Subtotal	\$18,013,928
Total amount of all Grants under \$1,000,000	\$23,638,024
Total Grants for the Quarter	\$41,651,952

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Ne Dept Health & Human Serv	Nikki Gohring Bureau of Sociological Research	Nebraska Behavioral Risk Factor Surveillance System, Nebraska Adult Tobacco Survey, and Nebraska Pregnancy Risk Assessment Monitoring System	\$1,439,759
Ne Dept Education	Sue Kemp Department of Special Education and Communication Disorders	Nebraska Grow Your Own Teacher Apprenticeship - Kemp	\$600,000
Educational Service Unit #3	Jennifer Meek Public Policy Center	School Mental Health Services GLOW Program Growing Guaranteed Access to Localized School Mental Health Services and Outreach to Underserved Students through a Whole Child Approach	\$512,692
	Subtotal		\$2,552,451
	Total amount of Contracts under \$400,000		\$3,685,995
	Total Contracts for the Quarter		\$6,238,446



BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Report of Gifts, Grants, Contracts, and Bequests
University of Nebraska Omaha

☐ Review ☐ Review + Action ☐ Action ☐ Discussion

☒ This is a report required by Regents' policy.

PRESENTERS: Joanne Li, Chancellor
Carol Kirchner, Vice Chancellor of Business and Finance

PURPOSE & KEY POINTS

University of Nebraska Omaha
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
January 1, 2025, through March 31, 2025

	Gifts	Grants	Bequests	Contracts	Totals
Description	A	B	C	D	
07/01/2024 – 09/30/2024	\$2,334,467	\$27,105,688	\$0	\$6,858,822	\$36,298,977
10/01/2024 – 12/31/2024	\$2,989,250	\$8,814,757	\$80,199	\$1,381,215	\$13,265,421
01/01/2025 – 03/31/2025	\$10,075,853	\$16,647,634	\$0	\$770,118	\$27,493,605
04/01/2025 – 06/30/2025	\$	\$	\$	\$	\$
Fiscal YTD Totals	<u>\$15,399,570</u>	<u>\$52,568,079</u>	<u>\$80,199</u>	<u>\$9,010,155</u>	<u>\$77,058,003</u>
2023-2024 Totals	<u>\$16,112,610</u>	<u>\$56,986,314</u>	<u>\$140,668</u>	<u>\$7,723,982</u>	<u>\$80,963,574</u>
2022-2023 Totals	<u>\$12,838,315</u>	<u>\$50,734,794</u>	<u>\$234,906</u>	<u>\$12,757,228</u>	<u>\$76,565,243</u>

- A - Gifts of \$100,000 or more are itemized on the attached pages
- B - Grants of \$1,000,000 or more are itemized on the attached pages
- C - All bequests are itemized on the attached pages
- D - Contracts of \$400,000 or more are itemized on the attached pages

UNIVERSITY OF NEBRASKA OMAHA
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER JANUARY 1, 2025 – MARCH 31, 2025

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
UNF	Fall Scholarships	\$3,429,838
UNF	Professorships - Fall	\$443,247
UNF	Scott Scholars Fall 24 partial	\$1,379,746
UNF	Scott Scholars – Spring/Sum 24	\$543,030
UNF	UNO Student Success/Sales Force	\$244,390
UNF	Sherwood Foundation-SLA	\$125,988
UNF	Spring Scholarships	\$2,374,061
Subtotal		\$8,540,300
Total amount of Gifts under \$100,000		<u>\$1,535,553</u>
Total Gifts for the Quarter		\$10,075,853

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Dept of Education	Office of Financial Support & Scholarships	Student Aid/Traineeship	\$11,449,142
Subtotal			\$11,449,142
Total amount of all Grants under1,000,000			<u>\$5,198,492</u>
Total Grants for the Quarter			\$16,647,634

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
			<u>\$0</u>
Subtotal			<u>\$0</u>
Total amount of Contracts under \$400,000			<u>\$770,118</u>
Total Contracts for the Quarter			\$770,118



BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Report of Gifts, Grants, Contracts, and Bequests
University of Nebraska Office of the President

☐ Review ☐ Review + Action ☐ Action ☐ Discussion

☒ This is a report required by Regents' policy.

PRESENTERS: David Jackson, Interim Executive Vice President & Provost

PURPOSE & KEY POINTS

University of Nebraska Office of the President
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
January 1, 2025, through March 31, 2025

	Gifts	Grants	Bequests	Contracts	Totals
Description	A	B	C	D	
07/01/2024 – 09/30/2024	\$0	\$2,120,747	\$0	\$0	\$2,120,747
10/01/2024 – 12/31/2024	0	200,000	0	1,116,603	1,316,603
01/01/2025 – 03/31/2025	0	879,905	0	0	879,905
04/01/2025 – 06/30/2025	0	0	0	0	0
Fiscal YTD Totals	<u>\$0</u>	<u>\$3,200,652</u>	<u>\$0</u>	<u>\$1,116,603</u>	<u>\$4,317,255</u>
2023-2024 Totals	<u>\$0</u>	<u>\$6,593,190</u>	<u>\$0</u>	<u>\$527,255</u>	<u>\$7,120,445</u>
2022-2023 Totals	<u>\$0</u>	<u>\$6,011,748</u>	<u>\$0</u>	<u>\$3,051,956</u>	<u>\$9,063,704</u>

- A - Gifts of \$100,000 or more are itemized on the attached pages
- B - Grants of \$1,000,000 or more are itemized on the attached pages
- C - All bequests are itemized on the attached pages
- D - Contracts of \$400,000 or more are itemized on the attached pages

UNIVERSITY OF NEBRASKA OFFICE OF THE PRESIDENT
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER January 1, 2025 – March 31, 2025

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
	Subtotal	\$0
	Total amount of Gifts under \$100,000	\$0
	Total Gifts for the Quarter	\$0

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
		Subtotal	\$0
		Total amount of all Grants under \$1,000,000	\$879,905
		Total Grants for the Quarter	\$879,905

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
		Subtotal	\$0
		Total amount of Contracts under \$400,000	\$0
		Total Contracts for the Quarter	\$0



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Quarterly Capital Construction Report

☐ **Review**

☐ **Review + Action**

☐ **Action**

☐ **Discussion**

☒ *This is a report required by Regents' policy.*

PRESENTERS: Anne C. Barnes, Interim Vice President | CFO

PURPOSE & KEY POINTS

This is a summary report of projects included in the Quarterly Capital Construction Report required by state statute. Inclusion in the report commences with Board of Regents approval and ends one year following substantial completion.

The report fulfills the requirements of R.P.6.3.2.e and R.P.6.3.6.4 and contains the campus and project name, designer and contractor, contracting method, contract status, stage of construction, and approved budget categories for the period ending March 31, 2025.

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of March 31, 2025

KEARNEY													
Calvin T. Ryan Library LB384 Renovation													
BoR Schedule Dates		Contracts		Date	Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:	10/8/2021	Sub. Comp.	Provider		Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	\$19,850,000
Construction Start:	6/1/2022		DLR Group Inc.	2/2/2022	\$2,207,300			1	\$35,750	\$2,243,050	A/E Selection	Non Construction:	\$5,150,000
Construction End Date:	7/31/2024	12/31/2024	MCL Construction	3/1/2022	\$11,000	1	\$19,181,145	2	\$539,610	\$19,731,755	CM at Risk Selection	Total Project Cost:	\$25,000,000
Phase: Construction					Amendments this quarter			Change Orders this quarter			% funds expended: 96%		
					None			None			Funding Source		
											State Funds LB384 \$25,000,000		
											Total Funding \$25,000,000		
Douglas A. Kristensen Rural Health Education Complex													
BoR Schedule Dates		Contracts		Date	Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:	8/11/2022	Sub. Comp.	Provider		Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	\$69,643,000
Construction Start:	9/30/2023		RDG Planning & Design	6/16/2023	\$5,338,300			1	\$37,735	\$5,376,035	A/E Selection	Non Construction:	\$25,357,000
Construction End Date:	7/31/2025	12/31/2025	MCL Construction	1/31/2023	\$7,500	2	\$63,917,500	1	\$26,534	\$63,951,534	CM at Risk Selection	Total Project Cost:	\$95,000,000
Phase: Construction					Amendments this quarter			Change Orders this quarter			% funds expended: 54%		
					None			None			Funding Source		
											Federal \$60,000,000		
											Private/Trust \$35,000,000		
											Total Funding \$95,000,000		
New Fraternity and Sorority Life (FSL) Housing													
BoR Schedule Dates		Contracts		Date	Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:	8/11/2022	Sub. Comp.	Provider		Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	\$28,302,000
Construction Start:	5/1/2021		BWBR Architects Inc.	7/21/2021	\$1,949,250			1	\$436,800	\$2,386,050	A/E Selection	Non Construction:	\$4,344,000
Construction End Date:	5/31/2023	11/7/2023	Sampson Construction Co.,	7/6/2021	\$25,000	4	\$27,805,395	7	(\$231,639)	\$27,598,756	CM at Risk Selection	Total Project Cost:	\$32,646,000
Phase: Warranty					Amendments this quarter			Change Orders this quarter			% funds expended: 99%		
					None			Sam CO-11 (\$80,554)			Funding Source		
											Campus Funds \$32,646,000		
											Total Funding \$32,646,000		
Warner Hall LB384/LB309 Renovation													
BoR Schedule Dates		Contracts		Date	Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:	8/11/2022	Sub. Comp.	Provider		Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	\$5,869,927
Construction Start:	9/30/2022		Wilkins Architecture Design	11/30/2021	\$388,750					\$388,750	A/E Four Year	Non Construction:	\$755,073
Construction End Date:	11/30/2024	3/7/2024	Central Contracting	9/16/2022	\$5,888,000			4	\$219,025	\$6,107,025	Low Responsible Bid	Total Project Cost:	\$6,625,000
Phase: Warranty					Amendments this quarter			Change Orders this quarter			% funds expended: 100%		
					None			None			Funding Source		
											State Funds LB384 \$5,650,000		
											State Funds LB309 \$475,000		
											Campus Funds \$500,000		
											Total Funding \$6,625,000		

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of March 31, 2025

LINCOLN													
Agricultural Hall HVAC and Fire Sprinkler													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current		Approved Budget	
Project Approved:	2/9/2024	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount	Procurement Method	Construction:	\$5,151,068
Construction Start:	7/3/2023		Alvine & Assoc	7/7/2023	\$252,000			2	\$25,900	\$277,900	A/E Four Year	Non Construction:	\$609,003
Construction End Date:	5/17/2024	7/30/2024	BIC Construction LLC	7/3/2023	\$3,620,000			13	\$11,836	\$3,631,836	Low Responsible Bid	Total Project Cost:	\$5,760,071
Phase:	Warranty											% funds expended:	91%
					Amendments this quarter				Change Orders this quarter			Funding Source	
					None				Alv CO-2		\$1,400	State Funds LB384	\$5,760,071
									BIC CO-13		(\$37,206)	Total Funding	\$5,760,071
Andrews Hall Air Handling Unit Replacement													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current		Approved Budget	
Project Approved:	12/2/2022	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount	Procurement Method	Construction:	\$5,116,231
Construction Start:	5/22/2023		Farris Engineering Inc.	11/22/2021	\$360,500			1	\$43,000	\$403,500	A/E Four Year	Non Construction:	\$902,469
Construction End Date:	5/17/2024		Farris Engineering Inc.	11/22/2021	\$45,310					\$45,310	A/E Four Year	Total Project Cost:	\$6,018,700
Phase:	Warranty		5/29/2024	BIC Construction LLC	6/16/2023	\$3,461,000		10	\$263,020	\$3,724,020	Low Responsible Bid	% funds expended:	93%
					Amendments this quarter				Change Orders this quarter			Funding Source	
					None				None			State Funds LB384	\$6,018,700
												Total Funding	\$6,018,700
Architecture Complex LB384 Renovation													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current		Approved Budget	
Project Approved:	4/8/2022	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount	Procurement Method	Construction:	\$24,211,940
Construction Start:	11/30/2022		HDR Architecture, Inc	8/25/2022	\$1,130,000			2	\$383,500	\$1,513,500	A/E Selection	Non Construction:	\$2,938,060
Construction End Date:	8/31/2023	8/16/2024	The Whiting-Turner Contractin	10/31/2022	\$32,024	4	\$22,226,247			\$22,258,271	CM at Risk Selection	Total Project Cost:	\$27,150,000
Phase:	Construction											% funds expended:	92%
					Amendments this quarter				Change Orders this quarter			Funding Source	
					None				None			Private/Trust	\$2,806,119
												State Funds LB384	\$24,343,881
												Total Funding	\$27,150,000
Carolyn Pope Edwards Hall, formerly Mabel Lee Hall Replacement Building (LB957)													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current		Approved Budget	
Project Approved:	6/1/2017	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount	Procurement Method	Construction:	\$36,450,000
Construction Start:	1/31/2020		Sinclair, Hille & Associates, Inc	10/12/2017	\$2,450,000			3	\$361,776	\$2,811,776	A/E Selection	Non Construction:	\$9,550,000
Construction End Date:	11/30/2021	8/8/2022	Hausmann Construction, Inc.	2/4/2020	\$28,541,600			16	\$1,377,211	\$29,918,811	Low Responsible Bid	Total Project Cost:	\$46,000,000
Phase:	Warranty		10/25/2024	Dickey-Hinds-Muir Incorporat	2/3/2023	\$1,124,200		5	\$106,971	\$1,231,171	Low Responsible Bid	% funds expended:	97%
		12/31/2023	Hausmann Construction, Inc.	9/7/2023	\$258,334			3	\$18,122	\$276,456	Non-Competitive	Funding Source	
					Amendments this quarter				Change Orders this quarter			Private/Trust	\$6,000,000
					None				None			State Appropriations	\$40,000,000
												Total Funding	\$46,000,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of March 31, 2025

LINCOLN													
Feedlot Innovation Center at ENREEC													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:	6/23/2022	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	\$7,128,400
Construction Start:	9/30/2022	1/28/2025	Settje Agri-Services & Engineer	7/20/2021	\$267,000	1	\$4,700,019	7	\$2,102,342	\$7,069,361	Design-Build	Non Construction:	\$371,600
Construction End Date:	9/30/2023											Total Project Cost:	\$7,500,000
Phase:	Construction											% funds expended:	94%
					Amendments this quarter				Change Orders this quarter			Funding Source	
					None				Set CO-8		\$22,650	Private/Trust	\$7,500,000
												Total Funding	\$7,500,000
Kiewit Hall, Phase 2 College of Engineering Building													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:	10/25/2019	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	\$100,602,110
Construction Start:	3/31/2021		Clark & Enersen, Inc.	5/13/2020	\$5,700,000			5	\$570,753	\$6,270,753	A/E Selection	Non Construction:	\$14,397,890
Construction End Date:	11/30/2023	8/31/2024	Kiewit Bldg Group Inc	10/19/2020	\$525,000	6	\$93,139,975	13	\$1,832,520	\$95,497,495	CM at Risk Selection	Total Project Cost:	\$115,000,000
Phase:	Construction											% funds expended:	99%
					Amendments this quarter				Change Orders this quarter			Funding Source	
					None				None			Private/Trust	\$115,000,000
												Total Funding	\$115,000,000
Kimball Recital Hall LB384 Renovation													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:	12/3/2021	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	\$13,807,281
Construction Start:	8/31/2022		Quinn Evans Architects Inc.	4/27/2022	\$1,048,500			7	\$211,017	\$1,259,517	A/E Selection	Non Construction:	\$2,266,684
Construction End Date:	8/31/2024	3/21/2025	Sampson Construction Co.,	9/11/2023	\$12,980,882			19	\$169,720	\$13,150,602	Low Responsible Bid	Total Project Cost:	\$16,073,965
Phase:	Construction											% funds expended:	92%
					Amendments this quarter				Change Orders this quarter			Funding Source	
					None				Sam CO-17		\$2,079	State Funds LB384	\$16,073,965
									Sam CO-18		\$13,844	Total Funding	\$16,073,965
									Sam CO-19		\$58,491		
Lied Center for Performing Arts Renovation and Addition													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:	12/3/2021	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	\$19,488,000
Construction Start:	6/30/2022		HDR Architecture, Inc	12/12/2022	\$238,710					\$238,710	A/E Selection	Non Construction:	\$6,012,000
Construction End Date:	8/31/2024		HDR Architecture, Inc	8/31/2023	\$2,086,442					\$2,086,442	A/E Selection	Total Project Cost:	\$25,500,000
Phase:	Design Development											% funds expended:	17%
		12/31/2024	The Whiting-Turner Contractin	12/13/2022	\$181,705	3	\$1,791,542			\$1,973,247	CM at Risk Selection	Funding Source	
					Amendments this quarter				Change Orders this quarter			Other	\$25,500,000
					None				None			Total Funding	\$25,500,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of March 31, 2025

LINCOLN													
Memorial Stadium Improvement Project													
BoR Schedule Dates		Contracts		Date	Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:	10/5/2023	Sub. Comp.	Provider		Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	
Construction Start:			HDR Architecture, Inc *	4/7/2023	\$12,400,000			1	(\$2,727,660)	\$9,672,340	A/E Selection	Non Construction:	\$14,404,500
Construction End Date:		8/1/2025	Kiewit Building Group Inc	12/3/2023	\$1,800,000	1	\$987,891			\$2,787,891	CM at Risk Selection	Total Project Cost:	\$45,450,000
Phase: Planning												% funds expended:	39%
					Amendments this quarter			Change Orders this quarter			Funding Source		
*Contract amount includes Feasibility Study					Kiewit CO-1			\$987,891			None		
											Campus Funds		
											Total Funding		
											\$45,450,000		

*Contract amount includes Feasibility Study

Morrill Hall LB384 Renovation

BoR Schedule Dates		Contracts		Date	Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:		Sub. Comp.	Provider		Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	
Construction Start:			Kenneth Hahn Architects	3/21/2022	\$700,000					\$700,000	A/E Four Year	Non Construction:	\$1,316,500
Construction End Date:		12/31/2023	Rogge General Contractors, In	4/24/2023	\$5,946,500			8	\$651,147	\$6,597,647	Low Responsible Bid	Total Project Cost:	\$9,265,000
Phase: Construction												% funds expended:	84%
					Amendments this quarter			Change Orders this quarter			Funding Source		
					None			None			State Funds LB384		
											Total Funding		
											\$9,265,000		

Neihardt Center LB384 Renovation

BoR Schedule Dates		Contracts		Date	Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:		Sub. Comp.	Provider		Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	
Construction Start:			DLR Group Inc.	1/10/2023	\$1,962,000			3	(\$311,872)	\$1,650,128	A/E Selection	Non Construction:	\$2,326,444
Construction End Date:		5/31/2024	Sampson Construction Co., In	3/6/2023	\$20,000	5	\$4,950,660	1	\$8,887	\$4,979,547	CM at Risk Selection	Total Project Cost:	\$8,000,000
Phase: Construction												% funds expended:	85%
					Amendments this quarter			Change Orders this quarter			Funding Source		
					None			None			State Funds LB384		
											Total Funding		
											\$8,000,000		

North Stadium Expansion

BoR Schedule Dates		Contracts		Date	Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:		Sub. Comp.	Provider		Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	
Construction Start:			Bahr Vermeer & Haecker	6/23/2020	\$9,282,700			8	\$1,254,707	\$10,537,407	A/E Selection	Non Construction:	\$31,761,387
Construction End Date:		4/30/2023	Hausmann Construction, Inc.	6/26/2020	\$25,000	5	\$123,604,306	11	\$1,622,636	\$125,251,942	CM at Risk Selection	Total Project Cost:	\$165,000,000
Phase: Construction												% funds expended:	99%
					Amendments this quarter			Change Orders this quarter			Funding Source		
					None			Hau CO-18			\$365,722		
											Revenue Bonds		
											Private/Trust		
											Total Funding		
											\$50,000,000		
											\$115,000,000		
											\$165,000,000		

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of March 31, 2025

LINCOLN													
Outdoor Track Replacement													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	
Construction Start:	3/31/2020		Clark & Enersen, Inc.	11/5/2019	\$675,000			2	\$297,000	\$972,000	A/E Four Year	Non Construction:	\$22,697,000
Construction End Date:	3/31/2021	1/1/2021	Nemaha Landscape Const.	10/27/2020	\$263,000			2	\$49,280	\$312,280	Low Responsible Bid	Total Project Cost:	\$26,004,000
Phase: Construction		1/17/2022	Nemaha Landscape Const.	2/3/2021	\$1,816,750			4	(\$641,000)	\$1,175,750	Low Responsible Bid	% funds expended:	61%
		5/4/2022	Nemaha Landscape Const.	5/4/2021	\$7,299,210			9	\$443,346	\$7,742,556	Low Responsible Bid	Funding Source	
		1/13/2024	Nemaha Landscape Const.	5/2/2023	\$1,562,800			3	\$102,257	\$1,665,057	Low Responsible Bid	Private/Trust	\$26,004,000
		9/21/2025	Hausmann Construction, Inc.	10/14/2024	\$7,529,000			1	\$484,747	\$8,013,747	Low Responsible Bid	Total Funding	\$26,004,000
						Amendments this quarter			Change Orders this quarter				
					None			Haus CO-1		\$484,747			
Pershing Military & Naval Science Building LB384 Renovation													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	
Construction Start:	3/31/2022		HDR Architecture, Inc	9/22/2022	\$134,000			1	\$599,950	\$733,950	A/E Four Year	Non Construction:	\$9,488,042
Construction End Date:	12/31/2023	7/5/2025	BIC Construction LLC	11/22/2023	\$6,739,000			6	\$541,134	\$7,280,134	Low Responsible Bid	Total Project Cost:	\$1,187,958
Phase: Construction												% funds expended:	69%
						Amendments this quarter			Change Orders this quarter			Funding Source	
						None			BIC CO-3		\$8,831	State Funds LB384	\$10,212,000
										BIC CO-4	\$22,241	Campus Funds	\$464,000
										BIC CO-5	\$92,308	Total Funding	\$10,676,000
									BIC CO-6	\$9,945			
Scott Engineering Center Renovation & Link Replacement (LB957 & LB384)													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	
Construction Start:	6/30/2019		RDG Schutte Wilsam Birge In	12/11/2018	\$5,651,000			5	\$605,000	\$6,256,000	A/E Selection	Non Construction:	\$69,650,000
Construction End Date:	9/30/2022	8/20/2024	Hausmann Construction, Inc.	12/12/2018	\$35,000	2	\$62,606,412	27	\$2,556,476	\$65,197,888	CM at Risk Selection	Total Project Cost:	\$10,306,000
Phase: Construction												% funds expended:	99%
						Amendments this quarter			Change Orders this quarter			Funding Source	
						None			None			State Appropriations	\$72,000,000
												Private/Trust	\$5,456,000
												State Funds LB384	\$2,500,000
											Total Funding	\$79,956,000	
Westbrook Music Building LB384 Replacement Project													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	
Construction Start:	5/31/2023		Sinclair, Hille & Associates, Inc.	4/20/2022	\$4,999,900			3	\$235,650	\$5,235,550	A/E Selection	Non Construction:	\$66,410,923
Construction End Date:	5/31/2025	7/25/2025	Hausmann Construction, Inc.	9/9/2022	\$75,000	4	\$62,958,163	4	\$308,831	\$63,341,994	CM at Risk Selection	Total Project Cost:	\$14,646,000
Phase: Construction												% funds expended:	74%
						Amendments this quarter			Change Orders this quarter			Funding Source	
						None			Hau CO-6		\$49,839	State Funds LB384	\$78,056,923
										Hau CO-7	\$109,524	Private/Trust	\$3,000,000
										Hau CO-8	(\$13,965)	Total Funding	\$81,056,923

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

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MEDICAL CENTER

Campus Heating Hot Water Expansion (LB384)													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current		Approved Budget	
Project Approved:	3/11/2022	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount	Procurement Method	Construction:	\$13,938,500
Construction Start:	4/30/2021		Farris Engineering	4/25/2022	\$696,800					\$696,800	4 Year Agreement	Non Construction:	\$1,061,500
Construction End Date:	10/31/2024		SYS-Kool LLC	6/27/2022	\$1,047,710					\$1,047,710		Total Project Cost:	\$15,000,000
Phase:	Construction		Kiewit Building Group	1/11/2023	\$10,176,317			1	\$0	\$10,176,317	CMR Selection Process	% funds expended:	97.23%
					Amendments this quarter			Change Orders this quarter			Funding Source		
					None			None			LB 384		
											\$14,940,600		
											Total Funding		
											\$15,000,000		

COD Building Modernization (LB384)													
BoR Schedule Dates		Contracts		Original Amount	# of Amend	Total Amend Amt	# of COs	Total CO Amt	Current Amount	Procurement Method	Approved Budget		
Project Approved:	6/23/2022	Sub. Comp.	Provider								Date	Construction:	\$10,433,004
Construction Start:	8/1/2023		Pact Studio, Inc.	7/8/2022	2	\$0			\$136,478	A/E Consultant	Non Construction:	\$3,566,996	
Construction End Date:	5/1/2025		Hausmann Construction	10/23/2023	2	\$0			\$8,627,595	CMR Selection Process	Total Project Cost:	\$14,000,000	
Phase: Construction												% funds expended:	66.81%
				Amendments this quarter		Change Orders this quarter							
				None		None							
											Funding Source		
											LB 384	\$14,000,000	
											Total Funding	\$14,000,000	

Innovation Hub at Catalyst												
BoR Schedule Dates		Contracts		Original Amount	# of Amend	Total Amend Amt	# of COs	Total CO Amt	Current Amount	Procurement Method	Approved Budget	
Project Approved:	5/18/2022	Sub. Comp.	Provider								Date	Construction:
Construction Start:	5/1/2023		SaddleCreek Innovation Distri	3/10/2023		\$26,750,000			\$26,750,000	CMR Selection Process	Non Construction:	\$0
Construction End Date:	2/28/2025										Total Project Cost:	\$26,750,000
Phase:	Design										% funds expended:	77.96%
				Amendments this quarter		Change Orders this quarter						
				None		None						
											Funding Source	
											ILP	\$23,930,480
											Total Funding	\$26,750,000

MSB AHU Replacement (LB384)												
BoR Schedule Dates		Contracts		Original Amount	# of Amend	Total Amend Amt	# of COs	Total CO Amt	Current		Approved Budget	
Project Approved:	10/21/2021	Sub. Comp.	Provider						Date	Amount	Procurement Method	Construction:
Construction Start:	4/30/2021		McCarthy Building Companies	4/14/2023	1	\$17,500			\$8,161,289	CMR Selection Process	Non Construction:	\$932,643
Construction End Date:	5/31/2024										Total Project Cost:	\$9,187,736
Phase:	Construction										% funds expended:	100.00%
					Amendments this quarter		Change Orders this quarter		Funding Source			
					None		None		LB 384			
									\$9,960,400			
									Total Funding			
									\$10,000,000			

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

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MEDICAL CENTER

Project Health															
BoR Schedule Dates		Contracts		Original		# of		Total		Current		Approved Budget			
Project Approved:	1/24/2024	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	# of	COs	CO Amt	Amount	Procurement Method			
Construction Start:	8/1/2025		Tri-Party Agreement HDR/Kiewit	1/2/2024	\$3,756,023	2	\$36,754,970				\$40,510,993	CMR Selection Process	Construction:	\$550,000	
Construction End Date:	12/31/2032		HOK	9/1/2024	\$500,000	1	\$1,375,000				\$1,875,000	A/E Consultant	Non Construction:	\$58,555,000	
Phase:	Design		Hammes Company Healthcare	7/15/2024	\$1,670,000						\$1,670,000		Total Project Cost:	\$59,105,000	
			KPMG LLP	10/4/2024	\$2,610,000						\$2,610,000		% funds expended:	18.72%	
					Amendments this quarter				Change Orders this quarter				Funding Source		
					None				None				Donor Funds		\$59,105,000
													Total Funding		\$59,105,000

Saddle Creek Campus Administrative Facility (LB384)

BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current	Approved Budget		
Project Approved:	6/23/2022	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount	Procurement Method	Construction:	\$87,565,424
Construction Start:	TBD		McCarthy Building Companies	11/3/2023	\$4,931,348	1	\$72,609,035			\$77,540,383	Developer Led	Non Construction:	\$17,433,576
Construction End Date:	TBD		Leo A Daly	5/26/2023	\$4,278,292					\$4,278,292		Total Project Cost:	\$104,999,000
Phase: Construction												% funds expended:	26.35%
					Amendments this quarter			Change Orders this quarter			Funding Source		
					None			None			LB 384 & ILP		
											Total Funding		
											\$104,999,000		
											\$104,999,000		

Saddle Creek Campus Public Improvements (ILP)

BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current	Approved Budget			
Project Approved:	2/11/2022	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount	Procurement Method	Construction:	\$14,699,076	
Construction Start:	4/1/2023		Olsson, FHU, Benesch	2/15/2022	\$2,445,947					\$2,445,947	A/E Consultant	Non Construction:	\$5,300,924	
Construction End Date:	11/30/2024		Valley Corporation	2/3/2023	\$7,443,526			6	\$6,476,224	\$13,919,750	Low Responsible Bid	Total Project Cost:	\$20,000,000	
Phase: Construction												% funds expended:	93%	
					Amendments this quarter			Change Orders this quarter			Funding Source			
					None			None			Interlocal			\$20,000,000
											Total Funding			\$20,000,000

Student Housing

BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current		Approved Budget		
Project Approved:	8/16/2024	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount	Procurement Method	Construction:	\$58,274,982	
Construction Start:	TBD		Holland Basham Architects	8/30/2024	\$2,411,916					\$2,411,916	A/E Selection	Non Construction:	\$7,213,623	
Construction End Date:	10/31/2026		Burlington Capital	10/1/2024	\$1,307,741					\$1,307,741	CMR Selection Process	Total Project Cost:	\$65,488,605	
Phase:	Design		Hausmann Construction	9/23/2024	\$4,628,040					\$4,628,040	CMR Selection Process	% funds expended:	12.16%	
					Amendments this quarter				Change Orders this quarter			Funding Source		
					None				None			ILP		\$65,488,605
												Total Funding		\$65,942,189

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

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OMAHA

Durham Science Center LB384 Renovation													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current		Approved Budget	
Project Approved:	10/25/2019	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount	Procurement Method	Construction:	\$29,572,221
Construction Start:	3/15/2022		Clark & Enersen, Inc.	7/19/2021	\$2,075,000			2	\$12,455	\$2,087,455	A/E Consultant	Non Construction:	\$5,427,779
Construction End Date:	4/30/2024	5/13/2024	McCarthy Building	8/17/2021	\$47,000	3	\$28,277,433	10	\$405,124	\$28,729,557	CM at Risk Selection	Total Project Cost:	\$35,000,000
Phase: Closeout												% funds expended:	100%
					Amendments this quarter			Change Orders this quarter				Funding Source	
					None			None				State Funds LB384	\$15,000,000
												Private/Trust	\$20,000,000
												Total Funding	\$35,000,000

Health and Kinesiology Building LB384 Renovation for REACH													
BoR Schedule Dates		Contracts			Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:	8/11/2022	Sub. Comp.	Provider	Date	Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	\$8,000,000
Construction Start:	12/31/2022		RDG Planning & Design	9/6/2022	\$691,991					\$691,991	A/E Consultant	Non Construction:	\$2,000,000
Construction End Date:	8/31/2024	10/27/2024	Boyd Jones Construction	12/12/2022	\$12,500	2	\$7,406,099	2	(\$739,485)	\$6,679,114	CM at Risk Selection	Total Project Cost:	\$10,000,000
Phase: Warranty												% funds expended:	85%
					Amendments this quarter			Change Orders this quarter				Funding Source	
					None			Boyd CO-4			(\$776,109)	State Funds LB384	\$10,000,000
												Total Funding	\$10,000,000

Roskens Hall LB384 Renovation for the STEM TRAIL													
BoR Schedule Dates		Contracts		Date	Original	# of	Total	# of	Total	Current	Procurement Method	Approved Budget	
Project Approved:	8/11/2022	Sub. Comp.	Provider		Amount	Amend	Amend Amt	COs	CO Amt	Amount		Construction:	\$4,311,400
Construction Start:	11/30/2022		Holland Basham Architects	9/2/2022	\$280,000					\$280,000	A/E Consultant	Non Construction:	\$688,600
Construction End Date:	1/31/2024	5/13/2024	McCarthy Building	12/5/2022	\$20,000	1	\$4,123,808	1	(\$2,279)	\$4,141,529	CM at Risk Selection	Total Project Cost:	\$5,000,000
Phase: Warranty												% funds expended:	98%
					Amendments this quarter			Change Orders this quarter				Funding Source	
					None			McCarthy CO-2			(\$2,279)	State Funds LB384	\$5,000,000



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

June 19, 2025

AGENDA ITEM: Annual Report of Deferred Maintenance Renewal Plan FY26-30

☐

Review

☐

Review + Action

☐

Action

☐

Discussion

☒

This is a report required by Regents' policy.

PRESENTERS:

Anne C. Barnes, Interim Vice President | CFO
Doug D. Carlson, AVP & Director of University Services

PURPOSE & KEY POINTS

This Deferred Maintenance Renewal Plan FY26-30 outlines the University's deferred maintenance forecasts for the upcoming fiscal year through 2030. It highlights the campuses' highest-priority deferred maintenance projects identified at the time of compilation. The list is updated periodically to reflect emerging needs or changes in priority.

BACKGROUND INFORMATION

RP-6.3.6 Capital Planning and Development specifies the Six-Year Capital Plan will be reported annually, and may include building renewal needs and deferred maintenance activities.

UNL Deferred Maintenance Renewal Plan FY2026-2030								
Fiscal Year			2026	2027	2028	2029	2030	Total
Allocation			\$ 5,314,286	\$ 3,542,857	\$ 4,428,571	\$ 5,314,286	\$ 6,200,000	\$24,800,000
Campus	Building	Project						
City	Woods Art Building	HVAC Systems Upgrade (Ceilings and Lighting) FLS where needed	\$ 4,600,000					\$ 4,600,000
City	Beadle Hall	Replace Vacuum 3-Pump Skid	\$ 160,000					\$ 160,000
East	Morrison Hall	Replace Vacuum 4-Pump Skid	\$ 190,000					\$ 190,000
Mead (Outstate)	Christenson Building	Roof Repairs	\$ 52,146					\$ 52,146
Mead (Outstate)	Swine Building	Roof Replacement	\$ 195,000					\$ 195,000
Scottsbluff (Outstate)	Elliot Building	Soffit Repair/Replace	\$ 71,711	\$ 158,289				\$ 230,000
City	Richards Hall	Replace Fire Alarm System		\$ 289,000				\$ 289,000
City	Love Library South	Replace Modified Roof		\$ 288,000				\$ 288,000
City	Business Services	Replace Fire Alarm System		\$ 133,000				\$ 133,000
East	Welpton Courtroom	Replace Air Handling Unit		\$ 300,286				\$ 300,286
City	Richards Hall	Replace Flat Roofing Systems/ Re-Seal Clear Story Windows		\$ 180,000				\$ 180,000
City	Anderson Hall	Full Window Replacement	\$ 2,140,000	\$ 1,500,000				\$ 3,640,000
Rose (Outstate)	Barta HQ Building	Sidewalk/ Ramp Replacement	\$ 54,282	\$ 204,718				\$ 259,000
City	Anderson Hall	Renovate Restrooms in the Entire Building			\$ 1,500,000			\$ 1,500,000
City	Woods Art Building	Full Window Replacement			\$ 600,000			\$ 600,000
East	Food Industry	Steam Reheat Coil Replacement in Air Handlers 2, 3, and 7 with New Heating Hot Water Glycol System and Coils.			\$ 450,000			\$ 450,000
Clay Center (Outstate)	Equipment Storage Building	Replace Roof/ Siding Repair Columns			\$ 60,996	\$ 295,004		\$ 356,000
City	Beadle Center	Replace Flat Roofing Systems			\$ 112,857	\$ 387,143		\$ 500,000
City	Beadle Center	Replace Fire Alarm System				\$ 386,000		\$ 386,000
East	Ag Communications	HVAC Systems Upgrade				\$ 2,622,286		\$ 2,622,286
North Platte (Outstate)	Student Housing Units	Window Replacement				\$ 23,853	\$ 132,147	\$ 156,000
East	Life Science Annex	HVAC Systems Upgrade - G&H Wing				\$ 1,600,000	\$ 4,130,000	\$ 5,730,000
City	Burnett Hall	Replace Fire Alarm System					\$ 520,000	\$ 520,000
City	Johnny Carson Center for Emerging Media Arts	Replace Entire Roof					\$ 260,000	\$ 260,000
East	Splinter Lab	Replace Entire Roof					\$ 470,000	\$ 470,000
City	Hewitt Place	Replace Fire Alarm System					\$ 350,000	\$ 350,000
North Platte (Outstate)	Student Housing Unit 10	Siding Replacement					\$ 75,000	\$ 75,000
Clay Center (Outstate)	Chem. Shed	Replace Roof/ Siding					\$ 164,853	\$ 164,853
								\$ -
Contingency								\$ 143,429
								\$ -
								\$ -
Total			\$ 5,268,857	\$ 3,542,857	\$4,428,571	\$5,314,286	\$6,102,000	\$24,800,000

Notes:

UNL has 6541 Itemized items in the 10-year plus backlog deferred maintenance plan.

UNO Deferred Maintenance Renewal Plan FY2026-2030							
Fiscal Year		2026	2027	2028	2029	2030	Total
Allocation		\$ 1,178,571	\$ 785,714	\$ 982,143	\$ 1,178,571	\$ 1,375,000	\$ 5,500,000
Building	Project						
Criss Library	Roof Repair/Replace	\$ 1,178,571	\$ 321,429				\$ 1,500,000
Campus	Tuck Pointing		\$ 250,000				\$ 250,000
Campus	ADA Regulatory Compliance		\$ 214,285	\$ 185,715			\$ 400,000
Criss Library	LED Lighting Upgrade			\$ 796,428	\$ 953,572		\$ 1,750,000
College of Public Affairs & Community Service (CPACS)	HVAC Systems Upgrade				\$ 225,000	\$ 1,375,000	\$ 1,600,000
							\$ -
							\$ -
Total		\$ 1,178,571	\$ 785,714	\$ 982,143	\$ 1,178,572	\$ 1,375,000	\$ 5,500,000

Notes:

UNO has 1202 Itemized items in the 10-year plus backlog deferred maintenance plan.

UNK Deferred Maintenance Renewal Plan FY2026-2030							
Fiscal Year		2026	2027	2028	2029	2030	Total
Allocation		\$ 878,571	\$ 585,714	\$ 732,143	\$ 878,571	\$ 1,025,000	\$ 4,100,000
Building	Project						
College of Education	Roof Replacement	\$ 900,000					\$ 900,000
Copeland Hall	Tuckpointing		\$ 250,000				\$ 250,000
Copeland Hall	Window Replacement		\$ 300,000	\$ 700,000			\$ 1,000,000
West Center	Window Replacement				\$ 1,000,000	\$ 1,000,000	\$ 2,000,000
							\$ -
Contingency							\$ -
							\$ -
Total		\$ 900,000	\$ 550,000	\$ 700,000	\$ 1,000,000	\$ 1,000,000	\$ 4,150,000

Notes:

UNK has 1107 Itemized items in the 10-year plus backlog deferred maintenance plan.

UNOP Deferred Maintenance Renewal Plan 2026-2030							
Fiscal Year		2026	2027	2028	2029	2030	Total
Allocation		\$ 64,286	\$ 42,857	\$ 53,571	\$ 64,286	\$ 75,000	\$ 300,000
Building	Project						
Varner Hall	Lighting Fixture Replacement to LED	\$ 64,286	\$ 42,857				\$ 107,143
Varner Hall	Replace Domestic Water Heater			\$ 53,571			\$ 53,571
Varner Hall	Replace Domestic Water Circ. Pump				\$ 64,286		\$ 64,286
Varner Hall	Replace Variable Frequency Drives					\$ 65,000	\$ 65,000
							\$ -
Contingency							\$ 10,000
							\$ -
Total		\$ 64,286	\$ 42,857	\$ 53,571	\$ 64,286	\$ 65,000	\$ 300,000

Notes:

Varner Hall has 20 Itemized items in the 10-year plus backlog deferred maintenance plan.

IT Deferred Maintenance Renewal Plan 2026-2030							
Fiscal Year		2026	2027	2028	2029	2030	Total
Allocation		\$ 364,286	\$ 242,857	\$ 303,571	\$ 364,286	\$ 425,000	\$ 1,700,000
Building	Project						
NU System	Replace Fiber Optic Cable Plant	\$ 364,286	\$ 242,857	\$ 303,571	\$ 364,286	\$ 225,000	\$ 1,500,000
NU System	Replace Network and Dat Center Equipment					\$ 200,000	\$ 200,000
							\$ -
							\$ -
Total		\$ 364,286	\$ 242,857	\$ 303,571	\$ 364,286	\$ 425,000	\$ 1,700,000

Notes:

IT is not part of the Gordian Deferred Maintenance Plan

NCTA Deferred Maintenance Renewal Plan 2026-2030								
Fiscal Year			2026	2027	2028	2029	2030	Total
Allocation			\$ 64,286	\$ 42,857	\$ 53,571	\$ 64,286	\$ 75,000	\$ 300,000
Campus	Building	Project						
Curtis (NCTA)	Dairy Barn	Replace Roof	\$ 56,000					\$ 56,000
Curtis (NCTA)	Fitness Center	Replace Roof	\$ 8,286	\$ 33,217				\$ 41,503
Curtis (NCTA)	Ag Hall Roof	Replace Roof		\$ 9,640	\$ 53,571	\$ 39,089		\$ 102,300
Curtis (NCTA)	East Tradition Hall	Replace Roof				\$ 25,197	\$ 75,000	\$ 100,197
								\$ -
								\$ -
Total			\$ 64,286	\$ 42,857	\$ 53,571	\$ 64,286	\$ 75,000	\$ 300,000

Notes:

NCTA has 658 Itemized items in the 10-year plus backlog deferred maintenance plan.

[illegible]

Notes:

UNMC has 2437 Itemized items in the 10-year plus backlog deferred maintenance plan.



BOARD OF REGENTS AGENDA ITEM SUMMARY

June 19, 2025

AGENDA ITEM: Report on revisions to UNMC rules and regulations for faculty self-government organization.

☒ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' Policy.*

PRESENTERS: Katie Hoffman, Corporation Secretary

PURPOSE & KEY POINTS

Consistent with the *Bylaws* and operating procedures of the Board, the following changes have been filed with the Corporation Secretary since the last meeting of the Board:

- April 2025 Amendments to the *Bylaws of the Faculty of the University of Nebraska Medical Center*.

In addition to the redline versions which are attached, these changes are available for inspection in the Office of the Corporation Secretary.

BACKGROUND INFORMATION

Section 1.2 of the *Bylaws of the Board of Regents* states, "In any case where any officer, group, or agency has been authorized by these *Bylaws* to adopt rules or regulations, such rules or regulations, before they may be effective, shall be:

- (1) considered by the officer, group, or agency at a public hearing held after giving reasonable advance public notice thereof;
- (2) reviewed and approved by the General Counsel for consistency with these *Bylaws* and applicable policies, laws, and regulations; and
- (3) filed with the Corporation Secretary for report to the Board. The President and cognizant Chancellor are to be timely provided with a courtesy copy of any public hearing notice.

~~October 2020~~ April 2025

Bylaws of the Faculty of the
University of Nebraska Medical Centerⁱ

ARTICLE I

Purpose

The purpose of these Bylaws is to establish the organizational structure and rules of procedure by which the faculty of the University of Nebraska Medical Center (UNMC) will participate in the academic governance process, as provided in Section 2.12 and 2.12.1 of the *Bylaws of the Board of Regents of the University of Nebraska*.

ARTICLE II

Definitions

Section 1. Faculty. All individuals duly appointed to UNMC faculty positions by the Board of Regents shall be represented through the organizational structure and procedures set forth in these Bylaws.

Section 2. Voting Faculty. The privilege of voting in UNMC faculty elections, referenda, and meetings shall be extended to full-time faculty members (1.00 FTE) at the ranks of Instructor, Assistant Professor, Associate Professor, or Professor. Full-time faculty include faculty members with part-time UNMC appointments supplemented by a Veterans Administration Hospital appointment to equal 1.00 FTE. Individuals with a 0.50 FTE or greater faculty appointment and the remaining FTE as Managerial-Professional are voting faculty (must equal 1.0 FTE.). This provision does not include volunteer or courtesy appointments.

Section 3. Alternates. For the purpose of these Bylaws, alternates are persons elected to fulfill the term of a vacant senate seat. Alternates may not serve as proxies for meeting attendance or voting.

Section 4. Major Academic Unit and other faculty Representation. For the purpose of these Bylaws, "major academic unit" shall be interpreted to mean a formally established College, School, or Institute in which faculty appointments are authorized, including the McGoogan Library. The faculty members of a School will participate in the academic governance process through its own "major academic unit," and under this definition will not be considered to be voting faculty members of the College within which the School exists.

For the purpose of these Bylaws, "other faculty" shall be as defined in Article V, Section 2.

Since the Graduate College faculty members on the UNMC campus all hold faculty rank in a major academic unit, they shall be represented through these units and shall not qualify as a major academic unit or other faculty.

Section 5. Academic Year. For the purpose of these Bylaws, "academic year" shall be interpreted to mean a nine-month period commencing on September 1 and terminating on May 31.

Section 6. Present and in-person. For the purpose of these Bylaws, "present" shall be interpreted to mean participation in a meeting by any approved means, including but not limited to physical attendance, virtual attendance via video conferencing, or participation by telecommunication, provided the Senator is able to fully engage in the meeting's proceedings (e.g., hear, speak, and vote as permitted). "In person" shall be interpreted to mean able to participate in a meeting either physically at the designated location or virtually through a live, interactive platform that allows real-time audio and video communication. Virtual attendance must enable the member to fully engage in the meeting's proceedings (e.g., hear, speak, and vote as permitted) and meet any technical requirements specified by the organization.

ARTICLE III Organization

Section 1. UNMC Faculty. The authority of the UNMC faculty resides in the voting faculty as a whole, but this authority will usually be delegated to the Faculty Senate which shall be elected by the voting faculty in accordance with these Bylaws. The voting faculty may submit any issue over which the faculty has jurisdiction to a referendum of the entire voting faculty, following the procedures specified in Article IV. The adoption of a referendum by the voting faculty as a whole shall supersede any action taken by the Faculty Senate.

Section 2. Faculty Senate. The UNMC faculty shall elect a body of representatives, which shall be known as the Faculty Senate of the University of Nebraska Medical Center. The Faculty Senate shall serve as a governing body empowered to represent the UNMC faculty in matters of concern to all major academic units or other faculty or to matters of concern to more than one major academic unit or other faculty. The Faculty Senate shall be governed by these Bylaws and by the *Bylaws of the Board of Regents of the University of Nebraska*. Nothing in these Bylaws shall be construed to be in conflict with any applicable law or with the *Bylaws of the Board of Regents*.

ARTICLE IV
UNMC General Faculty Meetings

Section 1. Annual Meeting. A UNMC general faculty meeting shall be called annually prior to the Spring Commencement Exercises. The officers of the Faculty Senate shall report on the activities of the Senate during the prior year and shall conduct such other business as is scheduled to come before the group.

Section 2. Special Meetings. Special meetings of the UNMC general faculty may be called: (a) by vote of the Faculty Senate, or (b) upon the written request of twenty-five voting faculty members.

Section 3. Presiding Officer. The President of the Faculty Senate shall preside at all meetings of the UNMC general faculty. In the absence of the President, the Vice President or another officer of the Senate will preside.

Section 4. Quorum. A quorum of ten percent of all voting faculty members must be present at a UNMC general faculty meeting in order to transact business legally.

Section 5. Authority. The decision-making authority of those assembled at a UNMC general faculty meeting shall be limited to the origination of a referendum.

Section 6. Voting at Meetings. A motion to conduct a referendum will be considered passed if approved by two-thirds of the votes cast in person by voting faculty members.

Section 7. Voting in Referenda. The preparation of ballots and the supervision of the voting process for duly initiated faculty referenda shall be the responsibility of the Faculty Senate's Standing Committee on Membership and Elections. A referendum shall be considered adopted by the faculty when approved by a majority of the legal votes cast by the voting faculty of UNMC.

Section 8. Rules of Order. Meetings will be conducted in accordance with the current edition of ~~the Sturgis Standard Code of Parliamentary Procedure~~ **Robert's Rules of Order**. The Faculty Senate Parliamentarian will serve as Parliamentarian at UNMC general faculty meetings.

ARTICLE V
Faculty Senate Composition

1 Section 1. Major Academic Unit Representation. Each major academic unit shall
2 elect one senator for every 25 voting faculty members, or major fraction thereof, in
3 accordance with the procedures set forth in Article VI. In no case, however, will a
4 major academic unit be represented by fewer than two senators. Each major
5 academic unit shall also elect one alternate senator for every five senators to fill
6 vacant seats as defined in Article VI, Section 8. In no case will a major academic unit
7 have fewer than one alternate senator.
8

9 Section 2. Other Faculty Representation. UNMC faculty members whose academic
10 appointments are not in one of the major academic units will be grouped together for
11 the purpose of electing representatives. This group shall elect one senator for every
12 25 voting faculty members, or major fraction thereof, in accordance with the
13 procedures set forth in Article VI.
14

15
16
17 ARTICLE VI
18 Election of Senators
19

20 Section 1. Eligibility for Election. Only voting faculty members who have served on
21 the UNMC faculty for one academic year or more are eligible for election to the
22 Senate. Chancellors, Vice Chancellors, Associate Vice Chancellors, Assistant Vice
23 Chancellors, Deans, Associate Deans, Assistant Deans, Institute Directors, and
24 Department Chairs are ineligible for election to the Senate. If an elected Faculty
25 Senate member is appointed to one of these positions at UNMC, such Senator shall
26 resign from the Senate and the vacancy shall be filled as described in Article VI,
27 Section 8. Persons serving in an interim or acting capacity in the above positions
28 may continue to serve on the Senate.
29

30 Section 2. Terms of Service. Senators will be elected to three-year terms,
31 commencing on June 1 of the year of election.
32

33 Section 3. Re-election. Senators shall be eligible for re-election.
34

35 Section 4. Nominations. Each major academic unit shall establish its own process
36 for securing nominees for election to the Faculty Senate in accordance with the
37 guidelines established by the Faculty Senate's Standing Committee of Membership
38 and Elections. The Office of the Vice Chancellor for Academic Affairs will coordinate
39 the nomination process of other faculty members.
40

41 The list of nominees from each unit must be submitted to the Standing Committee
42 on Memberships and Elections in accordance with the schedule provided in Article
43 VI, Section 7, and must contain exactly twice as many candidates as there are
44 senate seats to be filled. Each nominee must consent to stand for election. The
45 Standing Committee on Membership and Elections will then verify eligibility of the
46 nominees and prepare the official ballot for each unit.

Section 5. Eligibility to Vote. Only those faculty members defined as "voting faculty" in Article II, Section 2, shall be eligible to vote in Faculty Senate elections. The Faculty Senate's Standing Committee on Membership and Elections shall approve the list of eligible voters prior to each election, and this list shall serve as the basis for determining the number of representatives that each unit shall have in the Faculty Senate. The list of eligible voters shall not include faculty members who are on unpaid leaves of absence.

Section 6. Elections. The official ballots for each major academic unit and other faculty will list only those senate nominees from that unit. Each voting faculty member shall receive only one ballot and that ballot shall be for the major academic unit or other faculty, in which his/her primary academic appointment is based. The individuals receiving the highest number of votes fill the vacant senate seats. The individuals receiving the next highest number of votes after filling the vacant senate seats shall be declared the Alternate member(s) from the respective major academic unit as described in Article V, Section 1 other faculty as described in Article V, Section 2.

Section 7. Schedule of Nominations and Elections. In the spring of each year, the Faculty Senate's Standing Committee on Membership and Elections shall initiate and supervise the following regular election activities which shall occur on or before the indicated dates:

Call for nominations	April 5
Close of nominations	April 20
Distribute official ballots	May 1
Close of balloting	May 15
Notification of results	May 20

While this schedule of activities may be completed prior to the indicated dates, in no case shall the period between the call for nominations and the close of nominations be less than 15 days, and in no case shall the period between the distribution of ballots and the close of balloting be less than 14 days.

Section 8. Elections to Fill Vacant Seats. If a senator is absent for four regular meetings of the Senate during an academic year, terminates his/her faculty appointment, or resigns from the Senate, the President of the Senate shall declare the seat vacant and fill that seat with the elected alternate from that unit. If no alternate is available, within thirty days, the Faculty Senate President shall order a special election to fill the unexpired term. If a special election is required, it shall be conducted in a manner similar to the annual election including all steps outlined above (Article VI, Section 7) under a timetable to be set by the President of the Senate.

ARTICLE VII
Organization of the Senate

Section 1. Officers. Organization of the Senate shall occur at the June meeting of the Faculty Senate each year. At this meeting the Senate will elect from its membership a Vice-President/President-elect and Secretary/Treasurer. The one-year term of service for each of the officers shall commence immediately after the election and continue until the June meeting in the following year. Upon completion of the term as Vice-President/President-Elect this senator becomes the President of the Senate for the upcoming year. The outgoing President shall become the Immediate Past President and serve as an officer for one year on the Faculty Senate.

Section 2. Duties and Special Terms of Officers. The President shall preside at all Faculty Senate meetings and at the annual UNMC faculty meeting and shall exercise the following administrative duties:

1. Supervise all activities that are undertaken by, or on behalf of, the Senate.
2. Represent and speak for the Senate in dealings with University Administration, with the Board of Regents, with other organizations, and with the public.
3. Appoint and charge committees.
4. Sign letters and documents necessary to carry out the will of the Senate.

The Vice President/President-elect is a member of the Faculty Senate Executive Committee. Vice President shall assume the duties of the President in case of absence or incapacity of the President and shall become President on the death, resignation, or permanent incapacity of the President. The Vice President/President-elect shall also assist the President in fulfilling the administrative duties of that office. Vice President/President-elect shall be encouraged to attend the Board of Regents meeting with the President.

The Immediate Past President shall assist and provide counsel to the incoming President and newly elected Vice President/President-elect.

The Secretary/Treasurer shall maintain an accurate set of minutes reflecting the proceedings of the Faculty Senate and UNMC faculty meetings and shall preserve all records, reports, and official documents of the organization.

If necessary, the elected term of the Vice President, President, or Immediate Past President shall automatically extend as a senator until the expiration of service as Immediate Past President.

Section 3. Parliamentarian. By the second Faculty Senate meeting after June 1, the newly elected President shall appoint a Parliamentarian, subject to confirmation by a

1 vote of the Senate. The Parliamentarian's responsibilities shall commence
2 immediately after the appointment is confirmed and continue until a new
3 Parliamentarian is confirmed. The Parliamentarian need not be a member of the
4 Senate and may be reappointed to successive terms without limit.

5
6 The Parliamentarian shall aid the presiding officers and members of the Senate by
7 being a source of information on parliamentary procedure. All rulings on matters of
8 parliamentary procedure shall be made by the presiding officers.

9
10 Section 4. Committees. There shall be a standing committee on membership and
11 elections charged to carry out the duties assigned in Articles IV and VI of these
12 Bylaws and to complete such other tasks as are assigned by the President or the
13 Senate. This committee shall consist of three members appointed annually by the
14 newly elected President and drawn from the Senate.

15
16 An ad hoc committee to review the Bylaws will be appointed by the President at
17 least every four years. The President may appoint additional ad hoc committees to
18 perform specific assignments.

19
20 Unless a committee's membership is specifically restricted to senators, any voting
21 member of the UNMC faculty may be appointed to serve a term on a standing
22 Faculty Senate committee.

23
24 The Executive Committee shall consist of the officers of the Senate (President, Vice
25 President, Immediate Past President, and Secretary/Treasurer) and additional
26 members selected from the Faculty Senate such that each major academic unit and
27 other faculty are represented in the committee membership. The Executive
28 Committee prepares the agenda for Senate meetings, coordinates the activities of
29 standing and ad hoc committees, and plans and coordinates such other activities as
30 may be required. The Executive Committee shall be empowered to make decisions
31 in the name of the Senate when immediacy demands such action and the Senate is
32 unable to assemble a quorum to consider the issue. The quorum and voting
33 requirements reflected in Article VIII, Sections 4 and 6 will be used when the
34 Executive Committee makes decisions in the name of the Senate. All decisions
35 taken under this grant of authority must be presented to the Senate at its next
36 regular meeting and a motion of approval voted upon.

37
38 The Academic Freedom and Tenure Committee (AF&TC), as specified in Section
39 ~~4.4~~^{4.15} of *Bylaws of the Board of Regents* shall consist of five members and one
40 alternate member, with no more than one representative from each major academic
41 unit. Members shall be appointed by the President (with confirmation by the Senate)
42 to serve three- year staggered terms. The AF&TC shall draft rules or procedures not
43 inconsistent with *Bylaws of the Board of Regents* for the prompt, orderly, and fair
44 hearing of all complaints filed with the committee. Said rules shall be submitted to
45 the Board and when approved or modified, after notice and hearing, shall constitute
46 a part of the Rules of the Board. The committee shall consider any complaint filed by

any member of the professional staff alleging any grievance that constitutes an allegation that action taken, or threatened, violates the complainant's academic freedom or academic tenure. The committee shall consider a complaint filed against any member of the faculty seeking to terminate his or her Continuous Appointment, his or her Appointment for a Specific Term prior to the termination date stated in the appointment, his or her Special Appointment as a faculty member prior to its termination date, or his or her Health Professions Appointment prior to the end of its stated term.

The Grievance Committee (GC), as authorized in Section 4.4314 of Bylaws of the Board of Regents, shall consist of five members and one alternate member, with no more than one representative from each major academic unit. Members shall be appointed by the President (with confirmation by the Senate) to serve three-year staggered terms. The committee shall draft rules of procedure for the orderly and fair handling of grievances by the Committee, which rules shall become effective after notice and hearing when approved or modified by the Board, and upon approval, shall be effective as a part of the Rules of the Board. Responsibilities of the GC include to consider a complaint filed by any faculty member alleging any grievance; to seek to settle the grievance by informal methods of adjustment and settlement, either itself or by using the services of any officer or body directed to settle grievances and disputes by mediation, conciliation, or other informal methods; and to proceed, if informal methods fail to resolve the matter satisfactorily, with further proceedings, to be conducted in accordance with the Rules of Procedure approved by the Board.

The Professional Conduct Committee (PCC), as authorized in Section 4.4516 of Bylaws of the Board of Regents, shall consist of five members and one alternate member, with no more than one representative from each major academic unit. Members shall be appointed by the President (with confirmation by the Senate) to serve three-year staggered terms. Responsibilities of the committee shall include to receive complaints from any person charging a member of the professional staff with professional misconduct; to investigate the facts relevant to the charge including advising the affected party of the charge, hearing their response, and considering any evidence produced by such party and to make factual determinations; to conclude whether there are reasonable grounds to believe that the person against whom the charge is directed committed acts which amount to professional misconduct; to advise the person filing the charge, and any other appropriate person or groups, of the committee's conclusion and factual findings; and to recommend to the appropriate University Officer or group, whether action should be taken with respect to the charge, and the nature of such action.

Other standing committees may be established by vote of the Senate, in which case they shall continue until such time as the Senate votes to eliminate them. ~~Standing committees established by the Senate are listed in Appendix to the Faculty Bylaws.~~ In establishing standing committees, the Senate must approve a governing Charter which shall specify the name, method of selecting members, usual duties, terms of

office, and requirements for reports. Each committee shall review its charter no less than every four years and any changes must be approved by the faculty senate.

Section 5. Representation on Senior Administrative Advisory Committees. Senior administrative officers shall be defined as vice chancellors or academic administrators who report directly to the Chancellor such as deans, directors, or equivalent administrators. In the event of a vacancy of a senior administrative office, the appointing officer will inform the President of the Faculty Senate who will, with the advice of the Senate, submit a list of names which is at least twice the number of representatives to be chosen there from. As specified in amended Section 2.1.c of the *Bylaws of the Board of Regents of the University of Nebraska* (October 18, 1991) the appointing officer shall appoint Faculty Senate representation from the list submitted.

Section 6. Ex Officio Members. Ex officio non-voting members of the Faculty Senate shall be the UNMC Chancellor, Vice Chancellor for Academic Affairs, Vice Chancellor of External Relations, Vice Chancellor for Research, ~~Sr. Director Research IT, Director of the Office of Inclusion, Director of the Office of Equity, Chief Academic Technology Officer, Vice Chancellor of Campus Engagement,~~ Director of Faculty Development, designated representatives from UNMC Benefits, and the UNMC Student Senate. Ex officio non-voting members are added as necessary by the Faculty Senate Executive Committee and listed in individual committee descriptions when relevant.

ARTICLE VIII

Faculty Senate Meetings

Section 1. Regular Meetings. The Faculty Senate shall hold a regular meeting at a stated time in June and during each month of the academic year. No item of new business will be acted upon during a regular meeting unless it has been previously noted. Previous notation shall be constituted as: presentation at a prior meeting; or distribution to each senator at least five working days prior to the meeting; or inclusion on the agenda for the meeting. Five working days prior to each regular meeting, an agenda including all known items of business to be brought before the Senate will be prepared and distributed to each senator along with supporting documents. Action upon new business brought forward on the floor during a meeting will be postponed until a future designated meeting. Under extraordinary circumstances requiring prompt action by the Senate, this rule may be suspended.

Section 2. Special Meetings. The President will call a special meeting of the Faculty Senate when ~~he/she they~~ deems such a meeting to be necessary or when requested to do so by the Chancellor of UNMC or by seven or more members of the Senate. An effort shall be made to post an agenda 24 hours in advance of any special meeting that is called.

1
2 Section 3. Open Meetings. All meetings of the Faculty Senate shall be open to
3 anyone desiring to attend with the exception that executive sessions of the Senate
4 may be called by a two-thirds vote of the senators present.
5

6 Section 4. Quorum. A quorum of sixty percent of all senators must be present to take
7 official action on matters brought before the group.
8

9 Section 5. Tele-technology. Senators may attend regular and special meetings of
10 Faculty Senate using tele-technologies that allow for two-way communication
11 between the originating site and the remote location from which they are attending.
12

13 Section 6. Voting Requirements. A two-thirds vote of the senators present at a
14 meeting and voting shall be required to pass main motions, subsidiary motions, and
15 privileged motions. For those attending by tele- technology, the roll shall be called
16 unless provision for a secret ballot has been made. Voting by proxy shall not be
17 permitted. The requirements for a two-thirds vote of the members present and voting
18 shall not apply in the election of Faculty Senate officers, votes to confirm
19 appointments by the President or to establish standing committees, and appeals
20 from the decision of the Chair. These matters shall be decided by a majority of the
21 votes cast.
22

23 Section 7. Rules of Order. Meetings will be conducted in accordance with ~~the Sturgis~~
24 ~~Standard Code of Parliamentary Procedure~~ Robert's Rules of Order, 3rd Edition.
25
26
27

28 ARTICLE IX 29 Amendments 30

31 Section 1. Initiation. Amendments to the Bylaws may be initiated by the Faculty
32 Senate, or by an assembly of UNMC faculty members called in accordance with the
33 provisions of Article IV of these Bylaws. Proposals to amend the Bylaws may be
34 introduced at any regularly scheduled meeting of the Faculty Senate, but action on
35 such proposals shall be deferred until the next regularly scheduled meeting at which
36 time an open hearing will be held on the proposed amendments. Proposals to
37 amend the Bylaws may be introduced at a meeting of the UNMC faculty if a formal
38 notice of the proposed amendments is included in the call for the meeting. A request
39 to include such a notice in the call for the meeting must be supported by a written
40 petition bearing the signatures of 25 voting members of the UNMC faculty. The
41 procedures for the initiation of referenda specified in Article IV shall apply to any
42 Bylaws amendments proposed at a UNMC faculty meeting.
43

44 Section 2. Approval. Amendments to these Bylaws initiated under the provisions of
45 Article IX, Section 1, shall be submitted to the voting faculty of UNMC for approval or
46 rejection by secret ballot. If approved by a majority of the legal votes cast, the

1 amended bylaws will be filed by the Corporation Secretary for report to the Board of
2 Regents.
3
4

ⁱOctober 20, 1978, copy (with provisions of acceptance and initial implementation noted in italics) approved by the full- time faculty of the University of Nebraska Medical Center on November 3, 1978, and approved by the Board of Regents of the University of Nebraska on November 10, 1978.

January 23, 1979, copy (with provisions of acceptance and initial implementation deleted) approved by the University of Nebraska Medical Center Faculty Senate on January 23, 1979, and reported to the Board of Regents on February 10, 1979.

April 13, 1983, copy approved by the University of Nebraska Medical Center Faculty Senate on April 13, 1983, and approved by the Board of Regents of the University of Nebraska on July 23, 1983.

January 14, 1985, copy approved by the University of Nebraska Medical Center Faculty Senate on January 14, 1985, and approved by the Board of Regents of the University of Nebraska on June 8, 1985.

December 1, 1986, copy approved by the University of Nebraska Medical Center Faculty Senate on December 1, 1986, and approved by the Board of Regents of the University of Nebraska on April 11, 1987.

June 6, 1988, copy approved by the University of Nebraska Medical Center Faculty Senate on May 2, 1988 and June 6, 1988, and approved by the Board of Regents of the University of Nebraska on September 2, 1988.

October 3, 1988, copy approved by the University of Nebraska Medical Center Faculty Senate on October 3, 1988, and approved by the Board of Regents of the University of Nebraska on January 14, 1989.

May 4, 1992, copy approved by the University of Nebraska Medical Center Faculty Senate on May 4, 1992 and approved by the Board of Regents of the University of Nebraska on July 11, 1992.

May 3, 1993, copy approved by the University of Nebraska Medical Center Faculty Senate on May 3, 1993 and approved by the Board of Regents of the University of Nebraska on October 15, 1993.

March 4, 1996, copy approved by the University of Nebraska Medical Center Faculty Senate on March 4, 1996 and approved by the Board of Regents of the University of Nebraska on June 1, 1996.

April 3, 2000, copy approved by the University of Nebraska Medical Center Faculty Senate on April 3, 2000 and approved by the Board of Regents of the University of Nebraska on June 16, 2000.

November 5, 2001, copy approved by the University of Nebraska Medical Center Faculty Senate on November 5, 2001 and approved by the Board of Regents of the University of Nebraska on August 30, 2002.

December 5, 2005, copy approved by the University of Nebraska Medical Center Faculty Senate on December 5, 2005 and approved by the Board of Regents of the University of Nebraska on March 3, 2006.

May 5, 2008, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on June 10, 2008, and approved by the Board of Regents of the University of Nebraska on September 5, 2008.

June 6, 2011, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on September 8, 2011; approved by the General Counsel of the University of Nebraska on September 27, 2011; and reported to the Board of Regents of the University of Nebraska on October 28, 2011.

February 14, 2013, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on February 22, 2013; approved by the General Counsel of the University of Nebraska on March 5, 2013; and reported to the Board of Regents of the University of Nebraska on March 15, 2013.

June 2013, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on February 22, 2013; approved by the General Counsel of the University of Nebraska on February 26, 2013; and reported to the Board of Regents of the University of Nebraska on March 15, 2013.

April 2017, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on May 10, 2017 and reported to the Board of Regents of the University of Nebraska on June 1, 2017.

October 2020, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on February 5, 2021 and reported to the Board of Regents of the University of Nebraska on June 25, 2021.

April 2025, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on April 25, 2025 and reported to the Board of Regents of the University of Nebraska on June 19, 2025.

April 2025

Bylaws of the Faculty of the
University of Nebraska Medical Centerⁱ

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The purpose of these Bylaws is to establish the organizational structure and rules of procedure by which the faculty of the University of Nebraska Medical Center (UNMC) will participate in the academic governance process, as provided in Section 2.12 and 2.12.1 of the *Bylaws of the Board of Regents of the University of Nebraska*.

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Faculty Senate Composition

Section 1. Major Academic Unit Representation. Each major academic unit shall elect one senator for every 25 voting faculty members, or major fraction thereof, in accordance with the procedures set forth in Article VI. In no case, however, will a major academic unit be represented by fewer than two senators. Each major academic unit shall also elect one alternate senator for every five senators to fill vacant seats as defined in Article VI, Section 8. In no case will a major academic unit have fewer than one alternate senator.

Section 2. Other Faculty Representation. UNMC faculty members whose academic appointments are not in one of the major academic units will be grouped together for the purpose of electing representatives. This group shall elect one senator for every 25 voting faculty members, or major fraction thereof, in accordance with the procedures set forth in Article VI.

ARTICLE VI Election of Senators

Section 1. Eligibility for Election. Only voting faculty members who have served on the UNMC faculty for one academic year or more are eligible for election to the Senate. Chancellors, Vice Chancellors, Associate Vice Chancellors, Assistant Vice Chancellors, Deans, Associate Deans, Assistant Deans, Institute Directors, and Department Chairs are ineligible for election to the Senate. If an elected Faculty Senate member is appointed to one of these positions at UNMC, such Senator shall resign from the Senate and the vacancy shall be filled as described in Article VI, Section 8. Persons serving in an interim or acting capacity in the above positions may continue to serve on the Senate.

Section 2. Terms of Service. Senators will be elected to three-year terms, commencing on June 1 of the year of election.

Section 3. Re-election. Senators shall be eligible for re-election.

Section 4. Nominations. Each major academic unit shall establish its own process for securing nominees for election to the Faculty Senate in accordance with the guidelines established by the Faculty Senate's Standing Committee of Membership and Elections. The Office of the Vice Chancellor for Academic Affairs will coordinate the nomination process of other faculty members.

The list of nominees from each unit must be submitted to the Standing Committee on Memberships and Elections in accordance with the schedule provided in Article VI, Section 7, and must contain exactly twice as many candidates as there are senate seats to be filled. Each nominee must consent to stand for election. The Standing Committee on Membership and Elections will then verify eligibility of the nominees and prepare the official ballot for each unit.

Section 5. Eligibility to Vote. Only those faculty members defined as "voting faculty" in Article II, Section 2, shall be eligible to vote in Faculty Senate elections. The Faculty Senate's Standing Committee on Membership and Elections shall approve the list of eligible voters prior to each election, and this list shall serve as the basis for determining the number of representatives that each unit shall have in the Faculty Senate. The list of eligible voters shall not include faculty members who are on unpaid leaves of absence.

Section 6. Elections. The official ballots for each major academic unit and other faculty will list only those senate nominees from that unit. Each voting faculty member shall receive only one ballot and that ballot shall be for the major academic unit or other faculty, in which his/her primary academic appointment is based. The individuals receiving the highest number of votes fill the vacant senate seats. The individuals receiving the next highest number of votes after filling the vacant senate seats shall be declared the Alternate member(s) from the respective major academic unit as described in Article V, Section 1 other faculty as described in Article V, Section 2.

Section 7. Schedule of Nominations and Elections. In the spring of each year, the Faculty Senate's Standing Committee on Membership and Elections shall initiate and supervise the following regular election activities which shall occur on or before the indicated dates:

Call for nominations	April 5
Close of nominations	April 20
Distribute official ballots	May 1
Close of balloting	May 15
Notification of results	May 20

While this schedule of activities may be completed prior to the indicated dates, in no case shall the period between the call for nominations and the close of nominations be less than 15 days, and in no case shall the period between the distribution of ballots and the close of balloting be less than 14 days.

Section 8. Elections to Fill Vacant Seats. If a senator is absent for four regular meetings of the Senate during an academic year, terminates his/her faculty appointment, or resigns from the Senate, the President of the Senate shall declare the seat vacant and fill that seat with the elected alternate from that unit. If no alternate is available, within thirty days, the Faculty Senate President shall order a special election to fill the unexpired term. If a special election is required, it shall be conducted in a manner similar to the annual election including all steps outlined above (Article VI, Section 7) under a timetable to be set by the President of the Senate.

ARTICLE VII
Organization of the Senate

Section 1. Officers. Organization of the Senate shall occur at the June meeting of the Faculty Senate each year. At this meeting the Senate will elect from its membership a Vice-President/President-elect and Secretary/Treasurer. The one-year term of service for each of the officers shall commence immediately after the election and continue until the June meeting in the following year. Upon completion of the term as Vice-President/President-Elect this senator becomes the President of the Senate for the upcoming year. The outgoing President shall become the Immediate Past President and serve as an officer for one year on the Faculty Senate.

Section 2. Duties and Special Terms of Officers. The President shall preside at all Faculty Senate meetings and at the annual UNMC faculty meeting and shall exercise the following administrative duties:

1. Supervise all activities that are undertaken by, or on behalf of, the Senate.
2. Represent and speak for the Senate in dealings with University Administration, with the Board of Regents, with other organizations, and with the public.
3. Appoint and charge committees.
4. Sign letters and documents necessary to carry out the will of the Senate.

The Vice President/President-elect is a member of the Faculty Senate Executive Committee. Vice President shall assume the duties of the President in case of absence or incapacity of the President and shall become President on the death, resignation, or permanent incapacity of the President. The Vice President/President-elect shall also assist the President in fulfilling the administrative duties of that office. Vice President/President-elect shall be encouraged to attend the Board of Regents meeting with the President.

The Immediate Past President shall assist and provide counsel to the incoming President and newly elected Vice President/President-elect.

The Secretary/Treasurer shall maintain an accurate set of minutes reflecting the proceedings of the Faculty Senate and UNMC faculty meetings and shall preserve all records, reports, and official documents of the organization.

If necessary, the elected term of the Vice President, President, or Immediate Past President shall automatically extend as a senator until the expiration of service as Immediate Past President.

Section 3. Parliamentarian. By the second Faculty Senate meeting after June 1, the newly elected President shall appoint a Parliamentarian, subject to confirmation by a

1 vote of the Senate. The Parliamentarian's responsibilities shall commence
2 immediately after the appointment is confirmed and continue until a new
3 Parliamentarian is confirmed. The Parliamentarian need not be a member of the
4 Senate and may be reappointed to successive terms without limit.

5
6 The Parliamentarian shall aid the presiding officers and members of the Senate by
7 being a source of information on parliamentary procedure. All rulings on matters of
8 parliamentary procedure shall be made by the presiding officers.

9
10 Section 4. Committees. There shall be a standing committee on membership and
11 elections charged to carry out the duties assigned in Articles IV and VI of these
12 Bylaws and to complete such other tasks as are assigned by the President or the
13 Senate. This committee shall consist of three members appointed annually by the
14 newly elected President and drawn from the Senate.

15
16 An ad hoc committee to review the Bylaws will be appointed by the President at
17 least every four years. The President may appoint additional ad hoc committees to
18 perform specific assignments.

19
20 Unless a committee's membership is specifically restricted to senators, any voting
21 member of the UNMC faculty may be appointed to serve a term on a standing
22 Faculty Senate committee.

23
24 The Executive Committee shall consist of the officers of the Senate (President, Vice
25 President, Immediate Past President, and Secretary/Treasurer) and additional
26 members selected from the Faculty Senate such that each major academic unit and
27 other faculty are represented in the committee membership. The Executive
28 Committee prepares the agenda for Senate meetings, coordinates the activities of
29 standing and ad hoc committees, and plans and coordinates such other activities as
30 may be required. The Executive Committee shall be empowered to make decisions
31 in the name of the Senate when immediacy demands such action and the Senate is
32 unable to assemble a quorum to consider the issue. The quorum and voting
33 requirements reflected in Article VIII, Sections 4 and 6 will be used when the
34 Executive Committee makes decisions in the name of the Senate. All decisions
35 taken under this grant of authority must be presented to the Senate at its next
36 regular meeting and a motion of approval voted upon.

37
38 The Academic Freedom and Tenure Committee (AF&TC), as specified in Section
39 4.15 of *Bylaws of the Board of Regents* shall consist of five members and one
40 alternate member, with no more than one representative from each major academic
41 unit. Members shall be appointed by the President (with confirmation by the Senate)
42 to serve three- year staggered terms. The AF&TC shall draft rules or procedures not
43 inconsistent with *Bylaws of the Board of Regents* for the prompt, orderly, and fair
44 hearing of all complaints filed with the committee. Said rules shall be submitted to
45 the Board and when approved or modified, after notice and hearing, shall constitute
46 a part of the Rules of the Board. The committee shall consider any complaint filed by

1 any member of the professional staff alleging any grievance that constitutes an
2 allegation that action taken, or threatened, violates the complainant's academic
3 freedom or academic tenure. The committee shall consider a complaint filed against
4 any member of the faculty seeking to terminate his or her Continuous Appointment,
5 his or her Appointment for a Specific Term prior to the termination date stated in the
6 appointment, his or her Special Appointment as a faculty member prior to its
7 termination date, or his or her Health Professions Appointment prior to the end of its
8 stated term.

9
10 The Grievance Committee (GC), as authorized in Section 4.14 of Bylaws of the
11 Board of Regents, shall consist of five members and one alternate member, with no
12 more than one representative from each major academic unit. Members shall be
13 appointed by the President (with confirmation by the Senate) to serve three-year
14 staggered terms. The committee shall draft rules of procedure for the orderly and
15 fair handling of grievances by the Committee, which rules shall become effective
16 after notice and hearing when approved or modified by the Board, and upon
17 approval, shall be effective as a part of the Rules of the Board. Responsibilities of
18 the GC include to consider a complaint filed by any faculty member alleging any
19 grievance; to seek to settle the grievance by informal methods of adjustment and
20 settlement, either itself or by using the services of any officer or body directed to
21 settle grievances and disputes by mediation, conciliation, or other informal methods;
22 and to proceed, if informal methods fail to resolve the matter satisfactorily, with
23 further proceedings, to be conducted in accordance with the Rules of Procedure
24 approved by the Board.

25
26 The Professional Conduct Committee (PCC), as authorized in Section 4.16 of
27 Bylaws of the Board of Regents, shall consist of five members and one alternate
28 member, with no more than one representative from each major academic unit.
29 Members shall be appointed by the President (with confirmation by the Senate) to
30 serve three-year staggered terms. Responsibilities of the committee shall include to
31 receive complaints from any person charging a member of the professional staff with
32 professional misconduct; to investigate the facts relevant to the charge including
33 advising the affected party of the charge, hearing their response, and considering
34 any evidence produced by such party and to make factual determinations; to
35 conclude whether there are reasonable grounds to believe that the person against
36 whom the charge is directed committed acts which amount to professional
37 misconduct; to advise the person filing the charge, and any other appropriate person
38 or groups, of the committee's conclusion and factual findings; and to recommend to
39 the appropriate University Officer or group, whether action should be taken with
40 respect to the charge, and the nature of such action.

41
42 Other standing committees may be established by vote of the Senate, in which case
43 they shall continue until such time as the Senate votes to eliminate them. In
44 establishing standing committees, the Senate must approve a governing Charter
45 which shall specify the name, method of selecting members, usual duties, terms of

office, and requirements for reports. Each committee shall review its charter no less than every four years and any changes must be approved by the faculty senate.

Section 5. Representation on Senior Administrative Advisory Committees. Senior administrative officers shall be defined as vice chancellors or academic administrators who report directly to the Chancellor such as deans, directors, or equivalent administrators. In the event of a vacancy of a senior administrative office, the appointing officer will inform the President of the Faculty Senate who will, with the advice of the Senate, submit a list of names which is at least twice the number of representatives to be chosen there from. As specified in amended Section 2.1.c of the *Bylaws of the Board of Regents of the University of Nebraska* (October 18, 1991) the appointing officer shall appoint Faculty Senate representation from the list submitted.

Section 6. Ex Officio Members. Ex officio non-voting members of the Faculty Senate shall be the UNMC Chancellor, Vice Chancellor for Academic Affairs, Vice Chancellor of External Relations, Vice Chancellor for Research, Chief Academic Technology Officer, Vice Chancellor of Campus Engagement, Director of Faculty Development, designated representatives from UNMC Benefits, and the UNMC Student Senate. Ex officio non-voting members are added as necessary by the Faculty Senate Executive Committee and listed in individual committee descriptions when relevant.

ARTICLE VIII

Faculty Senate Meetings

Section 1. Regular Meetings. The Faculty Senate shall hold a regular meeting at a stated time in June and during each month of the academic year. No item of new business will be acted upon during a regular meeting unless it has been previously noted. Previous notation shall be constituted as: presentation at a prior meeting; or distribution to each senator at least five working days prior to the meeting; or inclusion on the agenda for the meeting. Five working days prior to each regular meeting, an agenda including all known items of business to be brought before the Senate will be prepared and distributed to each senator along with supporting documents. Action upon new business brought forward on the floor during a meeting will be postponed until a future designated meeting. Under extraordinary circumstances requiring prompt action by the Senate, this rule may be suspended.

Section 2. Special Meetings. The President will call a special meeting of the Faculty Senate when they deem such a meeting to be necessary or when requested to do so by the Chancellor of UNMC or by seven or more members of the Senate. An effort shall be made to post an agenda 24 hours in advance of any special meeting that is called.

1 Section 3. Open Meetings. All meetings of the Faculty Senate shall be open to
 2 anyone desiring to attend with the exception that executive sessions of the Senate
 3 may be called by a two-thirds vote of the senators present.
 4

5 Section 4. Quorum. A quorum of sixty percent of all senators must be present to take
 6 official action on matters brought before the group.
 7

8 Section 5. Tele-technology. Senators may attend regular and special meetings of
 9 Faculty Senate using tele-technologies that allow for two-way communication
 10 between the originating site and the remote location from which they are attending.
 11

12 Section 6. Voting Requirements. A two-thirds vote of the senators present at a
 13 meeting and voting shall be required to pass main motions, subsidiary motions, and
 14 privileged motions. For those attending by tele- technology, the roll shall be called
 15 unless provision for a secret ballot has been made. Voting by proxy shall not be
 16 permitted. The requirements for a two-thirds vote of the members present and voting
 17 shall not apply in the election of Faculty Senate officers, votes to confirm
 18 appointments by the President or to establish standing committees, and appeals
 19 from the decision of the Chair. These matters shall be decided by a majority of the
 20 votes cast.
 21

22 Section 7. Rules of Order. Meetings will be conducted in accordance with Robert's
 23 Rules of Order, 3rd Edition.
 24
 25
 26

27 ARTICLE IX 28 Amendments 29

30 Section 1. Initiation. Amendments to the Bylaws may be initiated by the Faculty
 31 Senate, or by an assembly of UNMC faculty members called in accordance with the
 32 provisions of Article IV of these Bylaws. Proposals to amend the Bylaws may be
 33 introduced at any regularly scheduled meeting of the Faculty Senate, but action on
 34 such proposals shall be deferred until the next regularly scheduled meeting at which
 35 time an open hearing will be held on the proposed amendments. Proposals to
 36 amend the Bylaws may be introduced at a meeting of the UNMC faculty if a formal
 37 notice of the proposed amendments is included in the call for the meeting. A request
 38 to include such a notice in the call for the meeting must be supported by a written
 39 petition bearing the signatures of 25 voting members of the UNMC faculty. The
 40 procedures for the initiation of referenda specified in Article IV shall apply to any
 41 Bylaws amendments proposed at a UNMC faculty meeting.
 42

43 Section 2. Approval. Amendments to these Bylaws initiated under the provisions of
 44 Article IX, Section 1, shall be submitted to the voting faculty of UNMC for approval or
 45 rejection by secret ballot. If approved by a majority of the legal votes cast, the

1 amended bylaws will be filed by the Corporation Secretary for report to the Board of
 2 Regents.
 3

ⁱOctober 20, 1978, copy (with provisions of acceptance and initial implementation noted in italics) approved by the full- time faculty of the University of Nebraska Medical Center on November 3, 1978, and approved by the Board of Regents of the University of Nebraska on November 10, 1978.

January 23, 1979, copy (with provisions of acceptance and initial implementation deleted) approved by the University of Nebraska Medical Center Faculty Senate on January 23, 1979, and reported to the Board of Regents on February 10, 1979.

April 13, 1983, copy approved by the University of Nebraska Medical Center Faculty Senate on April 13, 1983, and approved by the Board of Regents of the University of Nebraska on July 23, 1983.

January 14, 1985, copy approved by the University of Nebraska Medical Center Faculty Senate on January 14, 1985, and approved by the Board of Regents of the University of Nebraska on June 8, 1985.

December 1, 1986, copy approved by the University of Nebraska Medical Center Faculty Senate on December 1, 1986, and approved by the Board of Regents of the University of Nebraska on April 11, 1987.

June 6, 1988, copy approved by the University of Nebraska Medical Center Faculty Senate on May 2, 1988 and June 6, 1988, and approved by the Board of Regents of the University of Nebraska on September 2, 1988.

October 3, 1988, copy approved by the University of Nebraska Medical Center Faculty Senate on October 3, 1988, and approved by the Board of Regents of the University of Nebraska on January 14, 1989.

May 4, 1992, copy approved by the University of Nebraska Medical Center Faculty Senate on May 4, 1992 and approved by the Board of Regents of the University of Nebraska on July 11, 1992.

May 3, 1993, copy approved by the University of Nebraska Medical Center Faculty Senate on May 3, 1993 and approved by the Board of Regents of the University of Nebraska on October 15, 1993.

March 4, 1996, copy approved by the University of Nebraska Medical Center Faculty Senate on March 4, 1996 and approved by the Board of Regents of the University of Nebraska on June 1, 1996.

April 3, 2000, copy approved by the University of Nebraska Medical Center Faculty Senate on April 3, 2000 and approved by the Board of Regents of the University of Nebraska on June 16, 2000.

November 5, 2001, copy approved by the University of Nebraska Medical Center Faculty Senate on November 5, 2001 and approved by the Board of Regents of the University of Nebraska on August 30, 2002.

December 5, 2005, copy approved by the University of Nebraska Medical Center Faculty Senate on December 5, 2005 and approved by the Board of Regents of the University of Nebraska on March 3, 2006.

May 5, 2008, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on June 10, 2008, and approved by the Board of Regents of the University of Nebraska on September 5, 2008.

June 6, 2011, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on September 8, 2011; approved by the General Counsel of the University of Nebraska on September 27, 2011; and reported to the Board of Regents of the University of Nebraska on October 28, 2011.

February 14, 2013, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on February 22, 2013; approved by the General Counsel of the University of Nebraska on March 5, 2013; and reported to the Board of Regents of the University of Nebraska on March 15, 2013.

June 2013, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on February 22, 2013; approved by the General Counsel of the University of Nebraska on February 26, 2013; and reported to the Board of Regents of the University of Nebraska on March 15, 2013.

April 2017, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on May 10, 2017 and reported to the Board of Regents of the University of Nebraska on June 1, 2017.

October 2020, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on February 5, 2021 and reported to the Board of Regents of the University of Nebraska on June 25, 2021.

April 2025, copy (with provisions of acceptance and initial implementation noted in red) approved by the full-time faculty of the University of Nebraska Medical Center on April 25, 2025 and reported to the Board of Regents of the University of Nebraska on June 19, 2025.

Subject: FOR REVIEW - 2025 PROPOSED REVISION OF BYLAWS OF THE UNMC FACULTY
Date: Friday, April 18, 2025 at 12:31:07 PM Central Daylight Time
From: Welch, Sue D
To: Kennel, Victoria L, Lickert, Amber L, Donnelly, Amber D, Johnson, Sarah M, Mukherjee, Maheswari, Ramirez, Diana T, Michael, Kim K, Wampler, Kathryn M, Custer, Tanya M, Gilmer, Lesley, Mallard, Halle J, McBrien, Sarah B, Nelson, Satera A, Zimmerman, Holly H, Vas, Stephanie M, Donner, Linsey M, Haberkon, Paige D, Honeycutt, Karen J, Imhoff, Marnie A, McGuire, Kevin M, Woslager, C.J., Hanson, Corri K, Jackson, Mariah K, Lietka, Rachel L, Ponce, Jana K, Behrendt, McKenzie R, Clifton, Maribeth, Krusen, Nancy, Martino, Nicole N, Smallfield, Stacy, Stadel, Leah M, Westover, Erin R, Whitlow, Molly A, Bilek, Laura D, Bills, Sara, Christensen, Stacie, Cochran, Teresa M, Dexter, Brad D, Frazee, Megan M, Golightly, Yvonne M, Gossman, Kellie S, Johnson, Grace C, Meyer, Kyle P, Rosenthal, Michael, Siu, Joseph, Sleddens, Nikki M, Uwazurike, Kait, Venema, Dawn M, Wellsandt, Liz A, Creps, Jennifer, Dickey, Pam L, Grammer, Shaun L, Horak, Shaun C, Reynolds, Janelle G, Soester, Melissa, Sullivan, Monica, Wade, Colene, West, Katharine A, Bartenhagen, Lisa, Balliet, Ashley R, Knobbe, Betsy R, Miller, Ellie M, Webster, Tammy L, Wright, Alisha D, Arnold, Cindy A, Rogers, Kaylyn M, Fisher, Sara A, Dutt, Michael J, Lambing, Lea, Umbra, Jesse, Eichelberg, Ashley M, Becker, Betsy J, Wells, Tessa M, Wellsandt, Mike J, Evanoff, Jana L, Ameku, Yosh, Bennett, Greg W, Bokemper, Rich K, Byrne, Gerard, Driscoll, Mark F, Farhangpour, Amir, Guha, Upoma, Hattervig, Robin L, Hubacz, Jenna C, Kugel, Gerard, Lamounier, Adriana, Marshall, Julie A, Murray, Nicholas, Muttanahally, Kavya Shankar, Phan-Rinne, Myhanh T, Ribeiro Wobido, Amanda, Saksena, Yun, Sundine, Makena M, Van Osdel, Corinne M, Williamson, Richard A, Baker, Nicole M, Broekemeier, Jane M, Dolen, Amanda M, Henderson, Noni, Junge, Todd, Lindquist, Emily, Shropshire, Jaimee D, Abdulmalik, Sama, Bilunas, Alexandra L, Chen, Po-Jung, Gandhi, Vaibhav, Hansen, Jay D, Houser, Zach L, Iribarren, Sofia, Kumbar, Sangamesh G, Lowman, Sarah, O'Brien, Kathy, Wijekoon, Suranji, Yadav, Sumit, Zastrow, Madelyn, Crouch, Larry D, Giannini, Peter J, Johnson, Keith, Kwok, Benjamin, McCanlies, Dona J, Narayana, Nagamani, Nawshad, Ali, Oakley, Greg G, Petro, Tom M, Yoachim, Shayla D, Anderson, Laura P, Bavitz, Joseph B, Byarlay, Matt R, Christiansen, Megan M, Cline, Rob D, Killeen, Amy, Kugel, Connie, Makkawy, Hany M, McNally, Mike A, Payne, Jeffrey B, Reinhardt, Rick A, Vogt, Dub W, Williamson, Anne E, Adams, Austin, Are, Madhuri, Arnzen, Amanda, Aron, Rebecca A, Arsky Lombardi, Rafael, Bartels, Karsten, Baxter, David A, Beethe, Amy B, Bethel, Micaela E, Bhargavan, Biju, Braith, Andrew J, Brakke, Tara R, Brannan, Stephen C, Brown, Brittany A, Chacon, Megan, Chand, Subhash, Deschenes, Lucas, Duhachek, Amy L, Dutoit, Andrea P, Ellis, Sheila J, Etoll-Jones, Erin, Finch, Marcus O, Fremming, Brad A, Fuller, Redgy, Gao, Lie, Goeller, Jess K, Goergen, Katie J, Hamlin, Ryan J, Hascall, Allyson, Haynes-Henson, Kimberley, Heiser, Nicholas, Hofmann, Scott C, Holcomb, Richard, Ingemansen, Andrew, Iqbal, Zahid, Iverson, Shelley, Johnson, Daniel, Johnson, Kyle R, Kanmogne, Georgette, Kassel, Cale, Kogan, Dina A, LaCroix, Gary A, Ladd, Marshall D, Lankhorst, Michael A, LeRiger, Michelle, Lisco, Steven, Lockhart, TJ, Lorenzen, Kristi, Manning, Tom, Maresch, Andrew C, Markin, Nick, Michaelis, Maria, Miravite, Maureen, Muellemann, Robert J, Mukherjee, Kamalika, Murray, Lisa, Niebur, Platt D, Ohnoutka, John R, Pang, Huiling, Patterson, Andrew J, Pawlowski, Joseph, Pellegrino, Peter R, Pendyala, Gurudutt N, Quandahl, Rachel A, Rajnic, Sean, Ringenberg, Kyle J, Roberts, Ellen K, Rogic, Nancy, Schulte, Thomas, Shillcutt, Sasha K, Shin, Stephanie, Shukry, Mo, Simonson, Jean A, Songster, Jeffrey C, Sualy, Kunal S, Sullivan, James, Thiel, Dennis A, Thomas, Walker R, Thompson, Shaun L, Tingley, David, Wakin, Kristin N, Walcutt, Charles R, Wang, Hanjun, Welch, Tim, Wildes, Troy, Wilke, Trevor J, Williams, Guy, Williams, Jasper, Yelamanchili, Sowmya, Zehr, Levi J, Zetterman, Corey V, Aithal, Abhijit, Batra, Surinder, Caplan, Steve H, Chatterjee, Arpita, Cheng, Pi-Wan, Deegan, Becky O, Hyde, Ricia, Jain, Maneesh, Kanchan, Ranjana K, Khan, Imran, Khan, Parvez, Krishnan, Mohan, Kshirsagar, Prakash G, Kumar, Sushil, Lakshmanan, Imay, Lin, Ming-Fong, Mahalingam, Sundararajan, Marimuthu, Saravanakumar, Mei, Liu, Mott, Justin L, Muniyan, Sakthivel, Nallasamy, Samy, Nasser, Wasim, Natarajan, Gopalakrishnan, Palanimuthu Ponnusamy, Moorthy, Petrosyan, Armen, Ramatchandirin, Balamurugan, Rasineni, Karuna, Schott, Micah, Seshacharyulu, Parthasarathy, Shah, Ashu, Shroff, Ankit, Sorgen, Paul L, Spagnol, Gaelle, Swenson, Samantha A, Teoh, Melissa, Vengoji, Raghupathy, Alfaidi, Mabruka, Bagher, Pooneh, Boesen, Erika I, Gundry, Rebekah, Hackfort, Bryan, Mishra, Paras Kumar, Patel, Kaushik, Patel, Tapan, Zimmerman, Matthew, Zucker, Irving H, Adams, Jennifer, Arthur, Megan R, Barrett, Erin X, Georgesen, Corey J, Harter, Nicole, Hirner, Jesse P, Lonowski, Sarah L, Oudenhoven, Mollie, Stephany, Matthew P, Sulewski, Ronald, Sutton, Adam V, Voss, Vanessa, Witte, Luke A, Barksdale, Aaron N, Barnett, Andrew, Bonk, Cody, Branecki, Chad E, Carlsson, Erica L, Clemons, Joseph Z, Coffey, Shaila K, Cooper, Jeffrey S, Cutright, Amy, Dass, Conor, Deeds, Aaron, Derr, John E, Dougherty, Kaitlin, Ernest, Eric, Johnson, Dan R, Kalin,

Dan J, Kirschner, Ronald, Krause, Adam, Langenfeld, Jason G, Larsen, Tim, Li, Yulong, Lippert, Joseph M, Mahal, Elizabeth, Marx, Jared, Mathiasen, Ross E, Meinke, Lisa, Nelsen, Dalton J, Nguyen, Thang T, Nowroozpoor, Armin, Perry, Thomas, Reiche, Elizabeth A, Ross, Weston, Schwedhelm, Shelly M, Thacker, Jenny, Tomesch, Alex, Tu, Huiyin, Turco Brannan, Lauren M, Wadman, Michael, Wadman, Tori L, Warchol, Jordan M, Welniak, TJ J, Welter, Cherie L, Willet, Katie M, Zeger, Wes, Akerson, Jeffrey, Anderl, Patrick C, Backer, Elisabeth, Bash, Kirstie L, Bird, Allison A, Bronner, Liliana P, Brown, Daniel, Burke, Tammy J, Burleigh, Tara M, Christiansen, Hannah M, De Alba, Armando, Ehresman, Zach E, Evans, Susan D, Genant, Zach, Geske, Jenenne, Gordon, Denai A, Harnisch, David, Harrison, Jeffrey D, Hauke, Ralph J, Jarzynka, Kimberly J, Jensen, Chris J, Jones, Drea D, Kalsi, Neil S, King, Jeremy, Labisi, Titi O, Lacey, Mindy J, Lanik, Aaron, Malloy, Timothy, Marcelin, Alberto, Mathews, Haley B, Mathews, Monty S, Menning, Melanie S, Meredith, Jason, Moes, Chad L, Nelson, Kari L, Nutile, Shauntel S, Ogun, Oluwatobi, Patera, Jason M, Simmons, Jim W, Smith, John, Tyler, Amber, Watson, James C, Band, Vimla, Bhakat, Kishor K, Brahma, Sandipan, Cassidy, Keely, Dudley, Andrew T, Ghosal, Gargi, Gould, Karen A, Guda, Babu, Hewitt, Kyle, Joshi, Shantaram S, Latacha, Kimberly S, McCumber, Travis L, Veerappa, Avinash, Mohapatra, Bhopal C, Mudgapalli, Ashok, Norgren, Robert B, Ramanathan, Subu, Perry, Megan C, Raza, Mohsin, Rowley, Jordan J, Shakyawar, Sushil, Simet Chadwick, Sam, Smith, Heather C, Vilburn, Matt, Wan, Shibiao, Xiao, Peng, Poole, Jill A, Rorie, Andy C, Zamora-Sifuentes, Jose L, Anderson, Daniel, Annapureddy, Amar, Basma, Hesham, Biddle, William, Bookani, Kaveh, Burdorf, Adam, Christensen, Cason D, Clemens, Dahn, Dhar, Kajari, Duan, Bin, Dunbar, Chrissy, Gagnon, Kali Z, Garvin, Robbie P, Hyden, Marshall, Khan, Faris, Liu, Bo, Lowes, Brian, Lundgren, Scott W, Mahmood, Mobasser, Makam, Kasaiah, Malik, Shahbaz, Nickol, Jennifer L, O'Leary, Edward, Payne, Jason, Porter, Thomas, Satuluri, Pallavi, Sayyed, Samer, Schleifer, John, Shi, Wei, Stoller, Douglas, Tiwari, Nidhish, Tsai, Shane, Windle, John R, Zolty, Ronald, Bennett, Robert, Davis, Clifton R, Desouza, Cyrus, Drincic, Andjela, Graeff- Armas, Laura A, Hamel, Frederick, Hashmi, Sulman, Johnson-Rabbett, Brianna, Kotwal, Anupam, Mack, Lynn R, Polavarapu, Preethi, Puri, Ritika, Sandooja, Rashi, Wagoner, Jill K, Anderson, Nathan M, Armitage, Joel D, Artz, Hannah K, Ash, Michael A, Begley, Brett, Brown Keebler, Amber K, Bruner, Noel S, Camamo, Andrew, Dougherty, Joseph W, Dreessen, Amy C, Hill, Emily K, Hoarty, Carrie A, Hopson, Maria I, Jansen, Mary, Jeffrey, Daniel J, Kaipust, Nicole M, Kinzie, Spencer D, Laurila, Joshua M, Maloney, Eamon P, Miller, Brandon J, Mohring, Stephen M, Mukherjee, Urmila, Navarrette, Chelsea R, Neumeister, J S, Nickol, Devin R, O'Dell, David, Pachunka, Joe M, Parker, Jennifer R, Pitlick, Jaeda M, Rodrigues Armijo, Priscila, Rohlfen, Cory J, Schmitt, Matthew W, Slatkin, Sara, Sorrick, Alex, Taylor, Regan, Vasey, Andy, Witt, Rae, Yeutter, Nick, Choman, Maureen, Coffey, Amy, Emodi, Alyssa R, Fisher, Alfred, Gage, Lindsay J, Hejkal, Joseph J, Beedle, Jayme E, Hopp, Shelby L

Attachments: image001.png

Dear Colleague:

This notice is to inform you that the Faculty Senate Elections Bylaws of the UNMC Faculty 2025 revision "voting booth" will be open from Monday, April 21, 2025 until 5:00 PM CST, Friday, April 25, 2025.

Please take a few minutes to review the proposed revisions as shown on this pdf link [Faculty Senate Bylaws of the Faculty 2025 Revision Markup](#). If approved by a majority of the legal votes cast, the amended bylaws will be filed by the Corporation Secretary for report to the Board of Regents. ([Click here for a clean copy after the proposed revisions.](#))

**** EMAILS CONTAINING LINKS TO THE ELECTION SITE WILL BE SENT OUT ON THE MORNING OF MONDAY, APRIL 25, 2025 ****

Sue Welch, BGS, SHRM CP
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Faculty Senate Coordinator
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“Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest accomplishment, or the smallest act of caring, all of which have the potential to turn a life around.” – Leo Buscaglia



BOARD OF REGENTS AGENDA ITEM SUMMARY

June 19, 2025

AGENDA ITEM: Report on revisions to UNO rules and regulations for faculty self-government organization.

☒ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' Policy.*

PRESENTERS: Katie Hoffman, Corporation Secretary

PURPOSE & KEY POINTS

Consistent with the *Bylaws* and operating procedures of the Board, the following changes have been filed with the Corporation Secretary since the last meeting of the Board:

- April 2025 Amendments to the *Bylaws of the Faculty of the University of Nebraska at Omaha*.

In addition to the redline versions which are attached, these changes are available for inspection in the Office of the Corporation Secretary.

BACKGROUND INFORMATION

Section 1.2 of the *Bylaws of the Board of Regents* states, "In any case where any officer, group, or agency has been authorized by these *Bylaws* to adopt rules or regulations, such rules or regulations, before they may be effective, shall be:

- (1) considered by the officer, group, or agency at a public hearing held after giving reasonable advance public notice thereof;
- (2) reviewed and approved by the General Counsel for consistency with these *Bylaws* and applicable policies, laws, and regulations; and
- (3) filed with the Corporation Secretary for report to the Board. The President and cognizant Chancellor are to be timely provided with a courtesy copy of any public hearing notice.

Proposed change to Bylaw V.G.2

Rationale: Given the move away from Roberts Rules to Democratic Rules of Order, Faculty Senate may not need to appoint and pay for a permanent parliamentarian, however should the need arise to consult a parliamentarian, they would be able to do so per the bylaws.

Original Wording:

2. Parliamentarian

The President shall appoint a parliamentarian, who need not be a member of the Senate.

Proposed Change:

2. Parliamentarian. When needed, the President may appoint a parliamentarian, who need not be a member of the Senate.

Proposed change to Bylaw VI.G.3 and VI.G.4

Rationale: The only meetings that can be conducted asynchronously are standing committee meetings where no consensus/action is required, thus rather than having “Asynchronous Meetings” be its own point we propose moving 4 up with 3.

Original Formatting:

G. Electronic Meetings

1. **Faculty Senate.** The Executive Council, at its regular monthly meeting, may approve that the month’s regular Faculty Senate meeting be conducted by electronic means. When the Executive Council decides to conduct a Senate meeting electronically, a link to the communication service to be used for conducting the meeting will be distributed with the agenda. The selected communication service must be simultaneously accessible by all members and enrolled guests, allow for the display of text for all pending motions, and facilitate expeditious and anonymous voting (either through its service offering, or through the display/enablement of additional services), as needed. Mixed meetings, where some members participate remotely while others participate in person, are not allowed.
2. **Executive Council.** The President may arrange that any Executive Council meeting be conducted electronically if the Vice-President or Secretary-Treasurer agree, and members are given notice at least twenty-four hours in advance. Communication service requirements include all those for Faculty Senate plus legible display of extended reports. Executive officers may meet electronically, as mutually agreed, with administration.
3. **Standing Committees.** Standing committees may conduct their regularly scheduled meetings by technology that is available to all and allows participants to hear one another throughout the meeting. Speakers are to self-identify each time they speak.
4. **Asynchronous Meetings.** If a standing committee’s agenda includes items on which either approval by consensus is expected or no final action is to be taken, it may conduct business by an asynchronous messaging tool accessible to all members with the following stipulations to maintain deliberative character.
 1. Meetings are scheduled in advance by consensus, with a time at which discussion shall close to assure that all members can read and contribute before close.
 2. A quorum is established twice for each vote, once by solely affirmative responses of a quorum of the entire committee to the closing of debate by the question “Are you ready to vote?” and once by the voting, during which no further discussion shall occur.
 3. Any change to times shall require 2/3 approval.

Proposed Change:

3. Standing Committees. Standing committees may conduct their regularly scheduled meetings by technology that is available to all and allows participants to hear one another throughout the meeting. Speakers are to self-identify each time they speak if the technology does not clearly identify the speaker. If a standing committee’s agenda includes items on which either approval by consensus is expected or no final action is to

be taken, it may conduct business by an asynchronous messaging tool accessible to all members with the following stipulations to maintain deliberative character.

1. Meetings are scheduled in advance by consensus, with a time at which discussion shall close to assure that all members can read and contribute before close.
2. A quorum is established twice for each vote, once by solely affirmative responses of a quorum of the entire committee to the closing of debate by the question “Are you ready to vote?” and once by the voting, during which no further discussion shall occur.
3. Any change to times shall require 2/3 approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

June 19, 2025

AGENDA ITEM: Report on amendments to UNO College of Business Administration (CBA) Bylaws and Policies & Procedures.

☒ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' Policy.*

PRESENTERS: Katie Hoffman, Corporation Secretary

PURPOSE & KEY POINTS

Consistent with the *Bylaws* and operating procedures of the Board, the following changes have been filed with the Corporation Secretary since the last meeting of the Board:

- Amendments to the *Bylaws and Policies & Procedures (P&P) of the College of Business Administration at the University of Nebraska at Omaha*. The purpose of each amendment was to align CBA's Bylaws and P&P with policy changes that the Board of Regents approved on April 11, 2025.

These changes are available for inspection in the Office of the Corporation Secretary.

BACKGROUND INFORMATION

Section 1.2 of the *Bylaws of the Board of Regents* states, "In any case where any officer, group, or agency has been authorized by these *Bylaws* to adopt rules or regulations, such rules or regulations, before they may be effective, shall be:

- (1) considered by the officer, group, or agency at a public hearing held after giving reasonable advance public notice thereof;
- (2) reviewed and approved by the General Counsel for consistency with these *Bylaws* and applicable policies, laws, and regulations; and
- (3) filed with the Corporation Secretary for report to the Board. The President and cognizant Chancellor are to be timely provided with a courtesy copy of any public hearing notice.

**Bylaws of the
UNO College of Business Administration (CBA)**

1. Introduction

1.1. Sections 85-108 and 85-112, Revised Statutes of Nebraska and Section 2.9 of the *Bylaws of the Board of Regents of the University of Nebraska* vest the immediate governance of each college in its faculty. The faculty of the College of Business Administration subscribes to the principles of faculty rights and responsibilities as set forth in Chapter IV of the *Bylaws*. Further, the CBA faculty subscribes to the ideals of the academic discipline and the need for broad faculty autonomy in carrying out its functions of teaching and scholarship together with the direct and indirect setting of the collateral conditions which enable the faculty to fulfill its overall responsibilities. Nothing in these Bylaws shall be construed to be in conflict with any applicable law or with the *Bylaws of the Board of Regents of the University of Nebraska*, which may be amended from time-to-time; and in cases of conflict between these Bylaws and the *Bylaws of the Board of Regents* or any applicable law, the latter shall take precedence.

1.1.1. The current Strategic Plan of the College of Business Administration includes the following vision and mission statements:

VISION: To be the business school of choice for hard-working learners of all backgrounds.

MISSION: To teach and inspire diverse learners and connect them to organizations within and beyond the classroom, emphasizing innovative and career-focused learning, combined with transformative research, business collaboration, and community engagement that advance individual and regional prosperity.

1.2. To the extent allowed by law and the *Bylaws* of the University, including appropriate and permitted administrative rulings of the University, the faculty shall be the policy making body of the College of Business Administration. Specifically, the faculty shall formulate policies in matters such as the following.

1.2.1. The mission and strategic objectives of the College as well as their evaluation and modification.

1.2.2. The development, evaluation, and modification of the academic program of instruction.

- #### 1.4. Form of Notice for College-wide Faculty Meetings

1.4.4. Votes are taken by ballot. Voting by mail (or email) ballot is allowed for any policy-related motions (such as voting on *Mission Statement, Strategic Plan, Bylaws, or Policies and Procedures*) once the question is called on the motion at a faculty meeting and one eligible voting faculty member requests mail (or email) ballot voting. Otherwise, a seconded motion for voting by mail (or email) ballot can be approved by affirmative vote of at least ten percent of eligible voting faculty members present. Mail (or email) ballots shall be prepared and distributed by the Dean's office within five (5) academic days following the faculty meeting. Such ballots shall have a deadline for submission that is five (5) academic days following the ballot distribution.

1.4.5. College-wide faculty meetings may be conducted electronically with either all or some attendees participating by electronic means. For such meetings, a link to the communication service (e.g., Zoom or Teams) to be used for conducting the meeting will be distributed with the agenda. The selected communication service must be simultaneously accessible by all voting faculty, allow for simultaneous aural communication, allow for the display of text for all pending motions, and facilitate expeditious and anonymous voting (either through its service offering, or through the display/enabling of additional services), as needed.

2. Definitions

- 2.1.** Voting Faculty - College and Department/School - All full-time faculty members (tenured or untenured tenure-track, lecturers, and instructors) shall constitute the voting members of the faculty of the College of Business Administration and of his/her Department/School.
- 2.2.** Department/School - An academic subdivision of the College approved by the Board of Regents.
- 2.3.** Center - A public service and/or research subdivision of the College (e.g., Nebraska Business Development Center) approved by the Board of Regents.
- 2.4.** Council - A standing committee with a defined jurisdiction to formulate, implement, and assess its portion of the Mission of the College.
- 2.5.** Task Force - An ad hoc committee with a defined jurisdiction.
- 2.6.** Academic Days - For the purpose of notice, academic days shall be Monday through Friday when the University is open for classes.

- 2.7.** Graduate Faculty Status – an official appointment made by the Dean of the Graduate College, through either the faculty member's letter of appointment at the time of hire or application resulting in approval. Approval to teach graduate courses does not imply Graduate Faculty Status.

3. College Organization

- 3.1.** The College is administered by a Dean in accordance with Section 2.9.1. of the *Bylaws of the Board of Regents of the University of Nebraska*.
- 3.2.** The Dean is assisted in fulfilling his/her administrative responsibilities by persons filling various positions such as Associate Dean, Assistant Dean, School Director, and Department Chair. Prior to recommending to the Chancellor persons to fill these positions, the Dean shall use formal procedures to consult with the relevant voting faculty in the recruiting and recommending process.

4. College Councils and Task Forces

4.1. General Requirements for Councils and Task Forces

- 4.1.1.** Details concerning the composition and procedures of each Council or Task Force are included within the College's *Policies and Procedures*.
- 4.1.2.** Department Chairs and School Directors are faculty members of their respective departments/schools and are eligible for election as departmental/school representatives or as at large representatives unless otherwise specified.
- 4.1.3.** Matters related to the jurisdiction of any Council or Task Force may be referred to that body by the Dean, by a majority vote at a College faculty meeting, or by a majority vote of the College faculty by a mail ballot.
- 4.1.4.** Elected Council members shall serve specific terms.
- 4.1.5.** A conflict of interest shall not be construed to exist if any member of a Council or a Task Force submits a proposal for financial support to the Council or Task Force. However, when such a submission occurs, the submitting member may not participate in the portions of any meetings where the Council or Task Force deliberates or votes on that proposal or any directly competing proposals.

- 4.1.6. The Dean may create Task Forces, as needed, by a written notice to the faculty. Such notice shall detail the charge of the Task Force and shall invite each faculty member to volunteer to serve on the Task Force. No sooner than five (5) academic days following the notice, the Dean shall appoint all members of a Task Force.
- 4.1.7. Task Forces shall be created to complete a particular purpose and shall exist for an identified and limited duration not to exceed two (2) academic years. The Dean shall call the first meeting of a Task Force at which the Dean shall re-distribute the written charge of the Task Force and identify in writing the termination date for the Task Force.
- 4.1.8. The Dean shall lack the authority to create a Task Force whose charge is substantially similar to the jurisdiction of any one (1) Council. If two (2) or more Council's share overlapping jurisdictions with respect to College concerns, and the Dean believes there is a need for a Task Force, then the Dean shall appoint all Task Force members from the faculty membership of the overlapping Councils.
- 4.1.9. The duties of the Council Chairs and of the Task Force Chairs shall include submitting the Council's recommendations and the Task Force's recommendations to the Dean. In a timely manner, the Dean shall inform the entire Council or Task Force of his/her response to the recommendations.

4.2. Personnel Advisory Council

- 4.2.1. This Council shall provide advice to the Dean on all College-wide personnel matters where the University of Nebraska or College *Bylaws* rules, regulations, *Policies and Procedures*, or Collective Bargaining Agreement require the Dean of the College to seek faculty advice.
- 4.2.2. This Council shall apply the College's criteria and guidelines for faculty evaluation.

4.3. Faculty Development Council

- 4.3.1. This Council shall be responsible for the development and on-going revision of general guidelines for development of the College faculty.

- 4.3.2. This Council shall coordinate activities and programs for development of the College faculty.
- 4.3.3. The Council shall review and advise the Dean regarding instructional support, intellectual contribution (research) support, and all other faculty development proposals. This includes, but is not limited to, intellectual contribution support, assigned time support, faculty internship, and instructional development proposals.

4.4. Graduate Program Council

- 4.4.1. The Council has overall responsibility for college-wide graduate programs in the College of Business Administration, including program assessment. This responsibility recognizes the fact that college-wide graduate programs of the College of Business Administration are intertwined through common faculty and course offerings.
- 4.4.2. Each departmental/school graduate program committee shall have the overall responsibility for its departmental/school graduate program, including program assessment, except for additions/deletions of courses required by other programs within the College.
- 4.4.3. All Council members must be members of the Graduate Faculty.

4.5. Undergraduate Program Council

- 4.5.1. This Council shall function as a faculty administrative council and as a faculty advisory council in regard to the undergraduate curriculum, undergraduate honors activities, and related matters pertaining to the undergraduate program. It shall, where required and appropriate, advise the Dean of the College regarding issues within the purview of the Council as described or defined in the College *Policies and Procedures*.
- 4.5.2. Student grade appeals and student academic suspension appeals shall be heard by a subcommittee of the Undergraduate Program Council augmented by other voting faculty members selected from outside the department/school offering the course, student representatives, and the Dean's representative. The Dean's representative shall be the Associate Dean and shall Chair the committee. If necessary, the Dean may substitute another voting faculty member holding a position within the College.

4.6. Technology and Educational Resources Council

- 4.6.1.** This Council shall review and recommend all aspects of technology, library, and educational resource needs necessary to carry out CBA faculty responsibilities for teaching, intellectual contributions, and service.

4.7. External Relations Council

- 4.7.1.** This Council shall advise the Dean on external relations and programs. The Council shall focus on fostering external relations with UNO's community, especially the business community and alumni. The Council shall focus on fostering programs which have been or should be created by or co-sponsored by the College to serve UNO's community. This may include presentation of programs, solicitation of special funding for particular or College purposes, or any activity which includes constituencies external to the College of Business Administration. CBA's external programs include the Nebraska Business Development Center (NBDC), and other similar groups or entities that might exist in the future.
- 4.7.2.** The Council shall provide a formal channel of communications for external relations and for external programming of the College and the faculty of the College.

4.8. Strategic Planning Council

- 4.8.1.** At least once every five years, this Council shall review, and when needed, propose amendments to the *Mission Statement* and *Strategic Plan* of the College of Business Administration. The *Mission Statement* and *Strategic Plan* shall require approval by majority vote of the Voting Faculty.
- 4.8.2.** This Council shall be the council to originate amendments to the *Bylaws* and *Policies and Procedures* of the College of Business Administration. Except as noted in the next sentence, the *Bylaws* and *Policies and Procedures* shall require approval by majority vote of the Voting Faculty. Only tenured and untenured tenure-track faculty may vote on Sections 5.2.2. and 5.3. of the *Policies and Procedures*; majority vote is required for approval. These *Policies and Procedures* sections apply to intellectual contributions and reappointment, promotion (within professorial ranks), and tenure.

4.9. Executive Council

- 4.9.1. This Council shall be responsible for the implementation of the College's *Mission Statement* and *Strategic Plan* and shall annually report to the Strategic Planning Council regarding accomplishments tied to the *Mission* and *Strategic Plan*. This Council shall serve as the Dean's primary means of obtaining faculty advice and for communicating to the faculty. This Council shall assist and advise the Dean in the Dean's management of the College.

4.10. Student Advisory Council

- 4.10.1. This Council assists the dean and faculty in maintaining, developing, and promoting programs of the College.
- 4.10.2. This Council shall have no set number of members and the terms for Council members shall typically be one year. Term length depends on the student's continuation in a CBA student leader position.

5. Rules of Procedure for the College

- 5.1. Except where required by the Regents' *Bylaws* or other applicable regulations, *Roberts' Rules of Order* (latest edition) shall govern in all faculty, Council, or Task Force meetings. Councils and Task Forces may meet and vote electronically using the same provisions as stated in 1.4.5. as deemed necessary by those groups. Council and Task Force voting may be by voice, by show of hands, or by ballot. See also 1.4.4. regarding college-wide voting.
- 5.2. The Dean shall appoint an individual, preferably from outside the College, to serve as the parliamentarian for all college-wide faculty meetings with voting items on the agenda. This person shall answer questions that arise regarding parliamentary procedures. The parliamentarian shall (a) advise the meeting chair on parliamentary procedure; and (b) as requested, privately or publicly, answer questions asked by any voting faculty member regarding parliamentary procedure.

Policies and Procedures **of the UNO College of Business Administration**

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Policies and Procedures
of the UNO College of Business Administration

1. Introduction

- 1.1.** Nebraska law, the *Bylaws of the Board of Regents of the University of Nebraska*, the *Bylaws* of the College and relevant contractual relations provide for faculty governance of the College. The Councils listed and the Task Forces created by the Dean are the primary vehicles through which the faculty are involved in governance. The responsibilities of each of the Councils and Task Forces are outlined in the College *Bylaws*. The Councils' and Task Forces' composition and procedures are in this *Policies and Procedures* manual. Nothing in these Policies and Procedures shall be construed to be in conflict with any applicable law or with the *Bylaws of the Board of Regents of the University of Nebraska*, which may be amended from time-to-time; and in cases of conflict between these Policies and Procedures and the *Bylaws of the Board of Regents* or any applicable law, the latter shall take precedence.

2. College Councils and Task Forces

2.1. General Requirements for Councils and Task Forces (Bylaws 4.1.)

- 2.1.1.** Elected faculty Council members shall serve staggered, three (3) year terms. Terms shall begin with the initial meeting of the Council after the at large election in the fall semester of each academic year. Each Council shall develop mechanisms for handling matters during the summer months.
- 2.1.1.1.** No later than during the first week of the fall semester the Dean shall advise each department Chair or school director of all departmental/school and at large elections that need to be conducted. All Council elections and nominations for departmental/school representatives shall be made by the voting faculty of the department/school and shall be made by the end of the second week of the fall semester. All at-large elections shall be by mail ballot conducted by the Dean and shall be conducted by the end of the third week of the fall semester. After the at large elections the Dean shall notify in writing all voting faculty of the membership of all Councils and Task Forces.
- 2.1.1.2.** At the initial meeting of the Council during each academic year, the members of the Council shall select from among themselves, a Council Chair for that academic year. Council members and the Chair shall, except for death, long-term disability, resignation, or removal for just cause, hold such position throughout their term.

- 2.1.1.3.** Removal for just cause shall require the just cause motion to specify in writing the cause, to be signed by the persons making the motion, and an affirmative vote of two-thirds (2/3) of the electing body. The removal ballots shall not be counted by either the person to be removed or any of the persons making the motion. Instead, the ballots shall be counted by a tenured faculty member selected by the persons making the motion.
- 2.1.2.** Unless provided otherwise in these *Policies and Procedures*, each Council shall have at least five (5) members but may have six (6) members. Each department/school shall elect one (1) department/school member to each Council. Additionally, each year each eligible department/school may nominate one (1) department/school member for an at-large election to fill the vacant at-large seat on each Council. Only faculty members interested in serving at-large shall be nominated. If no faculty members are nominated, then the council will operate with five (5) members, one elected by each department/school.
- 2.1.3.** Meetings of the College Councils may be called by either the Council Chair, by any two members of the Council, or by request of the Dean, upon the giving of five (5) academic days' notice to all members of the Council. For a particular meeting, the five-day notice may be waived, but for such meeting the quorum shall be two-thirds (2/3) of the voting membership and passage of any item shall require an affirmative vote by two-thirds (2/3) of the voting membership.
- 2.1.4.** The initial rotation for the six (6) terms shall be selected by draw.
- 2.1.5.** The Dean may appoint up to four (4) non-voting ex officio members to some Councils. The Dean may not appoint any ex officio members to the following Councils: Personnel Advisory Council and Executive Council; and committees handling grade appeals and suspension appeals.
- 2.1.6.** In the event of permanent vacancies, then the permanent vacancies shall be filled by appropriate elections by the department/school or at-large, or by appropriate appointment. For all Councils other than the Personnel Advisory Council, in the event of temporary vacancies (for example, sabbaticals or Council members submitting proposals for support), then the temporary vacancies shall be filled by the department/school for departmental/school representatives or, for at-large representatives, shall be filled by the next highest vote getter not elected in the last election of at-large representatives; even if a departmental/school imbalance results. For expected temporary vacancies on the Personnel Advisory Council (e.g., sabbatical or promotion application), the department/school shall fill this vacancy with one

representative to serve for the entire academic year, not for just one semester.

- 2.1.7.** The Dean may appoint faculty members to a Task Force and the Dean may appoint the Chair of the Task Force from among the appointed faculty members. When justified, the Dean may appoint non-faculty members to a Task Force as either non-voting or voting members. If the Dean appoints non-faculty to voting membership, then the faculty members shall outnumber the voting non-faculty members by at least one (1) member.
- 2.1.8.** Each Council shall seek input from stakeholders consistent with its jurisdiction. Stakeholder groups shall include, but are not limited to, faculty, students, members of the business community, alumni, and administrators of the campus and system.
- 2.1.9.** Each Council shall develop and implement procedures for pursuing continual improvement for matters under its jurisdiction. Each Council shall coordinate its efforts with the Strategic Planning Council.
- 2.1.10.** Each Council shall prepare and approve electronic minutes of each meeting. The Dean's office will maintain electronic files of these minutes and will arrange for all faculty members to have access to this electronic file.

2.2. Personnel Advisory Council (*Bylaws 4.2.*)

2.2.1. Composition

This Council shall be comprised of one tenured faculty member elected from each department/school. Department chairs or school directors shall be eligible for election as that department's/school's representative member only if the department chair or school director is the only tenured voting faculty member in that department/school.

2.2.2. Procedures

- 2.2.2.1.** In all promotion, tenure, and reappointment cases, whether brought forward by a Department Chair, School Director, or the individual, the Council shall be required to provide a separate written, qualitative evaluation of each facet of the individual's performance (i.e., teaching, intellectual contribution, and service); and to provide a written recommendation to the Dean. This statement shall become part of the record to be forwarded to the Vice Chancellor for Academic Affairs.

- 2.2.2.2.** The Council shall screen and review the credentials of all prospective faculty members at the Associate or Professor rank **before** an offer is extended. The Council shall be required to provide written input as to rank and tenure qualifications of each prospective faculty member.

2.3. Faculty Development Council (*Bylaws 4.3.*)

2.3.1. Composition

The College representatives to the University Committee on Research and Creative Activity (UCRCA) and the University Committee on the Advancement of Teaching (UCAT), if not elected as regular members, shall be designated ex officio, non-voting members of this Council.

2.3.2. Procedures

- 2.3.2.1.** A proposal for all competitive awards related to faculty development support, originated by an eligible faculty member(s), must first be approved by the appropriate department chair or school director prior to being submitted to the Council. Ordinarily, all voting faculty are eligible for support. The department chair's or school director's approval indicates the proposal is consistent with the department's/school's *Mission* and that he/she is willing to provide the support requested.
- 2.3.2.2.** The recipient of a competitive award shall complete all post-award requirements by the date specified in the award and also inform the Council regarding completion of the requirements.

2.4. Graduate Program Council (*Bylaws 4.4.*)

2.4.1. Composition

The Council shall be comprised of one graduate faculty member elected from each department/school. The College assessment coordinator (or equivalent), if not elected as a regular member, and one associate dean shall be designated ex officio, non-voting members of this Council and cannot serve as Council chair. The Associate Dean may vote only when the voting members have become equally divided. Any Director or Advisor of a graduate program in the College of Business Administration may serve as a resource person to the Council.

2.4.2. Procedures

- 2.4.2.1.** The Council or its designate shall be responsible for all administrative aspects of the MBA and Executive MBA Programs.
- 2.4.2.2.** The grade appeal process shall be conducted by the Graduate Program Council using procedures substantially similar to those specified in *Policies and Procedures* Section 6, except the Council shall serve as a committee of the whole, adding two graduate students from the relevant graduate program.

2.5. Undergraduate Program Council (Bylaws 4.5.)

2.5.1. Composition

This Council shall be comprised of one full-time faculty member elected from each department/school. A department/school representative should have Professorial rank (“full”, Associate or Assistant). Assistant Professors must have at least three years of teaching experience at the University of Nebraska at Omaha. Associate or “full” Professors must have at least three years of teaching experience with at least one year at the University of Nebraska at Omaha. A department/school may elect a full-time instructor/lecturer as a department/school representative if that instructor/lecturer has at least three years of teaching experience at the University of Nebraska at Omaha.

The College assessment coordinator (or equivalent), if not elected as a regular member, and one associate dean shall be designated ex officio, a non-voting member of this Council and cannot serve as Council chair. The Associate Dean may vote only when the voting members have become equally divided.

2.5.2. Procedures

- 2.5.2.1.** The Council shall review and recommend to the faculty only new BSBA core course syllabi, new undergraduate level BSAD course syllabi, new concentrations, new secondary specializations/concentrations, new minors, and changes in the BSBA core curriculum and degree requirements and cross-departmental/school minors. The Council does not review changes in curricula or syllabi for non-BSBA core courses, concentrations, or secondary specializations/concentrations.
- 2.5.2.2.** The Council shall review and approve changes only to existing BSBA core course syllabi (e.g., changes in the course title, number, prerequisites, course descriptions, and credit hours).

- 2.5.2.3.** The Council shall be responsible for the review and approval of requests by students for waivers of degree requirements or college policies.
- 2.5.2.4.** The Council shall advise the Dean on educational policy matters affecting the core curricula or BSBA degree requirements of the College.
- 2.5.2.5.** On behalf of CBA faculty, the Council shall recommend to the Dean undergraduate degree candidates on the list for degree conferral, subject to confirmation by the Registrar's Office of completion of all degree requirements.
- 2.5.2.6.** During the summer, the Council will act for the faculty in awarding the respective undergraduate degrees. During the J-session and summer, a three-member subcommittee made up of the UPC Chair and two other UPC members selected by the full UPC will act for the council in situations where action cannot wait until the next meeting of the full council.
- 2.5.2.7.** The Council shall be the Assessment Committee for the BSBA degree.

2.5.3. Procedures for the CBA Scholars Academy

- 2.5.3.1.** The Council shall review and approve changes to the curriculum of the CBA Scholars Academy.

2.5.4. Student Grade Appeals and Student Suspension Appeals

- 2.5.4.1.** The Undergraduate Grade Appeal Committee shall hear student grade appeals within the College and the Undergraduate Student Suspension Appeal Committee shall hear student suspension appeals within the College. For procedures see Policy and Procedures, Section 6.

2.6. Technology and Educational Resources Council (*Bylaws 4.6.*)

2.6.1. Composition

This Council shall have up to seven members. Each department/school shall elect one voting member, the College's Director with responsibility for information technology, and with the balance elected at large. The Director shall serve ex officio with voting rights, but may not chair the Council.

2.6.2. Procedures

- 2.6.2.1.** To evaluate the effectiveness of existing technology resources and recommend the retirement of old and acquisition of new technologies to maintain technological currency in intellectual contribution and instructional support.
- 2.6.2.2.** To periodically determine and recommend the need for support staff as well as the need for staff and faculty training in the changing environment of educational technology.
- 2.6.2.3.** To advise the University Library on collection decisions specific to the College of Business Administration.
- 2.6.2.4.** To work with the College of Business Administration Faculty in the development of recommendations to the University of Nebraska Library regarding the disposition of outdated library materials.

2.7. External Relations Council (*Bylaws 4.7.*)

2.7.1. Composition

The Dean may designate the ex-officio members as voting members of this Council. The Director of Marketing and Social Media for the College of Business Administration will serve as an ex-officio member of the Council as the primary coordinator of all Council activities. The Director shall serve with voting rights. If the Director is a voting faculty member, then they may serve as Council chair.

2.7.2. Procedures

- 2.7.2.1.** The Council shall consider matters brought to it by the Dean, by the faculty, or by outside entities.
- 2.7.2.2.** The Council shall advise the Dean of possible new activities of an external nature that would be of benefit to the College.
- 2.7.2.3.** The Council shall review and evaluate the progress of external activities and give its views to the Dean.
- 2.7.2.4.** In coordination with the Technology and Educational Resources Council, the Council shall propose, develop, and/or leverage technologies to enhance the College's outreach efforts.

2.8. Strategic Planning Council (*Bylaws 4.8.*)

2.8.1. Composition

This Council shall be comprised of tenured or untenured tenure-track faculty as delineated in 2.1.2. In addition, the Dean of the College shall serve ex officio with voting rights, and one associate dean shall service ex officio without voting rights. Neither may be elected chair.

2.8.2. Procedures

2.8.2.1. The Council shall consider matters relating to the *Mission Statement*, *Strategic Plan*, *Bylaws*, and *Policies and Procedures* of the College.

2.8.2.2. The Strategic Planning Council (SPC) has primary responsibilities to originate changes in the *Bylaws* and *Policies and Procedures* for consideration by the entire faculty. Any faculty member may submit suggested changes to the SPC for their consideration and recommendation to the entire faculty. All proposed changes must first be considered by the SPC; but in the event that the SPC does not recommend a proposed change to the entire faculty, it may be proposed directly to the entire faculty by petition signed by ten percent (10%) of the voting faculty.

2.8.2.3. The Council shall review and propose revisions, when needed, to the *Mission Statement*, *Strategic Plan*, *Bylaws*, and *Policies and Procedures* no less than every five years. The Council shall also review the annual report from the Executive Council regarding accomplishments tied to the *Mission* and *Strategic Plan*.

2.9. Executive Council (*Bylaws 4.9.*)

2.9.1. Composition

This Council shall be comprised of the College deans, including associate and assistant deans, department chairs, school directors, Senior Director of Graduate, Executive, & Professional Business Programs, NBDC Executive Director, and Senior Director of Marketing and Communication. The Chair of this Council shall be the Dean.

2.9.2. Procedures

2.9.2.1. This Council shall assist the Dean in implementing the College's *Mission Statement* and *Strategic Plan* and shall annually report to the Strategic

Planning Council regarding accomplishments tied to the *Mission* and *Strategic Plan*.

- 2.9.2.2.** This Council shall advise the Dean on all administrative matters of the College.

2.10. Student Advisory Council (*Bylaws* 4.10.)

2.10.1. Composition

This Council shall consist of selected student leaders from each active student organization affiliated with CBA and from CBA Student Government Association (SGA) representatives. The elected leader shall be the president of the student organization or another officer identified by the president. The Dean will poll the panel of CBA SGA representatives for Council participants. The Dean shall maintain a current list of active student organizations with constitutions approved by the UNO Student Government and a particular affiliation with CBA.

- 2.10.1.1.** Annual terms shall begin in August, or as early in the fall semester as elected leaders can be selected. Members whose student leadership role ends during the academic year will be replaced by the subsequently elected organization leader. Inactive members, defined as two consecutive absences without notice, will be replaced with another elected leader from that member's student organization.
- 2.10.1.2.** The Council members will annually elect a student member to serve as Council president to chair the Council and another student member to serve as Council vice president.

2.10.2. Procedures

- 2.10.2.1.** This Council advances CBA to a position of excellence by assisting the Dean and faculty in maintaining, developing, and promoting college programs.
- 2.10.2.2.** Council vice president will assist Council president in the completion of duties and will archive relevant information.
- 2.10.2.3.** Council president, vice president, and CBA Dean set the agenda for each meeting. Any Council member may submit agenda items for consideration.

- 2.10.2.4.** CBA Dean may create ad hoc committees to productively and efficiently address particular issues/concerns.
- 2.10.2.5.** This Council meets monthly (August through November and January through April). Council meetings may be added as needed. Council president, vice president, and CBA Dean meet as often as needed.
- 2.10.2.6.** Matters subject to a vote are decided by a simple majority of a quorum. A quorum is a simple majority of members present, in person or virtually.

3. Evaluation of College Administrators

3.1. Purpose

The aim of faculty evaluation of the Dean and persons holding positions listed in *Bylaws* Section 3.2 is to provide faculty input concerning the quality of performance as it affects the welfare of the University community. Faculty evaluation of College of Business Administration administrators provides valuable input for improving the exercise of leadership in the administration of the College. This evaluation activity is based on trust and respect in fostering collaborative problem solving, open and candid communication, and shared participation in decisions.

3.2. Criteria for Evaluation

- 3.2.1.** The activities listed below represent critical dimensions of the academic administrator's job. When these activities of administration are dealt with in an effective way, the administrator is laying the foundation for excellence.
 - 3.2.1.1.** Facilitating establishment of the College and department/school missions, implementing and administering the plans that result;
 - 3.2.1.2.** Supporting excellence in teaching and enhancing the learning environment; and guiding and supporting the faculty in the development and delivery of the curriculum;
 - 3.2.1.3.** Creating a climate for high-quality intellectual contributions;
 - 3.2.1.4.** Encouraging dedicated service to the College, University, and community and beyond;
 - 3.2.1.5.** Acquiring and distributing financial resources through budgetary management;

- 3.2.1.6.** Managing the personnel function;
- 3.2.1.7.** Coordinating student affairs;
- 3.2.1.8.** Managing external relations in order to secure and maintain the allegiance of various outside groups; and
- 3.2.1.9.** Maintaining the physical plant and basic operations to provide necessary support services.

3.3. Procedures

- 3.3.1.** In years during which the UNO Senior Vice Chancellor (SVC) conducts a formal performance evaluation of the College Dean, the SVC's office shall solicit College faculty and staff input and share this feedback with the College Dean as part of this personnel review. To provide timely and actionable faculty and staff feedback to the College Dean in years during which the SVC does not conduct a formal performance evaluation of the College Dean, the CBA Dean shall solicit College faculty and staff input for the Dean's informal development and continuous improvement opportunities. The College Personnel Advisory Council shall annually approve or revise, as appropriate, the feedback instrument used for faculty and staff input.
- 3.3.2.** The College Dean shall annually solicit College faculty and staff input concerning the quality of the performance of College Associate and Assistant Deans. As part of the Dean's annual performance evaluation of each College Associate and Assistant Dean, the College Dean shall share the faculty and staff input received with those being reviewed.

4. Evaluation of Academic Advising

4.1. Purpose

The aim and purpose of academic advising is to assist students in meeting the requirements of the degree program and to interpret College policy regarding academic requirements. In the College of Business Administration, academic advising is carried out through the Office of the Dean with the primary responsibility for this function assigned to the Dean's designee (person holding a position listed in *Bylaws* Section 3.2) along with the undergraduate advisors. Informal academic advising is an ongoing faculty responsibility. The purpose of this section of the manual is to provide a mechanism for faculty input to the evaluation of the academic advising function on an exception basis.

4.2. Sources of Evaluation

Adopted May 2005, Amended April 2008, Amended December 7, 2012, Amended May 1, 2015 (Section 2.5 only), Amended May 10, 2016 (Sections 1, 2, and parts of 5), Amended March 31, 2017 (Section 5), Amended April 27, 2018 (parts of Section 5), Amended April 26, 2019 (Section 2 and add school references throughout); Amended April 30, 2021 (Sections 2 and 5); Amended April 29, 2022 (Sections 2, 5, and 6); Amended December 9, 2022 (Sections 2 and 6); Amended Paragraph 2.5.2.5. on November 17, 2023; Amended Paragraph 2.9.1. on April 19, 2024; Amended May 10, 2024 (Sections 2 and 3); Amended May 9, 2025 (Sections 2 and 5)

- 4.2.1. Primary evaluation: Since academic advising is mainly administrative in nature, the primary evaluation of the academic advising function rests with the Dean's designee (person holding a position listed in *Bylaws* Section 3.2). The basis for evaluation will be the degree of attainment of established performance objectives.
- 4.2.2. Secondary evaluation: The faculty has an ongoing interest in academic advising, and shall have the opportunity to provide formal input to the evaluation process. Individual faculty members desiring to provide evaluation information about academic advising should do so through the Dean.

5. Faculty Evaluation

5.1. Statement of Principle for Evaluation of Faculty Performance

These guidelines are expected to contribute toward achieving the following objectives:

- A. Improve and maintain collegial quality.
- B. Encourage objectivity, consistency, and equity in all recommendations and decisions in areas encompassed within these guidelines.
- C. Improve faculty understanding of the outcomes needed to achieve appointment, reappointment, promotion, and/or tenure.

It is acknowledged that evaluation of faculty performance involves professional judgment, although objective measures should be of assistance. In applying professional judgment, the department/school review committee, the department chair or school director, the Personnel Advisory Council (PAC), and the Dean shall make a good faith effort to apply these *CBA Policies and Procedures* fairly and consistently across time and across individuals when evaluating how the particular faculty member should be rated at a given point in time of the faculty member's career. All evaluations (at both the departmental/school level and at the College level) shall be communicated to the faculty member in writing. All departmental/school committee and PAC faculty evaluation discussions are confidential with their written evaluations to the faculty member serving as the appropriate form of confidential communications for the faculty member's application file and personnel records.

5.1.1. Evaluation Facets and Ratings

- 5.1.1.1. The department/school review committee, the department chair or school director, PAC, and the Dean shall use professional judgment and make a good faith effort to apply the principles of evaluation stated in Section 5.1.

Adopted May 2005, Amended April 2008, Amended December 7, 2012, Amended May 1, 2015 (Section 2.5 only), Amended May 10, 2016 (Sections 1, 2, and parts of 5), Amended March 31, 2017 (Section 5), Amended April 27, 2018 (parts of Section 5), Amended April 26, 2019 (Section 2 and add school references throughout); Amended April 30, 2021 (Sections 2 and 5); Amended April 29, 2022 (Sections 2, 5, and 6); Amended December 9, 2022 (Sections 2 and 6); Amended Paragraph 2.5.2.5. on November 17, 2023; Amended Paragraph 2.9.1. on April 19, 2024; Amended May 10, 2024 (Sections 2 and 3); Amended May 9, 2025 (Sections 2 and 5)

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- 5.1.1.2.** The three facets of performance to be rated are
 - a. Teaching
 - b. Intellectual Contributions
 - c. Service
- 5.1.1.3.** The five possible ratings for each facet of a faculty member's performance are
 - a. "Outstanding,"
 - b. "Exceeds Expectations," (same as Above Average rating referenced in *University Guidelines on Reappointment, Promotion and Tenure Recommendations*)
 - c. "Meets Expectations,"
 - d. "Needs Improvement,"
 - e. "Unsatisfactory."
- 5.1.1.4.** The criteria utilized in making performance rating judgments (see Sections 5.3 and 5.4.) will reflect College of Business Administration priorities with respect to teaching, intellectual contributions, and service.
- 5.1.1.5.** A faculty member's performance involves activities, accomplishments, and outcomes that individually or collectively impact or make a difference in their professional and societal communities. The following items reflect guiding principles and suggested documentation regarding impact.
 - a. Impact can be realized and measured with respect to each of the three facets of performance: teaching, intellectual contributions, and service.
 - b. Appropriate activities, such as teaching a class, publishing a paper, or serving on a committee, do not necessarily demonstrate impact.
 - c. Impact is typically realized over the long term.
 - d. Impact can be measured based on a single accomplishment or a combination (portfolio) of accomplishments or outcomes.
 - e. Each faculty member is responsible for demonstrating the impact of their work by including at least a summary and specific examples in their annual review report and in RPT documentation.
 - f. Impact is associated with high quality in that high-quality outcomes often make a difference in business and society.
 - g. Impact can be realized through community engaged activities (defined as activities that combine teaching and/or research with community engagement) that align with UNO's mission of engagement.
 - h. Measures of impact may include but are not limited to
 - i. Citations, downloads, or other evidence of intellectual contributions or other resources used by others

- ii. Awards received
- iii. Examples of practical application of research results
- iv. Adoption of a case or other significant instructional materials written by the faculty member
- v. Innovations that support CBA's mission and strategic objectives
- vi. Leadership in professional organizations
- vii. Editorial and review activities for scholarly or professional outlets

5.2. Criteria for Evaluation

This Section describes criteria to be used in the evaluation of each of the three facets of performance: (1) teaching; (2) intellectual contributions; and (3) service.

5.2.1. Teaching

- 5.2.1.1.** There are two guiding principles in evaluating teaching effectiveness:
- a. Teaching effectiveness involves a faculty member's contributions to the teaching objectives of their department/school and the College through course and non-credit instruction, student advising, and course or program development.
 - b. A portfolio of teaching effectiveness measures, including but not limited to student evaluations of teaching. This portfolio should reflect the overall impact of the candidate's teaching profile.
- 5.2.1.2.** Each individual is responsible for fully documenting teaching effectiveness. Documentation must include courses taught and how the faculty member contributes to the overall learning environment.
- a. Teaching evaluations for each course are required and must include all written comments in addition to numerical results.
 - b. Additional evidence of teaching effectiveness is recommended to support the candidate's teaching profile and may include
 - i. teaching awards
 - ii. samples of syllabi, classroom handouts and materials, exams, and/or student assignments
 - iii. faculty member's teaching goals and methods
 - iv. evidence of student achievement of academic objectives
 - v. improvement of instruction activities
 - vi. use of approaches that actively engage students in learning, such as problem or case-based learning, projects, simulations, or service-learning
 - vii. professional development activities

- viii. peer reviews
- ix. curriculum development
- x. instructional innovations
- xi. student mentoring/advising
- xii. instructional development intellectual contributions
- xiii. professional publications and presentations related to teaching
- xiv. community engaged teaching activities (defined as activities that combine teaching with community engagement and may include service learning classes, development and/or instruction of certificate programs, learning tours, or occupational licensure classes, or sharing academic expertise through media interviews, speakers bureaus, extension bulletins, and/or broadcasts, among other activities)

5.2.2. Intellectual Contributions

5.2.2.1. There are three guiding principles in evaluating intellectual contributions

- a. There will be both a qualitative and a quantitative evaluation of activities classified as intellectual contributions.
 - i. A portfolio of intellectual contributions, based on both quality and quantity must be substantiated using 5.2.2.3. documentation.
- b. Consistent with CBA's mission statement to combine "innovative and career-focused learning ... with transformative research, business collaboration, and community engagement," a faculty member's intellectual contributions portfolio may include any combination of basic/discovery, applied/integrative, or teaching/learning scholarship.
- c. The outputs from intellectual contributions should be available for public scrutiny by academic peers and/or practitioners.

5.2.2.2. The three types of scholarship are described as follows.

- a. Basic or discovery scholarship generates and communicates new knowledge and understanding and/or development of new methods and is intended to impact the theory, knowledge, and/or practice of business and management.
- b. Applied or integrative scholarship synthesizes new understandings or interpretations of knowledge or technology; develops new technologies, processes, tools, or uses; and/or refines, develops, or advances new methods based on existing knowledge; and is intended to impact the practice of business and management.
- c. Teaching or learning scholarship advances theory, practice, and/or teaching of business and management through intellectual contributions and is intended to impact the teaching of business and management.

5.2.2.3. Each individual is responsible for fully documenting intellectual contributions, both individual contributions and the overall portfolio.

Documentation must include the following:

- a. Summary table that provides at least one indicator of journal quality and/or research impact for all Category I publications and works under review. Works in progress could be added with targeted journals identified.
- b. Copies of all publications and funded grant proposals
- c. A copy of an English translation for publications in languages other than English
- d. Indicators of the quality and/or impact of the intellectual contributions and portfolio, such as
 - i. any awards the intellectual contribution has received
 - ii. the number of citations the intellectual contribution has received
 - iii. outlet (e.g. journal) characteristics such as impact factors, standing of the outlet in the profession (could include Australian Business Deans Council (ABDC) Journal Quality List or similar), acceptance rates, readership, and editorial board composition
 - iv. positive citations the intellectual contribution has received from respected scholars
 - v. information on the review/referee process for publications (e.g., number of rounds, length of time from submission to acceptance, reviewer comments)
 - vi. evidence for funded grant proposal to support Category I classification as substantial or significant, such as a formal Request for Proposal (RFP), the extensive nature of the grant proposal itself, the dollar amount of the grant award, a description portraying the competitive nature of the selection or proposal review process, or grant coordination through UNO's Sponsored Programs and Research (SPR) Office
 - vii. download statistics, social and other media metrics
 - viii. usage/adoption statistics or other evidence of application, particularly with teaching and learning scholarship
- e. In the case of an intellectual contribution for which the faculty member makes a claim of *exceptional quality*, additional documentation should include clear identification and distinguishing characteristics supporting the contribution's exceptional quality.
- f. Where appropriate, the faculty member can highlight in their documentation any community engaged research. Examples may include research funded by government agencies, corporations,

community groups, or foundations; community based participatory research; evaluation research studies; and/or applied research.

5.2.2.4. Faculty output that is judged to be of too low quality shall not be counted as an intellectual contribution.

- a. A journal article is considered too low quality to count if the journal in which the article is published appears in the Cabell's Lists of Potential, Possible, or Probable Predatory Scholarly Open-Access Publishers or Stand-Alone Journals for the year in which the article submission date falls. A faculty member may appeal to the department/school committee and department chair or school director this "too low quality" assessment for a specific article by providing convincing evidence that the article is of high quality. Note that "predatory" refers to an exploitative open-access publishing business model that involves charging publication fees to authors without providing the editorial and publishing services associated with legitimate journals (open-access or not).
- b. It is possible for reviewers applying these policies and procedures to judge any intellectual contribution to be of too low quality to count, including journal articles that are not treated as too low quality based on Section 5.2.2.3.1 above. In this event, the reviewers must clearly include in their review documentation the basis of and evidence for their quality judgment.

5.2.2.5. Intellectual contributions are classified as either Category I or Category II contributions.

- a. The peer (or editorial) review process should demonstrate external validation of quality based on an independent review prior to publication by experts in the field. This review process is also expected to involve critical but constructive feedback from reviewers.
- b. **Category I intellectual contributions** include:
 - i. Peer-reviewed or refereed journal articles, including refereed cases published in a journal
 - ii. Peer-reviewed or refereed (or editorially refereed) books or book chapters (including textbooks in the year published or year of major revision)
 - iii. Peer-reviewed or refereed (or editorially refereed) invited journal articles
 - iv. Funded grant proposals awarded by external funding sources through a competitive process and considered substantial or significant based on the weight of evidence presented where such evidence may include a formal Request for Proposal (RFP), the extensive nature of the grant proposal itself, the dollar amount of the grant award, a description portraying the

competitive nature of the selection or proposal review process, or grant coordination through UNO's Sponsored Programs and Research (SPR) Office

- c. **Category II intellectual contributions** are intellectual contributions that are not equivalent to Category I. [In rare instances, some Category II items may qualify for inclusion into Category I. It is incumbent upon the individual to make the case for the inclusion of these activities in Category I.] Category II items include:
 - i. Non-refereed journal articles
 - ii. Non-refereed books
 - iii. Non-refereed book chapters
 - iv. Textbook ancillaries
 - v. Published consulting reports
 - vi. Refereed proceedings
 - vii. Book reviews published in a journal
 - viii. Funded grants not included in Category I.
 - ix. Other Intellectual contributions
 - x. Scholarly presentations at international, national, regional, state or local academic or professional meetings
 - xi. Scholarly panelist participation at international, national, regional, state or local academic meetings, invitation or selection based on scholarly expertise

5.2.3. Service

5.2.3.1. There are two guiding principles in evaluating service effectiveness.

- a. Service is an indispensable duty of and privilege of all faculty. The evaluation of the performance of an individual's service involvement can indicate the demands of the service assignment, and the quality of the individual's performance.
- b. A portfolio of service involvement measures, including but not limited to council participation, conference or journal reviews or leadership roles, engagement within the UNO and/or Omaha communities, etc. This portfolio should reflect the overall impact of the candidate's service profile.

5.2.3.2. The faculty member has the responsibility for providing appropriate documentation that relates the specific service component to the faculty member's professional skills. The documentation should demonstrate the faculty member's commitment to service. Documentation should include a narrative of the nature of, the extent of participation, and the value of the service activities. In some cases, a letter from the chair of councils or committees may be appropriate.

5.2.3.3. Service to the Profession

- a. Activities which can be considered as service to the profession are also academic engagement activities for AACSB accreditation purposes and may include the following (list is not all inclusive nor in order of importance):
 - i. Editor, co-editor, editorial board member, associate editor, or special issue editor for a peer-reviewed journal
 - ii. Faculty-in-residence experience or other work experience in an organization outside UNO; scholarly output is expected
 - iii. Dissertation or masters thesis chair or committee member
 - iv. Review of an article or articles for a peer-reviewed journal or for an academic conference (not the same as discussant activity)
 - v. Discussant, moderator, panelist, track (or mini-track) chair at a regional, national, or international academic conference
 - vi. Actively serving on an academic board of directors

5.2.3.4. Service to the University

- a. Activities which can be considered as service to the University may include the following (list is not all inclusive nor in order of importance):
 - i. Serving in an administrative role in the department/school, college, or university.
 - ii. Serving on councils, committees, and task forces at departmental/school, college, campus or system level. The extent of responsibility in serving on a committee, such as being chair, should be clearly indicated.
 - iii. Serving on the Faculty Senate and/or its various committees.
 - iv. Serving as an advisor to student organizations.
 - v. Assisting such College-created entities as The Nebraska Business Development Center, or similar entities affiliated with the College.
 - vi. Active participation in honor or professional societies or professional fraternities.

5.2.3.5. Service to the Community

- a. In light of UNO's metropolitan mission of engagement, faculty should highlight any community engaged service. Community engaged service involves the application of academic knowledge to address community issues and priorities through collaboration, reciprocity, and a spirit of partnership.
- b. Activities which can be considered community engaged service may include the following (list is not all inclusive nor in order of importance):
 - i. Service on community task forces.

- ii. Service with local, regional, national, and/or international service organizations.
- iii. Active involvement in local public/community affairs.
- iv. Working with governmental, educational, nonprofit, advocacy, and other community organizations or businesses to develop policies, procedures, legislation, curricula, and other products.
- v. Contributing to the design, implementation, and/or development of grants, contracts, and other collaborative projects.
- vi. Developing curricula, assessments, training programs, and other tools in consultation with K-12 schools, community colleges, and other educational organizations.
- vii. Contributing to economic and community development through technical assistance or applied research.

5.3. Appointment, Promotion and Tenure Guidelines

These appointment, reappointment, promotion and tenure guidelines of the College of Business Administration are reflective of and consistent with the University-wide guidelines and the *Bylaws* of the University of Nebraska Board of Regents, *Bylaws* of the College, and relevant contractual agreements. While these guidelines are compatible with the more general guidelines, they are designed to improve the fit of the more general guidelines to the nature of the professional areas of specialization in the College of Business Administration. No faculty member will be given an initial appointment to a rank to which the faculty member would not meet the requirements for promotion if the faculty member were already on the faculty. After appointment, documentation of teaching, intellectual contributions, and service activities should include the material described in Sections 5.1. and 5.2. and later within this Section 5.3.

5.3.1. Assistant Professor

The requirements for an initial appointment or promotion to the rank of Assistant Professor include an appropriate terminal degree as identified by AACSB guidelines completed by the beginning date of the contract. If all requirements for the terminal degree have been completed (and certification to that effect by the chair of the appropriate committee has been received), but the degree has not yet been awarded, the faculty member still will be eligible for appointment at this rank. The candidate must hold the terminal degree normally accepted for academic employment in the discipline or its clear equivalent. Also, there must be evidence of ability and/or potential in teaching and intellectual contributions.

5.3.2. Requirements for Continuous Appointment (Tenure)

The requirements for continuous appointment (tenure) are as follows:

- 5.3.2.1. An appropriate terminal degree as defined in the requirements for initial appointment or promotion to the rank of Assistant Professor.
- 5.3.2.2. A documented level of Outstanding achievement in either teaching or intellectual contributions and at least a documented level of Exceeds Expectations achievement in the other area (either teaching or intellectual contributions). In addition, the faculty member shall achieve at least a rating of Meets Expectations for service.
- 5.3.2.3. Demonstration on the basis of past achievements that high-quality teaching and intellectual contributions will continue into the future.
- 5.3.2.4. An ability to participate in both the undergraduate and graduate missions of the College, normally demonstrated by appointment as a Graduate Faculty Member.
- 5.3.2.5. Normally, a minimum of six years of full-time collegiate teaching experience, in the same academic discipline in which tenure is being sought.
- 5.3.2.6. Normally, a minimum of three years of the full-time teaching six-year requirement will be at the University of Nebraska at Omaha.
- 5.3.2.7. The year in which the tenure review will be conducted will be stated in the initial contract of employment. Based on 5.3.2.5., the normal tenure review year will be the faculty member's sixth contract year.
- 5.3.2.8. Guidelines for tenure shall be no less stringent than those for promotion to Associate Professor.

5.3.3. Associate Professor

The requirements for initial appointment or promotion to the rank of Associate Professor are as follows:

- 5.3.3.1. Normally six years of full-time teaching experience at the rank of Assistant Professor is required. Promotion prior to the six-year minimum will require Outstanding achievement in **both** teaching and intellectual contributions and Exceeds Expectations in service.

- 5.3.3.2.** For Associate Professor a faculty member's teaching accomplishments must be judged as "Outstanding" or "Exceeds Expectations". To justify a judgment of "Outstanding", the teaching portfolio: (1) must include documentation of activities and effectiveness from a broad cross-section of the sources identified under Section 5.2.1.; and (2) must clearly demonstrate that a trend of continuous improvement has occurred in the past and will continue into the future.

To justify a judgment of "Exceeds Expectations" the same two conditions must exist; however, one element may preclude a summary judgment of "Outstanding".

- 5.3.3.3.** For appointment or promotion to Associate Professor, a faculty member's intellectual contributions portfolio must be judged as "Outstanding" or "Exceeds Expectations." The candidate's portfolio must include the following:
- a. Clear evidence that the candidate has accepted scholarly activity as an ongoing professional responsibility such that it will continue into the future, **and**
 - b. Clear evidence that the candidate will continue to produce quality intellectual contributions into the future, **and**,
 - c. A minimum number of intellectual contributions in a research portfolio that must document quality and/or impact of the candidate's overall research portfolio as described in section 5.2.2.
 - i. For "Exceeds Expectations," the candidate must have at least eight intellectual contributions overall with at least four of these being Category I intellectual contributions. For promotion of faculty whose contractual tenure review year is after their third contract year, at least two of the Category I contributions must have an acceptance date after the start of the candidate's contract for the tenure-track position at UNO CBA.
 - ii. For "Outstanding," the candidate must have nine or more intellectual contributions overall with at least six of these being Category I intellectual contributions. For promotion of faculty whose contractual tenure review year is after their third contract year, at least three of the Category I contributions must have an acceptance date after the start of the candidate's contract for the tenure-track position at UNO CBA.
 - iii. Each Category I intellectual contribution of "exceptional quality" may count as two instead of one to determine the portfolio numbers for "Exceeds Expectations" and "Outstanding." Additional supporting documentation is required per Section 5.2.2.3.

5.3.4. Professor

The requirements for an initial appointment or promotion to the rank of Professor are as follows:

- 5.3.4.1. A minimum of three years at the rank of Associate Professor and normally ten years' full-time teaching experience since receipt of the terminal degree is required. Promotion prior to ten years will require Outstanding achievement in teaching, intellectual contributions, and service.
- 5.3.4.2. A documented level of Outstanding achievement in either teaching, intellectual contributions, or service and a documented level of at least Exceeds Expectations achievement in the other two areas of evaluation.
- 5.3.4.3. The teaching, intellectual contributions, and service portfolio items to be considered are limited to a maximum of 14 years preceding the application for promotion and must exclude portfolio items submitted for promotion to Associate Professor.
- 5.3.4.4. Teaching accomplishments must be judged as "Outstanding" or "Exceeds Expectations". To justify a judgment of "Outstanding", the teaching portfolio: (1) must include documentation of activities and effectiveness from a broad cross-section of the sources identified under Section 5.2.1.; and (2) must clearly demonstrate that a trend of continuous improvement has occurred in the past and will continue into the future.

To justify a judgment of "Exceeds Expectations", the same two conditions must exist; however, one element may preclude a summary judgment of "Outstanding".

- 5.3.4.5. The faculty member's intellectual contributions portfolio must be judged as "Outstanding" or "Exceeds Expectations." The candidate's portfolio must include the following:
 - a. Clear evidence that the candidate is continuing to produce a portfolio of quality intellectual contributions, **and**,
 - b. A minimum number of intellectual contributions that must document the quality and/or impact of the candidate's overall research portfolio as described in section 5.2.2.:
 - i. For "Exceeds Expectations," the candidate must have ten intellectual contributions overall with at least five of these being Category I intellectual contributions.

- ii. For “Outstanding,” the candidate must have eleven or more intellectual contributions overall with at least six of these being Category I intellectual contributions.
- iii. Each Category I intellectual contribution of “exceptional quality” may count as two instead of one to determine the portfolio numbers for “Exceeds Expectations” and “Outstanding.” Additional supporting documentation is required per Section 5.2.2.3.

5.3.5. Specific Term Faculty

Annual reappointment of specific term faculty will require reasonable progress toward meeting the requirements of a continuous appointment.

Reappointment recommendations by department/school review committees, department chairs or school directors, the Personnel Advisory Council, and the Dean will provide an evaluation of this progress on appropriate University and/or College of Business Administration forms.

5.3.6. Exceptions

Extraordinary situations regarding the timing of promotion and tenure decisions will be resolved through joint deliberation as appropriate among the department/school review committee, Department Chair or School Director, Dean, and/or the Personnel Advisory Council. The resolution shall be signed by the Dean and the faculty member, and it shall be included in the faculty member's personnel file.

5.3.7. General Documentation for Reappointment, Promotion, and Tenure (RPT) Applications

- 5.3.7.1.** It is the responsibility of each faculty member to develop, maintain, and submit for review a well-organized and complete file for reappointment, promotion, and/or continuous appointment (tenure) applications. Documentation should be assembled with care and deliberation. Complete files are expected.
- 5.3.7.2.** The RPT application includes the following two components:
 - a. The application file (digital copy, and physical copy if needed)
 - b. Supporting documentation (digital copy)
- 5.3.7.3.** The RPT application file must be separate from the supporting documentation and includes the following required items:
 - a. A complete UNO Reappointment, Promotion, and Tenure Form (Cover Sheet and Parts I through IV) with original signatures

- b. An executive summary covering Parts IV-B through IV-D of the UNO RPT Form
- c. Copies of the official summary printouts of all student evaluations for the time being considered in the RPT application
- d. A complete, updated vita

5.3.7.4. The supporting documentation normally is presented in digital format and includes

- a. Index of Materials (Note: The faculty member must note specifically the date of any type of addition for any additions to the file after the departmental/school consideration.)
- b. Teaching support
- c. Intellectual contributions
- d. Service support
- e. Copies of all prior years' reviews by the applicant's department/school, department chair or school director, PAC, the Dean, and all responses (if any) made by the applicant to an evaluation, only for applicants not holding continuous appointment

5.3.7.5. The application file and supporting documentation will be secured on the university-approved cloud storage and will be available to the faculty member to add new materials and to administrators, Councils, and committees for appropriate review.

5.3.8. Reappointment, promotion, and continuous appointment recommendations by department/school review committee and Personnel Advisory Council, by department chairs or school directors, and by the Dean, each will include a separate, written evaluation of each facet (i.e., teaching, intellectual contributions, and service) of the applicant's performance; and, with respect to reappointment, a separate, written evaluation of the applicant's progress towards continuous appointment. Each written evaluation will include the bases for the evaluator's judgment and rating.

5.3.9. Application Timing for Section 5 Revisions

5.3.9.1. On March 31, 2017, the CBA faculty approved significant changes in Sections 5.2 and 5.3 for faculty evaluation. These amended sections take effect immediately but with the following provisions.

- a. All persons with a contract acceptance date after March 31, 2017 shall apply the CBA Policies and Procedures as amended on March 31, 2017.
- b. Untenured Assistant Professors with a contract acceptance date prior to March 31, 2017 shall apply in their entirety Sections 5.2 and 5.3 of the CBA Policies and Procedures in effect at the time of contract

acceptance unless the candidate specifies in writing in their application files for reappointment, tenure, or promotion to rank of Associate Professor that he/she elects to be evaluated using the CBA Policies and Procedures as amended on March 31, 2017.

- 5.3.9.2.** On April 29, 2022, the CBA faculty approved significant changes in Sections 5.2 and 5.3 for faculty evaluation. These amended sections take effect immediately but with the following provisions.
- a. All persons with a contract acceptance date after May 31, 2022 shall apply the CBA Policies and Procedures as amended on April 29, 2022.
 - b. Untenured Assistant Professors with a contract acceptance date prior to May 31, 2022 shall apply in their entirety Sections 5.2 and 5.3 of the CBA Policies and Procedures in effect at the time of contract acceptance unless the candidate specifies in writing in their application files for reappointment, tenure, or promotion to rank of Associate Professor that they elect to be evaluated using the CBA Policies and Procedures as amended on April 29, 2022.

5.4. Annual and Ongoing Faculty Evaluation and Faculty Development Planning

Standards relating to the evaluation of faculty are essential to the continued excellence of the Departments/Schools and of the College of Business Administration at the University of Nebraska at Omaha. Annual reviews of faculty are intended to provide positive constructive evaluation of all activities relevant to performance of the faculty member's duties and responsibilities at the University of Nebraska at Omaha. The purpose of the review process is: 1) to encourage faculty to achieve excellence in teaching, intellectual contributions, and service; and 2) to reward achievements in these areas. This system will be used for the annual evaluation of performance of each faculty member. The results also will be used to establish priorities for exceptional performance (i.e., merit) salary increments, for summer teaching assignments, and for other appropriate purposes.

Accordingly, performance evaluations must include evaluations of the faculty member's activities in teaching, intellectual contributions, and service (i.e., professional, University, and community). The normal expectation is that faculty will contribute in these areas of activity as described in Sections 5.2. to 5.3.6., but this system of annual reviews is separate from and different from the Section 5.3.5. reappointment process and the Section 5.4.4. exceptional performance (i.e., merit) pay process. Consistent with University-wide procedures, guidelines, and timetables, the following sequence of steps and procedures will occur:

Adopted May 2005, Amended April 2008, Amended December 7, 2012, Amended May 1, 2015 (Section 2.5 only), Amended May 10, 2016 (Sections 1, 2, and parts of 5), Amended March 31, 2017 (Section 5), Amended April 27, 2018 (parts of Section 5), Amended April 26, 2019 (Section 2 and add school references throughout); Amended April 30, 2021 (Sections 2 and 5); Amended April 29, 2022 (Sections 2, 5, and 6); Amended December 9, 2022 (Sections 2 and 6); Amended Paragraph 2.5.2.5. on November 17, 2023; Amended Paragraph 2.9.1. on April 19, 2024; Amended May 10, 2024 (Sections 2 and 3); Amended May 9, 2025 (Sections 2 and 5)

- 5.4.1. Each faculty member will be asked to submit to the faculty member's chair/director, at the appropriate time each spring, an annual report detailing the faculty member's activities in the areas of: (1) teaching, (2) intellectual contributions, and (3) service. The report will cover the period since the last report. Each faculty member is expected to include all relevant documentation, including written statements from colleagues who have had the opportunity to observe and review their activities.
- 5.4.2. The chair/director will initiate the consultation process adopted by the faculty in the department/school in order to develop the annual performance review of each faculty member.
- 5.4.3. The chair/director will submit to each faculty member the chair's/director's written appraisal of and verbal comments on the department's/school's written evaluation of the faculty member's annual performance.
 - 5.4.3.1. The chair's/director's written appraisal includes the determination of whether the faculty member's overall performance during the period of review is satisfactory or unsatisfactory.
 - 5.4.3.2. For a faculty member to receive an Overall Unsatisfactory evaluation, he/she must have been rated as "unsatisfactory" in at least one area (teaching, intellectual contributions, or service); or as "needs improvement" in at least two of the three areas. Repeated sequential evaluation ratings below "Meets Expectations" (e.g. "Needs Improvement" or "Unsatisfactory") on the same one area (teaching, intellectual contributions, or service) may earn an Overall Unsatisfactory evaluation. The post-tenure review process may be initiated if a faculty member receives an overall unsatisfactory evaluation for two consecutive years.
 - 5.4.3.3. The chair's/director's written appraisal will be reviewed with the faculty member **before** the chair/director proceeds with the exceptional performance (i.e., merit) pay review process.

- 5.4.4.** The annual review performance evaluation process will be done in accordance with the policies and procedures of the Office of Academic Affairs. After the annual review performance evaluation process is completed, the chair/director will initiate the appropriate consultation processes to assist the chair/director in ranking faculty for exceptional performance (i.e., merit) pay purposes. Individual faculty members will be informed of the results of the departmental/school exceptional performance (i.e., merit) pay evaluation and each faculty member may include a written response to that evaluation before the results are submitted to the Dean. The faculty member will have five working days to submit the response prior to consideration by the Dean.
- 5.4.5.** The departmental chair or school director shall give a copy of the written appraisal of each faculty member to the evaluated faculty member.
- The departmental chair or school director shall give to the Dean a written recommendation concerning exceptional performance evaluation and priority for merit salary increase.
- 5.4.6.** The Dean, in consultation with the Personnel Advisory Council, will consider appeals of overall unsatisfactory evaluations.
- 5.4.7.** The annual review process also involves faculty development planning by requiring faculty members to document principal objectives (goals) for the next year and department chairs or school directors to assess (comment on) these objectives. Each faculty member's stated objectives for the next year should be consistent with the College's Strategic Plan (e.g., Mission, Vision, Strategic Expected Outcomes, and Strategic Objectives).
- 5.4.8.** The College continues to maintain accreditation with the AACSB-International. In conjunction with the annual review process, each faculty member will submit their faculty qualifications claim and supporting documentation (e.g. AACSB Accreditation Partial Vita). This claim is based on the faculty member's accomplishments and activities over the five calendar years preceding the annual review submission date.

6. Student Grade and Suspension Appeals

6.1. Procedures for Undergraduate Student Grade Appeals

- 6.1.1.** The Undergraduate Grade Appeal Committee will consist of two faculty members, two student members, and one associate dean. At least one of the faculty members shall be a member of the Undergraduate Program Council. The two faculty members shall be selected by the Council Chair. The two students shall be selected by the Council Chair from a panel of students who have been appointed by the Dean for a term of one year. The Associate Dean will chair the Undergraduate Grade Appeal Committee.
- 6.1.1.1.** If any potential or existing committee member perceives a possible conflict of interest, then that individual is expected to immediately deliver to the Dean in writing stating the conflict and excuse themselves.
- 6.1.2.** Any student, staff, or faculty member of the College may nominate a student to be on the Student Grade Appeal Panel. Each year, the Associate Dean shall select students from the list of nominated students. Student panel members may not be selected for a specific grade appeal if they have been members of the class from which the appeal is taken. No student may be permanently or temporarily appointed unless they shall have qualified prior to the date of their appointment. A student shall qualify only when the student has completed at least sixty (60) hours of college credit, at least twenty (20) of which were earned in residency at the University of Nebraska at Omaha; the student must be registered in the College and must have completed at least twelve (12) hours in Business core courses as defined by the current catalog or the catalog used for that student's senior check for the University. The student must be in good standing in CBA and UNO.
- 6.1.3** Each faculty member and student member of an Undergraduate Grade Appeal Committee, other than the Committee Chair, shall have one vote in all proceedings and decisions during the hearing unless those decisions are limited to some other specified party or body by the College *Bylaws*. The Committee Chair shall have no vote in the final decision of the hearing unless or until the other members shall have become equally divided.
- 6.1.4** The Undergraduate Grade Appeal Committee shall have the power to order a change of the grade for any course within the College upon its finding that the original grade was prejudiced or capricious; as well as there is substantial reason to believe that the grade should have been different than that awarded.

- 6.1.4.1** The committee's decision shall be in writing. Within seven (7) calendar days of the committee's decision, by a written communication, the committee shall inform the student, the faculty member, the department chair or school director, the Chair of the Undergraduate Program Council and the Dean of the committee's decision. If the decision is to recommend that the grade be changed, then the faculty member shall have seven (7) calendar days to file the appropriate "Change of Grade" form. If the faculty member fails to file the appropriate "Change of Grade" form, then the Dean of the College shall file the appropriate form to make the change effective.
- 6.1.5** A student may initiate an appeal by the filing of the Grade Appeal Filing Form. This form shall be delivered to the Office of the Dean of the College. The Dean shall then notify the student, the faculty member, the Undergraduate Program Council, the Associate Dean, and the appropriate departmental chair or school director of the fact that an appeal has been filed. Such notification shall include a copy of the form filed by the student.
- 6.1.6** The Student Grade Appeal Hearing shall be scheduled within thirty (30) calendar days following the day the Grade Appeal Filing Form was delivered to the Dean's office. The Associate Dean will email the faculty member after receiving the grade appeal form to request multiple potential dates and times that the faculty member is available for the appeal. If the faculty member fails to provide (within five business days) multiple available times and dates within the original 30 calendar day time period, the Associate Dean will choose and schedule the date and time of the Student Grade Appeal. If the appeal hearing is to be held more than thirty (30) calendar days after the filing, the Dean or their designee must approve the delay and the Dean or their designee shall provide a written explanation to the parties involved, i.e. student, instructor, and Undergraduate Program Council Chair, as to the reason(s) for the delay.
- 6.1.7** The deadlines for initiating an Undergraduate grade appeal are:
- A. For a course completed during the fall semester, the last business day in January;
 - B. For a course completed during the J-session, the last business day in February.
 - C. For a course completed during the spring semester, the last business day in June;
 - D. For a course completed during any of the summer sessions, the last business day in September.

The Dean may extend the deadlines. If an extension is granted, the Dean shall state in writing to the student, the instructor, the Undergraduate Program Council Chair and the Associate Dean the reason(s) for the extension.

6.1.8. Procedures During the Hearing.

A hearing shall be scheduled by the Associate Dean as soon as the appeal is properly filed and notice is given.

- 6.1.8.1.** During the hearing the following information must be presented:
- a. The official syllabus and the course syllabus for the course from which the student is appealing the grade.
 - b. If available, the materials which were used to ascertain the grade of the student, tests, papers, and any other graded materials.
 - c. A spreadsheet containing all recorded grades for all class members. Such grades shall include each individual item considered in awarding a grade and the final totals awarded to all students in the class but in no circumstances shall the identity of any other class member be disclosed.

- 6.1.8.2.** During the hearing the following information may be presented:
- a. The oral testimony or written statements of student members of the instructor's classes, past and present.
 - b. The instructor may use standardized College of Business Administration student evaluation forms from their past or present classes.
 - c. The oral testimony or written statements of faculty and administrative employees.
 - d. The testimony or written statement of any other person who the Committee Chair shall give leave to inject information.
 - e. The student and the faculty member may choose to be accompanied at the hearing by a counselor. That counsel may quietly and confidentially counsel that party during the hearing; but, a counselor may not address the hearing. If a counselor addresses the hearing rather than the party, then, upon the request of any member of the committee, the Chair of the committee shall promptly exclude the counselor from the hearing.

- 6.1.8.3.** During the hearing the following information cannot be presented:
- a. Evidence of academic dishonesty unless written notice is given the student at least seventy-two (72) hours prior to the scheduled time of the hearing that this claim shall be voiced.
 - b. Extraneous, immaterial or irrelevant materials dealing with the instructor or the student as determined by the Committee Chair.

- c. The actual grade records used by the instructor to record the grades for all class members.

- 6.1.9.** Upon the completion of the hearing, the Committee Chair shall excuse all but the members of the committee. The members shall then vote on the validity of the claim and any change which they feel proper. This and all other votes of the committee shall be by secret ballot. As soon as the votes are counted by the Committee Chair in full view of the committee members, the ballots shall be destroyed and the final decision announced to the committee by the Committee Chair. In no case shall the number of votes cast on either side of the disputed grade be disclosed to anyone except the Dean of the College. In no case shall the individual votes of the members of the committee be disclosed to anyone.
- 6.1.10.** If a grade change is made, no record of the previous grade shall be retained in any record.

6.2. Procedures for Undergraduate Student Suspension Appeals

- 6.2.1.** The Undergraduate Suspension Committee shall hear student suspension appeals. The Undergraduate Suspension Committee shall consist two faculty members, two students and one associate dean. At least one of the faculty members shall be a member of the Undergraduate Program Council. The two faculty members shall be selected by the Council Chair. The Associate Dean shall serve as Committee Chair and select the two student members to hear a specific appeal from the panel of students appointed by the Dean for grade appeals. Each faculty and student member shall have one vote. The Committee Chair shall have no vote in the final decision unless or until the other members shall have become equally divided.
- 6.2.2.** The Committee shall hear appeals from students who are suspended because of academic deficiencies.
- 6.2.3.** A student may initiate an appeal by signing a Petition for Extension of Probationary Status and Relief from Academic Suspension and submitting a letter explaining any extenuating circumstances which led to the poor academic performance to the Office of the Dean of the College by the date which has been specified by the Dean to be the deadline for each semester. If the Dean does not specify a different date, then the deadline for grade appeals in section 6.1.7 shall provide the deadline for suspension appeals. The Associate Dean shall determine if an appeal has been properly filed, and then the Associate Dean shall by a written notice inform the student, the relevant department chair or school director, the Undergraduate Program Council, and the Dean.

- 6.2.4.** The Undergraduate Suspension Committee shall act as expeditiously as possible and in no case shall it delay its decision for more than thirty (30) calendar days from the date of the filing of the appeal.
- 6.2.5.** The Committee shall consider the student's letter which was submitted at the time of the initial appeal. The student may attend this meeting if he/she wishes. As defined in section 6.1.2.8.5., the student may be accompanied by a counselor.
- 6.2.6.** If the Committee denies the appeal, then the Committee shall recommend to the Dean that the student be administratively withdrawn from classes with a full tuition refund. The student's suspension shall be in effect for a period of one academic year from the date of the original suspension. If the Committee grants the appeal, then the student shall be allowed to remain enrolled in the classes while continued on probation. The student's file shall be reviewed at the end of the semester to determine if they meet the required grade point average.

6.3. Procedures for Graduate Student Suspension Appeals

- 6.3.1.** Procedures for graduate student grade appeals and graduate student suspension appeals shall be handled by the relevant graduate program committee or Council. For College-wide graduate programs, the process shall be substantially similar to *Policy and Procedures* 6.1 and 6.2.



BOARD OF REGENTS AGENDA ITEM SUMMARY

June 19, 2025

AGENDA ITEM: Report on amendments to UNO bylaws for student self-government organization.

☒ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' Policy.*

PRESENTERS: Katie Hoffman, Corporation Secretary

PURPOSE & KEY POINTS

Consistent with the *Bylaws* and operating procedures of the Board, the following changes have been filed with the Corporation Secretary since the last meeting of the Board:

- Amendments to the *Bylaws of the University of Nebraska at Omaha Student Government Association*.

In addition to the redline versions which are attached, these changes are available for inspection in the Office of the Corporation Secretary.

BACKGROUND INFORMATION

Section 1.2 of the *Bylaws of the Board of Regents* states, "In any case where any officer, group, or agency has been authorized by these *Bylaws* to adopt rules or regulations, such rules or regulations, before they may be effective, shall be:

- (1) considered by the officer, group, or agency at a public hearing held after giving reasonable advance public notice thereof;
- (2) reviewed and approved by the General Counsel for consistency with these *Bylaws* and applicable policies, laws, and regulations; and
- (3) filed with the Corporation Secretary for report to the Board. The President and cognizant Chancellor are to be timely provided with a courtesy copy of any public hearing notice.

Bylaws of the University of Nebraska at Omaha Student Government Association

Approved by the Student Senate on: August 28, 2024

Approved by the cognizant Chancellor on:

Submitted to the Board of Regents Secretary on:

Preamble

We, the students of the University of Nebraska at Omaha (UNO), wishing to have one (1) sole student governing body and to be represented in dealings involving university faculty, staff, and administration, as well as the community and governmental authorities, do hereby establish and ordain these bylaws for the University of Nebraska at Omaha Student Government Association.

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Part 1: General Provisions

Chapter 1: Deference

1. All provisions in these bylaws or lower documents are subject to federal, state, and local laws and regulations. In the case of contradiction with federal, state, and local laws and regulations, the latter will supersede, but not invalidate the entire document(s).
2. All provisions in these bylaws or lower documents are subject to the rules and policies of the University of Nebraska Board of Regents. In the case of contradiction with the rules and policies of the Board of Regents, the latter will supersede, but not invalidate the entire document(s).
3. All provisions in these bylaws or lower documents are subject to the rules and policies of the University of Nebraska at Omaha. In the case of contradiction with the rules and policies of the University of Nebraska at Omaha, the latter will supersede, but not invalidate the entire document(s).

Chapter 2: Quorum

1. Unless otherwise specified, the quorum of any organ of SGA shall be a majority of its current voting members.

Chapter 3: Enabling Provisions

1. These bylaws shall become effective upon a two-thirds (2/3) majority vote of the Student Senate, approval by the cognizant UNO Chancellor, and filing with the University of Nebraska Corporation Secretary. If any part of these bylaws is found to be invalid, such a finding shall not invalidate the entire document.

Chapter 4: Nonfeasance Clemency

1. If a member serving in SGA, be found in violation of any of the rules of SGA or other clear nonfeasance due to an emergency situation a request for clemency may be submitted to the Student Court within one (1) week of the violation. Such clemency is at the discretion of the Student Court in the best interest of the SGA.
2. If a member serving in SGA, be found in violation of any of the rules of SGA or other clear nonfeasance during the summer months extended absence from the Omaha area due to, but not limited to, summer internships or jobs, a request for clemency may be submitted to the Student Court within one (1) week of the violation. Such clemency is at the discretion of the Student Court in the best interest of the SGA.
3. Violations not given clemency are subject to disciplinary action including removal.

Chapter 5: Vote of the Student Senate

1. Unless otherwise specified, the phrase "Vote of the Student Senate" shall be defined as the vote of those Student Senators present and casting a vote at during a Student Senate business meeting.

Chapter 6: Executive Memoranda

1. In the interest of preventing abuse of executive power, the President/Regent may only exercise certain powers through an executive memorandum. Executive memoranda may be overturned by a majority vote of the Student Senate.

Chapter 7: Common Terms

1. Common terms used throughout these bylaws are defined in the glossary at the end of the document. SGA retains the right to interpret these terms within its discretion.

Chapter 8: Policy Index

1. Supplemental to these bylaws, SGA has established itself in a Policy Index, which is a body of lower rules relating to the operational and procedural aspects of SGA. Rules in the Policy Index are subject to these bylaws.

Part 2: Name, Mission, Vision, and Values

Chapter 1: Organization Name

1. The name of this governing body shall be the "University of Nebraska at Omaha Student Government Association" and henceforth referred to by its acronym "SGA."

Chapter 2: Organization Mission

1. SGA exists to advance the student experience. As the official voice of the Student Body we represent, empower, and serve students. To this end we advocate for student interests to administration, faculty, staff, the University of Nebraska Board of Regents, and the Omaha community. SGA continually strives to create a welcoming environment and provide impactful contributions for the Student Body.

Chapter 3: Organization Vision

1. It is the vision for SGA for the student experience at UNO to be defined by meaningful resources, connections, and opportunities that will propel each student to achieve success.

Chapter 4: Organization Values

1. Adaptability: Learning from mistakes, adjusting with new information, and fostering a culture of innovation.
2. Community: A space where we can thrive authentically together as part of something larger than ourselves.
3. Continuity: An ongoing resolve to serve the Student Body and our mission.
4. Growth: Endeavoring forward with a dedication to lifelong learning.
5. Justice: The fair and equitable opportunity for success and fulfillment on campus for everyone.
6. Leadership: The commitment to providing responsible influence and service to the Student Body.
7. Passion: Working with devotion and determination to advocate for those we serve.
8. Transparency: Working with openness, integrity, and accessibility to all.

Part 3: Membership of the Association

Chapter 1: Membership

1. All currently enrolled students of the University of Nebraska at Omaha and University of Nebraska students shall be members of SGA.
2. Any member of SGA elected or appointed to a named position within SGA or who has been granted explicit permission to act on behalf of SGA shall also be referred to as agents of SGA.

Chapter 2: Discrimination

1. The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.
2. UNO is an AA/EEO/ADA institution. For Title IX concerns, please contact the Title IX Coordinator (phone: 402.554.2120). For ADA/504 accommodations or assistance, please call/contact the ADA/504 Coordinator (phone 402.554.2463) or the Accessibility Services Center (phone: 402.554.2872).

Part 4: The Student Senate (The Senate)

Chapter 1: Purpose of the Student Senate

1. The Student Senate shall act as the primary legislative body of SGA and is charged with speaking for the entire membership.

Chapter 2: Composition of the Student Senate

Article 1: Senators

1. The Senate shall include twenty-eight (28) Senators.
2. Senators shall represent undergraduate UNO students in the various colleges, graduate UNO students as a whole, and non-degree UNO students.
3. Prior to each election, the seats allocated to senators shall be apportioned by the Election Commission using the Huntington-Hill method using the most recent and publicly available enrollment data.
4. To represent non-degree students, a student must not be seeking a degree upon entering the office. However, to prevent discouraging a student from advancing their academic pursuits, once in office, should the senator pursue a degree, they are permitted to maintain their office.

Section 1: Eligibility Requirements

1. To be elected or appointed to serve as a Student Senator an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
 - e. Be, at the time the office is assumed, a student within the College which seat is being filled or be enrolled or

Section 2: Election

1. Senators shall be elected from the membership pursuant to the election rules established by the Election Commission.

Section 3: Appointment

1. Vacant Senate seats may be filled at any time by appointment.
2. The appointment of new Senators shall be the responsibility of the Vice President and Director of Recruitment.
3. All Senator appointments shall be confirmed by a two-thirds (2/3) majority vote of the Student Senate.

Section 3: Term of Office

1. Terms of Student Senators shall not exceed one (1) year beginning and ending at the installation of the new Student Senate.

Section 4: General Duties

1. General duties of each Student Senator shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Student Senate business meetings
 - ii. Student Senate circuit meetings
 - iii. Meetings of any committee of which they are members
 - iv. Any other meetings as deemed appropriate by the Senate
 - b. Represent the membership in all dealings directly related to SGA business or in which representation is requested
 - c. To make necessary proposals in the form of Student Senate Resolutions in the best interest of the membership
 - d. To research and study all issues pertaining to SGA and the membership
 - e. To vote or to abstain on every motion called in meetings where they have voting rights
 - f. Act as the students' final approving authority for the redistribution of the portion of the University Program and Facilities Fees which has been delegated to SGA in accordance with the policies of the University of Nebraska Board of Regents
 - g. Initiate removal proceedings as prescribed in these bylaws
 - h. To know and follow all rules and guidelines created by SGA
 - i. To complete all accepted tasks given by the Student Senate
 - j. Fulfill such other duties vested to them by these bylaws or other governing documents

Section 5: Attendance

1. Senators shall be subject to the following attendance policy:
 - a. The accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Student Senate business meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate circuit meeting is equivalent to one (1) attendance point.
 - d. Each missed day of a retreat is equivalent to one (1) attendance point.
 - e. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
 - i. Emergency situations shall be defined at the discretion of the Student Court.
 - ii. Ambassadors are expected to, to the best of their ability, notify Student Government leadership of their absence.

Section 6: Removal

1. Removal of Senators shall be governed by the removal policies contained in these bylaws.

Article 2: Executive Officers (Executives)

1. The Student Senate shall include the Executive Officers of SGA specified herein.
2. Executives shall exist to facilitate the operations of SGA and carry out the will of the Senate.
3. Each executive role will have its own eligibility requirements, selection procedures, terms of office, duties, attendance policy, and removal procedures specified herein.
4. Executives shall have the power to temporarily transfer their duties to another executive for any reason through an executive memorandum.

Section 1: Student Body President/Student Regent

1. To be elected and to serve as the President/Regent an individual must:
 - a. Be a member of SGA
 - b. Have completed at least three (3) consecutive Fall or Spring semesters.
 - c. Maintain a 2.0 cumulative grade point average.
 - d. Not be on academic or disciplinary probation with UNO.
 - e. Be continuously enrolled in a minimum of six (6) credit hours during the fall and spring semesters, with the option of a credit hour requirement, appeal to the Student Court.
 - f. Have completed 24 semester hours of credit on that campus during two years prior to the academic term in which the office is sought or held.
 - g. Be elected by a majority vote of the students voting in the election or be elected by a margin over the next higher candidate of at least ten percent of the total votes cast for eligible candidates.
 - h. Not have been convicted of a felony, unless all civil rights have been restored by the date set for filing for candidacy in Student Government elections.
 - i. Fulfill any additional requirements set by the University of Nebraska Board of Regents.
2. Election of the President/Regent shall take place during the UNO-SGA annual elections. If the President/Regent-elect is deemed ineligible prior to installation of office, the Vice President-elect shall become President/Regent-elect.
3. Term of office for the President/Regent shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of President/Regent due to death, resignation, or removal, the position shall be filled by the Vice President. The new President/Regent shall appoint a new Vice President with a two-thirds (2/3) majority vote of the Student Senate. In the case of the vacancy of both President/Regent and Vice President, a special election shall be held.
5. Duties of the President/Regent shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. University of Nebraska Board of Regents meetings.
 - ii. Executive Committee meetings.
 - iii. Student Senate business meetings.
 - iv. Student Senate circuit meetings.

- v. Any other meetings as deemed appropriate by the Senate.
- b. To represent the Student Body on the University of Nebraska Board of Regents
 - c. To advocate for the interests of the Student Body before the staff, faculty, and administration of the University of Nebraska at Omaha.
 - d. To be in regular communication with the UNO Chancellor and other administrators.
 - e. To appoint members of the Executive Committee.
 - f. To fill vacant executive offices.
 - g. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - h. To deliver a State of SGA Address once per semester.
 - i. To propose the annual budget to the Student Activities Budget Commission.
 - j. To sign or veto all Student Senate Resolutions passed by the Student Senate.
 - k. To respond, in consultation with the Executive Committee, to any student-authored petition containing at least twenty (20) student signatures with corresponding NUID numbers, and to communicate any such responses with the Senate.
 - l. To appoint individuals to university committees as needed through an executive memorandum.
 - m. To establish any office hours requirements for executives through an executive memorandum.
 - n. To actively prepare their office for transition to their successor.
 - o. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents
6. The President/Regent shall be subject to the following attendance policy:
- a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed University of Nebraska Board of Regents meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point, unless the meeting conflicts with a University of Nebraska Board of Regents function.
 - d. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point, unless the meeting conflicts with a University of Nebraska Board of Regents function.
 - e. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point, unless the meeting conflicts with a University of Nebraska Board of Regents function.
 - f. Each missed day of a retreat is equivalent to one (1) attendance point, unless the retreat conflicts with a University of Nebraska Board of Regents function.
 - g. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - h. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
7. Removal of the President/Regent shall be governed by the removal policies contained in these bylaws.

Section 2: Student Body Vice President

1. Requirements to be Vice President shall be identical to those set for the President/Regent, as set forth above.
2. The Vice President shall be elected on the same ticket as the President/Regent.
3. Term of office for the Vice President shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Vice President due to death, resignation, or removal, the position shall be filled by the appointment of a new Vice President by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent shall fill the vacancy within 30 calendar days. Until the position is filled, the Chief of Staff shall fulfill all of the Vice President's duties.
5. Duties of the Vice President shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. To chair the Meetings of the Senate.
 - c. To be knowledgeable on Roberts Rules of Order and the rules of SGA.
 - d. To assist the President/Regent in carrying out duties.
 - e. To facilitate the appointment process to fill vacant Senator positions.
 - f. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - g. To actively prepare their office for transition to their successor.
 - h. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. The Vice President shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.

7. Removal of the Vice President shall be governed by the removal policies contained in these bylaws.

Section 3: Chief of Staff

1. To be elected or appointed to serve as the Chief of Staff an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Chief of Staff shall be elected on the same ticket as the President/Regent.
3. Term of office for the Chief of Staff shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Chief of Staff due to death, resignation, or removal, the position shall be filled by the appointment of a new Chief of Staff by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent shall fill the vacancy within 30 calendar days. Until the position is filled, the President/Regent shall fulfill all of the Chief of Staff's duties.
5. Duties of the Chief of Staff shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. To chair Executive Committee Meetings.
 - c. To supervise and manage the Executives other than the President/Regent and Vice President.
 - d. To take on the duties of the Executives other than the President/Regent and Vice President in the case of vacancies of those positions.
 - e. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - f. To actively prepare their office for transition to their successor.
 - g. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. The Vice President shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.

- g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Chief of Staff shall be governed by the removal policies contained in these bylaws.

Section 4: Director of Integrity

1. To be appointed and to serve as the Director of Integrity an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Integrity shall be appointed by the President/Regent and confirmed by a two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Integrity shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Integrity due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Integrity by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all the Director of Integrity's duties.
5. Duties of the Director of Integrity shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Rules Committee meetings.
 - iii. Student Senate business meetings.
 - iv. Student Senate circuit meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To be familiar with Robert's Rules of Order and the policies of UNO and SGA.
 - c. To advise members on and hold members accountable to the rules of UNO and SGA.
 - d. To ensure that risks associated with SGA and its activities are being managed effectively.
 - e. To act as parliamentarian for the Student Senate business meetings.
 - f. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - g. To actively prepare their office for transition to their successor.
 - h. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. The Director of Integrity shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.

- f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Integrity shall be governed by the removal policies contained in these bylaws.

Section 5: Director of Recruitment

1. To be appointed and to serve as the Director of Recruitment an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Recruitment shall be appointed by the President/Regent and confirmed by a two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Recruitment shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Recruitment due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Recruitment by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all the Director of Recruitment's duties.
5. Duties of the Director of Recruitment shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. To facilitate the active recruitment efforts of SGA.
 - c. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - d. To manage the appointment processes for positions within SGA except for those assigned to others.
 - e. To actively prepare their office for transition to their successor.
 - f. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. The Director of Recruitment shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.

- g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Recruitment shall be governed by the removal policies contained in these bylaws.

Section 6: Director of Administration

1. To be appointed and to serve as the Director of Administration an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Administration shall be appointed by the President/Regent and confirmed by a two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Administration shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Administration due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Administration by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all the Director of Administration's duties.
5. Duties of the Director of Administration shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. To coordinate the events, logistics, and clerical affairs SGA.
 - c. To act as secretary for the Student Senate business meetings.
 - d. To ensure that the minutes of all Student Senate business meetings are recorded.
 - e. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - f. To actively prepare their office for transition to their successor.
 - g. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. The Director of Administration shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.

- g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Administration shall be governed by the removal policies contained in these bylaws.

Section 7: Director of Diversity, Equity, Inclusion, and Accessibility

1. To be appointed and to serve as the Director of Diversity, Equity, Inclusion, and Accessibility an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Diversity, Equity, Inclusion, and Accessibility shall be appointed by the President/Regent and confirmed by a two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Diversity, Equity, Inclusion, and Accessibility shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Diversity, Equity, Inclusion, and Accessibility due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Diversity, Equity, Inclusion, and Accessibility by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all of the Director of Diversity, Equity, Inclusion, and Accessibility's duties.
5. Duties of the Director of Diversity, Equity, Inclusion, and Accessibility shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. DEIA Committee meetings.
 - iii. Student Senate business meetings.
 - iv. Student Senate circuit meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To maintain communication with the Directors of the Agencies of the Student Government Association.
 - c. To provide consultation and support to the Directors of the Agencies of the Student Government Association.
 - d. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - e. To actively prepare their office for transition to their successor.
 - f. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. The Director of Diversity, Equity, Inclusion, and Accessibility shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.

- d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
7. Removal of the Director of Diversity, Equity, Inclusion, and Accessibility shall be governed by the removal policies contained in these bylaws.

Section 8: Director of Marketing

1. To be appointed and to serve as the Director of Marketing an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Marketing shall be appointed by the President/Regent and confirmed by a two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Marketing shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Marketing due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Marketing by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all of the Director of Marketing's duties.
5. Duties of the Director of Marketing shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Outreach Committee meetings.
 - iii. Student Senate business meetings.
 - iv. Student Senate circuit meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To coordinate the marketing and advertising efforts of SGA.
 - c. To actively cultivate awareness of SGA.
 - d. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - e. To actively prepare their office for transition to their successor.
 - f. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. The Director of Marketing shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.

- g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Marketing shall be governed by the removal policies contained in these bylaws.

Section 9: Director of Finance

1. To be appointed and to serve as the Director of Finance an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Finance shall be appointed by the President/Regent and confirmed by a two-thirds majority (2/3) of the Senate.
3. Term of office for the Director of Finance shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Finance due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Finance by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all of the Director of Finance's duties.
5. Duties of the Director of Finance shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Budget Committee meetings.
 - iii. Student Senate business meetings.
 - iv. Student Senate circuit meetings.
 - v. Student Activities Budget Commission meetings.
 - vi. Any other meetings as deemed appropriate by the President/Regent.
 - b. To monitor all accounts and expenses and ensure the payment of all debts incurred by SGA.
 - c. To accurately account for the funds and transactions of SGA.
 - d. To submit and present the final budget of the Student Activities Budget Commission to the Student Senate for approval.
 - e. To organize and chair meetings of the Student Activities Budget Commission
 - f. To select three (3) senators and three (3) students-at-large for appointment to the Student Activities Budget Commission by the Senate
 - g. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - h. To deliver a State of the Budget presentation during State of SGA addresses.
 - i. To actively prepare their office for transition to their successor.
 - j. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.

To be responsible for approving SGA Funded Student Worker Hours on a weekly basis
6. The Director of Finance shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.

- c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. One (1) missed Student Activities Budget Commission meeting is equivalent to one (1) attendance point.
 - f. Each missed day of a retreat is equivalent to one (1) attendance point.
 - g. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - h. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
7. Removal of the Director of Finance shall be governed by the removal policies contained in these bylaws.

Section 10: Director of Leadership Development

1. To be appointed and to serve as the Director of Leadership Development an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Leadership Development shall be appointed by the President/Regent and confirmed by a two-thirds majority (2/3) of the Senate.
3. Term of office for the Director of Leadership Development shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of the Director of Leadership Development due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Leadership Development by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfill all the Director of Leadership Development's duties.
5. Duties of the Director of Leadership Development shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. First Year Leadership Commission meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To coordinate the activities of the First Year Leadership Commission.
 - c. To promote the elevation of student leadership and active participation in SGA.
 - d. To develop internal programming for retention, education, and networking for all office-holding members of SGA.
 - e. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - f. To actively prepare their office for transition to their successor.
 - g. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. The Director of Leadership Development shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.

- e. One (1) missed First Year Leadership Commission meeting is equivalent to one (1) attendance point.
 - f. Each missed day of a retreat is equivalent to one (1) attendance point.
 - g. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - h. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
7. Removal of the Leadership Development shall be governed by the removal policies contained in these bylaws.

Section 11: Coordinators

1. To be appointed and to serve as a Coordinator an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Coordinator position shall be created and filled by the President/Regent through an executive memorandum and shall be supervised by the President/Regent or another executive of the President/Regent's choosing.
3. The Coordinator position is temporary and shall be dissolved at the discretion of the President/Regent, or at upon the installation of the new Student Senate.
4. Term of office for Coordinators shall not exceed one (1) year beginning at their appointment and ending at the installation of the new Student Senate or until their death, resignation, removal from office.
5. In the case of a vacancy of a Coordinator position due to death, resignation, or removal, the position may be filled by the selection coordinator by the President/Regent if they so desire.
6. Duties of a Coordinator shall include, but not be limited to, the following:
 - a. To carry out delegated or specific duties as prescribed by the President/Regent.
 - b. To attend meetings as deemed appropriate by their supervising executive.
 - c. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. A Coordinator shall act on behalf of the President/Regent and not on behalf of SGA.
8. Coordinators shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed meeting as deemed appropriate by their supervising executive is equivalent to one (1) attendance point.
 - c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
9. Removal of a Coordinator shall be the prerogative of the President/Regent and shall take the form of an executive memorandum dissolving the position.

Article 3: Ambassadors

1. The Senate shall include a number of Ambassadors.
2. Ambassadors shall represent special sections of the membership as selected by SGA.
3. Ambassadors shall not vote or count towards quorum during Senate business meetings.

Section 1: Eligibility Requirements

1. To be appointed and to serve as an Ambassador an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average, with the exception of students in their first semester whose lack of grade point average will be considered satisfactory until a grade point average is established
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
 - e. Fulfill the requirements set by these bylaws and other governing documents of SGA

Section 2: Selection

1. Ambassadors shall be selected from the campus organizations chosen to represent the special sections of the membership pursuant to that organization's chosen process.

Section 3: Term of Office

1. Terms of Ambassadors shall not exceed one (1) year beginning at their selection and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation.

Section 4: General Duties

1. General duties of each Ambassador shall be identical to Senators with the exception of the ability to vote in Student Senate business meetings.

Section 5: Attendance

1. Ambassadors shall be subject to the following attendance policy:
 - a. The accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Student Senate business meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate circuit meeting is equivalent to one (1) attendance point.
 - d. Each missed day of a retreat is equivalent to one (1) attendance point.
 - e. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
 - i. Emergency situations shall be defined at the discretion of the Student Court.
 - ii. Ambassadors are expected to, to the best of their ability, notify Student Government leadership of their absence.

Section 6: Removal

1. Removal of Ambassadors shall be governed by the removal policies contained in these bylaws.

Article 4: Affiliates

1. The Senate shall include a number of Affiliates.
2. Affiliates shall be students who desire to advance the student experience and elect to affiliate with the Senate and participate in its activities.

Section 1: Eligibility Requirements

1. To be appointed and to serve as an Affiliate an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Fulfill the requirements set by these bylaws and other governing documents of SGA

Section 2: Selection

1. Any member of SGA may be an Affiliate.
2. Any member who desires to be an Affiliate will be subject to an application.

Section 3: Term of Office

1. There shall be no terms for Affiliates. Individuals may serve as an Affiliate for as long as they are eligible or until their death, resignation, or removal from office.

Section 4: General Duties

1. General duties of Affiliates shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Student Senate circuit meetings
 - ii. Any other meetings as deemed appropriate by the Senate
 - b. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.

Section 5: Attendance

1. Affiliates shall be subject to the following attendance policy:
 - a. The accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Student Senate Circuit Meeting is equivalent to one (1) attendance point.
 - c. Each missed day of a retreat is equivalent to one (1) attendance point.
 - d. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.

Section 6: Removal

1. Removal of Affiliates shall be governed by the removal policies contained in these bylaws.

Chapter 3: Meetings of the Senate

Article 1: Types of Meetings

1. There shall be two types of Student Senate meetings:
 - a. Business meetings, which shall be used to process official motions, resolutions, and acts of the Senate. Decisions in Business meetings shall be considered official decisions of SGA.
 - b. Circuit meetings, which shall be used for personal and professional development of the members of the Senate and provide the opportunity for committees to meet and report on current projects and initiatives.

Article 2: Meeting Schedule and Location

1. The Student Senate is to meet at least once (1) each month during the fall and spring semesters disregarding university breaks, closures, holidays, and finals week.
2. Dates, times, type, and places for the regular meetings of the Student Senate shall be prescribed by the Vice President or by a majority vote during a Senate Business meeting.

Article 3: Special Meetings

1. In the event of an urgent need the Vice President may call a special meeting of the Senate, provided that 48 hours advance notice outlining the urgent circumstances is given by university email to the body and the affirmative consent of a majority of senators is obtained.
 - a. Senators must reply to the notification email within 24 hours with either their consent or dissent.
 - b. Members who do not attend special meetings will not accrue absence points.

Article 4: Critical Procedures and Parliamentary Authority for Business Meetings

1. The most recent edition of Robert's Rules of Order shall be used as the Parliamentary Authority and rules therein shall be subject to the other rules of SGA.
2. Quorum shall be a majority of sitting Student Senators.
3. The Vice President shall disseminate meeting agendas and any minutes to be approved to all members of the Student Senate forty-eight (48) hours prior to the next Student Senate meeting.
4. During emergencies and temporary losses of a quorum, the Chair shall have the right to call a recess not exceeding fifteen (15) minutes.
5. Members of the public shall maintain the right to attend all business meetings of SGA.
6. Removal of any person disrupting the conduct of business shall be the right of the Chair.
7. If the executives who normally operate in the functionary roles (i.e., Chair, Parliamentarian, or Secretary) are absent the President/Regent, the Vice President, and the Chief of Staff and shall distribute those responsibilities among themselves.
8. If the Vice President is absent, the Chief of Staff shall be the Chair.
9. If both the Vice President and Chief of Staff are absent, the President/Regent shall be the Chair.

Article 5: Rights of the Members during Business Meetings

1. The right to vote shall be restricted to only Senators unless otherwise restricted by the rules of SGA.
2. The right to make motions shall be restricted to only Senators and Ambassadors unless otherwise restricted by the rules of SGA.

3. The right to speak shall be restricted only to Senators, Executives, and Ambassadors and individuals recognized by the chair unless otherwise restricted by the rules of SGA.

Chapter 4: Committees of the Senate

1. To facilitate the important work of SGA and prevent the risks of consolidated power, the Student Senate shall contain a number of committees.

Article 1: Types of Committees

1. The Student Senate will contain the following types of committees:
 - a. Standing committees shall be the officially recognized committees under these bylaws that exist across time.
 - b. Ad hoc committees shall be committees that have been formed for a specific purpose, objective, or task. Ad hoc committees shall be established at any point during the year and shall dissolve at the end of each Senate cycle. Ad hoc committees may only be established by a majority vote during a Student Senate Business meeting or by an executive memorandum.

Article 2: Executive Committee

1. There shall exist a standing Executive Committee that exists to carry out the executive functions of SGA.
2. This committee shall meet regularly throughout the year.
3. This committee shall be made up of the following:
 - a. All Executives of SGA with the exception of Coordinators.
4. The Advisor may attend meetings but may not vote and is not counted towards quorum.
5. The Chief of Staff shall act as chair.
6. The Executive Committee is charged with:
 - a. Meeting regularly throughout the year to inform and advise one another on the progress of the various tasks that each member is currently overseeing.
 - b. Coordinating the executive functions of SGA.
 - c. Make appropriate interim decisions when the Senate is not in session.
 - d. Fulfilling such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. Actions of the committee shall stand unless overturned by a majority vote of the Senate.

Article 3: Rules Committee

1. There shall exist a standing Rules Committee to review and recommend changes to the rules of SGA.
2. This committee shall meet regularly throughout the year.
3. This committee shall be made up of the following:
 - a. No less than four (4) and no more than six (6) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and are not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Integrity who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend meetings but may not vote and is not counted towards quorum.
5. The committee shall select a Chair at the first Rules Committee meeting where a quorum is established and the position is vacant. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they shall remain a member of the Rules Committee.
6. Additional duties of the Rules Committee Chair shall include, but not be limited to, the following:
 - a. Coordinating all meetings and operations of the Rules Committee.
 - b. Presenting a report on the activities of the Rules Committee in every business meeting of the Student Senate.
7. The Rules Committee is charged with:
 - a. Reviewing the rules of SGA
 - b. Recommending changes to the rules to the Senate in order to improve the internal structure and operations.
 - c. Reviewing all resolutions of the Senate resolving to amend or otherwise change any governing documents of SGA or its associated organizations.
 - d. All other work charged to the Committee by the Student Senate.
8. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 4: Budget Committee

1. There shall exist a standing Budget Committee to manage the financial decisions of SGA.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) and no more than four (4) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and are not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Finance, who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
5. The committee shall select a Chair at the first Budget Committee meeting where a quorum is established and the position is vacant. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they shall remain a member of the Budget Committee.
6. Additional duties of the Budget Committee Chair shall include, but not be limited to, the following:
 - a. Coordinating all meetings and operations of the Budget Committee.
 - b. Presenting a report on the activities of the Budget Committee in every business meeting of the Student Senate.
7. The Budget Committee is charged with:
 - a. Constructing a proposed SGA budget for the next fiscal year to be presented to the Student Activities Budget Commission.
 - b. Reviewing and suggesting amendments to long-term initiatives of SGA which incur recurring expenses over \$200.
 - c. Reviewing all resolutions of the Senate requiring the use of SGA funds totaling over \$500 and recommending any necessary changes to ensure proper procedure is followed.
 - d. All other work charged to the Committee by the Student Senate.
8. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 5: Outreach Committee

1. There shall exist a standing Outreach Committee to coordinate the outreach efforts of SGA.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and are not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Marketing, who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
5. The committee shall select a Chair at the first Outreach Committee meeting where a quorum is established and the position is vacant. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they shall remain a member of the Rules Committee.
6. Additional duties of the Outreach Committee Chair shall include, but not be limited to, the following:
 - a. Coordinating all meetings and operations of the Outreach Committee.
 - b. Presenting a report on the activities of the Outreach Committee in every business meeting of the Student Senate.
7. The Outreach Committee is charged with:
 - a. Constructing an outreach plan
 - b. Coordinating the outreach efforts of SGA
 - c. Leading in developing awareness of SGA among the UNO Community
 - d. All other work charged to the Committee by the Student Senate.
8. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 6: Civic Engagement Committee

1. There shall exist a standing Civic Engagement Committee to encourage civic engagement at UNO.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and are not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
5. The committee shall select a Chair at the first Civic Engagement Committee meeting where a quorum is established and the position is vacant. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they shall remain a member of the Civic Engagement Committee.
6. Additional duties of Civic Engagement Committee Chair shall include, but not be limited to, the following:
 - a. Coordinating all meetings and operations of the Civic Engagement Committee.
 - b. Presenting a report on the activities of the Civic Engagement Committee in every business meeting of the Student Senate.
7. The Civic Engagement Committee is charged with:
 - a. Coordinating the civic engagement efforts of SGA
 - b. Leading in cultivating awareness of national, state, and local elections among the UNO Community
 - c. All other work charged to the Committee by the Student Senate.
8. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 7: Diversity, Equity, Inclusion, and Accessibility (DEIA) Committee

1. There shall exist a standing Diversity, Equity, Inclusion, & Accessibility (DEIA) Committee to promote the belonging of students on campus and within SGA.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and are not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Diversity, Equity, Inclusion, and Accessibility, who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
5. The committee shall select a Chair at the first Diversity, Equity, Inclusion, and Accessibility Committee meeting where a quorum is established and the position is vacant. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they shall remain a member of the Diversity, Equity, Inclusion, and Accessibility Committee.
6. Additional duties of the Diversity, Equity, Inclusion, and Accessibility Committee Chair shall include, but not be limited to, the following:
 - a. Coordinating all meetings and operations of the Diversity, Equity, Inclusion, and Accessibility Committee.
 - b. Presenting a report on the activities of the Diversity, Equity, Inclusion, and Accessibility Committee in every business meeting of the Student Senate.
7. The Diversity, Equity, Inclusion, and Accessibility Committee is charged with:
 - a. Conducting a DEIA audits as deemed necessary by the committee.
 - b. Coordinating DEIA efforts of SGA.
 - c. Promoting a sense of belonging for students on campus.
 - d. All other work charged to the Committee by the Student Senate.
8. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Chapter 6: Resolutions of the Student Senate

1. Resolutions shall be written resolutions of the Student Senate which:
 - a. Require or request action from any part of UNO or any part of the University of Nebraska system.
 - b. Allocate or re-allocate SGA funds.
 - c. Initiate removal procedures of members of SGA.
 - d. State the official position of SGA on any issue.
 - e. Thank or congratulate an individual or group for exceptional accomplishments at UNO.
 - f. Contain amendments to these bylaws or any other lower document containing procedures relating to the function of SGA or any group under the supervision of SGA.
2. All Student Senate Resolutions must be sponsored by at least one (1) Student Senator or Ambassador.
3. Passage of a Student Senate Resolution shall go through the following steps:
 - a. Resolutions must be authored by a member of SGA.
 - b. Drafted resolutions must be sponsored by a Senator or Ambassador.
 - c. Once sponsored a resolution then must be reviewed by a Senator or Ambassador, other than the sponsor, to provide feedback related to clarity, grammar, spelling, credibility of sources, and formatting.
 - d. After being reviewed, it is recommended that the sponsor submits the draft resolution to the advisor to provide feedback related to clarity, grammar, spelling, credibility of sources, and formatting. This step shall not block the resolution from being passed.
 - e. After the review the final resolution must be sent to the Vice President at least forty-eight (48) hours prior to an upcoming Senate Business meeting to be assigned a resolution number and for inclusion to on the agenda.
 - f. After appropriate debate and vote on the floor of the Senate Business meeting, should the resolution pass the Vice President shall sign the approved resolution.
 - g. After receiving the Vice President's signature, the resolution is forwarded to President/Regent under the following guidelines:
 - i. If signed within five (5) business days of Student Senate passage, the proposed Student Senate Resolution becomes official.
 - ii. If a resolution which passes with less than a two-thirds (2/3) majority is not signed within five (5) business days of Student Senate passage, the President/Regent's act of not signing is considered an official veto and the resolution does not become official. In such a case, the following steps must be taken:
 1. The resolution is put on the agenda again for the next Student Senate meeting.
 2. The Student Senate shall again take up the resolution and with a two-thirds (2/3) majority vote needed to override the Presidential Veto. If this threshold is not met, the resolution fails.
 - iii. If a resolution which passes with at least a two-thirds (2/3) majority is not signed within five (5) business days of Student Senate passage, the President/Regent's act of not signing is considered an official veto but the resolution becomes official without the signature of the President/Regent. In such a case, the Vice President should indicate so on the resolution.

Part 5: Commissions

1. In recognition that some work is best done with a degree of insulation from the Student Senate, there shall exist a number of Commissions. Those commissions are specified by these bylaws.

Chapter 1: First Year Leadership Commission (FYLC)

1. In recognition that the first year of an individual's undergraduate career is a unique time filled with intense development and experience, there shall exist a First Year Leadership Commission to provide developmental experiences and a pipeline into SGA for first year students.
2. To be appointed and to serve as a First Year Leadership Commissioner an individual must:
 - a. Be a member of SGA.
 - b. Maintain a 2.0 cumulative grade point average.

Should the student not have an established grade point average the lack of grade point average will be considered satisfactory until a grade point average is established.

- c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours.
 - e. Have no more than 20 accumulated credit hours at time of appointment, excluding those earned while in high school.
3. Selection of commissioners shall be the duty of the Director of Leadership Development and subject to an executive memorandum.
4. Term of office for First Year Leadership Commissioners shall not exceed one (1) year beginning and ending at the installation of the new Student Senate.
5. The Director of Leadership Development shall be the chair of the First Year Leadership Commission, whose duties shall include, but not be limited to:
 - a. Planning and chairing commission meetings.
 - b. Instructing the commissioners about SGA and its rules.
 - c. All other duties required for the efficient operation of the First Year Leadership Commission.
6. The First Year Leadership Commission is charged with:
 - a. Selecting two (2) commissioners to serve as First Year Ambassadors to the Senate.
 - i. These Ambassadors shall retain their positions on the commission.
 - ii. Terms of First Year Ambassadors shall not exceed one (1) year starting at their selection and ending at the installation of the new Student Senate.
 - iii. In the case of a vacancy of a First Year Ambassador due to death, resignation, or removal, the commission shall select from the commission a new First Year Ambassador.
 - b. Fulfilling such other duties vested to them by these bylaws, the Student Senate, other governing documents, or the Director of Leadership Development.

7. Removal of a First Year Leadership Commissioner shall be governed by the removal policies contained in these bylaws.

Chapter 2: Student Activities Budget Commission (SABC)

1. Pursuant to the University of Nebraska Board of Regents Policy 5.9.1 and UNO policies, the Student Activities Budget Commission is a body made up of students, faculty, and staff to recommend to the Student Senate a budget for the Fund A portion of the University Program and Facilities Fee (UPFF).
2. The Student Activities Budget Commission shall be created each November and be dissolved when the Cognizant Chancellor of UNO approves the UPFF Fund A allocation for the following fiscal year.
3. The Student Activities Budget Commission shall be comprised of:
 - a. Three (3) Senators appointed by the Director of Finance and confirmed by a two-thirds (2/3) majority vote of the Student Senate.
 - b. Three (3) students-at-large appointed by the Director of Recruitment and confirmed by a two-thirds (2/3) majority vote of the Student Senate.
 - c. Three (3) students-at-large and (3) faculty or staff appointed in accordance with the rules of SGA and the policies of the University of Nebraska Board of Regents and UNO.
 - d. The Director of Finance, who shall act as Chair and shall not vote.
4. No person responsible for the UPFF Fund A proposal of any organization outside of SGA may vote on resolutions related to the Student Activities Budget Commission.
5. Until the Student Activities Budget Commission has dissolved, Senators who have been appointed to the Student Activities Budget Commission shall retain the following rights:
 - a. To vote on the question of proposing an SGA budget to the Student Activities Budget Commission.
 - b. To make motions and to vote on amendments to the SGA budget request during meetings of the Student Activities Budget Commission.
6. Until the Student Activities Budget Commission has dissolved, Senators who have been appointed to the Student Activities Budget Commission shall not vote on the following questions:
 - a. The final approval of the SGA budget request during meetings of the Student Activities Budget Commission.
 - b. Resolutions of the Student Senate directly concerning the operations and activities of the Student Activities Budget Commission
7. Any section or amendments of sections of the Policy Index pertaining to the Student Activities Budget Commission must comply with Regents Policy 5.9.1.
8. Final budget proposals from the Student Activities Budget Commission shall be subject to a majority vote of the Student Senate. Should such proposals not receive a majority vote, the proposal shall return to the Student Activities Budget Commission to be re-evaluated.
9. Removal of a Student Activities Budget Commissioner shall be governed by the removal policies contained in these bylaws.

Chapter 3: Traffic Appeals Commission (TAC)

1. In recognition of the role that SGA has in the appeals of parking and traffic citations there shall exist a Traffic Appeals Commission to hear and process appeals of student parking and traffic violations.
2. The Traffic Appeals Commission shall be made up of a total of five (5) Commissioners who shall be appointed by the Director of Recruitment and confirmed by two-thirds (2/3) majority of the Senate.
3. To be appointed and to serve as a Traffic Appeals Commissioner an individual must:
 - a. Be a member of SGA.
 - b. Maintain a 2.0 cumulative Grade Point Average.
 - c. Be continuously enrolled in a minimum of six (6) credit hours.
4. Term of office for Traffic Appeals Commissioners shall not exceed one (1) year ending at the installation of the new Student Senate or until their death, resignation, or removal from office. No individual shall serve more than three (3) terms in this position.
5. In the case of a vacancy of a position on the Traffic Appeals Commission due to death, resignation, or removal, the Director of Recruitment shall appoint a new Traffic Appeals Commissioner with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
6. Duties of Traffic Appeals Commissioners shall include, but not be limited to, the following:
 - a. To exercise jurisdiction over and vote on all parking ticket contentions and traffic appeals by students who contest the validity of tickets issued by UNO Parking Services.
 - b. To be in communication with UNO Parking Services on a regular basis.
 - c. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. One Traffic Appeals Commissioner will be selected as Chief Commissioner. This position shall be selected by the Commissioners at the first Commission meeting where a quorum is established and the position is vacant.
8. Additional duties of the Chief Traffic Appeals Commissioner shall include, but not be limited to, the following:
 - a. To serve as the chairperson for Traffic Appeals Commission meetings.
 - b. To plan a meeting schedule and meeting agendas for the Commission.
 - c. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
9. Traffic Appeals Commissioners shall be subject to the following attendance policy:
 - a. The accrual of three (3) attendance points is cause for automatic removal.
 - b. One (1) missed Commission meeting is equivalent to one (1) attendance point.
 - c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.

10. Rulings from the Traffic Appeals Commission may be appealed to the Student Court.
11. Removal of a Traffic Appeals Commissioner shall be governed by the removal policies contained in these bylaws.

Chapter 4: Election Commission

1. In recognition of the importance of independent and objective elections, there shall exist an Election Commission to administer the elections of SGA.
2. The Election Commission shall be made up of at least five (5) but no more than nine (9) Commissioners who shall be appointed by the Director of Recruitment and confirmed by two-thirds (2/3) majority of the Senate.
3. To be appointed and to serve as an Election Commissioner an individual must:
 - a. Be a member of SGA.
 - b. Maintain a 2.0 cumulative Grade Point Average.
 - c. Be continuously enrolled in a minimum of six (6) credit hours.
4. Term of office for Election Commissioners shall not exceed one (1) year ending at the installation of the new Student Senate or until their death, resignation, or removal from office. No individual shall serve more than three (3) terms in this position.
5. In the case of a vacancy of a position on the Election Commission due to death, resignation, or removal, the Director of Recruitment shall appoint a new Election Commissioner with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
6. The duties of the Election Commissioners shall include, but not be limited to, the following:
 - a. To work with the UNO administration in overseeing elections and candidates.
 - b. To establish the time, place, and the manner of voting in accordance with these bylaws and the rules of SGA.
 - c. To hear and rule on grievances submitted by members of SGA when student candidates have been accused of violating election rules.
 - d. To review the election rules annually and propose changes to the Student Senate.
 - e. To distribute information on relevant election rules prior to opening applications for candidacy.
 - f. To review all candidate applications for violations of election rules.
 - g. To plan and execute an organized debate between all legitimate executive tickets appearing on the ballot at least two (2) weeks prior to the polls opening.
 - h. To work with the Director of Marketing to advertise the elections and the results.
 - i. Communicating all information via email, text, or other traceable communication channels.
 - j. To fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. One Election Commissioner will be selected as Chief Commissioner. This position shall be selected by the Commissioners at the first Commission meeting where a quorum is established and the position is vacant.
8. Additional duties of the Chief Election Commissioner shall include, but not be limited to, the following:

- a. To serve as the chairperson for Election Commission meetings.
 - b. To plan a meeting schedule and meeting agendas for the Commission.
 - c. Ensure all grievance forms are accessible on the SGA website.
 - d. Ensure all hearings are advertised to the public at least 24 hours before they begin.
 - e. To record and make publicly available all proceedings, rulings, and minutes from each Commission meeting and grievance hearing.
9. Election Commissioners shall be subject to the following attendance policy:
 - a. The accrual of three (3) attendance points is cause for automatic removal.
 - b. One (1) missed Commission meeting is equivalent to one (1) attendance point.
 - c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
10. Rulings from the Election Commission may be appealed to the Student Court.
11. The SGA advisor must be included in all communication and present at all hearings.
12. Removal of an Election Commissioner shall be governed by the removal policies contained in these bylaws.

Part 6: Judicial Branch

Chapter 1: The Student Court

1. In recognition of the necessity for an impartial judicial body to promote accountability, fairness, and trust, there shall exist a Student Court to provide judicial oversight for the rest of SGA.
2. Requirements to be a Student Court Justice shall be the following:
 - a. To be a member of SGA.
 - b. To maintain a 2.0 cumulative Grade Point Average.
 - c. To be continuously enrolled in a minimum of six (6) credit hours.
3. The Student Court shall be made up of a total of five (5) Justices who shall be appointed by the Director of Integrity and confirmed by two-thirds (2/3) majority of the Senate.
4. Term of office for Student Court Justices shall not exceed two (2) years ending at the installation of the new Student Senate following their second year or until their death, resignation, or removal from office. No individual shall serve more than three (3) terms in this position.
5. In the case of a vacancy of a position on the Student Court due to death, resignation, or removal, the Director of Appointments shall appoint a new Justice with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
6. The duties of a Student Court Justice shall include, but not be limited to, the following:
 - a. To provide a means of jurisprudence for the members SGA by:
 - i. Acting as the sole interpreter of these bylaws and any other document containing policies, rules, and/or procedures relating to the function of SGA or any group under the supervision of SGA.
 - ii. Reviewing of the activities of SGA or any group under the supervision of SGA for validity under these bylaws and any other document containing policies, rules, and/or procedures relating to the function of SGA or any group under the supervision of SGA.
 - iii. Hearing appeals of attendance points.
 - iv. Hearing appeals of the decisions of the Election Commission.
 - v. Hearing appeals of the decisions of the Traffic Appeals Commission.
 - vi. Solving conflicts arising from the rules of SGA or groups under the control of SGA.
 - vii. Making decisions on any other matter brought to the court by SGA or UNO.
 - b. To meet at least once per month during the Fall and Spring semesters.
 - c. To rule on all items brought before the Student Court, without infringing on due process.
 - d. To recommend changes to the rules of SGA to the Student Senate.
 - e. Communicating all information via email, text, or other traceable communication channels.
 - f. To fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.

7. A Chief Justice shall be selected by the Justices from among the Court's membership at the first Student Court meeting where a quorum is established and the position is vacant.
8. Additional duties of the Chief Justice shall include, but not be limited to, the following:
 - a. To serve as the chairperson for Student Court meetings.
 - b. To plan a meeting schedule and meeting agendas for the Court.
 - c. Ensure all reports of rulings from the court are sent to the Director of Integrity.
9. Student Court Justices shall be subject to the following attendance policy:
 - a. The accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Student Court meeting is equivalent to one (1) attendance point.
 - c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
 - i. The appealing Justice shall recuse themselves from the hearing on their own appeal.
10. All rulings from the Student Court are final and not subject to appeal.
11. The SGA advisor must be included in all communication and present at all hearings.
12. Removal of a Student Court Justice shall be governed by the removal policies contained in these bylaws.

Chapter 2: Basic Principles of the Court

Article 1: Jurisprudence

1. Jurisprudence is a general statement that means a collected body of theory, philosophy, and reasoning as it pertains to the law.
2. Student Government Association has charged the Student Court to maintain its jurisprudence.

Article 2: Stare Decisis and Precedent

1. Stare Decisis (stair-ee de-sigh-sis) is Latin for “to stand by things decided” the legal principle that establishes the rule of precedent.
2. In the interest of fairness, Student Court will observe the principle of Stare Decisis in its rulings as best as it is able.
3. As such, Student Court, when it feels it can, will give precedent to previously decided rulings have when deciding subsequent cases.

Article 3: Opinion of the Court

1. The Opinion of the Court is the official stance of the Student Court on an issue brought to it.
2. The opinion is based on the evidence, deliberation, and vote of the justices.

Article 4: All Rulings are Final

1. Pursuant to the Student Government Association Bylaws, similarly to the Supreme Court of the United States, Student Court is the highest court in Student Government Association.
2. As such, all decisions made are final.
3. Changes and clarification to Student Government Association policy can be made after the ruling to clarify rules and intent.
4. Decisions by the Court are final and not subject to appeal by any part of Student Government Association.

Article 5: The Court Speaks as One

1. Similar to the way that the Student Senate makes decisions as a unit, the Student Court also speaks as one body.
2. Any decision that is made by the group, is the single, official opinion of the court.
3. The Court recognizes that it is normal for there to be disagreement within the group, and that dissent can be noted in the report documenting the ruling and it is okay for individual justices to have their own opinions.
4. If a Justice is asked for an opinion, the Justice must specify that their opinion is that Justice’s own individual opinion and not the opinion of the Court.

Article 6: Policy not Right and Wrong

1. As the interpreters of policy, it is the job of Student Court to determine if policy is violated.
2. It is not the job of the Student Court to determine if a policy is right or wrong.
3. A Justice may not agree with a policy, but they must uphold it.

Article 7: Expert Reference

1. Student Court recognizes that sometimes the Justices may feel they may be missing some information to make a decision.

- b. Inform the Chief Justice and Advisor of the conflict

Part 7: Agencies

1. In recognition that some work is best done with more autonomy from SGA, there shall exist organizations which shall enjoy a greater level of autonomy from the Student Senate.
2. Furthermore, SGA recognizes that the student experience at the University of Nebraska at Omaha benefits from the student-led provision of advocacy, services, and resources, especially for students from underserved communities and historically marginalized identities.
3. These organizations shall be referred to as Agencies of SGA.
4. These agencies are still subject to the rules of SGA.
5. Agencies shall operate with the sanction of and on behalf of SGA to serve the diverse needs and interests of the UNO student body.
6. All resources, services, and programs provided by the agencies shall be available to every member of the UNO student body.

Chapter 1: Operations

1. Agencies shall operate semi-autonomously from SGA, and independently determine their goals and activities while accepting appropriate oversight from the Student Senate and Executive Committee.
2. Agencies shall submit a requested budget to the Student Senate annually as a part of the Student Activities Budget Commission process. The contents of and procedure for Agency budget requests shall be governed in the Policy Index of SGA.
3. Agencies shall hold the right to request additional funds from particular line items of the SGA budget via a resolution of the Student Senate. These line items shall be defined in the Policy Index of SGA.
4. Agencies shall hold the right to request additional funds from the Reserves of SGA via a resolution of the Student Senate. Such requests shall be governed by the Financial Policy of the Policy Index of SGA.
5. Agencies shall work with the Director of Diversity, Equity, Inclusion, and Accessibility in carrying out their duties specified by the SGA governing documents, the duties specified in their governing documents, and their determined goals.
6. Agencies shall be led by a duly-appointed Director or Co-Directors, who shall appoint a Board each year to assist them in their work. Directors, Co-Directors, and Board members may be subject to the Limitation Article of these Bylaws.

Chapter 2: Establishment and Dissolution

1. Establishment and dissolution of agencies shall be done by Student Senate resolution which shall require a two-thirds (2/3) majority vote of the Student Senate.

Chapter 3: Agency Directors

1. Agencies shall be led by a Director or a number of Co-Directors.
2. To be appointed and to serve as an Agency Director an individual must:
 - a. Be a member of SGA.
 - b. Maintain a 2.0 cumulative grade point average.
 - c. Not be on academic or disciplinary probation with UNO.
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the fall and spring semesters, with the option of a credit hour requirement appeal to the Student Court.

3. Agencies shall, with the option of consulting with their Advisor, select a Director or Co-Directors to lead the Agency. The Director of Recruitment shall assist the Agencies with filling vacancies, but should defer to the preferred candidate chosen by each Agency. In the event that there is no preferred candidate, the Director of Recruitment shall appoint an individual to fill the vacancy.
4. Directors or Co-Directors of an Agency shall be confirmed by two-thirds (2/3) majority of the Senate. Directors may be appointed interim by executive memorandum, but appointments must be confirmed by the Student Senate at the soonest opportunity.
5. Term of office for a Director of an Agency shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment.
6. Duties of Agency Directors shall include, but not be limited to, the following:
 - a. To regularly communicate with the Director of Diversity Equity and Inclusion.
 - b. To provide resources and programs to be utilized by UNO students.
 - c. To draft and propose an annual budget to the Student Senate as part of the Student Activities Budget Commission process on behalf of their Agency.
 - d. To form a board, comprised of members of SGA.
 - e. To recommend changes to the rules of SGA as they relate to Agencies.
 - f. To present an update on the priorities, needs, and state of their Agency during the State of SGA address.
 - g. To serve a minimum of ten (10) office hours per week during the Fall and Spring semesters and six (6) office hours per week during the summer sessions.
 - i. This may be split should an Agency be led by Co-Directors.
 - h. To fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. Agency Directors shall be subject to the following attendance policy:
 - a. The accrual of four(4) attendance points is cause for automatic removal.
 - b. Should violation of this attendance policy occur due to an emergency situation or academic reason, an Agency Director may request an exemption from the Student Court within thirty (30) calendar days of the violation.
 - c. Two (2) missed meetings of any committee in which an Agency Director's presence is requested is equivalent to one (1) attendance point.
 - d. Failure to serve the required number of office hours shall be equivalent to one (1) attendance point.
8. Removal of an Agency Director shall be governed by the removal policies contained in these bylaws.

Part 8: University of Nebraska Board of Regents Mandated Organizations Connected to SGA

1. The University of Nebraska Board of Regents has established the following officially-sanctioned student-led organizations at the University of Nebraska at Omaha which may utilize University Programs and Facilities Fee monies through the Student Activities Budget Commission (SABC) process:
 - a. SGA, the student government
 - b. Maverick Productions, the student programming board
 - c. The Gateway, the student newspaper
2. SGA has been tasked with administering the SABC process each academic year, and shall include itself and its Agencies, as well as Maverick Productions and The Gateway, in this process.
3. Each of the three mandated organizations shall maintain its own finances, and may maintain reserve funds.
4. SGA shall not govern the activities of the mandated organizations, except as specified in its governing documents and those of the Board of Regents.
5. Each of the three mandated organizations shall be free to determine their relationship to the others.

Part 9: Student Government Funds

Chapter 1: Purpose

1. SGA has determined that it is in the interests of the student body to maintain a budget of its own, independent of its Agencies and the other Board of Regents-mandated organizations.
2. These funds shall be utilized to serve and/or advance the interests and needs of students and SGA.

Chapter 2: Use of the Funds

1. Funds requested during the SABC process shall include but are not limited to line items specifying allocations for contingency funds, programming, and operations.
2. Except as otherwise specified in its governing documents, utilization of any SGA funds shall be administered by the Director of Finance.
3. Any unspent funds at the end of each Senate cycle shall be placed in the SGA Reserve Fund.

Clause 3: Reserve Fund (Reserves)

1. SGA shall maintain a reserve container of UPPF-Fund A fees not utilized by SGA or its agencies.
2. SGA shall maintain procedures for the usage of funds from this container in the Policy Index of SGA.

Part 10: Elections

1. In order to democratically choose those elected members of SGA, a regular election process shall take place annually during the Spring Semester.
2. Special elections can be called by the Election Commission if they deem it necessary.
3. The Election Commission is empowered to administer all elections in accordance with the rules of SGA and the rules and policies of the University of Nebraska Board of Regents.

Part 11: Limitations on Service

1. Due to potential conflicts of interest (financial or otherwise), no person shall hold more than one of the following positions at the same time:
 - a. Student Senator.
 - b. Senate Affiliate.
 - c. President/Regent.
 - d. Vice President.
 - e. Chief of Staff.
 - f. Director of Integrity.
 - g. Director of Recruitment.
 - h. Director of Administration.
 - i. Director of Diversity, Equity, and Inclusion.
 - j. Director of Marketing.
 - k. Director of Finance.
 - l. Director of Leadership Development.
 - m. Coordinator
 - n. First Year Leadership Commissioner (may hold an ambassador position).
 - o. Student Court Justice.
 - p. Election Commissioner.
 - q. Traffic Appeals Commissioner.
 - r. Agency Director or Co-Director.
 - s. Agency Board Member responsible for budgets, SABC preparation, and/or expenditures.
 - t. Executive Board member Maverick Productions, the UNO student programming board.
 - u. Staff member of The Gateway, the UNO student newspaper.
 - v. Senate Ambassador
 - i. Senate Ambassadors may remain members of their parent organization, but shall not hold any executive or officer role within their parent organization.
2. In circumstances wherein UPFF Fund-A sponsored organizations establish positions not yet covered above, the Student Court will have the authority to establish limits on involvement in SGA on said positions until such time that these bylaws can be updated.
3. No person serving on the Student Court or the Election Commission may run for an elected position within SGA. If a Student Court Justice or an Election Commissioner wishes to run for an elected office, they must resign their position at least four (4) months prior to filing an application for candidacy.
4. The Director of Recruitment must resign the position before the appointment of any Election Commissioners in order to be eligible for election.
5. The Director of Marketing must resign their position before filing an application for candidacy
6. Election or appointment of a member holding another office at the time of election or appointment shall not be construed as violating the previous clauses provided they resign from the former position within five (5) business days.

7. Notwithstanding anything to the contrary above, no member of the administration, full-time faculty, or full-time staff of UNO or the University of Nebraska system shall serve as an Agent of SGA.
8. To prevent conflicts of interest, both real and perceived, no appointment may be granted to an immediate family member (including siblings or step-siblings) of the SGA individual responsible for an appointment.
9. Unless otherwise restricted, individuals removed from a role are free re-enter in the same or different role.

Part 12: Removal

Chapter 1: Automatic Removal Due to Ineligibility to Serve

1. Any person serving in a position within SGA will be automatically removed from office for failure to meet and maintain current SGA, UNO, or University of Nebraska Board of Regents eligibility requirements as provided in these or other official document governing membership. Removal of this nature does not necessitate Articles of Impeachment or an Impeachment Trial.

Chapter 2: Automatic Removal Due to Failure to Attend

1. Any person serving in a position within SGA will be automatically removed from their office for failure to meet and maintain current attendance requirements as provided in these bylaws or any other official document governing attendance. Removal of this nature does not necessitate Articles of Impeachment or an Impeachment Trial.

Chapter 3: Removal by Resolution of No Confidence

1. The Student Senate may remove someone from office by the adoption of a resolution containing a call of no confidence.
2. The resolution must identify the instances of nonfeasance and/or malfeasance which serve as cause(s) for removal.
3. Such resolutions must be adopted by a two-thirds (2/3) majority vote during a Student Senate Business meeting.
4. The individual is immediately removed from their office upon adoption of the resolution.
5. The following roles are subject to this manner of removal:
 - a. Senate Ambassadors.
 - b. Senate Affiliates.
 - c. Director of Integrity.
 - d. Director of Recruitment.
 - e. Director of Administration.
 - f. Director of Diversity, Equity, and Inclusion.
 - g. Director of Marketing.
 - h. Director of Finance.
 - i. Director of Leadership Development.

- j. First Year Leadership Commissioner.
 - k. Election Commissioners.
 - l. Traffic Appeals Commissioners.
 - m. Agency Directors or Co-Directors.
6. Removal in this manner is subject to appeal by the Student Court.

Chapter 4: Removal by Impeachment

1. The President/Regent, Vice President, Chief of Staff, Student Senators, and Student Court Justices may be removed from office by conviction of malfeasance and/or nonfeasance in office as a result of an impeachment and subsequent trial.
2. Impeachments may be initiated by the adoption of a Student Senate resolution containing a call for impeachment.
3. The resolution must identify the instances of nonfeasance and/or malfeasance which serve as cause(s) for removal.
4. The resolution must be adopted by a two-thirds (2/3) majority vote of the Student Senate to advance to the Impeachment Trial phase.
5. Approval of Articles of Impeachment does not constitute immediate removal from office, as only a conviction by an Impeachment Trial forces removal from office.
6. So as to schedule a trial promptly, within five (5) business of adoption of the resolution containing the call for impeachment, must be provided to:
 - a. The Student Court in the case of the Impeachment of the President/Regent, Vice President, or a Student Senator.
 - b. The Impeachment Tribunal in the case of Impeachment of a Student Court Justice.
7. Removal in this manner is not subject to appeal by the Student Court.

Article 1: Impeachment Trials of President/Regent, Vice President, Chief of Staff, and Student Senators:

1. Upon adoption of the resolution containing calls for impeachment the Student Court shall conduct a trial of the impeached officer on the grounds specified in the resolution.
2. This trial must be held within (30) calendar days of receiving the adopted resolution.
3. All Student Court Justices must be present for the trial and the Chief Justice shall chair.
4. Conviction by a majority vote of all Student Court Justices will result in the impeached officer being immediately removed from office.
5. Individuals having been convicted in an impeachment trial shall be ineligible to assume any of the following offices:
 - a. President/Regent
 - b. Vice President
 - c. Chief of Staff
 - d. Director of Integrity
 - e. Director of Recruitment
 - f. Director of Administration
 - g. Director of Diversity, Equity, Inclusion, and Accessibility
 - h. Director of Marketing

- i. Director of Finance
- j. Director of Leadership Development
- k. Coordinator
- l. Senator
- m. Student Court Justice
- n. Traffic Appeals Commissioner
- o. Student Activities Budget Commissioner
- p. Election Commissioner
- q. Agency Director

Article 2: Impeachment Trials of Student Court Justices:

1. Upon adoption by the resolution containing calls of impeachment an Impeachment Tribunal shall conduct a trial of the impeached officer on the grounds specified in the resolution.
2. The Impeachment Tribunal shall consist of
 - a. President/Regent
 - b. Vice President
 - c. Chief of Staff
 - d. Rules Committee Chair
 - e. Budget Committee Chair
 - f. Outreach Committee Chair
 - g. Civic Engagement Committee Chair
 - h. Diversity, Equity, Inclusion, and Accessibility Chair
 - i. The Director of Integrity
3. This trial must be held at most (30) calendar days of receiving the adopted resolution.
4. The Director of Integrity shall chair the trial and shall not vote.
5. Conviction by a majority vote of all members of the tribunal will result in the impeached Justice being immediately removed from office.
6. Individuals having been convicted in an impeachment trial shall be ineligible to assume any of the following offices:
 - a. President/Regent
 - b. Vice President
 - c. Chief of Staff
 - d. Director of Integrity
 - e. Director of Recruitment
 - f. Director of Administration
 - g. Director of Diversity, Equity, Inclusion, and Accessibility
 - h. Director of Marketing
 - i. Director of Finance
 - j. Director of Leadership Development
 - k. Coordinator
 - l. Senator
 - m. Student Court Justice
 - n. Traffic Appeals Commissioner

- o. Student Activities Budget Commissioner
- p. Election Commissioner
- q. Agency Director

Chapter 5: Removal By Recall

1. Senate Ambassadors may be removed by recall at any time by the decision of their parent organization.
2. Removal shall be initiated by a vote of the board or other official collective decision-making body of the Ambassador's parent organization.
 - a. This vote shall take place during an official meeting of the organization.
 - b. A two-thirds (2/3) majority vote shall be required to initiate removal.
3. Following a successful vote to remove by recall, the parent organization shall notify the SGA Vice President and Director of Administration of their decision and include the time, date, and the final count of the vote.
4. The SGA Vice President shall verify this decision with the senior executive of the parent organization and their advisor.
5. Once written verification has been received, the Vice President shall notify the removed Ambassador of their parent organization's decision, and the Director of Administration shall remove their name from the SGA Roster.
6. Removal in this way is not subject to Senate approval.
7. Removal in this way may not be appealed to the Student Court.
8. Removal in this way shall not result in the individual's removal from their parent organization.

Part 13: Amendments

1. The Student Senate shall adopt, amend, and revise, as deemed necessary, these bylaws which shall provide for the proper and efficient operation and administration of SGA.
2. An amendment to these bylaws must follow the following process:
 - a. A public open forum will be held before a Senate vote to allow public comment on the proposed bylaw changes and gather feedback from constituents.
 - i. Notification of potential changes and the forum should be advertised via campus media at least two (2) times within three (3) weeks prior to the date of the forum.
 - ii. The text of each proposed amendment shall be made available to the public upon request.
 - iii. A courtesy notice of the proposed bylaw changes must be provided to the UNO Chancellor and the President of the University of Nebraska. This notice must include information on when the public open forum will occur and when a Senate vote will tentatively take place.
 - b. After the public open forum, any amendment to these bylaws must be proposed in a Student Senate resolution and adopted by a two-thirds (2/3) majority vote of the Student Senate.
 - c. The signed and approved resolution along with clean and redlined copies of the bylaws will be sent to University of Nebraska Legal Counsel for a final review.
 - i. Changes provided by the University of Nebraska Legal Counsel may be incorporated into the amended bylaws by the Executive Committee.
 - d. After the incorporation of any required changes provided by Legal Counsel, the signed resolution as well as clean and redlined copies of the bylaws must be approved by the cognizant Chancellor of UNO for approval.
 - e. After approval by the cognizant Chancellor, the signed resolution as well as clean and redlined copies of the bylaws must be sent to the University of Nebraska Board of Regents Corporation Secretary to be added onto the agenda for the next upcoming University of Nebraska Board of Regents meeting scheduled as a notification item. Any amendments to these bylaws shall not become binding until they are filed with the Corporation Secretary.
 - f. After being sent to the Corporation Secretary, a final clean copy of the bylaws should be sent to the UNO Chancellor notifying them of the completed cycle and that these revisions will be on the upcoming University of Nebraska Board of Regents meeting agenda as a notification item.

Glossary of Terms

Key: (v.): verb (n.): noun (adj.): adjective

Absent (v.):	When a voting member is not present.
Abstain (v.):	To refrain from or otherwise not when one would otherwise be able to vote.
Advisor (n.):	A member of the UNO faculty or staff who has been officially charged by UNO with the advisement of SGA.
Agent of SGA (n.):	A member of SGA having been elected, appointed, or otherwise holding some office and having the authority to act on behalf of the organization.
Appeal (n.):	The official requests a change to an official decision.
Appeal (v.):	To request a change to an official decision.
Appoint (v.):	To name officially.
Attendance (n.):	The act of being present.
Automatic Removal (n.):	Process to remove someone from office for failure to meet and maintain current eligibility requirements or attendance requirements.
Business day (n.):	Any day on which UNO offices are open.
Bylaws (n.):	Rules adopted by an organization chiefly for the government of its members and the regulation of its affairs.
Chair, Chairperson (n.):	The presiding officer of a meeting
Chief Commissioner (n.):	The head of a commission.
Clemency (n.):	A pardon for nonfeasance
Commission (n.):	A group of people directed to perform a duty or set of duties
Commissioner (n.):	A member of a commission
Committee (n.):	A body of persons delegated to consider, investigate, take action on, or report on some matter or matters.

Disciplinary Action (n.):	Formal action taken against a member in response to nonfeasance or malfeasance.
Discipline (n.):	An intervention taken to correct or improve behavior.
Discipline (v.):	To subject someone to discipline.
Executive Memorandum (n.):	A written act of the President/Regent.
Grievance (n.):	The formal expression of a complaint.
Impeach (v.):	To charge someone with malfeasance or nonfeasance.
Impeachment (n.):	The process of formally bringing charges against someone.
Jurisprudence (n.):	The collective body of judicial decisions and the philosophy and reasoning of them.
Justice (n.):	An official authorized to decide questions brought before a court.
Liaison (n.):	One who establishes and maintains mutual understanding and communication.
Majority (adj.):	More than half of something, usually votes cast.
Malfeasance (v.):	The commission of a wrongful act in office. Wrongful act shall mean a serious criminal offense, a violation of the Student Code of Conduct, or a transgression constituting malfeasance under the rules of SGA.
Meeting (n.):	An assembly for a common purpose.
Member (n.):	A UNO student and member of SGA
Nonfeasance (v.):	The failure to perform official duties and responsibilities.
Office Hours (n.):	An amount of time, outside of any required meetings, in which officials are to make themselves available for members, to work on items relating to SGA, and to be present in the SGA offices.
Open Forum (n.):	A time set aside for open discussions and external speakers.
Organ (n.):	A sub-body of the greater organization.
Parliamentarian (n.):	An expert in the rules and usages of a deliberative assembly.
Policy Index (n.):	Collection of documented rules, adopted by Student Government, to govern its operations and affairs, differing to the bylaws and such documents deemed of a higher order.

Position (n.):	A social or official rank, role, or status.
Present (adj.):	In attendance, not elsewhere.
Present and voting (n.):	The members of an assembly hearing business and voting on said business.
Public Forum (n.):	A time set aside for open discussions and external speakers.
Quorum (n.):	The number of members needed to transact business.
Remove (v.):	To dismiss someone from a role.
Redlined (adj.):	Showing all changes made to a document, including all added text, removed text, and formatting adjustments.
Senate Cycle (n.):	The yearly cycle beginning and ending with new Senators taking office.
Secretary (n.):	Someone who is charged with clerical duties of a body such as taking minutes
Simple majority (n.):	More than half of something, usually votes cast.
Student Body (n.):	The collective membership of all students of the University of Nebraska at Omaha.
Student-at-Large (n.):	A member not serving in any particular office or otherwise elected to SGA – a non-Agent member of SGA.
Sub-body (n.):	An organizational unit created or otherwise chartered by SGA and subordinate to all SGA governing documents.
Two-Thirds Majority (n.):	Two-thirds or more of something, usually votes cast.

Bylaws of the University of Nebraska at Omaha Student Government Association

Approved by the Student Senate on: ~~August 28, 2024~~~~February 10, 2022~~ Requires update should amendments pass

Approved by the cognizant Chancellor on: ~~April 20, 2022~~ “ ”

Submitted to the Board of Regents Secretary on: ~~April 20, 2022~~ “ ”

Preamble

We, the students of the University of Nebraska at Omaha (UNO), wishing to have one (1) sole student governing body and to be represented in dealings involving university faculty, staff, and administration, as well as the community and governmental authorities, do hereby establish and ordain these bylaws for the University of Nebraska at Omaha Student Government Association.

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Part 1: General Provisions

Chapter 1: Deference

1. All provisions in these bylaws or lower documents are subject to federal, state, and local laws and regulations. In the case of contradiction with federal, state, and local laws and regulations, the latter will supersede, but not invalidate the entire document(s).
2. All provisions in these bylaws or lower documents are subject to the rules and policies of the University of Nebraska Board of Regents. In the case of contradiction with the rules and policies of the Board of Regents, the latter will supersede, but not invalidate the entire document(s).
3. All provisions in these bylaws or lower documents are subject to the rules and policies of the University of Nebraska at Omaha. In the case of contradiction with the rules and policies of the University of Nebraska at Omaha, the latter will supersede, but not invalidate the entire document(s).

Chapter 2: Quorum

1. Unless otherwise specified, the quorum of any organ of SGA shall be a majority of its current voting members.

Chapter 3: Enabling Provisions

1. These bylaws shall become effective upon a two-thirds (2/3) majority vote of the Student Senate, approval by the cognizant UNO Chancellor, and filing with the University of Nebraska Corporation Secretary. If any part of these bylaws is found to be invalid, such a finding shall not invalidate the entire document.

Chapter 4: Nonfeasance Clemency

1. If a member serving in SGA, be found in violation of any of the rules of SGA or other clear nonfeasance due to an emergency situation a request for clemency may be submitted to the Student Court within one (1) week of the violation. Such clemency is at the discretion of the Student Court in the best interest of the SGA.
2. If a member serving in SGA, be found in violation of any of the rules of SGA or other clear nonfeasance during the summer months extended absence from the Omaha area due to, but not limited to, summer internships or jobs, a request for clemency may be submitted to the Student Court within one (1) week of the violation. Such clemency is at the discretion of the Student Court in the best interest of the SGA.
3. Violations not given clemency are subject to disciplinary action including removal.

Chapter 5: Vote of the Student Senate

1. Unless otherwise specified, the phrase "Vote of the Student Senate" shall be defined as the vote of those Student Senators present and casting a vote at during a Student Senate business meeting.

Chapter 6: Executive Memoranda

1. In the interest of preventing abuse of executive power, the President/Regent may only exercise certain powers through an executive memorandum. ~~Exercises acts~~[Executive memoranda](#) may be overturned by a majority vote of the Student Senate.

Chapter 7: Common Terms

1. Common terms used throughout these bylaws are defined in the glossary at the end of the document. SGA retains the right to interpret these terms within its discretion.

Chapter 8: Policy Index

1. Supplemental to these bylaws, SGA has established itself in a Policy Index, which is a body of lower rules relating to the operational and procedural aspects of SGA. Rules in the Policy Index are subject to these bylaws.

Part 2: Name, Mission, Vision, and Values

Chapter 1: Organization Name

1. The name of this governing body shall be the "University of Nebraska at Omaha Student Government Association" and henceforth referred to by its acronym "SGA."

Chapter 2: Organization Mission

1. SGA exists to advance the student experience. As the official voice of the Student Body we represent, empower, and serve students. To this end we advocate for student interests to administration, faculty, staff, the University of Nebraska Board of Regents, and the Omaha community. SGA continually strives to create a welcoming environment and provide impactful contributions for the Student Body.

Chapter 3: Organization Vision

1. It is the vision for SGA for the student experience at UNO to be defined by meaningful resources, connections, and opportunities that will propel each student to achieve success.

Chapter 4: Organization Values

1. Adaptability: Learning from mistakes, adjusting with new information, and fostering a culture of innovation.
2. Community: A space where we can thrive authentically together as part of something larger than ourselves.
3. Continuity: An ongoing resolve to serve the Student Body and our mission.
4. Growth: Endeavoring forward with a dedication to lifelong learning.
5. Justice: The fair and equitable opportunity for success and fulfillment on campus for everyone.
6. Leadership: The commitment to providing responsible influence and service to the Student Body.
7. Passion: Working with devotion and determination to advocate for those we serve.
8. Transparency: Working with openness, integrity, and accessibility to all.

Part 3: Membership of the Association

Chapter 1: Membership

1. All currently enrolled students of the University of Nebraska at Omaha and University of Nebraska students ~~who pay University Program and Facilities Fees at UNO~~ shall be members of SGA.
2. Any member of SGA elected or appointed to a named position within SGA or who has been granted explicit permission to act on behalf of SGA shall also be referred to as agents of SGA.

Chapter 2: Discrimination

1. The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.
2. UNO is an AA/EEO/ADA institution. For Title IX concerns, please contact the Title IX Coordinator (phone: 402.554.2120). For ADA/504 accommodations or assistance, please call/contact the ADA/504 Coordinator (phone 402.554.2463) or the Accessibility Services Center (phone: 402.554.2872).
- ~~1. No student shall be refused membership on the basis of race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation, or any other identity protected by law or policy of the University of Nebraska or its Omaha campus.~~

Part 4: The Student Senate (The Senate)

Chapter 1: Purpose of the Student Senate

1. The Student Senate shall act as the primary legislative body of SGA and is charged with speaking for the entire membership.

Chapter 2: Composition of the Student Senate

Article 1: Senators

1. The Senate shall include twenty-eight (28) Senators.
2. Senators shall represent undergraduate UNO students in the various colleges, graduate UNO students as a whole, and non-degree UNO students.
3. Prior to each election, the seats allocated to senators shall be apportioned by the Election Commission using the Huntington-Hill method using the most recent and publicly available enrollment data.
4. To represent non-degree students, a student must not be seeking a degree upon entering the office. However, to prevent discouraging a student from advancing their academic pursuits, once in office, should the senator pursue a degree, they are permitted to maintain their office.

Section 1: Eligibility Requirements

1. To be elected and or appointed to serve as a Student Senator the an individual must:
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
 - ~~d-e.~~ Be, at the time the office is assumed, a student within the College which seat is being filled or be enrolled or

Section 2: ~~Selection~~Election

1. Senators shall be elected from the membership pursuant to the election rules established by the Election Commission.

Section 3: Appointment

1. Vacant Senate seats may be filled at any time by appointment.
2. The appointment of new Senators shall be the responsibility of the Vice President and Director of Recruitment.
3. All Senator appointments shall be confirmed by a two-thirds (2/3) majority vote of the Student Senate.

Section 3: Term of Office

1. Terms of Student Senators shall not exceed one (1) year beginning and ending at the installation of the new Student Senate.

Section 4: General Duties

1. General duties of each Student Senator shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Student Senate business meetings
 - ii. Student Senate circuit meetings
 - iii. Meetings of any committee of which they are members
 - iv. Any other meetings as deemed appropriate by the Senate
 - b. Represent the membership in all dealings directly related to SGA business or in which representation is requested
 - c. To make necessary proposals in the form of Student Senate Resolutions in the best interest of the membership
 - d. To research and study all issues pertaining to SGA and the membership
 - e. To vote or to abstain on every motion called in meetings where they have voting rights
 - f. Act as the students' final approving authority for the redistribution of the portion of the University Program and Facilities Fees which has been delegated to SGA in accordance with the policies of the University of Nebraska Board of Regents
 - g. Initiate removal proceedings as prescribed in these bylaws
 - h. To know and follow all rules and guidelines created by SGA
 - i. To complete all accepted tasks given by the Student Senate
 - j. Fulfill such other duties vested to them by these bylaws or other governing documents

Section 5: Attendance

1. ~~Attendance policy for senators shall be:~~ Senators shall be subject to the following attendance policy:
 - a. The accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Student Senate business meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate circuit meeting is equivalent to one (1) attendance point.
 - d. Each missed day of a retreat is equivalent to one (1) attendance point.
 - e. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
 - i. Emergency situations shall be defined at the discretion of the Student Court.
 - ii. Ambassadors are expected to, to the best of their ability, notify Student Government leadership of their absence.

e.—

Section 6: Removal

1. Removal of Senators shall be governed by the removal policies contained in these bylaws.

Article 2: Executive Officers (Executives)

1. The Student Senate shall include the Executive Officers of SGA specified herein.
2. Executives shall exist to facilitate the operations of SGA and carry out the will of the Senate.
3. Each executive role will have its own eligibility requirements, selection procedures, terms of office, duties, attendance policy, and removal procedures specified herein.
4. Executives shall have the power to temporarily transfer their duties to another executive for any reason through an executive memorandum.

Section 1: Student Body President/Student Regent

1. ~~Requirements to be President/Regent shall be the following:~~ To be elected and to serve as the President/Regent an individual must:
 - a. ~~To be~~ Be a member of SGA
 - b. ~~To have~~ Have completed at least three (3) consecutive Fall or Spring semesters.
 - c. ~~To maintain~~ Maintain a 2.0 cumulative grade point average.
 - d. ~~To not~~ Not be on academic or disciplinary probation with UNO.
 - e. ~~To be~~ Be continuously enrolled in a minimum of six (6) credit hours during the fall and spring semesters, with the option of a credit hour requirement, appeal to the Student Court.
 - f. ~~To have~~ Have completed 24 semester hours of credit on that campus during two years prior to the academic term in which the office is sought or held.
 - g. ~~To be~~ Be elected by a majority vote of the students voting in the election or be elected by a margin over the next higher candidate of at least ten percent of the total votes cast for eligible candidates.
 - h. ~~To not~~ Not have been convicted of a felony, unless all civil rights have been restored by the date set for filing for candidacy in Student Government elections.
 - i. ~~To fulfill~~ Fulfill any additional requirements set by the University of Nebraska Board of Regents.
2. Election of the President/Regent shall take place during the UNO-~~SGA~~ annual elections. If the President/Regent-elect is deemed ineligible prior to installation of office, the Vice President-elect ~~shall would then~~ become President/Regent-elect.
3. Term of office for the President/Regent shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of President/Regent due to death, resignation, or removal, the position shall be filled by the Vice President. The new President/Regent shall appoint a new Vice President with a two-thirds (2/3) majority vote of the Student Senate. In the case of the vacancy of both President/Regent and Vice President, a special election shall be held.
5. Duties of the President/Regent shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. University of Nebraska Board of Regents meetings.

- ii. Executive Committee meetings.
 - iii. Student Senate business meetings.
 - iv. Student Senate circuit meetings.
 - v. Any other meetings as deemed appropriate by the Senate.
- b. To represent the Student Body on the University of Nebraska Board of Regents
 - c. To advocate for the interests of the Student Body before the staff, faculty, and administration of the University of Nebraska at Omaha.
 - d. To be in regular communication with the UNO Chancellor and other administrators.
 - e. To appoint members of the Executive Committee~~other executives~~.
 - f. To fill vacant executive offices.
 - g. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - ~~g-h.~~ To deliver a State of SGA Address once per semester.
 - ~~h-i.~~ To propose the annual budget to the Student Activities Budget Commission.
 - ~~i-j.~~ To sign or veto all Student Senate Resolutions passed by the Student Senate.
 - ~~j-k.~~ To respond, in consultation with the Executive Committee, to any student-authored petition containing at least twenty (20) student signatures with corresponding NUID numbers, and to communicate any such responses with the Senate.
 - ~~k-l.~~ To appoint individuals to university committees as needed through an executive memorandum.
 - ~~l-m.~~ To establish any office hours requirements for executives through an executive memorandum.
 - ~~m-n.~~ To actively prepare their office for transition to their successor.
 - ~~n-o.~~ Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents
6. Attendance of the President/Regent shall be:~~The President/Regent shall be subject to the following attendance policy:~~
- a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed University of Nebraska Board of Regents meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Executive Committee meetings is equivalent to one (1) attendance point, unless the meeting conflicts with a University of Nebraska Board of Regents function.
 - d. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point, unless the meeting conflicts with a University of Nebraska Board of Regents function.
 - e. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point, unless the meeting conflicts with a University of Nebraska Board of Regents function.
 - f. Each missed day of a retreat is equivalent to one (1) attendance point, unless the retreat conflicts with a University of Nebraska Board of Regents function.
 - g. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - h. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.

7. Removal of the President/Regent shall be governed by the removal policies contained in these bylaws.

Section 2: Student Body Vice President

1. Requirements to be Vice President shall be identical to those set for the President/Regent, as set forth above.
2. The Vice President shall be elected on the same ticket as the President/Regent.
3. Term of office for the Vice President shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Vice President due to death, resignation, or removal, the position shall be filled by the appointment of a new Vice President by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent ~~has 30 business days to fill the vacancy~~ shall fill the vacancy within 30 calendar days. Until the position is filled, the President/Regent Chief of Staff shall fulfill all of the Vice President's duties.
5. Duties of the Vice President shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. To chair the Meetings of the Senate.
 - c. To be knowledgeable on Roberts Rules of Order and the rules of SGA.
 - d. To assist the President/Regent in carrying out duties.
 - e. To facilitate the appointment process to fill vacant Senator positions.
 - f. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - g. To actively prepare their office for transition to their successor.
 - h. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. ~~Attendance of the Vice President shall be:~~ The Vice President shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meetings is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.

7. Removal of the Vice President shall be governed by the removal policies contained in these bylaws.

Section 3: Chief of Staff

1. Requirements to be Chief of Staff shall be: To be elected or appointed to serve as the Chief of Staff an individual must:
 - a. ~~To be~~ Be a member of SGA
 - b. ~~To maintain~~ Maintain a 2.0 cumulative grade point average
 - c. ~~To not~~ Not be on academic or disciplinary probation with UNO
 - d. ~~To be~~ Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Chief of Staff shall be elected on the same ticket as the President/Regent.
3. Term of office for the Chief of Staff shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Chief of Staff due to death, resignation, or removal, the position shall be filled by the appointment of a new Chief of Staff by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent has 30 business days to fill the vacancy shall fill the vacancy within 30 calendar days. Until the position is filled, the President/Regent shall fulfill all of the Chief of Staff's duties.
5. Duties of the Chief of Staff shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. To chair Executive Committee Meetings.
 - c. To supervise and manage the Executives other than the President/Regent and Vice President.
 - d. To take on the duties of the Executives other than the President/Regent and Vice President in the case of vacancies of those positions.
 - e. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - f. To actively prepare their office for transition to their successor.
 - g. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. Attendance of the Chief of Staff shall be: The Vice President shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.

- f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Chief of Staff shall be governed by the removal policies contained in these bylaws.

Section 4: Director of Integrity

1. ~~Requirements to be the Director of Integrity shall be:~~ To be appointed and to serve as the Director of Integrity an individual must:
 - a. ~~To be~~ Be a member of SGA
 - b. ~~To maintain~~ Maintain a 2.0 cumulative grade point average
 - c. ~~To not~~ Not be on academic or disciplinary probation with UNO
 - d. ~~To be~~ Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Integrity shall be appointed by the President/Regent and confirmed by a two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Integrity shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Integrity due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Integrity by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all the Director of Integrity's duties.
5. Duties of the Director of Integrity shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Rules Committee meetings.
 - iii. Student Senate business meetings.
 - iv. Student Senate circuit meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To be familiar with Robert's Rules of Order and the policies of UNO and SGA.
 - c. To advise members on and hold members accountable to the rules of UNO and SGA.
 - d. To ensure that risks associated with SGA and its activities are being managed effectively.
 - e. To act as parliamentarian for the Student Senate business meetings.
 - f. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - g. To actively prepare their office for transition to their successor.
 - h. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. ~~Attendance of the Director of Integrity shall be:~~ The Director of Integrity shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.

- e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
7. Removal of the Director of Integrity shall be governed by the removal policies contained in these bylaws.

Section 5: Director of Recruitment

1. ~~Requirements to be the Director of Recruitment shall be:~~ To be appointed and to serve as the Director of Recruitment an individual must:
 - a. ~~To be~~ Be a member of SGA
 - b. ~~To maintain~~ Maintain a 2.0 cumulative grade point average
 - c. ~~To not~~ Not be on academic or disciplinary probation with UNO
 - d. ~~To be~~ Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Recruitment shall be appointed by the President/Regent and confirmed by a two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Recruitment shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Recruitment due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Recruitment by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all the Director of Recruitment's duties.
5. Duties of the Director of Recruitment shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. To facilitate the active recruitment efforts of SGA.
 - c. To deliver regular reports to the Student Senate on all relevant activities of their office;
 - d. To manage the appointment processes for positions within SGA except for those assigned to others.
 - e. To actively prepare their office for transition to their successor.
 - f. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. ~~Attendance of the Director of Recruitment shall be:~~ The Director of Recruitment shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.

- f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Recruitment shall be governed by the removal policies contained in these bylaws.

Section 6: Director of Administration

1. ~~Requirements to be the Director of Administration shall be:~~ To be appointed and to serve as the Director of Administration an individual must:
 - a. ~~To be~~ Be a member of SGA
 - b. ~~To maintain~~ Maintain a 2.0 cumulative grade point average
 - c. ~~To not~~ Not be on academic or disciplinary probation with UNO
 - d. ~~To be~~ Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Administration shall be appointed by the President/Regent and confirmed by a two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Administration shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Administration due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Administration by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all the Director of Administration's duties.
5. Duties of the Director of Administration shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. To coordinate the events, logistics, and clerical affairs SGA.
 - c. To act as secretary for the Student Senate business meetings.
 - d. To ensure that the minutes of all Student Senate business meetings are recorded.
 - e. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - f. To actively prepare their office for transition to their successor.
 - g. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. ~~Attendance of the Director of Administration shall be:~~ The Director of Administration shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.

- f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Administration shall be governed by the removal policies contained in these bylaws.

Section 7: Director of Diversity, Equity, Inclusion, ~~and~~ Accessibility

1. ~~Requirements to be the Director of Diversity, Equity, Inclusion, and Accessibility shall be:~~ To be appointed and to serve as the Director of Diversity, Equity, Inclusion, and Accessibility an individual must:
 - a. ~~To be~~ a member of SGA
 - b. ~~To m~~aintain a 2.0 cumulative grade point average
 - c. ~~To n~~ot be on academic or disciplinary probation with UNO
 - d. ~~To be~~ continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Diversity, Equity, Inclusion, and Accessibility shall be appointed by the President/Regent and confirmed by a two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Diversity, Equity, Inclusion, and Accessibility shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Diversity, Equity, Inclusion, and Accessibility due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Diversity, Equity, Inclusion, and Accessibility by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all of the Director of Diversity, Equity, Inclusion, and Accessibility's duties.
5. Duties of the Director of Diversity, Equity, Inclusion, and Accessibility shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. DEIA Committee meetings.
 - iii. Student Senate business meetings.
 - iv. Student Senate circuit meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To maintain communication with the Directors of the Agencies of the Student Government Association~~SGA Agencies~~.
 - c. To provide consultation and support to the Directors of the ~~SGA Agencies~~Agencies of the Student Government Association.
 - d. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - e. To actively prepare their office for transition to their successor.
 - f. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. ~~Attendance of the Director of Diversity, Equity, Inclusion, and Accessibility shall be:~~ The Director of Diversity, Equity, Inclusion, and Accessibility shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.

- b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
7. Removal of the Director of Diversity, Equity, Inclusion, and Accessibility shall be governed by the removal policies contained in these bylaws.

Section 8: Director of Marketing

1. ~~Requirements to be the Director of Marketing shall be:~~ To be appointed and to serve as the Director of Marketing an individual must:
 - a. ~~To be~~ Be a member of SGA
 - b. ~~To maintain~~ Maintain a 2.0 cumulative grade point average
 - c. ~~To not~~ Not be on academic or disciplinary probation with UNO
 - d. ~~To be~~ Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Marketing shall be appointed by the President/Regent and confirmed by a two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Marketing shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Marketing due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Marketing by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all of the Director of Marketing's duties.
5. Duties of the Director of Marketing shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ~~ii.~~ Outreach Committee meetings.
 - ~~iii.~~ Student Senate business meetings.
 - ~~iv.~~ Student Senate circuit meetings.
 - ~~iv.~~ Outreach Committee meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To coordinate the marketing and advertising efforts of SGA.
 - c. To actively cultivate awareness of SGA.
 - d. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - e. To actively prepare their office for transition to their successor.
 - f. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. ~~Attendance of the Director of Marketing shall be:~~ The Director of Marketing shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.

- f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Marketing shall be governed by the removal policies contained in these bylaws.

Section 9: Director of Finance

1. ~~Requirements to be the Director of Finance shall be:~~ To be appointed and to serve as the Director of Finance an individual must:
 - a. ~~To be~~ Be a member of SGA
 - b. ~~To maintain~~ Maintain a 2.0 cumulative grade point average
 - c. ~~To not~~ Not be on academic or disciplinary probation with UNO
 - d. ~~To be~~ Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Finance shall be appointed by the President/Regent and confirmed by a two-thirds majority (2/3) of the Senate.
3. Term of office for the Director of Finance shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Finance due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Finance by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all of the Director of Finance's duties.
5. Duties of the Director of Finance shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Budget Committee meetings.
 - ~~iii.~~ Student Senate business meetings.
 - ~~iii.~~iv. Student Senate circuit meetings.
 - ~~iv.~~ Budget Committee meetings.
 - v. Student Activities Budget Commission meetings.
 - vi. Any other meetings as deemed appropriate by the President/Regent.
 - b. To monitor all accounts and expenses and ensure the payment of all debts incurred by SGA.
 - c. To accurately account for the funds and transactions of SGA.
 - d. To submit and present the final budget of the Student Activities Budget Commission to the Student Senate for approval.
 - e. To organize and chair meetings of the Student Activities Budget Commission
 - ~~d.f.~~ To select three (3) senators and three (3) students-at-large for appointment to the Student Activities Budget Commission by the Senate
 - g. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - ~~e.h.~~ To deliver a State of the Budget presentation during State of SGA addresses.
 - f.i. To actively prepare their office for transition to their successor.
 - j. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
 - ~~g.~~ To be responsible for approving SGA Funded Student Worker Hours on a weekly basis

6. ~~Attendance of the Director of Finance shall be:~~ The Director of Finance shall be subject to the following attendance policy:
- a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - ~~d.e.~~ One (1) missed Student Activities Budget Commission meeting is equivalent to one (1) attendance point.
 - ~~e.f.~~ Each missed day of a retreat is equivalent to one (1) attendance point.
 - ~~f.g.~~ Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - ~~g.h.~~ Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
7. Removal of the Director of Finance shall be governed by the removal policies contained in these bylaws.

Section 10: Director of Leadership Development

1. ~~Requirements to be the Director of Leadership Development shall be:~~ To be appointed and to serve as the Director of Leadership Development an individual must:
 - a. ~~To be~~ Be a member of SGA
 - b. ~~To maintain~~ Maintain a 2.0 cumulative grade point average
 - c. ~~To not~~ Not be on academic or disciplinary probation with UNO
 - d. ~~To be~~ Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Leadership Development shall be appointed by the President/Regent and confirmed by a two-thirds majority (2/3) of the Senate.
3. Term of office for the Director of Leadership Development shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of the Director of Leadership Development due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Leadership Development by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfill all the Director of Leadership Development's duties.
5. Duties of the Director of Leadership Development shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. First Year Leadership Commission meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To coordinate the activities of the First Year Leadership Commission.
 - c. To promote the elevation of student leadership and active participation in SGA.
 - ~~b-d.~~ To develop internal programming for retention, education, and networking for all office-holding members of SGA.
 - ~~e-e.~~ To deliver regular reports to the Student Senate on all relevant activities of their office.
 - ~~d-f.~~ To actively prepare their office for transition to their successor.
 - ~~e-g.~~ Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. ~~Attendance of the Director of Leadership Development shall be:~~ The Director of Leadership Development shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.

- d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - ~~d.~~e. One (1) missed First Year Leadership Commission meeting is equivalent to one (1) attendance point.
 - ~~e.~~f. Each missed day of a retreat is equivalent to one (1) attendance point.
 - ~~f.~~g. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - ~~g.~~h. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
7. Removal of the Leadership Development shall be governed by the removal policies contained in these bylaws.

Section 11: Coordinators

1. ~~Requirements to be a Coordinator shall be:~~ To be appointed and to serve as a Coordinator an individual must:
 - a. ~~To be~~ a member of SGA
 - b. ~~To maintain~~ a 2.0 cumulative grade point average
 - c. ~~To not~~ be on academic or disciplinary probation with UNO
 - d. ~~To be~~ continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Coordinator position shall be created and filled by the President/Regent through an executive memorandum and shall be supervised by the President/Regent or another executive of the President/Regent's choosing.
- ~~2.3.~~ The Coordinator position is temporary and shall be dissolved at the discretion of the President/Regent, or at upon the installation of the new Student Senate.~~3.~~
- ~~3.4.~~ Term of office for Coordinators shall not exceed one (1) year beginning at their appointment and ending at the installation of the new Student Senate or until their death, resignation, removal from office, ~~or their successor's appointment.~~
- ~~4.5.~~ In the case of a vacancy of a Coordinator position due to death, resignation, or removal, the position may be filled by the selection coordinator by the President/Regent if they so desire.
- ~~5.6.~~ Duties of a Coordinator shall include, but not be limited to, the following:
 - a. To carry out delegated or specific duties as prescribed by the President/Regent.
 - b. To attend meetings as deemed appropriate by their supervising executive.
 - c. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. A Coordinator shall act on behalf of the President/Regent and not on behalf of SGA.
- ~~6.8.~~ Attendance of a Coordinator shall be: Coordinators shall be subject to the following attendance policy:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed meeting as deemed appropriate by their supervising executive is equivalent to one (1) attendance point.
 - c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- ~~7.9.~~ Removal of a Coordinator shall be the prerogative of the President/Regent and shall take the form of an executive memorandum dissolving the position.

Article 3: Ambassadors

1. The Senate shall include a number of Ambassadors.
2. Ambassadors shall represent special sections of the membership as selected by SGA.
3. Ambassadors shall not vote or count towards quorum during Senate business meetings.

Section 1: Eligibility Requirements

1. To be ~~elected~~appointed and to serve as an ~~a~~Ambassador an individual must:
 - a. Be a member of SGA
 - b. ~~To m~~Maintain a 2.0 cumulative grade point average, with the exception of students in their first semester whose lack of grade point average will be considered satisfactory until a grade point average is established
 - c. ~~To n~~Not be on academic or disciplinary probation with UNO
 - d. ~~To b~~Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
 - e. ~~To f~~Fulfill the requirements set by these bylaws and other governing documents of SGA

Section 2: Selection

1. Ambassadors shall be selected from the campus organizations chosen to represent the special sections of the membership pursuant to that organization's chosen process.

Section 3: Term of Office

1. Terms of Ambassadors shall not exceed one (1) year beginning at their selection and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation.

Section 4: General Duties

1. General duties of each Ambassador shall be identical to Senators with the exception of the ability to vote in Student Senate business meetings.

Section 5: Attendance

1. ~~Attendance policy for senators shall be identical to Senators.~~Ambassadors shall be subject to the following attendance policy:
 - a. The accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Student Senate business meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate circuit meeting is equivalent to one (1) attendance point.
 - d. Each missed day of a retreat is equivalent to one (1) attendance point.
 - e. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
 - i. Emergency situations shall be defined at the discretion of the Student Court.
 - ii. Ambassadors are expected to, to the best of their ability, notify Student Government leadership of their absence.

Section 6: Removal

1. Removal of ~~the~~ Ambassadors shall be governed by the removal policies contained in these bylaws.

Article 4: Affiliates

1. The Senate shall include a number of Affiliates.
2. Affiliates shall be students who desire to advance the student experience and elect to affiliate with the Senate and participate in its activities.

Section 1: Eligibility Requirements

1. To be appointed and to serve as an Affiliate ~~the an~~ individual must:
 - a. Be a member of SGA
 - b. ~~To m~~Maintain a 2.0 cumulative grade point average
 - c. ~~To n~~Not be on academic or disciplinary probation with UNO
 - d. ~~To f~~Fulfill the requirements set by these bylaws and other governing documents of SGA

Section 2: Selection

1. Any member of SGA may be an Affiliate.
2. Any member who desires to be an Affiliate will be subject to an application.

Section 3: Term of Office

1. There shall be no terms for Affiliates. Individuals may serve as an Affiliate for as long as they are eligible or until their death, resignation, or removal from office.

Section 4: General Duties

1. General duties of Affiliates shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Student Senate circuit meetings
 - ii. Any other meetings as deemed appropriate by the Senate
 - b. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.

Section 5: Attendance

1. ~~Attendance policy for Affiliates shall be:~~ Affiliates shall be subject to the following attendance policy:
 - a. The accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Student Senate Circuit Meeting is equivalent to one (1) attendance point.
 - c. Each missed day of a retreat is equivalent to one (1) attendance point.
 - d. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.

Section 6: Removal

1. Removal of Affiliates shall be governed by the removal policies contained in these bylaws.

Chapter 3: Senate Circuits

1. ~~In order to provide organization, promote community, and encourage accountability of the constituent members of the Student Senate, there shall exist within the Senate a number of Circuits.~~
2. ~~Establishment and dissolution of circuits shall be done by Student Senate resolution.~~

Article 1: Membership

1. ~~Upon beginning their membership in the Student Senate, all individuals shall be assigned to one Circuit by the President/Regent taking into account the preferences of the individual.~~
2. ~~The President/Regent shall strive to keep a balanced number of members across all circuits.~~
3. ~~Once a member of the Senate is assigned to a Circuit, they may not be assigned to a different Circuit for the remainder of their time in the Senate, except by a motion from the Senate.~~

Article 2: Leadership

1. ~~Each Circuit will choose among its membership in whatever fashion they wish a Circuit Chair to provide leadership and support to those in the Circuit.~~
2. ~~The Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair.~~

Chapter 34: Meetings of the Senate

Article 1: Types of Meetings

1. There shall be two types of Student Senate meetings:
 - a. Business meetings, which shall be used to process official motions, resolutions, and acts of the Senate. Decisions in Business meetings shall be considered official decisions of SGA.
 - b. Circuit meetings, which shall be used for personal and professional development of the members of the Senate and provide the opportunity for ~~committees~~ the circuits to meet and report on current projects and initiatives.

Article 2: Meeting Schedule and Location

1. The Student Senate is to meet at least once (1) each month during the fall and spring semesters disregarding university breaks, closures, holidays, and finals week.
2. Dates, times, type, and places for the regular meetings of the Student Senate shall be prescribed by the Vice President or by a majority vote during a Senate Business meeting.

Article 3: Special Meetings

1. In the event of an urgent need the Vice President may call a special meeting of the Senate, provided that 48 hours advance notice outlining the urgent circumstances is given by university email to the body and the affirmative consent of a majority of senators is obtained.
 - a. Senators must reply to the notification email within 24 hours with either their consent or dissent.
 - b. Members who do not attend special meetings will not accrue absence points.

Article 4: Critical Procedures and Parliamentary Authority for Business Meetings

1. The most recent edition of Robert's Rules of Order shall be used as the Parliamentary Authority and rules therein shall be subject to the other rules of SGA.
2. Quorum shall be a majority of ~~the current~~ sitting Student Senators.
3. The Vice President shall disseminate meeting agendas and any minutes to be approved to all members of the Student Senate forty-eight (48) hours prior to the next Student Senate meeting.
4. During emergencies and temporary losses of a quorum, the Chair shall have the right to call a recess not exceeding fifteen (15) minutes.
5. Members of the public shall maintain the right to attend all business meetings of SGA. ~~be able to attend any and all meetings pursuant to the rules laid out in Robert's Rules of Order or the rules of SGA.~~
6. Removal of any person disrupting the conduct of business shall be the right of the Chair.
7. If the executives who normally operate in the functionary roles (i.e., Chair, Parliamentarian, or Secretary) are absent the President/Regent, the Vice President, and the Chief of Staff and shall distribute those responsibilities among themselves.
8. If the Vice President is absent, the Chief of Staff shall be the Chair.
- 8-9. If both the Vice President and Chief of Staff are absent, the President/Regent shall be the Chair.

Article 5: Rights of the Members during Business Meetings

1. The right to vote shall be restricted to only Senators unless otherwise restricted by the rules of SGA.

2. The right to make motions shall be restricted to only Senators and Ambassadors unless otherwise restricted by the rules of SGA.
3. The right to speak shall be restricted only to Senators, Executives, and Ambassadors and individuals recognized by the chair unless otherwise restricted by the rules of SGA.

Chapter **45**: Committees of the Senate

1. To facilitate the important work of SGA and prevent the risks of consolidated power, the Student Senate shall contain a number of committees.

Article 1: Types of Committees

1. The Student Senate will contain the following types of committees:
 - a. Standing committees shall be the officially recognized committees under these bylaws that exist across time.
 - b. Ad hoc committees shall be committees that have been formed for a specific purpose, objective, or task. Ad hoc committees shall be established at any point during the year and shall dissolve at the end of each Senate cycle. Ad hoc committees may only be established by a majority vote during a Student Senate Business meeting or by an executive memorandum.

Article 2: Executive Committee

1. There shall exist a standing Executive Committee that exists to carry out the executive functions of SGA.
2. This committee shall meet regularly throughout the year.
3. This committee shall be made up of the following:
 - a. All Executives of [the SenateSGA](#) with the exception of Coordinators.
4. The Advisor may attend meetings but may not vote and is not counted towards quorum.
5. The Chief of Staff shall act as chair.
6. The Executive Committee is charged with:
 - a. Meeting regularly throughout the year to inform and advise one another on the progress of the various tasks that each member is currently overseeing.
 - b. Coordinating the executive functions of SGA.
 - c. Make appropriate interim decisions when the Senate is not in session.
 - d. Fulfilling such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. Actions of the committee shall stand unless overturned by a majority vote of the Senate.

Article 3: Rules Committee

1. There shall exist a standing Rules Committee to review and recommend changes to the rules of SGA.
2. This committee shall meet regularly throughout the year.
3. This committee shall be made up of the following:
 - a. No less than four (4) and no more than six (6) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and ~~is~~are not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Integrity who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend meetings but may not vote and is not counted towards quorum.
- ~~5.~~ The committee will choose from among its Senators and Ambassadors in whatever fashion they wish a Chair to provide leadership and coordinate the operations of the committee. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they remain a member of the committee. The committee shall select a Chair at the first Rules Committee meeting where a quorum is established and the position is vacant. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they shall remain a member of the Rules Committee.
- ~~6.~~ Additional duties of the Rules Committee Chair shall include, but not be limited to, the following:
 - a. Coordinating all meetings and operations of the Rules Committee.
 - b. Presenting a report on the activities of the Rules Committee in every business meeting of the Student Senate.
- ~~5-7.~~ The Rules eCommittee is charged with:
 - a. Reviewing the rules of SGA
 - b. Recommending changes to the rules to the Senate in order to improve the internal structure and operations.
 - c. Reviewing all resolutions of the Senate resolving to amend or otherwise change any governing documents of SGA or its associated organizations.
 - ~~b-d.~~ All other work charged to the Committee by the Student Senate.
- ~~6-8.~~ Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 4: Budget Committee

1. There shall exist a standing Budget Committee to manage the financial decisions of SGA.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) and no more than four (4) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and ~~is~~are not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Finance, who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
5. ~~The committee will choose from among its Senators and Ambassadors in whatever fashion they wish shall select~~ a Chair ~~to provide leadership and coordinate the operations of the committee at the first Budget Committee meeting where a quorum is established and the position is vacant.~~ This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they shall remain a member of the Budget eCommittee.
6. Additional duties of the Budget Committee Chair shall include, but not be limited to, the following:
 - a. Coordinating all meetings and operations of the Budget Committee.
 - b. Presenting a report on the activities of the Budget Committee in every business meeting of the Student Senate.
- 5.7. The Budget eCommittee is charged with:
 - a. Constructing a proposed SGA budget for the next fiscal year to be presented to the Student Activities Budget Commission.
 - b. ~~Make decisions about~~Reviewing and suggesting amendments to long-term initiatives of SGA which incur recurring expenses over \$200.
 - c. Reviewing all resolutions of the Senate requiring the use of SGA funds totaling over \$500 and recommending any necessary changes to ensure proper procedure is followed.
 - ~~b.d.~~ All other work charged to the Committee by the Student Senate.
- 6.8. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 5: Outreach Committee

1. There shall exist a standing Outreach Committee to coordinate the outreach efforts of SGA.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and ~~is~~are not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Marketing, who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
5. ~~The committee will choose from among its Senators and Ambassadors in whatever fashion they wish a Chair to provide leadership and coordinate the operations of the committee. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role as Chair, they remain a member of the committee. The committee shall select a Chair at the first Outreach Committee meeting where a quorum is established and the position is vacant. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they shall remain a member of the Rules Committee.~~
6. Additional duties of the Outreach Committee Chair shall include, but not be limited to, the following:
 - a. Coordinating all meetings and operations of the Outreach Committee.
 - b. Presenting a report on the activities of the Outreach Committee in every business meeting of the Student Senate.
- 5.7. The Outreach eCommittee is charged with:
 - a. Constructing an outreach plan
 - b. Coordinating the outreach efforts of SGA
 - c. Leading in developing awareness of SGA among the UNO Community
 - ~~e~~d. All other work charged to the Committee by the Student Senate.
- 6.8. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 6: Civic Engagement Committee

1. There shall exist a standing Civic Engagement Committee to encourage civic engagement at UNO.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and ~~is~~are not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
5. ~~The committee will choose from among its Senators and Ambassadors in whatever fashion they wish a Chair to provide leadership and coordinate the operations of the committee. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they remain a member of the committee. The committee shall select a Chair at the first Civic Engagement Committee meeting where a quorum is established and the position is vacant. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they shall remain a member of the Civic Engagement Committee.~~
6. Additional duties of Civic Engagement Committee Chair shall include, but not be limited to, the following:
 - a. Coordinating all meetings and operations of the Civic Engagement Committee.
 - b. Presenting a report on the activities of the Civic Engagement Committee in every business meeting of the Student Senate.
- 5.7. The Civic Engagement eCommittee is charged with:
 - a. Coordinating the civic engagement efforts of SGA
 - b. Leading in cultivating awareness of national, state, and local elections among the UNO Community
 - ~~b.c.~~ All other work charged to the Committee by the Student Senate.
- 6.8. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 7: Diversity, Equity, Inclusion, ~~&~~and Accessibility (DEIA) Committee

1. There shall exist a standing Diversity, Equity, Inclusion, & Accessibility (DEIA) Committee to promote the belonging of students on campus and within SGA.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and ~~is~~are not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Diversity, Equity, Inclusion, and Accessibility, who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
- ~~5.~~ The committee will choose from among its Senators and Ambassadors in whatever fashion they wish a Chair to provide leadership and coordinate the operations of the committee. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they remain a member of the committee. The committee shall select a Chair at the first Diversity, Equity, Inclusion, and Accessibility Committee meeting where a quorum is established and the position is vacant. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they shall remain a member of the Diversity, Equity, Inclusion, and Accessibility Committee.
- ~~6.~~ Additional duties of the Diversity, Equity, Inclusion, and Accessibility Committee Chair shall include, but not be limited to, the following:
 - a. Coordinating all meetings and operations of the Diversity, Equity, Inclusion, and Accessibility Committee.
 - b. Presenting a report on the activities of the Diversity, Equity, Inclusion, and Accessibility Committee in every business meeting of the Student Senate.
- ~~5-7.~~ The Diversity, Equity, Inclusion, and Accessibility eCommittee is charged with:
 - a. Conducting a DEIA audits as deemed necessary by the committee.
 - b. Coordinating DEIA efforts of SGA.
 - c. Promoting a sense of belonging for students on campus.
 - ~~e-~~d. All other work charged to the Committee by the Student Senate.
- ~~6-8.~~ Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Chapter 6: Resolutions of the Student Senate

1. Resolutions shall be written resolutions of the Student Senate which:
 - a. Require or request action from any part of UNO or any part of the University of Nebraska system.
 - b. Allocate or re-allocate SGA funds.
 - c. Initiate removal procedures of members of SGA.
 - d. State the official position of SGA on any issue.
 - e. Thank or congratulate an individual or group for exceptional accomplishments at UNO.
 - f. Contain amendments to these bylaws or any other lower document containing procedures relating to the function of SGA or any group under the supervision of SGA.
2. All Student Senate Resolutions must be sponsored by at least one (1) Student Senator or Ambassador.
3. Passage of a Student Senate Resolution shall go through the following steps:
 - a. Resolutions must be authored by a member of SGA.
 - b. Drafted resolutions must be sponsored by a Senator or Ambassador.
 - c. Once sponsored a resolution then must be reviewed by a Senator or Ambassador, other than the sponsor, to provide feedback related to clarity, grammar, spelling, credibility of sources, and formatting.
 - d. After being reviewed, it is recommended that the sponsor submits the draft resolution to the advisor to provide feedback related to clarity, grammar, spelling, credibility of sources, and formatting. This step shall not block the resolution from being passed.
 - e. After the review the final resolution must be sent to the Vice President at least forty-eight (48) hours prior to an upcoming Senate Business meeting to be assigned a resolution number and for inclusion to on the agenda.
 - f. After appropriate debate and vote on the floor of the Senate Business meeting, should the resolution pass the Vice President shall sign the approved resolution.
 - g. After receiving the Vice President's signature, the resolution is forwarded to President/Regent under the following guidelines:
 - i. If signed within five (5) business days of Student Senate passage, the proposed Student Senate Resolution becomes official.
 - ii. If a resolution which passes with less than a two-thirds (2/3) majority is not signed within five (5) business days of Student Senate passage, the President/Regent's act of not signing is considered an official veto and the resolution does not become official. In such a case, the following steps must be taken:
 1. The resolution is put on the agenda again for the next Student Senate meeting.
 2. The Student Senate shall again take up the resolution and with a two-thirds (2/3) majority vote needed to override the Presidential Veto. If this threshold is not met, the resolution fails.
 - iii. If a resolution which passes with at least a two-thirds (2/3) majority is not signed within five (5) business days of Student Senate passage, the President/Regent's act of not signing is considered an official veto but the resolution becomes official without the signature of the President/Regent. In such a case, the Vice President should indicate so on the resolution.

Part 5: Commissions

1. In recognition that some work is best done with a degree of insulation from the Student Senate, there shall exist a number of Commissions. Those commissions are specified by these bylaws.

Chapter 1: First Year Leadership Commission (FYLC)

1. In recognition that the first year of an individual's undergraduate career is a unique time filled with intense development and experience, there shall exist a First Year Leadership Commission to provide developmental experiences and a pipeline into SGA for first year students.
2. ~~Requirements to be appointed as a First Year Leadership Commissioner shall be:~~ To be appointed and to serve as a First Year Leadership Commissioner an individual must:
 - a. Be a member of SGA.
 - b. ~~To m~~Maintain a 2.0 cumulative grade point average.
 - i. ~~Should the student not have an established grade point average the lack of~~ grade point average will be considered satisfactory until a grade point average is established.
 - c. ~~To n~~Not be on academic or disciplinary probation with UNO
 - d. ~~To b~~Be continuously enrolled in a minimum of six (6) credit hours.
 - e. ~~To h~~Have no more than 20 accumulated credit hours at time of appointment, excluding those earned while in high school.
3. Selection of commissioners shall be the duty of the Director of Leadership Development and subject to an executive memorandum.
4. Term of office for First Year Leadership Commissioners shall not exceed one (1) year beginning and ending at the installation of the new Student Senate.
5. The Director of Leadership Development shall be the chair of the First Year Leadership Commission, whose duties shall include, but not be limited to:
 - a. Planning and chairing commission meetings.
 - b. Instructing the commissioners about SGA and its rules.
 - c. All other duties required for the efficient operation of the First Year Leadership Commission.
6. The First Year Leadership Commission is charged with:
 - a. Selecting two (2) commissioners to serve as First Year Ambassadors to the Senate.
 - i. These Ambassadors shall retain their positions on the commission.
 - ii. Terms of First Year Ambassadors shall not exceed one (1) year starting at their selection and ending at the installation of the new Student Senate.
 - iii. In the case of a vacancy of a First Year Ambassador due to death, resignation, or removal, the commission shall select from the commission a new First Year Ambassador.

- b. Fulfilling such other duties vested to them by these bylaws, the Student Senate, other governing documents, or the Director of Leadership Development.
- 7. Removal of a First Year Leadership Commissioner shall be governed by the removal policies contained in these bylaws.

Chapter 2: Student Activities Budget Commission (SABC)

1. Pursuant to the University of Nebraska Board of Regents Policy 5.9.1 and UNO policies, the Student Activities Budget Commission is a body made up of students, faculty, and staff to recommend to the Student Senate a budget for the Fund A portion of the University Program and Facilities Fee (UPFF).
2. The Student Activities Budget Commission shall be created each November and be dissolved when the Cognizant Chancellor of UNO approves the UPFF Fund A allocation for the following fiscal year.
- 2-3. The Student Activities Budget Commission shall be comprised of:
 - a. Three (3) Senators appointed by the Director of Finance subject to and confirmed by a two-thirds (2/3) majority vote of the Student Senate.
 - b. Three (3) students-at-large appointed by the ~~duty of the~~ Director of Appointments/Recruitment, subject to and confirmed by a two-thirds (2/3) majority vote of the Student Senate.
 - c. Three (3) students-at-large and (3) faculty or staff appointed in accordance with the rules of SGA and the policies of the University of Nebraska Board of Regents and UNO.
 - d. The Director of Finance, who shall act as Chair and shall not vote.
4. No person responsible for ~~the~~ UPFF Fund A proposal of any organization outside of SGA may vote on ~~actions or~~ resolutions related to the Student Activities Budget Commission.
5. Until the Student Activities Budget Commission has dissolved, Senators who have been appointed to the Student Activities Budget Commission shall retain the following rights:
 - a. To vote on the question of proposing an SGA budget to the Student Activities Budget Commission.
 - b. To make motions and to vote on amendments to the SGA budget request during meetings of the Student Activities Budget Commission.
6. Until the Student Activities Budget Commission has dissolved, Senators who have been appointed to the Student Activities Budget Commission shall not vote on the following questions:
 - a. The final approval of the SGA budget request during meetings of the Student Activities Budget Commission.
 - ~~e-b.~~ Resolutions of the Student Senate directly concerning the operations and activities of the Student Activities Budget Commission
- 3-7. Any section or amendments of sections of the Policy Index pertaining to the Student Activities Budget Commission ~~must be approved by~~ must comply with Regents Policy 5.9.1.
- 4-8. Final budget proposals from the Student Activities Budget Commission shall be subject to a majority vote of the Student Senate. Should such proposals not receive a majority vote, the proposal shall return to the Student Activities Budget Commission to be re-evaluated.
- 5-9. Removal of a Student Activities Budget ~~e~~Commissioner shall be governed by the removal policies contained in these bylaws.

Chapter 3: Traffic Appeals Commission (TAC)

1. In recognition of the role that SGA has in the appeals of parking and traffic citations there shall exist a Traffic Appeals Commission to hear and process appeals of student parking and traffic violations.
2. The Traffic Appeals Commission shall be made up of a total of five (5) Commissioners who shall be appointed by the Director of Recruitment and confirmed by two-thirds (2/3) majority of the Senate.
3. ~~Requirements to be a Traffic Appeals Commissioner shall be the following:~~ To be appointed and to serve as a Traffic Appeals Commissioner an individual must:
 - a. ~~To be~~ a member of SGA.
 - b. ~~To m~~aintain a 2.0 cumulative Grade Point Average.
 - c. ~~To be~~ continuously enrolled in a minimum of six (6) credit hours.
4. Term of office for Traffic Appeals Commissioners shall not exceed one (1) year ending at the installation of the new Student Senate or until their death, resignation, or removal from office. No individual shall serve more than three (3) terms in this position.
5. In the case of a vacancy of a position on the Traffic Appeals Commission due to death, resignation, or removal, the Director of Recruitment shall appoint a new Traffic Appeals Commissioner with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
6. Duties of Traffic Appeals Commissioners shall include, but not be limited to, the following:
 - a. To exercise jurisdiction over and vote on all parking ticket contentions and traffic appeals by students who contest the validity of tickets issued by UNO Parking Services.
 - b. To be in communication with UNO Parking Services on a regular basis.
 - c. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. One Traffic Appeals Commissioner will be selected as Chief Commissioner. This position shall be selected by the Commissioners at the first Commission meeting where a quorum is established and the position is vacant.
8. Additional duties of the Chief Traffic Appeals Commissioner shall include, but not be limited to, the following:
 - a. To serve as the chairperson for Traffic Appeals Commission meetings.
 - b. To plan a meeting schedule and meeting agendas for the Commission.
 - c. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
9. ~~Attendance of each Traffic Appeals Commissioner shall be:~~ Traffic Appeals Commissioners shall be subject to the following attendance policy:
 - a. The accrual of three (3) attendance points is cause for automatic removal.
 - b. One (1) missed Commission meeting is equivalent to one (1) attendance point.

- c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 10. Rulings from the Traffic Appeals Commission may be appealed to the Student Court.
- 11. Removal of ~~the Leadership Development~~ Traffic Appeals Commissioner shall be governed by the removal policies contained in these bylaws.

Chapter 4: Election Commission~~(EC)~~

1. In recognition of the importance of independent~~tee~~ and objective elections, there shall exist an Election Commission to administer the elections of SGA.
2. The Election Commission shall be made up of at least five (5) but no more than nine (9) Commissioners who shall be appointed by the Director of Marketing Recruitment and confirmed by two-thirds (2/3) majority of the Senate.
3. ~~Requirements to be an Election Commissioner shall be the following:~~ To be appointed and to serve as an Election Commissioner an individual must:
 - a. ~~To be~~ a member of SGA.
 - b. ~~To m~~aintain a 2.0 cumulative Grade Point Average.
 - c. ~~To be~~ continuously enrolled in a minimum of six (6) credit hours.
4. Term of office for Election Commissioners shall not exceed one (1) year ending at the installation of the new Student Senate or until their death, resignation, or removal from office. No individual shall serve more than three (3) terms in this position.
5. In the case of a vacancy of a position on the Election Commission due to death, resignation, or removal, the Director of Marketing Recruitment shall appoint a new Election Commissioner with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
6. The duties of the Election Commissioners shall include, but not be limited to, the following:
 - a. To work with the UNO administration in overseeing elections and candidates.
 - b. To establish the time, place, and the manner of voting in accordance with these bylaws and the rules of SGA.
 - c. To hear and rule on grievances submitted by members of SGA when student candidates have been accused of violating election rules.
 - d. To review the election rules annually and propose changes to the Student Senate.
 - e. To distribute information on relevant election rules prior to opening applications for candidacy.
 - f. To review all candidate applications for violations of election rules.
 - ~~d.g.~~ To plan and execute an organized debate between all legitimate executive tickets appearing on the ballot at least two (2) weeks prior to the polls opening.
 - ~~e.h.~~ To work with the Director of Marketing to advertise the elections and the results.
 - ~~f.i.~~ Communicating all information via email, text, or other traceable communication channels.
 - ~~g.i.~~ To fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. One Election Commissioner will be selected as Chief Commissioner. This position shall be selected by the Commissioners at the first Commission meeting where a quorum is established and the position is vacant.

8. Additional duties of the Chief Election Commissioner shall include, but not be limited to, the following:
 - a. To serve as the chairperson for Election Commission meetings.
 - b. To plan a meeting schedule and meeting agendas for the Commission.
 - c. Ensure all grievance forms are accessible on the SGA website.
 - d. Ensure all hearings are advertised to the public at least 24 hours prior to hearings before they begin.
 - e. To record and make publicly available all proceedings, rulings, and minutes from each €Commission meeting and grievance hearing.
9. ~~Attendance of each Election Commissioner shall be:~~ Election Commissioners shall be subject to the following attendance policy:
 - a. The accrual of three (3) attendance points is cause for automatic removal.
 - b. One (1) missed Commission meeting is equivalent to one (1) attendance point.
 - c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
10. Rulings from the Election Commission may be appealed to the Student Court.
11. The SGA advisor must be included in all communication and present at all hearings.
12. Removal of an Election Commissioner shall be governed by the removal policies contained in these bylaws.

Part 6: ~~Student Court~~ Judicial Branch

Chapter 1: The Student Court

1. In recognition of the necessity for an impartial judicial body to promote accountability, fairness, and trust, there shall exist a Student Court to provide judicial oversight for the rest of SGA.
2. Requirements to be a Student Court Justice shall be the following:
 - a. To be a member of SGA.
 - b. To maintain a 2.0 cumulative Grade Point Average.
 - c. To be continuously enrolled in a minimum of six (6) credit hours.
3. The Student Court shall be made up of a total of five (5) Justices who shall be appointed by the Director of Integrity and confirmed by two-thirds (2/3) majority of the Senate.
4. Term of office for Student Court Justices shall not exceed two (2) years ending at the installation of the new Student Senate following their second year or until their death, resignation, or removal from office. No individual shall serve more than three (3) terms in this position.
5. In the case of a vacancy of a position on the Student Court due to death, resignation, or removal, the Director of Appointments shall appoint a new Justice with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
6. The duties of ~~the Election Commissioners~~ a Student Court Justice shall include, but not be limited to, the following:
 - a. To provide a means of jurisprudence for the members SGA by:
 - i. Acting as the sole interpreter of these bylaws and any other document containing policies, rules, and/or procedures relating to the function of SGA or any group under the supervision of SGA.
 - ii. Reviewing of the activities of SGA or any group under the supervision of SGA for validity under these bylaws and any other document containing policies, rules, and/or procedures relating to the function of SGA or any group under the supervision of SGA.
 - iii. Hearing appeals of attendance points.
 - iv. Hearing appeals of the decisions of the Election Commission.
 - v. Hearing appeals of the decisions of the Traffic Appeals Commission.
 - vi. Solving conflicts arising from the rules of SGA or ~~and~~ groups under the control of SGA.
 - vii. Making decisions on any other matter brought to the court by SGA or UNO.
 - b. To meet at least once per month during the Fall and Spring semesters.
 - c. To rule on all items brought before the Student Court, without infringing on due process.
 - d. To recommend changes to the rules of SGA to the Student Senate.
 - e. Communicating all information via email, text, or other traceable communication channels.

- f. To fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. ~~One Justice selected as Chief Justice. This position~~A Chief Justice shall be selected by the Justices from among the Court's membership at the first ~~Commission Student Court~~ meeting where a quorum is established and the position is vacant.
8. Additional duties of the Chief Justice shall include, but not be limited to, the following:
 - a. To serve as the chairperson for Student Court meetings.
 - b. To plan a meeting schedule and meeting agendas for the Court.
 - c. Ensure all reports of rulings from the court are sent to the Director of Integrity.
9. ~~Attendance of each Student Court Justice shall be:~~ Student Court Justices shall be subject to the following attendance policy:
 - a. The accrual of ~~three~~four (34) attendance points is cause for automatic removal.
 - b. One (1) missed ~~Commission Student Court~~ meeting is equivalent to one (1) attendance point.
 - c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
 - i. The appealing Justice shall recuse themselves from the hearing on their own appeal.
10. All rulings from the Student Court are final and not subject to appeal.
11. The SGA advisor must be included in all communication and present at all hearings.
12. Removal of a Student Court Justice shall be governed by the removal policies contained in these bylaws.

13. Chapter 2: Basic Principles of the Court

14. Article 1: Jurisprudence

15. Jurisprudence is a general statement that means a collected body of theory, philosophy, and reasoning as it pertains to the law.

16. Student Government Association has charged the Student Court to maintain its jurisprudence.
17.

18. Article 2: Stare Decisis and Precedent

19. Stare Decisis (stair-ee de-sigh-sis) is Latin for “to stand by things decided” the legal principle that establishes the rule of precedent.

20. In the interest of fairness, Student Court will observe the principle of Stare Decisis in its rulings as best as it is able.

21. As such, Student Court, when it feels it can, will give precedent to previously decided rulings have when deciding subsequent cases.

22.

23. Article 3: Opinion of the Court

24. The Opinion of the Court is the official stance of the Student Court on an issue brought to it.

25. The opinion is based on the evidence, deliberation, and vote of the justices.

26.

27. Article 4: All Rulings are Final

28. Pursuant to the Student Government Association Bylaws, similarly to the Supreme Court of the United States, Student Court is the highest court in Student Government Association

29. As such, all decisions made are final.

30. Changes and clarification to Student Government Association policy can be made after the ruling to clarify rules and intent.

31. Decisions by the Court are final and not subject to appeal by any part of Student Government Association.

32.

33. Article 5: The Court Speaks as One

34. Similar to the way that the Student Senate makes decisions as a unit, the Student Court also speaks as one body.

35. Any decision that is made by the group, is the single, official opinion of the court.

36. The Court recognizes that it is normal for there to be disagreement within the group, and that dissent can be noted in the report documenting the ruling and it is okay for individual justices to have their own opinions.

37. If a Justice is asked for an opinion, the Justice must specify that their opinion is that Justice’s own individual opinion and not the opinion of the Court.

38.

39. Article 6: Policy not Right and Wrong

40. As the interpreters of policy, it is the job of Student Court to determine if policy is violated.

41. It is not the job of the Student Court to determine if a policy is right or wrong.

42. A Justice may not agree with a policy, but they must uphold it.

43.

44. Article 7: Expert Reference

45. Student Court recognizes that sometimes the Justices may feel they may be missing some information to make a decision.

46. The Court is within its rights to ask the Advisor(s) or other individuals who would be considered knowledgeable or experts for information or testimony.

47.

48. Article 8: You Only Have One Side

49. Student Court Justices must not take sides.

50. Justices may have personal opinions, but their primary loyalty is to the integrity of Student Government Association.

51.

52. Article 9: Evidentiary Standard

53. The evidentiary standard is the standard used to determine how much evidence is enough to prove or defeat a claim.

54. For Student Court, just as in Student Conduct cases, the standard is the preponderance of evidence.

[illegible]

56.

57. Article 10: Burden of Proof

58. The burden of proof is the obligation that a particular party in a trial must produce the evidence that will prove that their claim is valid.

59. In student court cases, the party bringing the case to the Court has the burden of proof.

60. Therefore, the party must produce enough evidence to prove (based on the evidentiary standard) that their claims are valid.

61. The other side has the assumption of innocence and can (and probably should) supply evidence to counter the claims of the opposing side or to prove their own claims.

62.

63. Section 9.11. Due Process

64. The right to due process, means that individuals have the right to a fair process that preserves their individual rights.

65. This means constructing a procedure and method for hearing and deciding on cases.

66. Due process for Student Court maintains that the procedure includes:

- a. Notice of charges and the hearing process
- b. Right to present witnesses
- c. Right to present evidence
- d. Opportunity to be heard and address the allegations and evidence
- e. Right to decision made on substantial compliance and adherences to institutional policies and procedures

67. Due process for Student Court also maintains that a decision must:

- a. Be based on a fundamentally fair rule or policy
- b. Be made in good faith without malice, ill-will, or bias
- c. Be substantially based on and reasonably concluded from the evidence
- d. Not be arbitrary or capricious
- e. Any sanctions must be reasonable and in order with university policy and the law

68.

69. Section 9.12. Conflict of Interest

70. If a Justice feels that a case they are scheduled to hear poses a conflict of interest for them, they must:

- a. Recuse themselves from the hearing

b. Inform the Chief Justice and Advisor of the conflict

Part 7: Agencies

- ~~1. In recognition that some work is best done with more autonomy from SGA, there shall exist organizations which shall enjoy a greater level of autonomy from the Student Senate.~~
- ~~2. Furthermore, SGA recognizes that the student experience at the University of Nebraska at Omaha benefits from the student-led provision of advocacy, services, and resources, especially for students from underserved communities and historically marginalized identities.~~
- ~~3. These organizations shall be called referred to as Agencies of the Student Government Association or Agencies of SGA. They shall be henceforth referred to as Agencies.~~
- ~~4. These Agencies are still subject to the rules of SGA.~~
- ~~5. Agencies shall operate with the sanction of and on behalf of SGA to serve the interests of the aforementioned populations at UNO.~~
1. In recognition that some work is best done with more autonomy from SGA, there shall exist organizations which shall enjoy a greater level of autonomy from the Student Senate.
2. Furthermore, SGA recognizes that the student experience at the University of Nebraska at Omaha benefits from the student-led provision of advocacy, services, and resources, especially for students from underserved communities and historically marginalized identities.
3. These organizations shall be referred to as Agencies of SGA.
4. These agencies are still subject to the rules of SGA.
5. Agencies shall operate with the sanction of and on behalf of SGA to serve the diverse needs and interests of the UNO student body.
6. All resources, services, and programs provided by the agencies shall be available to every member of the UNO student body.

Chapter 1: Operations

1. Agencies shall operate semi-autonomously from SGA, and independently determine their goals and activities while accepting appropriate oversight from the Student Senate and Executive Committee.
2. Agencies shall submit a requested budget to the Student Senate annually as a part of the Student Activities Budget Commission process. The contents of and procedure for Agency budget requests shall be governed in the Policy Index of SGA.
3. Agencies shall hold the right to request additional funds from particular line items of the SGA budget via a resolution of the Student Senate. These line items shall be defined in the Policy Index of SGA.
- ~~1-4.~~ Agencies shall hold the right to request additional funds from the Reserves of SGA via a resolution of the Student Senate. Such requests shall be governed by the Financial Policy of the Policy Index of SGA.
- ~~2. Agencies shall be able to request allocations of the University Program and Facilities Fee Fund-A (UPFF-A) monies through the Student Activities Budget Commission to meet their needs. Any UPFF-A monies unspent at the end of the year shall be placed in the SGA Reserve Fund.~~
- ~~3-5.~~ Agencies shall work with the Director of Diversity, Equity, Inclusion, and Accessibility in carrying out their duties specified by the SGA governing documents, the duties specified in their governing documents, and their determined goals.

- ~~4-6.~~ Agencies shall be led by a duly-appointed Director or Co-Directors, who shall appoint a Board each year to assist them in their work. Directors, Co-Directors, and Board members may be subject to the Limitation Article of these Bylaws.

Chapter 2: Establishment and Dissolution

1. Establishment and dissolution of agencies shall be done by Student Senate resolution which shall require a two-thirds (2/3) majority vote of the Student Senate.

Chapter 3: Agency Directors

1. Agencies shall be led by a Director or a number of Co-Directors.
2. ~~Requirements to be a Director or Co-Director of an Agency shall be:~~ To be appointed and to serve as an Agency Director an individual must:
 - a. ~~To be~~ Be a member of SGA.
 - b. ~~To maintain~~ Maintain a 2.0 cumulative grade point average.
 - c. ~~To not~~ Not be on academic or disciplinary probation with UNO.
 - d. ~~To be~~ Be continuously enrolled in a minimum of six (6) credit hours during the fall and spring semesters, with the option of a credit hour requirement appeal to the Student Court.
3. Agencies shall, with the option of consulting with their Advisor, select a Director or Co-Directors to lead the Agency. The Director of Recruitment shall assist the Agencies with filling vacancies, but should defer to the preferred candidate chosen by each Agency. In the event that there is no preferred candidate, the Director of Recruitment shall appoint an individual to fill the vacancy.
4. Directors or Co-Directors of an Agency shall be confirmed by two-thirds (2/3) majority of the Senate. Directors may be appointed interim by executive memorandum, but appointments must be confirmed by the Student Senate at the soonest opportunity.
5. Term of office for a Director of an Agency shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment.
6. Duties of Agency Directors shall include, but not be limited to, the following:
 - a. To regularly communicate with the Director of Diversity Equity and Inclusion.
 - b. To provide resources and programs to be utilized by UNO students.
 - c. To draft and propose an annual budget to the Student Senate as part of the Student Activities Budget Commission process on behalf of their Agency.
 - d. To form a board, comprised of members of SGA.
 - e. To recommend changes to the rules of SGA as they relate to Agencies.
 - ~~e.f.~~ To present an update on the priorities, needs, and state of their Agency during the State of SGA address.
 - ~~f.g.~~ To serve a minimum of ten (10) office hours per week during the Fall and Spring semesters and six (6) office hours per week during the summer sessions.
 - i. This may be split should an Agency be led by Co-Directors;
 - ~~g.h.~~ To fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.

7. ~~Attendance of each SG-UNO Agency Director or Co-Director shall be governed by the following SG-UNO policy:~~ Agency Directors shall be subject to the following attendance policy:
 - a. The accrument of ~~three-four~~(34) attendance points is cause for automatic removal.
 - b. Should violation of this attendance policy occur due to an emergency situation or academic reason, an ~~n-SG-UNO~~ Agency Director may request an exemption from the Student Court within thirty (30) calendar days of the violation.
 - c. Two (2) missed meetings of any committee in which an ~~n-SG-UNO~~ Agency Director's presence is ~~involved-requested~~ is equivalent to one (1) attendance point;
 - d. Failure to serve the required number of office hours shall be equivalent to one (1) attendance point.
8. Removal of an Agency Director shall be governed by the removal policies contained in these bylaws.

Part 8: University of Nebraska Board of Regents Mandated Organizations Connected to SGA

1. The University of Nebraska Board of Regents has established the following officially-sanctioned student-led organizations at the University of Nebraska at Omaha which may utilize University Programs and Facilities Fee monies through the Student Activities Budget Commission (SABC) process:
 - a. SGA, the student government
 - b. Maverick Productions, the student programming board
 - c. The Gateway, the student newspaper
2. SGA has been tasked with administering the SABC process each academic year, and shall include itself and its Agencies, as well as Maverick Productions and The Gateway, in this process.
3. Each of the three mandated organizations shall maintain its own finances, and may maintain reserve funds.
4. SGA shall not govern the activities of the mandated organizations, except as specified in its governing documents and those of the Board of Regents.
5. Each of the three mandated organizations shall be free to determine their relationship to the others.

Part 9: Student Government Funds

Chapter 1: Purpose

1. SGA has determined that it is in the interests of the student body to maintain a budget of its own, independent of its Agencies and the other Board of Regents-mandated organizations.
2. These funds shall be utilized to serve and/or advance the interests and needs of students and SGA.

Chapter 2: Use of the Funds

1. Funds requested during the SABC process shall include but are not limited to line items specifying allocations for contingency funds, programming, and operations.
2. Except as otherwise specified in its governing documents, utilization of any SGA funds shall be administered by the Director of Finance.
3. Any unspent funds at the end of each Senate cycle shall be placed in the SGA Reserve Fund.

Clause 3: Reserve Fund (Reserves)

1. SGA shall maintain a reserve container of UPPF-Fund A fees not utilized by SGA or its agencies.
2. SGA shall maintain procedures for the usage of funds from this container [in the Policy Index of SGA](#).

Part 10: Elections

1. In order to democratically choose those elected members of SGA, ~~the a~~ regular ~~annual~~ election process shall take place annually during the Spring Semester.
2. Special elections can be called by the Election Commission if they deem it necessary.
3. The Election Commission is empowered to administer all elections in accordance with the rules of SGA and the rules and policies of the University of Nebraska Board of Regents.

Part 11: Limitations on Service

1. Due to potential conflicts of interest (financial or otherwise), no person shall hold more than one of the following positions at the same time:
 - a. Student Senator.
 - ~~b. Senate Ambassador (may hold position in First Year Leadership Commission).~~
 - ~~c.~~ Senate Affiliate.
 - ~~d.~~ President/Regent.
 - ~~e.~~ Vice President.
 - ~~f.~~ Chief of Staff.
 - ~~g.~~ Director of Integrity.
 - ~~h.~~ Director of Recruitment.
 - ~~i.~~ Director of Administration.
 - ~~j.~~ Director of Diversity, Equity, and Inclusion.
 - ~~k.~~ Director of Marketing.
 - ~~l.~~ Director of Finance.
 - ~~m.~~ Director of Leadership Development.
 - n. Coordinator
 - o. First Year Leadership Commissioner (may hold an ambassador position).
 - p. Student Court Justice.
 - q. Election Commissioner.
 - r. Traffic Appeals Commissioner.
 - s. Agency Director or Co-Director.
 - t. Agency Board Member responsible for budgets, SABC preparation, and/or expenditures.
 - u. Executive Board member Maverick Productions, the UNO student programming board.
 - v. Staff member of The Gateway, the UNO student newspaper.
 - Senate Ambassador
 - i. Senate Ambassadors may remain members of their parent organization, but shall not hold any executive or officer role within their parent organization.
 - ~~j.~~
2. In circumstances wherein UPFF Fund-A sponsored organizations establish positions not yet covered above, the Student Court will have the authority to establish limits on involvement in SGA on said positions until such time that these bylaws can be updated.
3. No person serving on the Student Court or the Election Commission may run for an elected position within SGA. If a Student Court Justice or an Election Commissioner wishes to run for an elected office, they must resign their position at least four (4) months prior to the beginning of the election process to be eligible for office filing an application for candidacy.
4. The Director of Marketing-Recruitment must resign the position before the appointment of any Election Commissioners in order to be eligible for election.
- 4.5. The Director of Marketing must resign their position before filing an application for candidacy
- ~~5.6.~~ Election or appointment of a member holding another office at the time of election or appointment shall not be construed as violating the previous clauses provided they resign from the former position within five (5) business days.

~~6-7.~~ Notwithstanding anything to the contrary above, no member of the administration, full-time faculty, or full-time staff of UNO or the University of Nebraska system shall ~~be allowed to~~ serve ~~on as an Agent of~~ SGA.

~~7-8.~~ To prevent conflicts of interest, both real and perceived, no appointment may be granted to an immediate family member (including ~~brothers, step brothers, sisters and step sisters~~ siblings or step-siblings) of the SGA individual responsible for an appointment.

~~8-9.~~ Unless otherwise restricted, individuals removed from a role are free re-enter in the same or different role.

~~9.~~

Part ~~9~~12: Removal

Chapter 1: Automatic Removal Due to Ineligibility to Serve

1. Any person serving in a position within SGA will be automatically removed from office for failure to meet and maintain current SGA, UNO, or University of Nebraska Board of Regents eligibility requirements as provided in these or other official document governing membership. Removal of this nature does not necessitate Articles of Impeachment or an Impeachment Trial.

Chapter 2: Automatic Removal Due to Failure to Attend

1. Any person serving in a position within SGA will be automatically removed from their office for failure to meet and maintain current attendance requirements as provided in these bylaws or any other official document governing attendance. Removal of this nature does not necessitate Articles of Impeachment or an Impeachment Trial.

Chapter 3: Removal by Resolution of No Confidence

1. The Student Senate may remove someone from office by the adoption of a resolution containing a call of no confidence.
2. The resolution must identify the instances of nonfeasance and/or malfeasance which serve as cause(s) for removal.
3. Such resolutions must be adopted by a two-thirds (2/3) majority vote during a Student Senate Business meeting.
4. The individual is immediately removed from their office upon adoption of the resolution.
5. The following roles are subject to this manner of removal:
 - a. Senate Ambassadors.
 - b. Senate Affiliates.
 - c. Director of Integrity.
 - d. Director of Recruitment.
 - e. Director of Administration.
 - f. Director of Diversity, Equity, and Inclusion.
 - g. Director of Marketing.
 - h. Director of Finance.

- i. Director of Leadership Development.
 - j. First Year Leadership Commissioner.
 - k. Election Commissioners.
 - l. Traffic Appeals Commissioners.
 - m. Agency Directors or Co-Directors.
6. Removal in this manner is subject to appeal by the Student Court.

Chapter 4: Removal by Impeachment

1. The President/Regent, Vice President, Chief of Staff, Student Senators, and Student Court Justices may be removed from office by conviction of malfeasance and/or nonfeasance in office as a result of an impeachment and subsequent trial.
2. Impeachments may be initiated by the adoption of a Student Senate resolution containing a call for impeachment.
3. The resolution must identify the instances of nonfeasance and/or malfeasance which serve as cause(s) for removal.
4. The resolution must be adopted by a two-thirds (2/3) majority vote of the Student Senate to advance to the Impeachment Trial phase.
5. Approval of Articles of Impeachment does not constitute immediate removal from office, as only a conviction by an Impeachment Trial forces removal from office.
6. So as to schedule a trial promptly, within five (5) business of adoption of the resolution containing the call for impeachment, must be provided to:
 - a. The Student Court in the case of the Impeachment of the President/Regent, Vice President, or a Student Senator.
 - b. The Impeachment Tribunal in the case of Impeachment of a Student Court Justice.
7. Removal in this manner is not subject to appeal by the Student Court.

Article 1: Impeachment Trials of President/Regent, Vice President, Chief of Staff, and Student Senators:

1. Upon adoption by of the resolution containing calls of for impeachment the Student Court shall conduct a trial of the impeached officer on the grounds specified in the resolution.
2. This trial must be held at most within (30) calendar days of receiving the adopted resolution.
3. All Student Court Justices must be present for the trial and the Chief Justice shall chair.
4. Conviction by a majority vote of all Student Court Justices will result in the impeached officer being immediately removed from office.
5. Individuals having been convicted in an impeachment trial shall be ineligible to assume any of the following offices:
 - a. President/Regent
 - b. Vice President
 - c. Chief of Staff
 - d. Director of Integrity
 - e. Director of Recruitment
 - f. Director of Administration
 - g. Director of Diversity, Equity, Inclusion, and Accessibility
 - h. Director of Marketing

- i. [Director of Finance](#)
- j. [Director of Leadership Development](#)
- k. [Coordinator](#)
- l. [Senator](#)
- m. [Student Court Justice](#)
- n. [Traffic Appeals Commissioner](#)
- o. [Student Activities Budget Commissioner](#)
- p. [Election Commissioner](#)
- q. [Agency Director](#)

Article 2: Impeachment Trials of Student Court Justices:

1. Upon adoption by the resolution containing calls of impeachment an Impeachment Tribunal shall conduct a trial of the impeached officer on the grounds specified in the resolution.
2. The Impeachment Tribunal shall consist of
 - a. President/Regent
 - b. Vice President
 - c. Chief of Staff
 - d. [All the Circuit Chairs](#)[Rules Committee Chair](#)
 - e. [Budget Committee Chair](#)
 - f. [Outreach Committee Chair](#)
 - g. [Civic Engagement Committee Chair](#)
 - ~~d.~~h. [Diversity, Equity, Inclusion, and Accessibility Chair](#)
 - ~~e.~~i. The Director of Integrity
3. This trial must be held at most (30) calendar days of receiving the adopted resolution.
4. The Director of Integrity shall chair the trial and shall not vote.
5. [Conviction by a majority vote of all members of the tribunal will result in the impeached Justice being immediately removed from office.](#)
6. [Individuals having been convicted in an impeachment trial shall be ineligible to assume any of the following offices:](#)
 - a. [President/Regent](#)
 - b. [Vice President](#)
 - c. [Chief of Staff](#)
 - d. [Director of Integrity](#)
 - e. [Director of Recruitment](#)
 - f. [Director of Administration](#)
 - g. [Director of Diversity, Equity, Inclusion, and Accessibility](#)
 - h. [Director of Marketing](#)
 - i. [Director of Finance](#)
 - j. [Director of Leadership Development](#)
 - k. [Coordinator](#)
 - l. [Senator](#)
 - m. [Student Court Justice](#)
 - n. [Traffic Appeals Commissioner](#)

- o. Student Activities Budget Commissioner
- p. Election Commissioner
- q. Agency Director

Chapter 5: Removal By Recall

1. Senate Ambassadors may be removed by recall at any time by the decision of their parent organization.
2. Removal shall be initiated by a vote of the board or other official collective decision-making body of the Ambassador's parent organization.
 - a. This vote shall take place during an official meeting of the organization.
 - b. A two-thirds (2/3) majority vote shall be required to initiate removal.
3. Following a successful vote to remove by recall, the parent organization shall notify the SGA Vice President and Director of Administration of their decision and include the time, date, and the final count of the vote.
4. The SGA Vice President shall verify this decision with the senior executive of the parent organization and their advisor.
5. Once written verification has been received, the Vice President shall notify the removed Ambassador of their parent organization's decision, and the Director of Administration shall remove their name from the SGA Roster.
6. Removal in this way is not subject to Senate approval.
7. Removal in this way may not be appealed to the Student Court.
8. Removal in this way shall not result in the individual's removal from their parent organization.

5.

Part ~~10~~13: Amendments

1. The Student Senate shall adopt, amend, and revise, as deemed necessary, these bylaws which shall provide for the proper and efficient operation and administration of SGA.
2. An amendment to these bylaws must follow the following process:
 - a. A public open forum will be held before a Senate vote to allow public comment on the proposed bylaw changes and gather feedback from constituents.
 - i. Notification of potential changes and the forum should be advertised via campus media at least two (2) times within three (3) weeks prior to the date of the forum.
 - ii. The text of each proposed amendment shall be made available to the public upon request.
 - iii. A courtesy notice of the proposed bylaw changes must be provided to the UNO Chancellor and ~~system~~ the President of the University of Nebraska. This notice must include information on when the public open forum will occur and when a Senate vote will tentatively take place.
 - b. After the public open forum, any amendment to these bylaws must be proposed in a Student Senate resolution and adopted by a two-thirds (2/3) majority vote of the Student Senate.
 - c. The signed and approved resolution along with clean and redlined copies of the bylaws will be sent to University of Nebraska Legal Counsel for a final review.
 - i. Changes provided by the University of Nebraska Legal Counsel may be incorporated into the amended bylaws by the Executive Committee.
 - d. After the incorporation of any required changes provided by Legal Counsel, the signed resolution as well as clean and redlined copies of the bylaws must be approved by the cognizant Chancellor of UNO for approval.
 - e. After approval by the cognizant Chancellor, the signed resolution as well as clean and redlined copies of the bylaws must be sent to the University of Nebraska Board of Regents Corporation Secretary to be added onto the agenda for the next upcoming University of Nebraska Board of Regents meeting scheduled as a notification item. Any amendments to these bylaws shall not become binding until they are filed with the Corporation Secretary.
 - f. After being sent to the Corporation Secretary, a final clean copy of the bylaws should be sent to the UNO Chancellor notifying them of the completed cycle and that these revisions will be on the upcoming University of Nebraska Board of Regents meeting agenda as a notification item.

Glossary of Terms

Key: (v.): verb (n.): noun (adj.): adjective

Absent (v.):	When a voting member is not present.
Abstain (v.):	To refrain from or otherwise not when one would otherwise be able to vote.
Advisor (n.):	A member of the UNO faculty or staff who has been officially charged by UNO with the advisement of SGA.
<u>Agent of SGA (n.):</u>	<u>A member of SGA having been elected, appointed, or otherwise holding some office and having the authority to act on behalf of the organization.</u>
Appeal (n.):	The official requests a change to an official decision.
Appeal (v.):	To request a change to an official decision.
Appoint (v.):	To name officially.
Attendance (n.):	The act of being present.
Automatic Removal (n.):	Process to remove someone from office for failure to meet and maintain current eligibility requirements or attendance requirements.
Business day (n.):	Any day on which UNO offices are open.
Bylaws (n.):	Rules adopted by an organization chiefly for the government of its members and the regulation of its affairs.
Chair, Chairperson (n.):	The presiding officer of a meeting
Chief Commissioner (n.):	The head of a commission.
Clemency (n.):	A pardon for nonfeasance
Commission (n.):	A group of people directed to perform a duty or set of duties
Commissioner (n.):	A member of a commission
Committee (n.):	A body of persons delegated to consider, investigate, take action on, or report on some matter or matters.

Disciplinary Action (n.):	Formal action taken against a member in response to nonfeasance or malfeasance.
Discipline (n.):	An intervention taken to correct or improve behavior.
Discipline (v.):	To subject someone to discipline.
Executive Memorandum (n.):	A written act of the President/Regent.
Grievance (n.):	The formal expression of a complaint.
Impeach (v.):	To charge someone with malfeasance or nonfeasance.
Impeachment (n.):	The process of formally bringing charges against someone.
Jurisprudence (n.):	The collective body of judicial decisions and the philosophy and reasoning of them.
Justice (n.):	An official authorized to decide questions brought before a court.
Liaison (n.):	One who establishes and maintains mutual understanding and communication.
Majority (adj.):	More than half of something, usually votes cast.
Malfeasance (v.):	The commission of a wrongful act in office. Wrongful act shall mean a serious criminal offense, a violation of the Student Code of Conduct, or a transgression constituting malfeasance under the rules of SGA.
Meeting (n.):	An assembly for a common purpose.
Member (n.):	A UNO student and member of SGA
Nonfeasance (v.):	The failure to perform official duties and responsibilities.
Office Hours (n.):	An amount of time, outside of any required meetings, in which officials are to make themselves available for members, to work on items relating to SGA, and to be present in the SGA offices.
Open Forum (n.):	A time set aside for open discussions and external speakers.
Organ (n.):	A sub-body of the greater organization.
Parliamentarian (n.):	An expert in the rules and usages of a deliberative assembly.
Policy Index (n.):	Collection of documented rules, adopted by Student Government, to govern its operations and affairs, differing to the bylaws and such documents deemed of a higher order.

Position (n.):	A social or official rank, role, or status.
Present (adj.):	In attendance, not elsewhere.
Present and voting (n.):	The members of an assembly hearing business and voting on said business.
Public Forum (n.):	A time set aside for open discussions and external speakers.
Quorum (n.):	The number of members needed to transact business.
Remove (v.):	To dismiss someone from a role.
<u>Redlined (adj.):</u>	<u>Showing all changes made to a document, including all added text, removed text, and formatting adjustments.</u>
Senate Cycle (n.):	The yearly cycle beginning and ending with new Senators taking office.
Secretary (n.):	Someone who is charged with clerical duties of a body such as taking minutes
Simple majority (adj.):	More than half of something, usually votes cast.
Student Body (n.):	Individuals who are UNO students <u>The collective membership of all students of the University of Nebraska at Omaha.</u>
Student-at-Large (n.):	A member not serving in any particular office or otherwise elected to SGA <u>– a non-Agent member of SGA.</u>
<u>Sub-body (n.):</u>	<u>An organizational unit created or otherwise chartered by SGA and subordinate to all SGA governing documents.</u>
Two-Thirds Majority (adj.):	Two-thirds or more of something, usually votes cast.

Significant Changes to the Rules of SGA

SGA Agencies:

- Changed permitted attendance points from 3 to 4 for Agency Directors.
- Presentations for annual Agency funding requests may now be either live or recorded for the Senate.
- Ensured SGA Agencies must cater to the entire student body population

Student Court:

- Enshrined the Basic Principles of the Court as written in the Bylaws, removing them from the Policy Index.

Appointments:

- Appointment of Senators filling vacant seats has become the responsibility of the Director of Recruitment to match all other appointment processes. The Vice President shall be present at all interviews, however, in keeping with their role as the President of the Senate.
 - Removed the clause suggesting the confirmation of Senators should be the sole right of those Senators in the same college as the applicant. Confirmation is now explicitly the right and responsibility of the whole Senate, as with all other confirmations.
- Appointment of Student-at-Large Commissioners for SABC will be the responsibility of the Director of Recruitment while appointment of Senator Commissioners will remain the duty of the Director of Finance.

Ambassadors:

- A list of organizations that are authorized to delegate ambassadors has been explicitly added for clarity.
 - The President/Regent has been delegated the authority to expand that list to include any other organization for the remainder of the Senate Cycle via executive memorandum.
 - Ambassadors appointed in this way shall have their office dissolved at the installation of the new Student Senate.
- Ambassadors will now be allowed to retain their positions in their respective organizations so long as they are not an officer or executive of any kind for said organization.
- No organization may delegate more than one ambassador to the Senate at any given time.

Coordinators:

- It is no longer possible to hold a coordinator position and another position within SGA or Board of Regents-Mandated organizations simultaneously.

Elections:

- The Election Commission will now be required to thoroughly examine all applications for potential SGA candidates and immediately notify candidates should they be ineligible to run for election or take office. Grievances and hearings are not necessary for this process, but candidates may appeal this decision.

Discrimination:

- Updated Discrimination and ADA Compliance clauses to align with UNO policy

Removals:

- Individuals who have been convicted in an impeachment trial of any kind will no longer be eligible to enter any office of SGA, except for the Ambassador and Affiliate roles. This does not prevent these individuals from joining Agency Boards, the staff of the Gateway, or MavPro.
- Impeachment Tribunals for Student Court Justices no longer include Circuit Chairs, but will instead include the Chairs of all Standing Committees (i.e. Rules, Budget, Outreach, Civic Engagement, Diversity, Equity, Inclusion, and Accessibility)
- Ambassadors may be 'recalled' if their respective organizations vote to do so
 - This would only recall them from their Ambassador position. It would not remove them from membership in their parent organization.

General Procedure:

- Added a once-per-semester "State of SGA" address. Presentations to be made by the President/Regent, the Director of Finance, and Agency Directors.
- All references to "absence points" have been replaced with "attendance points" for clarity and consistency.

Structure of the SGA:

- The Executive Committee will always be referred to as such, not as the "Executive Council".
- All fee-paying students shall be "members of SGA"
- All individuals holding office, or otherwise acting on behalf of SGA in any capacity shall be known as an "Agent of SGA".

Code of Ethics:

- The Code of Ethics now applies to *all* Agents of SGA instead of only members of the Senate.

University of Nebraska at Omaha

Student Government Association Resolution

Number:	SR24-25-016
Title:	Agency Definition Amendment
Author:	Senator Aditi Rai and Senator Dee-Dee Djon
Sponsor:	Senator Emily Jimenez-Avalos
Reviewer:	Senator Abby Brady
Submitted:	11-18-24
Senate Date:	11-21-24
Senate Vote:	13-0

WHEREAS, the University of Nebraska Internal Audit and Advisory Services team conducted an audit regarding the use of Fund A due to two anonymous concerns from students during the Student Activities Budget Commission (SABC) of 2024 (Appendix A); and,

WHEREAS, the University of Nebraska Internal Audit and Advisory Services team reported that the UNO student agencies do not meet the definition of broad-based criteria that is outlined in the Board of Regents policy, 5.9.2b, which states:

“Offices receiving Fund A support must benefit a broad based student population. Student governments may not distribute Fund A monies to individuals, except in the form of wages for services performed, nor to groups or organizations that are not established by and under the direct control of student government”; and,

WHEREAS, the audit findings state that the UNO student agencies do not meet the broad-based criteria, they cannot receive Fund A dollars (Appendix B); and,

WHEREAS, the current SGA bylaws in “Part 7: Agencies” state,

- “1. In recognition that some work is best done with more autonomy from SGA, there shall exist organizations which shall enjoy a greater level of autonomy from the Student Senate.
2. Furthermore, SGA recognizes that the student experience at the University of Nebraska at Omaha benefits from the student-led provision of advocacy, services, and resources, especially for students from underserved communities and historically marginalized identities.
3. These organizations shall be referred to as Agencies of SGA.
4. These agencies are still subject to the rules of SGA.
5. Agencies shall operate with the sanction of and on behalf of SGA to serve the interests of the aforementioned populations at UNO.”; and,

WHEREAS, revising the current SGA Bylaws will reflect the Agencies' ongoing commitment to complying with the broad-based criteria in the Board of Regents policies to receive Fund A dollars; and,


WHEREAS, the following amendment to “Part 7: Agencies” will illustrate the Agencies' aim to align with the broad-based criteria while maintaining their individual goals; and,

- “1. In recognition that some work is best done with more autonomy from SGA, there shall exist organizations which shall enjoy a greater level of autonomy from the Student Senate.
2. Furthermore, SGA recognizes that the student experience at the University of Nebraska at Omaha benefits from the student-led provision of advocacy, services, and resources, especially for students from underserved communities and historically marginalized identities.
3. These organizations shall be referred to as Agencies of SGA.
4. These agencies are still subject to the rules of SGA.
5. Agencies shall operate with the sanction of and on behalf of SGA to serve the diverse needs and interests of the UNO student body.
6. All resources, services, and programs provided by the agencies shall be available to every member of the UNO student body.”; and,


THEREFORE BE IT RESOLVED, that SGA adopts these amendments to be in accordance with Board of Regents Policy 5.9.2b; and,

THEREFORE BE FURTHER IT RESOLVED, that SGA adds these revisions to the SGA Bylaws Amendments, resolution 24-25-005, passed by Student Senate on August 29th, 2024; and,

THEREFORE BE IT FINALLY RESOLVED, that these amendments to the Bylaws be communicated with the Legal Counsel for review.



Vice President
KEVIN RAMIREZ



President/Regent
ISHANI ADIDAM

University of Nebraska at Omaha (UNO) Chancellor Joanne Li, Ph.D., CFA, issued the following statement correcting misinformation regarding a recent internal audit and Dean of Students, Cathy Pettid:

Recently, the University of Nebraska Internal Audit and Advisory Services team conducted an audit of the utilization of Fund A monies at UNO. Fund A is the portion of student fees designated for student activities and is distributed according to an approved student government budget and in accordance with University policy. Although the audit remains in draft phase, there has been a multitude of misinformation circulating regarding this audit and UNO's Dean of Students, Cathy Pettid. As such, I wanted to take this opportunity to speak to our Maverick community to clarify and correct any misinformation and misunderstanding.

Upon receipt of two anonymous concerns from students during Student Activities Budget Commission (SABC), the University evaluated recent expenditures of Fund A monies by Student Government Agencies. UNO Student Government Agencies are student organizations, created by and under the direct control of UNO Student Government, whose mission is to promote, educate, and serve the UNO student body and campus. The evaluation resulted in the identification of potential noncompliance, and UNO's Division of Student Life and Wellbeing requested an independent internal audit to be conducted by the University of Nebraska System's Internal Audit and Advisory Services. The audit resulted in numerous findings which represent an opportunity for process improvement. The Division of Student Life and Wellbeing is actively working with our student leaders to respond to the audit and identify compliant solutions to be utilized in the immediate future.

I want to emphasize that this is a matter of financial stewardship. We all have an obligation to ensure that the University's resources are utilized appropriately, for their intended purpose, and in compliance with applicable policy, law, and regulations. An audit is not a punitive exercise, but rather an essential function of the University to provide assurances of compliant practices or, at times, an opportunity to improve processes. I welcome any opportunity which ensures that UNO remains a campus that operates in accordance with the highest ethical and professional standards.

Secondly, I want to express my unwavering support for UNO's Dean of Students, Cathy Pettid, and the entire Division of Student Life and Wellbeing. Being a Dean of Students is a 24/7 commitment to serving our students and campus. At times, it requires making difficult decisions. By requesting a critical review of our internal processes, Dean Pettid knew a potential outcome was a determination that we are not perfect. However, she persisted because we all have an obligation – **and a requirement** – to ensure that the money we receive from our students is spent appropriately. Throughout her 26-year career at the University, Dean Pettid has selflessly served our campus and she leads her division with the interest of all Maverick students at the forefront.

As a public university, we have the great honor of serving a diverse student body and the student agencies have served an important role in supporting our students. I believe that they have the opportunity to continue to do so in the years ahead. However, we can only provide this support, and achieve UNO's collective goals, by remaining true to our commitment of transparency, accountability, and integrity.

Answers to frequently asked questions regarding the draft audit are available here: [UNO 'Fund A' Draft Audit Overview and Frequently Asked Questions](#)

UNO Student Government Fund A Audit Fact Sheet

- The University of Nebraska at Omaha (UNO) Division of Student Life and Wellbeing (SLW) requested a University of Nebraska (NU) System audit of the use of 'Fund A' dollars by UNO Student Agencies after being made aware of improper purchases.
- The primary concern of UNO and SLW is the financial stewardship of 'Fund A' dollars as required by [Board of Regents Policy 5.9.1 \(RP-173\)](#) and applicable campus policies.
- On Oct. 29, NU System Internal Audit Director Barbara Bray and UNO SLW leadership met with members of UNO Student Government to present the findings of the audit. Information shared included: :
 - UNO Student Agencies do not meet a definition of broad-based in accordance with Board of Regents policy, and therefore cannot receive Fund A dollars.
 - The Gateway, Maverick Productions, and the Student Government Association in collaboration with SLW must address Fund A expenditure processes, associated training, excessive balances, documentation & tracking of agency director working hours and policy revision in compliance with Board of Regents policy.
- **It is important to note:**
 - Student Agencies are not dissolving as a result.
 - Agency programs and expenses that have already been approved through the Office of Student Leadership, Involvement, and Inclusion (SLII)'s process will be allowed to continue, but any future Agency requests to utilize Fund A dollars going forward will not be permitted.
 - Existing Fund A Agency balances will revert to Student Government Association.
- The audit report is currently in a draft phase and will not be considered final (and therefore, not available to the public) until UNO stakeholders have responded to the findings and determined action steps to meet compliance.
- Students with questions for campus leadership or Internal Audit are asked to direct them to unostudentlife@unomaha.edu.

University of Nebraska at Omaha

Student Government Association Resolution

Number:	SR24-25-005
Title:	SGA Bylaws Amendments
Author:	Ben Bugenhagen, Regent Adidam
Sponsor:	Senator Rai
Reviewer:	Senator Calderon-Palacios
Submitted:	08-28-24
Senate Date:	08-29-24
Senate Vote:	15-0-1

WHEREAS, it is the responsibility of the Student Government Association (SGA) to maintain its maintain and appropriately amend our Policies and Bylaws; and,

WHEREAS, The previous Rules Committee of SGA (for the '23-'24 year) conducted a thorough review of the rules throughout the course of its term; and,

WHEREAS, The Rules Committee of 2023-24 has, with the consultation of many other members of SGA, produced and proposed amendments to these rules in order to enhance the effectiveness and integrity of the Student Government Association; and,

WHEREAS, All amendments to the Bylaws of SGA require the approval from the Senate by a two-thirds majority; and,

WHEREAS, SR23-24-039- Bylaws Changes presented on May 2nd, 2024 did not follow the proper Bylaws Amendment procedure stated in the SGA Bylaws Part 10 Section 2; and,

WHEREAS, Over the summer, a courtesy notice was sent to the Chancellor (Appendix B), the Bylaws have been circulating in The Gateway for at least 1 month (Appendix C), and an Open Forum was held on June 27th from 7pm to 7:30pm to stay in accordance with SGA Bylaws Part 10 Section 2; and,

WHEREAS, Two changes were added since the first approval:

Part 3, Chapter 2: Discrimination: "Chapter 2: Discrimination

"1. The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

2. UNO is an AA/EEO/ADA institution. For Title IX concerns, please contact the Title IX Coordinator (phone: 402.554.2120). For ADA/504 accommodations or assistance, please

call/contact the ADA/504 Coordinator (phone 402.554.2463) or the Accessibility Services Center (phone: 402.554.2872). ”


Part 4, Article 2, Section 9.5.k:


“To be responsible for approving SGA Funded Student Worker Hours on a weekly basis ”;

THEREFORE BE IT RESOLVED, That the Student Government Association of UNO shall adopt the amendments in Appendix A to the SGA Bylaws; and,

THEREFORE BE IT FURTHER RESOLVED, That the adoption of these amendments shall take immediate effect, per Part 10 of the SGA Bylaws; and,

THEREFORE BE IT FURTHER RESOLVED, That the fully amended Bylaws shall immediately supplant any previous version of the SGA Bylaws.


Vice President
KEVIN RAMIREZ


President/Regent
ISHANI ADIDAM

Appendix A:

[Redlined Bylaws](#)

Appendix B:

[Bylaws Courtesy Notice](#)

Appendix C:

[Bylaw Open Forum Gateway Article](#)

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Bylaws of the University of Nebraska at Omaha Student Government Association

Approved by the Student Senate on: February 10, 2022

Approved by the cognizant Chancellor on: April 20, 2022

Submitted to the Board of Regents Secretary on: April 20, 2022

Preamble

We, the students of the University of Nebraska at Omaha (UNO), wishing to have one (1) sole student governing body and to be represented in dealings involving university faculty, staff, and administration, as well as the community and governmental authorities, do hereby establish and ordain these bylaws for the University of Nebraska at Omaha Student Government Association.

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Part 1: General Provisions

Chapter 1: Deference

1. All provisions in these bylaws or lower documents are subject to federal, state, and local laws and regulations. In the case of contradiction with federal, state, and local laws and regulations, the latter will supersede, but not invalidate the entire document(s).
2. All provisions in these bylaws or lower documents are subject to the rules and policies of the University of Nebraska Board of Regents. In the case of contradiction with the rules and policies of the Board of Regents, the latter will supersede, but not invalidate the entire document(s).
3. All provisions in these bylaws or lower documents are subject to the rules and policies of the University of Nebraska at Omaha. In the case of contradiction with the rules and policies of the University of Nebraska at Omaha, the latter will supersede, but not invalidate the entire document(s).

Chapter 2: Quorum

1. Unless otherwise specified the quorum of any organ of SGA shall be a majority of its current voting members.

Chapter 3: Enabling Provisions

1. These bylaws shall become effective upon a two-thirds (2/3) majority vote of the Student Senate, approval by the cognizant UNO Chancellor, and filing with the University of Nebraska Corporation Secretary. If any part of these bylaws is found to be invalid, such a finding shall not invalidate the entire document.

Chapter 4: Nonfeasance Clemency

1. If a member serving in SGA, be found in violation of any of the rules of SGA or other clear nonfeasance due to an emergency situation a request for clemency may be submitted to the Student Court within one (1) week of the violation. Such clemency is at the discretion of the Student Court in the best interest of the SGA.
2. If a member serving in SGA, be found in violation of any of the rules of SGA or other clear nonfeasance during the summer months extended absence from the Omaha area due to, but not limited to, summer internships or jobs, a request for clemency may be submitted to the Student Court within one (1) week of the violation. Such clemency is at the discretion of the Student Court in the best interest of the SGA.
3. Violations not given clemency are subject to disciplinary action including removal.

Chapter 5: Vote of the Student Senate

1. Unless otherwise specified, the phrase "Vote of the Student Senate" shall be defined as the vote of those Student Senators present and casting a vote at during a Student Senate business meeting.

Chapter 6: Executive Memoranda

1. In the interest of preventing abuse of executive power, the President/Regent may only exercise certain powers through an executive memorandum. Exercises acts may be overturned by a majority vote of the Student Senate.

Chapter 7: Common Terms

1. Common terms used throughout these bylaws are defined in the glossary at the end of the document. SGA retains the right to interpret these terms within its discretion.

Chapter 8: Policy Index

1. Supplemental to these bylaws, SGA has established itself in a Policy Index, which is a body of lower rules relating to the operational and procedural aspects of SGA. Rules in the Policy Index are subject to these bylaws.

Part 2: Name, Mission, Vision, and Values

Chapter 1: Organization Name

1. The name of this governing body shall be the "University of Nebraska at Omaha Student Government Association" and henceforth referred to by its acronym "SGA."

Chapter 2: Organization Mission

1. SGA exists to advance the student experience. As the official voice of the Student Body we represent, empower, and serve students. To this end we advocate for student interests to administration, faculty, staff, the University of Nebraska Board of Regents, and the Omaha community. SGA continually strives to create a welcoming environment and provide impactful contributions for the Student Body.

Chapter 3: Organization Vision

1. It is the vision for SGA for the student experience at UNO to be defined by meaningful resources, connections, and opportunities that will propel each student to achieve success.

Chapter 4: Organization Values

1. Adaptability: Learning from mistakes, adjusting with new information, and fostering a culture of innovation.
2. Community: A space where we can thrive authentically together as part of something larger than ourselves.
3. Continuity: An ongoing resolve to serve the Student Body and our mission.
4. Growth: Endeavoring forward with a dedication to lifelong learning.
5. Justice: The fair and equitable opportunity for success and fulfillment on campus for everyone.
6. Leadership: The commitment to providing responsible influence and service to the Student Body.
7. Passion: Working with devotion and determination to advocate for those we serve.
8. Transparency: Working with openness, integrity, and accessibility to all.

Part 3: Membership of the Association

Chapter 1: Membership

1. All currently enrolled students of the University of Nebraska at Omaha and University of Nebraska students who pay University Program and Facilities Fees at UNO shall be members of SGA.

Chapter 2: Discrimination

1. No student shall be refused membership on the basis of race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation, or any other identity protected by law or policy of the University of Nebraska or its Omaha campus.

Part 4: The Student Senate (The Senate)

Chapter 1: Purpose of the Student Senate

1. The Student Senate shall act as the primary legislative body of SGA and is charged with speaking for the entire membership.

Chapter 2: Composition of the Student Senate

Article 1: Senators

1. The Senate shall include twenty-eight (28) Senators.
2. Senators shall represent undergraduate UNO students in the various colleges, graduate UNO students as a whole, and non-degree UNO students.
3. Prior to each election, the seats allocated to senators shall be apportioned by the Election Commission using the Huntington-Hill method using the most recent and publicly available enrollment data.
4. To represent non-degree students, a student must not be seeking a degree upon entering the office. However, to prevent discouraging a student from advancing their academic pursuits, once in office, should the senator pursue a degree, they are permitted to maintain their office.

Section 1: Eligibility Requirements

1. To be elected and to serve as a Student Senator the individual must
 - a. Be a member of SGA
 - b. Maintain a 2.0 cumulative grade point average
 - c. Not be on academic or disciplinary probation with UNO
 - d. Be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court

Section 2: Selection

1. Senators shall be elected from the membership pursuant to the election rules established by the Election Commission.

Section 3: Term of Office

1. Terms of Student Senators shall not exceed one (1) year beginning and ending at the installation of the new Student Senate.

Section 4: General Duties

1. General duties of each Student Senator shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Student Senate business meetings
 - ii. Student Senate circuit meetings
 - iii. Meetings of any committee of which they are members
 - iv. Any other meetings as deemed appropriate by the Senate

- b. Represent the membership in all dealings directly related to SGA business or in which representation is requested
- c. To make necessary proposals in the form of Student Senate Resolutions in the best interest of the membership
- d. To research and study all issues pertaining to SGA and the membership
- e. To vote or to abstain on every motion called in meetings where they have voting rights
- f. Act as the students' final approving authority for the redistribution of the portion of the University Program and Facilities Fees which has been delegated to SGA in accordance with the policies of the University of Nebraska Board of Regents
- g. Initiate removal proceedings as prescribed in these bylaws
- h. To know and follow all rules and guidelines created by SGA
- i. To complete all accepted tasks given by the Student Senate
- j. Fulfill such other duties vested to them by these bylaws or other governing documents

Section 5: Attendance

1. Attendance policy for senators shall be:
 - a. The accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Student Senate meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate circuit meeting is equivalent to one (1) attendance point.
 - d. Each missed day of a retreat is equivalent to one (1) attendance point.
 - e. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.

Section 6: Removal

1. Removal of Senators shall be governed by the removal policies contained in these bylaws.

Article 2: Executive Officers (Executives)

1. The Student Senate shall include the Executive Officers of SGA specified herein.
2. Executives shall exist to facilitate the operations of SGA and carry out the will of the Senate.
3. Each executive role will have its own eligibility requirements, selection procedures, terms of office, duties, attendance policy, and removal procedures specified herein.
4. Executives shall have the power to temporarily transfer their duties to another executive for any reason through an executive memorandum.

Section 1: Student Body President/Student Regent

1. Requirements to be President/Regent shall be the following:
 - a. To be a member of SGA
 - b. To have completed at least three (3) consecutive Fall or Spring semesters.
 - c. To maintain a 2.0 cumulative grade point average.
 - d. To not be on academic or disciplinary probation with UNO.
 - e. To be continuously enrolled in a minimum of six (6) credit hours during the fall and spring semesters, with the option of a credit hour requirement, appeal to the Student Court.
 - f. To have completed 24 semester hours of credit on that campus during two years prior to the academic term in which the office is sought or held.
 - g. To be elected by a majority vote of the students voting in the election or be elected by a margin over the next higher candidate of at least ten percent of the total votes cast for eligible candidates.
 - h. To not be convicted of a felony, unless all civil rights have been restored by the date set for filing for candidacy in Student Government elections.
 - i. To fulfil any additional requirements set by the University of Nebraska Board of Regents.
2. Election of the President/Regent shall take place during the UNOOSGA annual elections. If the President/Regent-elect is deemed ineligible prior to installation of office, the Vice President-elect would then become President/Regent-elect.
3. Term of office for the President/Regent shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of President/Regent due to death, resignation, or removal, the position shall be filled by the Vice President. The new President/Regent shall appoint a new Vice President with a two-thirds (2/3) majority vote of the Student Senate. In the case of the vacancy of both President/Regent and Vice President, a special election shall be held.
5. Duties of the President/Regent shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. University of Nebraska Board of Regents meetings.
 - ii. Executive Committee meetings.
 - iii. Student Senate business meetings.

- iv. Student Senate circuit meetings.
 - v. Any other meetings as deemed appropriate by the Senate.
- b. To represent the Student Body on the University of Nebraska Board of Regents
 - c. To advocate for the interests of the Student Body before the staff, faculty, and administration of the University of Nebraska at Omaha.
 - d. To be in regular communication with the UNO Chancellor and other administrators.
 - e. To appoint other executives.
 - f. Fill vacant executive offices.
 - g. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - h. To propose the annual budget to the Student Activities Budget Commission.
 - i. To sign or veto all Student Senate Resolutions passed by the Student Senate.
 - j. To respond, in consultation with the Executive Committee, to any student-authored petition containing at least twenty (20) student signatures with corresponding NUID numbers, and to communicate any such responses with the Senate.
 - k. To appoint individuals to university committees as needed through an executive memorandum.
 - l. To establish any office hours requirements for executives through an executive memorandum.
 - m. To actively prepare their office for transition to their successor.
 - n. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents
6. Attendance of the President/Regent shall be:
- a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed University of Nebraska Board of Regents meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Executive Committee meetings is equivalent to one (1) attendance point, unless the meeting conflicts with a University of Nebraska Board of Regents function.
 - d. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point, unless the meeting conflicts with a University of Nebraska Board of Regents function.
 - e. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point, unless the meeting conflicts with a University of Nebraska Board of Regents function.
 - f. Each missed day of a retreat is equivalent to one (1) attendance point, unless the retreat conflicts with a University of Nebraska Board of Regents function.
 - g. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - h. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
7. Removal of the President/Regent shall be governed by the removal policies contained in these bylaws.

Section 2: Student Body Vice President

1. Requirements to be Vice President shall be identical to those set for the President/Regent, as set forth above.
2. The Vice President shall be elected on the same ticket as the President/Regent.
3. Term of office for the Vice President shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Vice President due to death, resignation, or removal, the position shall be filled by the appointment of a new Vice President by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent has 30 business days to fill the vacancy. Until the position is filled, the President/Regent shall fulfill all of the Vice President's duties.
5. Duties of the Vice President shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. To chair the Meetings of the Senate.
 - c. To be knowledgeable on Roberts Rules of Order and the rules of SGA.
 - d. To assist the President/Regent in carrying out duties.
 - e. To facilitate the appointment process to fill vacant Senator positions.
 - f. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - g. To actively prepare their office for transition to their successor.
 - h. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. Attendance of the Vice President shall be:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meetings is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.

7. Removal of the Vice President shall be governed by the removal policies contained in these bylaws.

Section 3: Chief of Staff

1. Requirements to be Chief of Staff shall be:
 - a. To be a member of SGA
 - b. To maintain a 2.0 cumulative grade point average
 - c. To not be on academic or disciplinary probation with UNO
 - d. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Chief of Staff shall be elected on the same ticket as the President/Regent.
3. Term of office for the Chief of Staff shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Chief of Staff due to death, resignation, or removal, the position shall be filled by the appointment of a new Chief of Staff by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent has 30 business days to fill the vacancy. Until the position is filled, the President/Regent shall fulfill all of the Chief of Staff's duties.
5. Duties of the Chief of Staff shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. To chair Executive Committee Meetings.
 - c. To supervise and manage the Executives other than the President/Regent and Vice President.
 - d. To take on the duties of the Executives other than the President/Regent and Vice President in the case of vacancies of those positions.
 - e. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - f. To actively prepare their office for transition to their successor.
 - g. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. Attendance of the Chief of Staff shall be:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.

- f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Chief of Staff shall be governed by the removal policies contained in these bylaws.

Section 4: Director of Integrity

1. Requirements to be the Director of Integrity shall be:
 - a. To be a member of SGA
 - b. To maintain a 2.0 cumulative grade point average
 - c. To not be on academic or disciplinary probation with UNO
 - d. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Integrity shall be appointed by the President/Regent and confirmed by two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Integrity shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Integrity due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Integrity by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all the Director of Integrity's duties.
5. Duties of the Director of Integrity shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Rules Committee meetings.
 - iii. Student Senate business meetings.
 - iv. Student Senate circuit meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To be familiar with Robert's Rules of Order and the policies of UNO and SGA.
 - c. To advise members on and hold members accountable to the rules of UNO and SGA.
 - d. To ensure that risks associated with SGA and its activities are being managed effectively.
 - e. To act as parliamentarian for the Student Senate business meetings.
 - f. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - g. To actively prepare their office for transition to their successor.
 - h. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. Attendance of the Director of Integrity shall be:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.

- f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Integrity shall be governed by the removal policies contained in these bylaws.

Section 5: Director of Recruitment

1. Requirements to be the Director of Recruitment shall be:
 - a. To be a member of SGA
 - b. To maintain a 2.0 cumulative grade point average
 - c. To not be on academic or disciplinary probation with UNO
 - d. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Recruitment shall be appointed by the President/Regent and confirmed by two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Recruitment shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Recruitment due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Recruitment by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all the Director of Recruitment's duties.
5. Duties of the Director of Recruitment shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. To facilitate the active recruitment efforts of SGA.
 - c. To deliver regular reports to the Student Senate on all relevant activities of their office;
 - d. To manage the appointment processes for positions within SGA except for those assigned to others.
 - e. To actively prepare their office for transition to their successor.
 - f. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. Attendance of the Director of Recruitment shall be:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point each time the violation occurs.

- g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Recruitment shall be governed by the removal policies contained in these bylaws.

Section 6: Director of Administration

1. Requirements to be the Director of Administration shall be:
 - a. To be a member of SGA
 - b. To maintain a 2.0 cumulative grade point average
 - c. To not be on academic or disciplinary probation with UNO
 - d. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Administration shall be appointed by the President/Regent and confirmed by two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Administration shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Administration due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Administration by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all the Director of Administration's duties.
5. Duties of the Director of Administration shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Any other meetings as deemed appropriate by the President/Regent.
 - b. 2
 - c. To actively prepare their office for transition to their successor.
 - d. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. Attendance of the Director of Administration shall be:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.

- g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Administration shall be governed by the removal policies contained in these bylaws.

Section 7: Director of Diversity, Equity, Inclusion, & Accessibility

1. Requirements to be the Director of Diversity, Equity, Inclusion, and Accessibility shall be:
 - a. To be a member of SGA
 - b. To maintain a 2.0 cumulative grade point average
 - c. To not be on academic or disciplinary probation with UNO
 - d. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Diversity, Equity, Inclusion, and Accessibility shall be appointed by the President/Regent and confirmed by two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Diversity, Equity, Inclusion, and Accessibility shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Diversity, Equity, Inclusion, and Accessibility due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Diversity, Equity, Inclusion, and Accessibility by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all of the Director of Diversity, Equity, Inclusion, and Accessibility's duties.
5. Duties of the Director of Diversity, Equity, Inclusion, and Accessibility shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. DEIA Committee meetings.
 - iii. Student Senate business meetings.
 - iv. Student Senate circuit meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To maintain communication with the Directors of the SGA Agencies.
 - c. To provide consultation and support to the Directors of the SGA Agencies.
 - d. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - e. To actively prepare their office for transition to their successor.
 - f. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. Attendance of the Director of Diversity, Equity, Inclusion, and Accessibility shall be:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.

- f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Diversity, Equity, Inclusion, and Accessibility shall be governed by the removal policies contained in these bylaws.

Section 8: Director of Marketing

1. Requirements to be the Director of Marketing shall be:
 - a. To be a member of SGA
 - b. To maintain a 2.0 cumulative grade point average
 - c. To not be on academic or disciplinary probation with UNO
 - d. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Marketing shall be appointed by the President/Regent and confirmed by two-thirds (2/3) majority of the Senate.
3. Term of office for the Director of Marketing shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Marketing due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Marketing by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all of the Director of Marketing's duties.
5. Duties of the Director of Marketing shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Outreach Committee meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To coordinate the marketing and advertising efforts of SGA
 - c. To actively cultivate awareness of SGA
 - d. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - e. To actively prepare their office for transition to their successor.
 - f. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. Attendance of the Director of Marketing shall be:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point each time the violation occurs.

- g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Director of Marketing shall be governed by the removal policies contained in these bylaws.

Section 9: Director of Finance

1. Requirements to be the Director of Finance shall be:
 - a. To be a member of SGA
 - b. To maintain a 2.0 cumulative grade point average
 - c. To not be on academic or disciplinary probation with UNO
 - d. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Finance shall be appointed by the President/Regent and confirmed by two-thirds majority (2/3) of the Senate.
3. Term of office for the Director of Finance shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of Director of Finance due to death, resignation, or removal, the position shall be filled by the appointment of a new Director of Finance by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfil all of the Director of Finance's duties.
5. Duties of the Director of Finance shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. Budget Committee meetings.
 - v. Student Activities Budget Commission meetings.
 - vi. Any other meetings as deemed appropriate by the President/Regent.
 - b. To monitor all accounts and expenses and ensure the payment of all debts incurred by SGA.
 - c. To accurately account for the funds and transactions of SGA.
 - d. To submit and present the final budget of the Student Activities Budget Commission to the Student Senate for approval.
 - e. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - f. To actively prepare their office for transition to their successor.
 - g. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. Attendance of the Director of Finance shall be:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.

- e. Each missed day of a retreat is equivalent to one (1) attendance point.
 - f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
7. Removal of the Director of Finance shall be governed by the removal policies contained in these bylaws.

Section 10: Director of Leadership Development

1. Requirements to be the Director of Leadership Development shall be:
 - a. To be a member of SGA
 - b. To maintain a 2.0 cumulative grade point average
 - c. To not be on academic or disciplinary probation with UNO
 - d. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. The Director of Leadership Development shall be appointed by the President/Regent and confirmed by two-thirds majority (2/3) of the Senate.
3. Term of office for the Director of Leadership Development shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment. No individual shall serve more than three (3) terms in this position.
4. In the case of a vacancy in the position of the Director of Leadership Development due to death, resignation, or removal, the position shall be filled by the appointment of a new Leadership Development by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. Until the position is filled, the Chief of Staff shall fulfill all the Director of Leadership Development's duties.
5. Duties of the Director of Leadership Development shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Executive Committee meetings.
 - ii. Student Senate business meetings.
 - iii. Student Senate circuit meetings.
 - iv. First Year Leadership Commission meetings.
 - v. Any other meetings as deemed appropriate by the President/Regent.
 - b. To coordinate the activities of the First Year Leadership Commission.
 - c. To deliver regular reports to the Student Senate on all relevant activities of their office.
 - d. To actively prepare their office for transition to their successor.
 - e. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. Attendance of the Director of Leadership Development shall be:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Executive Committee meeting is equivalent to one (1) attendance point.
 - c. One (1) missed Student Senate Business meeting is equivalent to one (1) attendance point.
 - d. One (1) missed Student Senate Circuit meeting is equivalent to one (1) attendance point.
 - e. Each missed day of a retreat is equivalent to one (1) attendance point.

- f. Failure to serve their weekly office hours during the fall and spring semesters or their monthly office hours during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.
 - g. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 7. Removal of the Leadership Development shall be governed by the removal policies contained in these bylaws.

Section 11: Coordinators

1. Requirements to be a Coordinator shall be:
 - a. To be a member of SGA
 - b. To maintain a 2.0 cumulative grade point average
 - c. To not be on academic or disciplinary probation with UNO
 - d. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
2. Coordinator position shall be created and filled by the President/Regent through an executive memorandum and supervised by the President/Regent or another executive of the President/Regent's choosing.
3. Term of office for Coordinators shall not exceed one (1) year beginning at their appointment and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment.
4. In the case of a vacancy of a Coordinator position due to death, resignation, or removal, the position may be filled by the selection coordinator by the President/Regent if they so desire.
5. Duties of a Coordinator shall include, but not be limited to, the following:
 - a. To carry out delegated or specific duties as prescribed by the President/Regent.
 - b. To attend meetings as deemed appropriate by their supervising executive.
 - c. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
6. Attendance of a Coordinator shall be:
 - a. Accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed meeting as deemed appropriate by their supervising executive is equivalent to one (1) attendance point.
 - c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
7. Removal of a Coordinator shall be the prerogative of the President/Regent.

Article 3: Ambassadors

1. The Senate shall include a number of Ambassadors.
2. Ambassadors shall represent special sections of the membership as selected by SGA.
3. Ambassadors shall not vote or count towards quorum during Senate business meetings.

Section 1: Eligibility Requirements

1. To be elected and to serve as an ambassador individual must
 - a. Be a member of SGA
 - b. To maintain a 2.0 cumulative grade point average, with the exception of students in their first semester whose lack of grade point average will be considered satisfactory until a grade point average is established
 - c. To not be on academic or disciplinary probation with UNO
 - d. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court
 - e. To fulfill the requirements set by these bylaws and other governing documents of SGA

Section 2: Selection

1. Ambassadors shall be selected from the campus organizations chosen to represent the special sections of the membership pursuant to that organization's chosen process.

Section 3: Term of Office

1. Terms of Ambassadors shall not exceed one (1) year beginning at their selection and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's installation.

Section 4: General Duties

1. General duties of each Ambassador shall be identical to Senators with the exception of the ability to vote in Student Senate business meetings.

Section 5: Attendance

1. Attendance policy for senators shall be identical to Senators.

Section 6: Removal

1. Removal of the Ambassadors shall be governed by the removal policies contained in these bylaws.

Article 4: Affiliates

1. The Senate shall include a number of Affiliates.
2. Affiliates shall be students who desire to advance the student experience and elect to affiliate with the Senate and participate in its activities.

Section 1: Eligibility Requirements

1. To be an Affiliate the individual must
 - a. Be a member of SGA
 - b. To maintain a 2.0 cumulative grade point average
 - c. To not be on academic or disciplinary probation with UNO
 - d. To fulfill the requirements set by these bylaws and other governing documents of SGA

Section 2: Selection

1. Any member of SGA may be an Affiliate.
2. Any member who desires to be an Affiliate will be subject to an application.

Section 3: Term of Office

1. There shall be no terms for Affiliates. Individuals may serve as an Affiliate for as long as they are eligible or until their death, resignation, or removal from office.

Section 4: General Duties

1. General duties of Affiliates shall include, but not be limited to, the following:
 - a. To attend the following meetings:
 - i. Student Senate circuit meetings
 - ii. Any other meetings as deemed appropriate by the Senate
 - b. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.

Section 5: Attendance

1. Attendance policy for Affiliates shall be:
 - a. The accrual of four (4) attendance points is cause for automatic removal.
 - b. One (1) missed Student Senate Circuit Meeting is equivalent to one (1) attendance point.
 - c. Each missed day of a retreat is equivalent to one (1) attendance point.
 - d. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.

Section 6: Removal

1. Removal of Affiliates shall be governed by the removal policies contained in these bylaws.

Chapter 3: Senate Circuits

1. In order to provide organization, promote community, and encourage accountability of the constituent members of the Student Senate, there shall exist within the Senate a number of Circuits.
2. Establishment and dissolution of circuits shall be done by Student Senate resolution.

Article 1: Membership

1. Upon beginning their membership in the Student Senate, all individuals shall be assigned to one Circuit by the President/Regent taking into account the preferences of the individual.
2. The President/Regent shall strive to keep a balanced number of members across all circuits.
3. Once a member of the Senate is assigned to a Circuit, they may not be assigned to a different Circuit for the remainder of their time in the Senate, except by a motion from the Senate.

Article 2: Leadership

1. Each Circuit will choose among its membership in whatever fashion they wish a Circuit Chair to provide leadership and support to those in the Circuit.
2. The Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair.

Chapter 4: Meetings of the Senate

Article 1: Types of Meetings

1. There shall be two types of Student Senate meetings:
 - a. Business meetings, which shall be used to process official motions, resolutions, and acts of the Senate. Decisions in Business meetings shall be considered official decisions of SGA.
 - b. Circuit meetings, which shall be used for personal and professional development of the members of the Senate and provide the opportunity for the circuits to meet and report on current projects and initiatives.

Article 2: Meeting Schedule and Location

1. The Student Senate is to meet at least once (1) each month during the fall and spring semesters disregarding university breaks, closures, holidays, and finals week.
2. Dates, times, type, and places for the regular meetings of the Student Senate shall be prescribed by the Vice President or by a majority vote during a Senate Business meeting.

Article 3: Special Meetings

1. In the event of an urgent need the Vice President may call a special meeting of the Senate, provided that 48 hours advance notice outlining the urgent circumstances is given by university email to the body and the affirmative consent of a majority of senators is obtained.
 - a. Senators must reply to the notification email within 24 hours with either their consent or dissent.
 - b. Members who do not attend special meetings will not accrue absence points.

Article 4: Critical Procedures and Parliamentary Authority for Business Meetings

1. The most recent edition of Roberts Rules of Order shall be used as the Parliamentary Authority and rules therein shall be subject to the other rules of SGA.
2. Quorum shall be a majority of the current Student Senators.
3. The Vice President shall disseminate meeting agendas and any minutes to be approved to all members of the Student Senate forty-eight (48) hours prior to the next Student Senate meeting.
4. During emergencies and temporary losses of a quorum, the Chair shall have the right to call a recess not exceeding fifteen (15) minutes.
5. Members of the public shall be able to attend any and all meetings pursuant to the rules laid out in Robert's Rules of Order or the rules of SGA.
6. Removal of any person disrupting the conduct of business shall be the right of the Chair.
7. If the executives who normally operate in the functionary roles (i.e., Chair, Parliamentarian, or Secretary) are absent the President/Regent, the Vice President, and the Chief of Staff and shall distribute those responsibilities among themselves.
8. If both the Vice President and Chief of Staff are absent, the President/Regent shall be the Chair.

Article 5: Rights of the Members during Business Meetings

1. The right to vote shall be restricted to only Senators unless otherwise restricted by the rules of SGA.
2. The right to make motions shall be restricted to only Senators and Ambassadors unless otherwise restricted by the rules of SGA.

3. The right to speak shall be restricted only to Senators, Executives, and Ambassadors and individuals recognized by the chair unless otherwise restricted by the rules of SGA.

Chapter 5: Committees of the Senate

1. To facilitate the important work of SGA and prevent the risks of consolidated power, the Student Senate shall contain a number of committees.

Article 1: Types of Committees

1. The Student Senate will contain the following types of committees:
 - a. Standing committees shall be the officially recognized committees under these bylaws that exist across time.
 - b. Ad hoc committees shall be committees that have been formed for a specific purpose, objective, or task. Ad hoc committees shall be established at any point during the year and shall dissolve at the end of each Senate cycle. Ad hoc committees may only be established by a majority vote during a Student Senate Business meeting or by an executive memorandum.

Article 2: Executive Committee

1. There shall exist a standing Executive Committee that exists to carry out the executive functions of SGA.
2. This committee shall meet regularly throughout the year.
3. This committee shall be made up of the following:
 - a. All Executives of the Senate with the exception of Coordinators.
4. The Advisor may attend meetings but may not vote and is not counted towards quorum.
5. The Chief of Staff shall act as chair.
6. The Executive Committee is charged with:
 - a. Meeting regularly throughout the year to inform and advise one another on the progress of the various tasks that each member is currently overseeing.
 - b. Coordinating the executive functions of SGA.
 - c. Make appropriate interim decisions when the Senate is not in session.
 - d. Fulfilling such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. Actions of the committee shall stand unless overturned by a majority vote of the Senate.

Article 3: Rules Committee

1. There shall exist a standing Rules Committee to review and recommend changes to the rules of SGA.
2. This committee shall meet regularly throughout the year.
3. This committee shall be made up of the following:
 - a. No less than four (4) and no more than six (6) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and is not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Integrity who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend meetings but may not vote and is not counted towards quorum.
5. The committee will choose from among its Senators and Ambassadors in whatever fashion they wish a Chair to provide leadership and coordinate the operations of the committee. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they remain a member of the committee.
6. The committee is charged with:
 - a. Reviewing the rules of SGA
 - b. Recommending changes to the rules to the Senate in order to improve the internal structure and operations.
7. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 4: Budget Committee

1. There shall exist a standing Budget Committee to manage the financial decisions of SGA.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) and no more than four (4) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and is not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Finance, who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
5. The committee will choose from among its Senators and Ambassadors in whatever fashion they wish a Chair to provide leadership and coordinate the operations of the committee. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they remain a member of the committee.
6. The committee is charged with:
 - a. Constructing a proposed budget for the next fiscal year to be presented to the Student Activities Budget Commission.
 - b. Make decisions about long-term initiatives which incur recurring expenses over \$200.
7. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 5: Outreach Committee

1. There shall exist a standing Outreach Committee to coordinate the outreach efforts of SGA.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and is not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Marketing, who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
5. The committee will choose from among its Senators and Ambassadors in whatever fashion they wish a Chair to provide leadership and coordinate the operations of the committee. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role as Chair, they remain a member of the committee.
6. The committee is charged with:
 - a. Constructing an outreach plan
 - b. Coordinating the outreach efforts of SGA
 - c. Leading in developing awareness of SGA among the UNO Community
7. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 6: Civic Engagement Committee

1. There shall exist a standing Civic Engagement Committee to encourage civic engagement at UNO.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and is not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
5. The committee will choose from among its Senators and Ambassadors in whatever fashion they wish a Chair to provide leadership and coordinate the operations of the committee. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they remain a member of the committee.
6. The committee is charged with:
 - a. Coordinating the civic engagement efforts of SGA
 - b. Leading in cultivating awareness of national, state, and local elections among the UNO Community
7. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Article 7: Diversity, Equity, Inclusion, & Accessibility (DEIA) Committee

1. There shall exist a standing Diversity, Equity, Inclusion, & Accessibility (DEIA) Committee to promote the belonging of students on campus and within SGA.
2. This committee shall meet regularly throughout the course of the year.
3. This committee shall be made up of the following:
 - a. No less than two (2) Senators or Ambassadors, who shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - b. Any number of Affiliates, who shall not vote and is not counted towards quorum and shall be appointed to the committee by the Vice President based on the interest of the current members of the Senate in consultation of the Advisor.
 - c. The Director of Diversity, Equity, Inclusion, and Accessibility, who shall not vote and is not counted towards quorum.
 - d. The President/Regent who shall not vote and is not counted towards quorum.
4. The Advisor may attend but may not vote and is not counted towards quorum.
5. The committee will choose from among its Senators and Ambassadors in whatever fashion they wish a Chair to provide leadership and coordinate the operations of the committee. This Chair will serve until they are no longer eligible or upon their death, resignation, or removal by the selection of a new Chair. Should the Chair be removed from their role, they remain a member of the committee.
6. The committee is charged with:
 - a. Conducting a DEIA audits as deemed necessary by the committee
 - b. Coordinating DEIA efforts of SGA
 - c. Promoting a sense of belonging for students on campus
7. Actions of the committee, including the selection of committee Chair, shall stand unless overturned by a majority vote of the Senate.

Chapter 6: Resolutions of the Student Senate

1. Resolutions shall be written resolutions of the Student Senate which:
 - a. Require or request action from any part of UNO or any part of the University of Nebraska system.
 - b. Allocate or re-allocate SGA funds.
 - c. Initiate removal procedures of members of SGA.
 - d. State the official position of SGA on any issue.
 - e. Thank or congratulate an individual or group for exceptional accomplishments at UNO.
 - f. Contain amendments to these bylaws or any other lower document containing procedures relating to the function of SGA or any group under the supervision of SGA.
2. All Student Senate Resolutions must be sponsored by at least one (1) Student Senator or Ambassador.
3. Passage of a Student Senate Resolution shall go through the following steps:
 - a. Resolutions must be authored by a member of SGA.
 - b. Drafted resolutions must be sponsored by a Senator or Ambassador.
 - c. Once sponsored a resolution then must be reviewed by a Senator or Ambassador, other than the sponsor, to provide feedback related to clarity, grammar, spelling, credibility of sources, and formatting.
 - d. After being reviewed, it is recommended that the sponsor submits the draft resolution to the advisor to provide feedback related to clarity, grammar, spelling, credibility of sources, and formatting. This step shall not block the resolution from being passed.
 - e. After the review the final resolution must be sent to the Vice President at least forty-eight (48) hours prior to an upcoming Senate Business meeting to be assigned a resolution number and for inclusion to on the agenda.
 - f. After appropriate debate and vote on the floor of the Senate Business meeting, should the resolution pass the Vice President shall sign the approved resolution.
 - g. After receiving the Vice President's signature, the resolution is forwarded to President/Regent under the following guidelines:
 - i. If signed within five (5) business days of Student Senate passage, the proposed Student Senate Resolution becomes official.
 - ii. If a resolution which passes with less than a two-thirds (2/3) majority is not signed within five (5) business days of Student Senate passage, the President/Regent's act of not signing is considered an official veto and the resolution does not become official. In such a case, the following steps must be taken:
 1. The resolution is put on the agenda again for the next Student Senate meeting.
 2. The Student Senate shall again take up the resolution and with a two-thirds (2/3) majority vote needed to override the Presidential Veto. If this threshold is not met, the resolution fails.
 - iii. If a resolution which passes with at least a two-thirds (2/3) majority is not signed within five (5) business days of Student Senate passage, the President/Regent's act of not signing is considered an official veto but the resolution becomes official without the signature of the President/Regent. In such a case, the Vice President should indicate so on the resolution.

Part 5: Commissions

1. In recognition that some work is best done with a degree of insulation from the Student Senate, there shall exist a number of Commissions. Those commissions are specified by these bylaws.

Chapter 1: First Year Leadership Commission (FYLC)

1. In recognition that the first year of an individual's undergraduate career is a unique time filled with intense development and experience, there shall exist a First Year Leadership Commission to provide developmental experiences and a pipeline into SGA for first year students.
2. Requirements to be appointed as a First Year Leadership Commissioner shall be:
 - a. Be a member of SGA.
 - b. To maintain a 2.0 cumulative grade point average.
 - i. Should the student not have an established grade point average the lack of grade point average will be considered satisfactory until a grade point average is established.
 - c. To not be on academic or disciplinary probation with UNO
 - d. To be continuously enrolled in a minimum of six (6) credit hours.
 - e. To have no more than 20 accumulated credit hours at time of appointment, excluding those earned while in high school.
3. Selection of commissioners shall be the duty of the Director of Leadership Development and subject to an executive memorandum.
4. Term of office for First Year Leadership Commissioners shall not exceed one (1) year beginning and ending at the installation of the new Student Senate.
5. The Director of Leadership Development shall be the chair of the First Year Leadership Commission, whose duties shall include, but not be limited to:
 - a. Planning and chairing commission meetings.
 - b. Instructing the commissioners about SGA and its rules.
 - c. All other duties required for the efficient operation of the First Year Leadership Commission.
6. Commission is charged with:
 - a. Selecting two (2) commissioners to serve as First Year Ambassadors to the Senate.
 - i. These Ambassadors shall retain their positions on the commission.
 - ii. Terms of First Year Ambassadors shall not exceed one (1) year starting at their selection and ending at the installation of the new Student Senate.
 - iii. In the case of a vacancy of a First Year Ambassador due to death, resignation, or removal, the commission shall select from the commission a new First Year Ambassador.

- b. Fulfilling such other duties vested to them by these bylaws, the Student Senate, other governing documents, or the Director of Leadership Development.
- 7. Removal of a First Year Leadership Commissioner shall be governed by the removal policies contained in these bylaws.

Chapter 2: Student Activities Budget Commission (SABC)

1. Pursuant to the University of Nebraska Board of Regents Policy 5.9.1 and UNO policies, the Student Activities Budget Commission is a body made up of students, faculty, and staff to recommend to the Student Senate a budget for the Fund A portion of the University Program and Facilities Fee (UPFF).
2. The Student Activities Budget Commission shall be comprised of:
 - a. Three (3) Senators appointed by the Director of Finance subject to a two-thirds (2/3) majority vote of the Student Senate.
 - b. Three (3) students-at-large appointed by the duty of the Director of Appointments, subject to a two-thirds (2/3) majority vote of the Student Senate.
 - c. Three (3) students-at-large and (3) faculty or staff appointed in accordance with the rules of SGA and the policies of the University of Nebraska Board of Regents and UNO.
 - d. The Director of Finance, who shall act as Chair and shall not vote.
3. No person responsible for a UPFF Fund A proposal may vote on actions or resolutions related to the Student Activities Budget Commission.
4. Any section or amendments of sections of the Policy Index pertaining to the Student Activities Budget Commission must be approved by must comply with Regents Policy 5.9.1.
5. Final budget proposals from the Student Activities Budget Commission shall be subject to a majority vote of the Student Senate. Should such proposals not receive a majority vote, the proposal shall return to the Student Activities Budget Commission to be re-evaluated.
6. Removal of a commissioner shall be governed by the removal policies contained in these bylaws.

Chapter 3: Traffic Appeals Commission (TAC)

1. In recognition of the role that SGA has in the appeals of parking and traffic citations there shall exist a Traffic Appeals Commission to hear and process appeals of student parking and traffic violations.
2. The Traffic Appeals Commission shall be made up of a total of five (5) Commissioners who shall be appointed by the Director of Recruitment and confirmed by two-thirds (2/3) majority of the Senate.
3. Requirements to be a Traffic Appeals Commissioner shall be the following:
 - a. To be a member of SGA.
 - b. To maintain a 2.0 cumulative Grade Point Average.
 - c. To be continuously enrolled in a minimum of six (6) credit hours.
4. Term of office for Traffic Appeals Commissioners shall not exceed one (1) year ending at the installation of the new Student Senate or until their death, resignation, or removal from office. No individual shall serve more than three (3) terms in this position.
5. In the case of a vacancy of a position on the Traffic Appeals Commission due to death, resignation, or removal, the Director of Recruitment shall appoint a new Traffic Appeals Commissioner with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
6. Duties of Traffic Appeals Commissioners shall include, but not be limited to, the following:
 - a. To exercise jurisdiction over and vote on all parking ticket contentions and traffic appeals by students who contest the validity of tickets issued by UNO Parking Services.
 - b. To be in communication with UNO Parking Services on a regular basis.
 - c. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. One Traffic Appeals Commissioner will be selected as Chief Commissioner. This position shall be selected by the Commissioners at the first Commission meeting where a quorum is established and the position is vacant.
8. Additional duties of the Chief Traffic Appeals Commissioner shall include, but not be limited to, the following:
 - a. To serve as the chairperson for Traffic Appeals Commission meetings.
 - b. To plan a meeting schedule and meeting agendas for the Commission.
 - c. Fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
9. Attendance of each Traffic Appeals Commissioner shall be:
 - a. The accrual of three (3) attendance points is cause for automatic removal.
 - b. One (1) missed Commission meeting is equivalent to one (1) attendance point.
 - c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.

10. Rulings from the Traffic Appeals Commission may be appealed to the Student Court.
11. Removal of the Leadership Development shall be governed by the removal policies contained in these bylaws.

Chapter 4: Election Commission (EC)

1. In recognition of the importance of independence and objective elections, there shall exist an Election Commission to administer the elections.
2. The Election Commission shall be made up of at least five (5) but no more than nine (9) Commissioners who shall be appointed by the Director of Marketing and confirmed by two-thirds (2/3) majority of the Senate.
3. Requirements to be an Election Commissioner shall be the following:
 - a. To be a member of SGA.
 - b. To maintain a 2.0 cumulative Grade Point Average.
 - c. To be continuously enrolled in a minimum of six (6) credit hours.
4. Term of office for Election Commissioners shall not exceed one (1) year ending at the installation of the new Student Senate or until their death, resignation, or removal from office. No individual shall serve more than three (3) terms in this position.
5. In the case of a vacancy of a position on the Election Commission due to death, resignation, or removal, the Director of Marketing shall appoint a new Election Commissioner with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
6. The duties of the Election Commissioners shall include, but not be limited to, the following:
 - a. To work with the UNO administration in overseeing elections and candidates.
 - b. To establish the time, place, and the manner of voting in accordance with these bylaws and the rules of SGA.
 - c. To hear and rule on grievances submitted by members of SGA when student candidates have been accused of violating election rules.
 - d. To review the election rules annually and propose changes to the Student Senate.
 - e. To work with the Director of Marketing to advertise the elections and the results.
 - f. Communicating all information via email, text, or other traceable communication channels.
 - g. To fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. One Election Commissioner will be selected as Chief Commissioner. This position shall be selected by the Commissioners at the first Commission meeting where a quorum is established and the position is vacant.
8. Additional duties of the Chief Election Commissioner shall include, but not be limited to, the following:
 - a. To serve as the chairperson for Election Commission meetings.
 - b. To plan a meeting schedule and meeting agendas for the Commission.
 - c. Ensure all grievance forms accessible on SGA website.
 - d. Ensure all hearings are advertised to the public at least 24 hours prior to hearings.

- e. To record and make publicly available all proceedings, rulings, and minutes from each commission meeting and grievance hearing.
- 9. Attendance of each Election Commissioner shall be:
 - a. The accrual of three (3) attendance points is cause for automatic removal.
 - b. One (1) missed Commission meeting is equivalent to one (1) attendance point.
 - c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
- 10. Rulings from the Election Commission may be appealed to the Student Court.
- 11. The SGA advisor must be included in all communication and present at all hearings.
- 12. Removal of an Election Commissioner shall be governed by the removal policies contained in these bylaws.

Part 6: Student Court

1. In recognition of the necessity for an impartial judicial body to promote accountability, fairness, and trust, there shall exist a Student Court to provide judicial oversight for the rest of SGA.
2. Requirements to be a Student Court Justice shall be the following:
 - a. To be a member of SGA.
 - b. To maintain a 2.0 cumulative Grade Point Average.
 - c. To be continuously enrolled in a minimum of six (6) credit hours.
3. The Student Court shall be made up of a total of five (5) Justices who shall be appointed by the Director of Integrity and confirmed by two-thirds (2/3) majority of the Senate.
4. Term of office for Student Court Justices shall not exceed two (2) years ending at the installation of the new Student Senate following their second year or until their death, resignation, or removal from office. No individual shall serve more than three (3) terms in this position.
5. In the case of a vacancy of a position on the Student Court due to death, resignation, or removal, the Director of Appointments shall appoint a new Justice with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
6. The duties of the Election Commissioners shall include, but not be limited to, the following:
 - a. To provide a means of jurisprudence for the members SGA by:
 - i. Acting as the sole interpreter of these bylaws and any other document containing policies, rules, and/or procedures relating to the function of SGA or any group under the supervision of SGA.
 - ii. Reviewing of the activities of SGA or any group under the supervision of SGA for validity under these bylaws and any other document containing policies, rules, and/or procedures relating to the function of SGA or any group under the supervision of SGA.
 - iii. Hearing appeals of attendance points.
 - iv. Hearing appeals of the decisions of the Election Commission.
 - v. Hearing appeals of the decisions of the Traffic Appeals Commission.
 - vi. Solving conflicts arising from the rules of SGA or and groups under the control of SGA.
 - vii. Making decisions on any other matter brought to the court by SGA or UNO.
 - b. To meet at least once per month during the Fall and Spring semesters.
 - c. To rule on all items brought before the Student Court, without infringing on due process.
 - d. To recommend changes to the rules of SGA to the Student Senate.
 - e. Communicating all information via email, text, or other traceable communication channels.
 - f. To fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.

7. One Justice selected as Chief Justice. This position shall be selected by the Justices at the first Commission meeting where a quorum is established and the position is vacant.
8. Additional duties of the Chief Justice shall include, but not be limited to, the following:
 - a. To serve as the chairperson for Student Court meetings.
 - b. To plan a meeting schedule and meeting agendas for the Court.
 - c. Ensure all reports of rulings from the court are sent to the Director of Integrity.
9. Attendance of each Student Court Justice shall be:
 - a. The accrual of three (3) attendance points is cause for automatic removal.
 - b. One (1) missed Commission meeting is equivalent to one (1) attendance point.
 - c. Should an attendance point accrue due to an emergency situation or academic reason, an appeal may be submitted to the Student Court within thirty (30) calendar days of the violation.
10. All rulings from the Student Court are final and not subject to appeal.
11. The SGA advisor must be included in all communication and present at all hearings.
12. Removal of a Student Court Justice shall be governed by the removal policies contained in these bylaws.

Part 7: Agencies

1. In recognition that some work is best done with more autonomy from SGA, there shall exist organizations which shall enjoy a greater level of autonomy from the Student Senate.
2. Furthermore, SGA recognizes that the student experience at the University of Nebraska at Omaha benefits from the student-led provision of advocacy, services, and resources, especially for students from underserved communities and historically marginalized identities.
3. These organizations shall be referred to as Agencies of SGA.
4. These agencies are still subject to the rules of SGA.
5. Agencies shall operate with the sanction of and on behalf of SGA to serve the interests of the aforementioned populations at UNO.

Chapter 1: Operations

1. Agencies shall operate semi-autonomously from SGA, and independently determine their goals and activities while accepting appropriate oversight from the Student Senate and Executive Committee.
2. Agencies shall be able to request allocations of the University Program and Facilities Fee Fund-A (UPFF-A) monies through the Student Activities Budget Commission to meet their needs. Any UPFF-A monies unspent at the end of the year shall be placed in the SGA Reserve Fund.
3. Agencies shall work with the Director of Diversity, Equity, Inclusion, and Accessibility in carrying out their duties specified by the SGA governing documents, the duties specified in their governing documents, and their goals.
4. Agencies shall be led by a duly-appointed Director or Co-Directors, who shall appoint a Board each year to assist them in their work. Directors, Co-Directors, and Board members may be subject to the Limitation Article of these Bylaws.

Chapter 2: Establishment and Dissolution

1. Establishment and dissolution of agencies shall be done by Student Senate resolution which shall require a two-thirds (2/3) majority vote of the Student Senate.

Chapter 3: Agency Directors

1. Agencies shall be led by a Director or a number of Co-Directors.
2. Requirements to be a Director or Co-Director of an Agency shall be:
 - a. To be a member of SGA.
 - b. To maintain a 2.0 cumulative grade point average.
 - c. To not be on academic or disciplinary probation with UNO.
 - d. To be continuously enrolled in a minimum of six (6) credit hours during the fall and spring semesters, with the option of a credit hour requirement appeal to the Student Court.
3. Agencies shall, with the option of consulting with their Advisor, select a Director or Co-Directors to lead the Agency. The Director of Recruitment shall assist the Agencies with filling vacancies, but should defer to the preferred candidate chosen by each Agency. In the event that there is no preferred candidate, the Director of Recruitment shall appoint an individual to fill the vacancy.

4. Directors or Co-Directors of an Agency shall be confirmed by two-thirds (2/3) majority of the Senate. Directors may be appointed interim by executive memorandum, but appointments must be confirmed by the Student Senate at the soonest opportunity.
5. Term of office for a Director of an Agency shall not exceed one (1) year beginning and ending at the installation of the new Student Senate or until their death, resignation, removal from office, or their successor's appointment.
6. Duties of Agency Directors shall include, but not be limited to, the following:
 - a. To regularly communicate with the Director of Diversity Equity and Inclusion.
 - b. To provide resources and programs to be utilized by UNO students.
 - c. To draft and propose an annual budget as part of the Student Activities Budget Commission process on behalf of their Agency.
 - d. To form a board, comprised of members of SGA.
 - e. To recommend changes to the rules of SGA as they relate to Agencies.
 - f. To serve a minimum of ten (10) office hours per week during the Fall and Spring semesters and six (6) office hours per week during the summer sessions.
 - i. This may be split should an Agency be led by Co-Directors;
 - g. To fulfill such other duties vested to them by these bylaws, the Student Senate, or other governing documents.
7. Attendance of each SG-UNO Agency Director or Co-Director shall be governed by the following SG-UNO policy:
 - a. The accrual of three (3) attendance points is cause for automatic removal.
 - b. Should violation of this attendance policy occur due to an emergency situation or academic reason, a SG-UNO Agency Director may request an exemption from the Student Court within thirty (30) calendar days of the violation.
 - c. Two (2) missed meetings of any committee in which a SG-UNO Agency Director is involved is equivalent to one (1) attendance point;
 - d. Failure to serve the required number of office hours shall be equivalent to one (1) attendance point.
8. Removal of an Agency Director shall be governed by the removal policies contained in these bylaws.

Part 8: University of Nebraska Board of Regents Mandated Organizations Connected to SGA

1. The University of Nebraska Board of Regents has established the following officially-sanctioned student-led organizations at the University of Nebraska at Omaha which may utilized University Programs and Facilities Fee monies through the Student Activities Budget Commission (SABC) process:
 - a. SGA, the student government
 - b. Maverick Productions, the student programming board
 - c. The Gateway, the student newspaper
2. SGA has been tasked with administering the SABC process each academic year, and shall include itself and its Agencies, as well as Maverick Productions and The Gateway, in this process.
3. Each of the three mandated organizations shall maintain its own finances, and may maintain reserve funds.
4. SGA shall not govern the activities of the mandated organizations, except as specified in its governing documents and those of the Board of Regents.
5. Each of the three mandated organizations shall be free to determine their relationship to the others.

Part 9: Student Government Funds

Chapter 1: Purpose

1. SGA has determined that it is in the interests of the student body to maintain a budget of its own, independent of its Agencies and the other Board of Regents-mandated organizations.
2. These funds shall be utilized to serve and/or advance the interests and needs of students and SGA.

Chapter 2: Use of the Funds

1. Funds requested during the SABC process shall include but are not limited to line items specifying allocations for contingency funds, programming, and operations.
2. Except as otherwise specified in its governing documents, utilization of any SGA funds shall be administered by the Director of Finance.
3. Any unspent funds at the end of each Senate cycle shall be placed in the SGA Reserve Fund.

Clause 3: Reserve Fund (Reserves)

1. SGA shall maintain a reserve container of UPPF-Fund A fees not utilized by SGA or its agencies.
2. SGA shall maintain procedures for the usage of funds from this container.

Part 10: Elections

1. In order to democratically choose those elected members of SGA, the regular annual election process shall take place annually during the Spring Semester.
2. Special elections can be called by the Election Commission if they deem it necessary.
3. The Election Commission is empowered to administer all elections in accordance with the rules of SGA and the rules and policies of the University of Nebraska Board of Regents.

Part 11: Limitations on Service

1. Due to potential conflicts of interest (financial or otherwise), no person shall hold more than one of the following positions at the same time:
 - a. Student Senator.
 - b. Senate Ambassador (may hold position in First Year Leadership Commission).
 - c. Senate Affiliate.
 - d. President/Regent.
 - e. Vice President.
 - f. Chief of Staff.
 - g. Director of Integrity.
 - h. Director of Recruitment.
 - i. Director of Administration.
 - j. Director of Diversity, Equity, and Inclusion.
 - k. Director of Marketing.
 - l. Director of Finance.
 - m. Director of Leadership Development.
 - n. First Year Leadership Commissioner (may hold an ambassador position).
 - o. Student Court Justice.
 - p. Election Commissioner.
 - q. Traffic Appeals Commissioner.
 - r. Agency Director or Co-Director.
 - s. Agency Board Member responsible for budgets, SABC preparation, and/or expenditures.
 - t. Executive Board member Maverick Productions, the UNO student programming board.
 - u. Staff member of The Gateway, the UNO student newspaper.
2. In circumstances wherein UPFF Fund-A sponsored organizations establish positions not yet covered above, the Student Court will have the authority to establish limits on involvement in SGA on said positions until such time that these bylaws can be updated.
3. No person serving on the Student Court or the Election Commission may run for an elected position within SGA. If a Student Court Justice or an Election Commissioner wishes to run for an elected office, they must resign their position at least four (4) months prior to the beginning of the election process to be eligible for office.
4. The Director of Marketing must resign the position before the appointment of any Election Commissioners in order to be eligible for election.
5. Election or appointment of a member holding another office at the time of election or appointment shall not be construed as violating the previous clauses provided they resign from the former position within five (5) business days.
6. Notwithstanding anything to the contrary above, no member of the administration, full-time faculty, or full-time staff of UNO or the University of Nebraska system shall be allowed to serve on SGA.

7. To prevent conflicts of interest, both real and perceived, no appointment may be granted to an immediate family member (including brothers, step-brothers, sisters and step-sisters) of the SGA individual responsible for an appointment.
8. Unless otherwise restricted, individuals removed from a role are free re-enter in the same or different role.

Part 9: Removal

Chapter 1: Automatic Removal Due to Ineligibility to Serve

1. Any person serving in a position within SGA will be automatically removed from office for failure to meet and maintain current SGA, UNO, or University of Nebraska Board of Regents eligibility requirements as provided in these or other official document governing membership. Removal of this nature does not necessitate Articles of Impeachment or an Impeachment Trial.

Chapter 2: Automatic Removal Due to Failure to Attend

1. Any person serving in a position within SGA will be automatically removed from their office for failure to meet and maintain current attendance requirements as provided in these bylaws or any other official document governing attendance. Removal of this nature does not necessitate Articles of Impeachment or an Impeachment Trial.

Chapter 3: Removal by Resolution of No Confidence

1. The Student Senate may remove someone from office by the adoption of a resolution containing a call of no confidence.
2. The resolution must identify the instances of nonfeasance and/or malfeasance which serve as cause(s) for removal.
3. Such resolutions must be adopted by a two-thirds (2/3) majority vote during a Student Senate Business meeting.
4. The individual is immediately removed from their office upon adoption of the resolution.
5. The following roles are subject to this manner of removal:
 - a. Senate Ambassadors.
 - b. Senate Affiliates.
 - c. Director of Integrity.
 - d. Director of Recruitment.
 - e. Director of Administration.
 - f. Director of Diversity, Equity, and Inclusion.
 - g. Director of Marketing.
 - h. Director of Finance.
 - i. Director of Leadership Development.
 - j. First Year Leadership Commissioner.
 - k. Election Commissioners.
 - l. Traffic Appeals Commissioners.
 - m. Agency Directors or Co-Directors.
6. Removal in this manner is subject to appeal by the Student Court.

Chapter 4: Removal by Impeachment

1. The President/Regent, Vice President, Chief of Staff, Student Senators, and Student Court Justices may be removed from office by conviction of malfeasance and/or nonfeasance in office as a result of an impeachment and subsequent trial.
2. Impeachments may be initiated by the adoption of a Student Senate resolution containing a call for impeachment.
3. The resolution must identify the instances of nonfeasance and/or malfeasance which serve as cause(s) for removal.
4. The resolution must be adopted by a two-thirds (2/3) majority vote of the Student Senate to advance to the Impeachment Trial phase.
5. Approval of Articles of Impeachment does not constitute immediate removal from office, as only a conviction by an Impeachment Trial forces removal from office.
6. So as to schedule a trial promptly, within five (5) business of adoption of the resolution containing the call for impeachment, must be provided to:
 - a. The Student Court in the case of the Impeachment of the President/Regent, Vice President, or a Student Senator.
 - b. The Impeachment Tribunal in the case of Impeachment of a Student Court Justice.
7. Removal in this manner is not subject to appeal by the Student Court.

Article 1: Impeachment Trials of President/Regent, Vice President, and Student Senators:

1. Upon adoption by the resolution containing calls of impeachment the Student Court shall conduct a trial of the impeached officer on the grounds specified in the resolution.
2. This trial must be held at most (30) calendar days of receiving the adopted resolution.
3. All Student Court Justices must be present for the trial and the Chief Justice shall chair.
4. Conviction by a majority vote of all Student Court Justices will result in the impeached officer being immediately removed from office.

Article 2: Impeachment Trials of Student Court Justices:

1. Upon adoption by the resolution containing calls of impeachment an Impeachment Tribunal shall conduct a trial of the impeached officer on the grounds specified in the resolution.
2. The Impeachment Tribunal shall consist of
 - a. President/Regent
 - b. Vice President
 - c. Chief of Staff
 - d. All the Circuit Chairs
 - e. The Director of Integrity
3. This trial must be held at most (30) calendar days of receiving the adopted resolution.

4. The Director of Integrity shall chair the trial and shall not vote.
5. Conviction by a majority vote of all members of the tribunal will result in the impeached Justice being immediately removed from office.

Part 10: Amendments

1. The Student Senate shall adopt, amend, and revise, as deemed necessary, these bylaws which shall provide for the proper and efficient operation and administration of SGA.
2. An amendment to these bylaws must follow the following process:
 - a. A public open forum will be held before a Senate vote to allow public comment on the proposed bylaw changes and gather feedback from constituents.
 - i. Notification of potential changes and the forum should be advertised via campus media at least two (2) times within three (3) weeks prior to the date of the forum.
 - ii. The text of each proposed amendment shall be made available to the public upon request.
 - iii. A courtesy notice of the proposed bylaw changes must be provided to the UNO Chancellor and system the President of the University. This notice must include information on when the public open forum will occur and when a Senate vote will tentatively take place.
 - b. After the public open forum, any amendment to these bylaws must be proposed in a Student Senate resolution and adopted by a two-thirds (2/3) majority vote of the Student Senate.
 - c. The signed and approved resolution along with clean and redlined copies of the bylaws will be sent to University of Nebraska Legal Counsel for a final review.
 - i. Changes provided by the University of Nebraska Legal Counsel may be incorporated into the amended bylaws by the Executive Committee.
 - d. After the incorporation of any required changes provided by Legal Counsel, the signed resolution as well as clean and redlined copies of the bylaws must be approved by the cognizant Chancellor of UNO for approval.
 - e. After approval by the cognizant Chancellor, the signed resolution as well as clean and redlined copies of the bylaws must be sent to the University of Nebraska Board of Regents Corporation Secretary to be added onto the agenda for the next upcoming University of Nebraska Board of Regents meeting scheduled as a notification item. Any amendments to these bylaws shall not become binding until they are filed with the Corporation Secretary.
 - f. After being sent to the Corporation Secretary, a final clean copy of the bylaws should be sent to the UNO Chancellor notifying them of the completed cycle and that these revisions will be on the upcoming University of Nebraska Board of Regents meeting agenda as a notification item.

Glossary of Terms

Key: (v.): verb (n.): noun (adj.): adjective

Absent (v.):	When a voting member is not present.
Abstain (v.):	To refrain from or otherwise not when one would otherwise be able to vote.
Advisor (n.):	A member of the UNO faculty or staff who has been officially charged by UNO with the advisement of SGA.
Appeal (n.):	The official requests a change to an official decision.
Appeal (v.):	To request a change to an official decision.
Appoint (v.):	To name officially.
Attendance (n.):	The act of being present.
Automatic Removal (n.):	Process to remove someone from office for failure to meet and maintain current eligibility requirements or attendance requirements.
Business day (n.):	Any day on which UNO offices are open.
Bylaws (n.):	Rules adopted by an organization chiefly for the government of its members and the regulation of its affairs
Chair, Chairperson (n.):	The presiding officer of a meeting
Chief Commissioner (n.):	The head of a commission.
Clemency (n.):	A pardon for nonfeasance
Commission (n.):	A group of people directed to perform a duty or set of duties
Commissioner (n.):	A member of a commission
Committee (n.):	A body of persons delegated to consider, investigate, take action on, or report on some matter or matters
Disciplinary Action (n.):	Formal action taken against a member in response to nonfeasance or malfeasance.
Discipline (n.):	An intervention taken to correct or improve behavior.

Discipline (v.):	To subject someone to discipline.
Executive Memorandum (n.):	A written act of the President/Regent
Grievance (n.):	The formal expression of a complaint
Impeach (v.):	To charge someone with malfeasance or nonfeasance.
Impeachment (n.):	The process of formally bringing charges against someone.
Jurisprudence (n.):	The collective body of judicial decisions and the philosophy and reasoning of them.
Justice (n.):	An official authorized to decide questions brought before a court
Liaison (n.):	One who establishes and maintains mutual understanding and communication
Majority (adj.):	More than half of something, usually votes cast.
Malfeasance (v.):	The commission of a wrongful act in office. Wrongful act shall mean a serious criminal offense, a violation of the Student Code of Conduct, or a transgression constituting malfeasance under the rules of SGA.
Meeting (n.):	An assembly for a common purpose
Member (n.):	A UNO student and member of SGA
Nonfeasance (v.):	The failure to perform official duties and responsibilities.
Office Hours (n.):	An amount of time, outside of any required meetings, in which officials are to make themselves available for members, to work on items relating to SGA, and to be present in the SGA offices.
Open Forum (n.):	A time set aside for open discussions and external speakers
Organ (n.):	A sub-body of the greater organization.
Parliamentarian (n.):	An expert in the rules and usages of a deliberative assembly
Policy Index (n.):	Collection of documented rules, adopted by Student Government, to govern its operations and affairs, differing to the bylaws and such documents deemed of a higher order.
Position (n.):	A social or official rank, role, or status.
Present (adj.):	In attendance, not elsewhere

Present and voting (n.):	The members of an assembly hearing business and voting on said business.
Public Forum (n.):	A time set aside for open discussions and external speakers
Quorum (n.):	The number of members needed to transact business
Remove (v.):	To dismiss someone from a role.
Senate Cycle (n.):	The yearly cycle beginning and ending with new Senators taking office.
Secretary (n.):	Someone who is charged with clerical duties of a body such as taking minutes
Simple majority (adj.):	More than half of something, usually votes cast.
Student Body (n.):	Individuals who are UNO students
Student-at-Large (n.):	A member not serving in any particular office or otherwise elected to SGA
Two-Thirds Majority (adj.):	Two-thirds or more of something, usually votes cast.

Omaha, Nebraska
April 11, 2025

The Board of Regents of the University of Nebraska met on April 11, 2025, at 9:00 a.m. in the UNO STEM Trail Science Center, Roskens Hall, 6005 University Dr. N., Omaha, NE 68182, in a publicly convened session, the same being open to the public and having been preceded by advanced publicized notice, a copy of which is attached to the minutes of this meeting as Attachment 1 (page 25).

In compliance with the provisions of Neb. Rev. Stat. § 84-1411, printed notice of this meeting was sent to each member of the Board and was posted in the first-floor lobby of Varner Hall. In addition, copies of such notice were sent to the Lincoln Journal Star, Omaha World-Herald, The Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, and the Lincoln office of the Associated Press on April 4, 2025.

Regents present:

Timothy Clare
Paul Kenney, Chair
Elizabeth O'Connor
Robert Schafer
Jim Scheer, Vice Chair
Jack Stark
Barbara Weitz
Kathy Wilmot
Sam Schroeder, University of Nebraska at Kearney
Elizabeth Herbin, University of Nebraska-Lincoln
Pranita Devaraju, University of Nebraska Medical Center
Ishani Adidam, University of Nebraska at Omaha

University officials present:

Jeffrey P. Gold, President
David Jackson, Interim Executive Vice President and Provost
Katie Hoffman, Corporation Secretary
Charles Bicek, Interim Chancellor University of Nebraska at Kearney
Rodney D. Bennett, Chancellor, University of Nebraska-Lincoln
Dele H. Davies, Interim Chancellor, University of Nebraska Medical Center
Joanne Li, Chancellor, University of Nebraska at Omaha
Michael J. Boehm, Vice President for Agriculture and Natural Resources
Anne Barnes, Interim Vice President and Chief Financial Officer
Bren Chambers, Interim Vice President and General Counsel
Chris Kratochvil, Interim Vice President for External Relations

I. CALL TO ORDER

II. ROLL CALL

The Board convened at 9:00 a.m. Attendance is indicated above.

Chair Kenney announced the location of the Open Meetings Act in the Boardroom.

III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON FEBRUARY 25, 2025

- Motion Moved by Schafer and seconded by Schroeder to approve the minutes and ratify the actions of the meeting on February 25, 2025.
- Action Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Kenney, O’Connor, Schafer, Scheer, Stark, Weitz, Wilmot and Clare. Motion carried.

IV. PRESENTATIONS

Dr. Christopher Moore, PhD, Director of the STEM Trail Center, Dr. George F. Haddix Community Chair of Physical Science, and Chair, Physics Department College of Arts & Sciences welcomed everyone to the meeting and introduced Chancellor Joanne Li, Ph.D., CFA, who provided an update on what is happening at the UNO campus.

Chair Kenney introduced Regent Tim Clare who presented Regent Emeritus to Dr. Jim McClurg.

V. KUDOS

Regent Schroeder presented a KUDOS award to Renee Besse, Director of Financial Aid at the University of Nebraska at Kearney.

Regent Herbin presented a KUDOS award to Karez Hassan, Academic Advisor, Journalism and Mass Communications, at the University of Nebraska-Lincoln.

Regent Devaraju presented a KUDOS award to Katelyn Kelley, lab manager of the Emotional Neuroscience Research Laboratory and Assistant Director of Research at the University of Nebraska Medical Center Munroe-Meyer Institute.

Regent Adidam presented a KUDOS award to Alisha Olson, Senior Practicum Specialist, Grace Abbott School of Social Work at the University of Nebraska at Omaha.

Regent Wilmot presented a KUDOS award to Anna Berg, Senior Workstation Support Associate for IT Client Services at the University of Nebraska Office of the President on the UNO campus.

VI. UNIVERSITY ADMINISTRATIVE AGENDA
A. ACADEMIC AFFAIRS

University of Nebraska

1. Approve the award of Honorary Degree, Addendum VI-A-1

- Motion Moved by Scheer and seconded by Schroeder to approve the award.
- Action Student Opinion: Voting Aye: Herbin, Schroeder, Adidam, and Devaraju. Voting Aye: O’Connor, Schafer, Scheer, Stark, Weitz, Wilmot, Clare, and Kenney. Motion carried.

VII. RESOLUTIONS

Regent Clare presented the following resolution:

WHEREAS, Sam Schroeder has served with distinction as a member of the University of Nebraska Board of Regents and as the President of the Associated Students of the University of Nebraska at Kearney; and

WHEREAS, Regent Schroeder navigated and continues to navigate significant leadership transitions, welcoming Dr. Jeffery Gold as the 9th President of the University of Nebraska System, and serving on the UNK Chancellor Search Committee following the retirement of Doug Kristensen, NU's longest-serving chancellor; and

WHEREAS, Regent Schroeder consistently prioritized fiscal responsibility within the UNK Student Government budget, ensuring that every dollar spent by students through student fees was fully allocated toward effective initiatives that benefited the student body while protecting the future allocation and use of student government funds through his advocacy; and

WHEREAS, in his unwavering dedication to the UNK student body, Regent Schroeder has played a pivotal role in achieving a remarkable range of influential initiatives, including the creation of a new fund for student-led projects; record reinvestment in student organizations; creation of a new mental health resource; collection of financial support across various departments for investments into campus recreation and athletics; and the remodeling of the campus food pantry; and

WHEREAS, Regent Schroeder exemplified service as a representative, prioritizing constituent outreach, transparency, and meeting with stakeholders, most notably in a time of unprecedented change in higher education; and

WHEREAS, Regent Schroeder has provided his advocacy for a number of initiatives across various levels of governance, including countless initiatives among UNK administration and the NU Board of Regents, as well as with the City of Kearney, in addition to providing support for the STOP CAMPUS HAZING ACT in the U.S. Senate; and

WHEREAS, Regent Schroeder believes that serving the students of the University of Nebraska at Kearney, as well as the nearly 50,000 students across NU, will be one of the greatest honors of his life;

NOW, THEREFORE, BE IT HIGHLY RESOLVED, the University of Nebraska Board of Regents expresses great appreciation for the tremendous and outstanding contributions of Regent Sam Schroeder during his first term of office.

Regent O'Connor presented the following resolution:

WHEREAS, Elizabeth Herbin has served with distinction as a member of the University of Nebraska Board of Regents, the Student Body President, and Association of Students of the University of Nebraska (ASUN) President for the 2024-2025 term; and,

WHEREAS, during her time in ASUN, Regent Herbin has been committed to promoting student wellness through the establishment of the Sexual Misconduct Prevention Committee and membership on the Campus Life and Safety Committee; and,

WHEREAS, Regent Herbin has navigated the closure of the Office of Diversity and Inclusion (ODI) with her executive team, welcomed a new President of the NU System, led ASUN amidst the current federal changes, helped with the budget request to the Nebraska Legislature, representing ASUN's voice in the process, and thoughtfully navigated ASUN's budget request; and,

WHEREAS, Regent Herbin has been a diligent liaison between students, staff, faculty and administration, promoting pivotal campus partnerships with attention to transparency, communication and collaboration; and,

WHEREAS, Regent Herbin has sponsored many key initiatives alongside her executive team that increase services to students, leaving a lasting legacy on student services and ASUN productivity.

NOW, THEREFORE, BE IT RESOLVED, the University of Nebraska Board of Regents recognize Regent Elizabeth Herbin for her exemplary service to the University of Nebraska and wish her continued success in all her future endeavors.

Regent Schafer presented the following resolution:

WHEREAS, Pranita Devaraju has served as a member of the University of Nebraska Board of Regents and as President of the University of Nebraska Medical Center Student Senate during the 2024-2025 term;

WHEREAS, Regent Devaraju represented herself, her institution and her fellow students with dignity and integrity during board meetings and events, and has served as a vocal and unwavering advocate for students throughout UNMC and the NU system; and

WHEREAS, during her time as a student at UNMC, and previously at the University of Nebraska at Omaha, Regent Devaraju has held leadership positions beyond President/Regent while balancing the demands of medical school, including serving as a public advocate for the university in person and on multiple media platforms; and

WHEREAS, Regent Devaraju has helped lead student advocacy and feedback that will help shape the future of student housing at UNMC; and

WHEREAS, Regent Devaraju, with her fellow student regents, presented to the Board in multiple committees about the importance of student support services, and reached out to their counterparts at multiple Big Ten universities in search of new ideas, services and solutions; and

WHEREAS, Regent Devaraju was among those who led efforts that resulted in the piloting of a new parking shuttle on the Omaha medical center campus, and served as liaison between parking services and students as the program takes shape; and

WHEREAS, the UNMC Student Senate, under Regent Devaraju’s leadership, advocated for improved, online scheduling for Counseling and Psychological Services (CAPS), which will result in a new scheduling system starting next academic year, making it easier for students to engage with crucial mental health resources; and

WHEREAS, Regent Devaraju is herself a shining example of the talent that can be mined in our home state, a top scholar, musician and now future physician, who chose to stay home to attend the University of Nebraska.

NOW, THEREFORE, BE IT RESOLVED, that the University of Nebraska Board of Regents expresses its sincere appreciation for Regent Pranita Devaraju's dedicated service and effective leadership as a member of the board and wishes her success in all her future endeavors.

Regent Stark presented the following resolution:

WHEREAS, Ishani Adidam has served with distinction as a member of the University of Nebraska Board of Regents and President of the University of Nebraska at Omaha (UNO) Student Government Association for the 2024 – 2025 term; and

WHEREAS, during her time at UNO, Regent Adidam had demonstrated a deep commitment to advocacy, student wellness, and representation, championing initiatives that support and uplift the student body; and

WHEREAS, in her leadership role, Regent Adidam established a monthly Registered Student Organization (RSO) Council, creating a space for student leaders and constituents to share ideas, voice concerns, and collaborate on meaningful initiatives to improve the student experience; and

WHEREAS, Regent Adidam prioritized student well-being by appointing a Coordinator of Wellness to intentionally lead efforts that support mental health and overall wellness across campus; and

WHEREAS, Regent Adidam contributed to the development of a comprehensive guide for the campus community, including academic stakeholders, to foster clarity, connection, and accessibility in campus-wide initiatives; and

WHEREAS, under Regent Adidam’s leadership, the Student Government Association became a fully operational governing body for the first time in four years, with every role – from the executive branch to commissions – filled and functioning collaboratively; and

WHEREAS, Regent Adidam has been an instrumental liaison between students and administration, advancing policy and process development focused on transparency, accountability, and responsible stewardship of student fees; and

WHEREAS, through her unwavering dedication to belonging, elevating voices, and action, Regent Adidam has left a lasting legacy of student empowerment, community-building, and positive change at UNO;

NOW, THEREFORE, BE IT RESOLVED, that the University of Nebraska Board of Regents thanks Regent Ishani Adidam for her exemplary service to the University of Nebraska, and wishes her continued success in all her future endeavors.

Regent Schroeder presented the following resolution:

WHEREAS, the University of Nebraska and the broader community of the State of Nebraska lost a valued member of our community on January 15, 2025, with the passing of Jack Hoffman; and

WHEREAS, Jack touched the hearts across Husker nation and the country at large during his "touchdown run" at the 2013 Husker Spring Game; and

WHEREAS, Jack showed all of Nebraska and the world what it means to be truly courageous and strong during his courageous battle with cancer; and

WHEREAS, Jack and his family turned their battle into something positive by being not only a voice for, but an advocate of, pediatric brain cancer, starting the Team Jack Foundation and raising over \$14 million to aid pediatric cancer research; and

WHEREAS, After demonstrating a passion for expanding legal resources in rural Nebraska, Jack earned the Kearney Law Opportunities Program Scholarship and attended the University of Nebraska at Kearney in the Fall of 2024. During his time at UNK, he excelled in his political science courses, was an honors student, and earned a spot on the Dean's List;

NOW, THEREFORE BE IT RESOLVED, that the Board of Regents recognizes Jack Hoffman and the entire Team Jack Foundation for everything they did during Jack's short life to inspire us all; to show us what strength, courage, and perseverance truly look like; and to teach us that everyone can make a difference. As part of their gratitude the Board of Regents has recommended that the University of Nebraska at Kearney award Jack Hoffman a Bachelor of Science in Political Science to be presented at the May 2025 commencement ceremony. The Board of Regents, and the entire state, sends our deepest condolences to Jack Hoffman's family, and to all who knew and loved him.

Regent Weitz presented the following resolution:

WHEREAS, the University of Nebraska and all Husker fans lost a valued member of our community on February 14, 2025, with the passing of the Voice of the Huskers Greg Sharpe; and

WHEREAS, Greg joined the Huskers in 2008 as the play-by-play announcer for Husker football and baseball and quickly cemented his place in the homes and hearts of all Husker fans, putting us all in the center of the action with his distinctive voice, passion, and excitement for Husker sports; and

WHEREAS, Greg showed us his strength and courage continuing to call baseball and football games while waging his battle with pancreatic cancer; and

WHEREAS, Husker Athletics has honored Greg’s service to the University by renaming the booth in which he spent so much time the Greg Sharpe Radio Booth;

NOW, THEREFORE BE IT RESOLVED, that the Board of Regents recognizes Greg Sharpe for sharing his talent and passion with us all. The Board of Regents, and the entire state, sends its deepest condolences to Greg’s family, and to all who knew and loved him.

Resolution Adopted There being no objection, the above resolutions were approved and adopted by the general consent of the Board.

Chair Kenney requested a ten-minute break. The Board recessed at 10:30 a.m. and Chair Kenney reopened the meeting at 10:41a.m.

VIII. HEARINGS
None

IX. PRESIDENT’S REMARKS

President Gold shared an update on the University, the current budget situation with the state, highlighting upon the work the University has done in conjunction with the State Legislature in difficult times to achieve a workable budget. He discussed the five strategic pillars which are shared with the public and will be officially introduced later this year. He also recognized Jack Hoffman and his family, Greg Sharpe and his family and former Volleyball Coach Cook, each for their service to the University and the state of Nebraska.

X. PUBLIC COMMENT

Stephanie Bondi addressed the Board regarding proposed bylaw changes.

Crystal Garcia addressed the Board regarding proposed bylaw changes.

Zackary Bursh addressed the Board regarding proposed bylaw changes.

Eli Calderon Palacios addressed the Board regarding proposed bylaw changes.

XI. UNIVERSITY CONSENT AGENDA

Motion Moved by Clare and seconded by Wilmot to approve all Consent items.

A. ACADEMIC AFFAIRS

XI-A-1 President’s Personnel Recommendations

B. BUSINESS AND FINANCE

XI-B-1 Acceptance of Audited Financial Statements, Addendum XI-B-1

Action Student Opinion: Voting Aye: Schroeder, Adidam, Devaraju, and Herbin. Voting Aye: Schafer, Scheer, Stark, Weitz, Wilmot, Clare, Kenney, and O’Connor. Motion carried.

XII. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

- Motion Moved by Schroeder, seconded by Stark to approve item XII-A-1.
- XII-A-1 Approval to establish the Nebraska Children’s Justice and Legal Advocacy Center administered by the College of Law which will partner with the College of Arts and Sciences at the University of Nebraska-Lincoln (UNL).
- Action Student Opinion: Voting Aye: Adidam, Devaraju, Herbin, and Schroeder. Voting Aye: Scheer, Stark, Weitz, Wilmot, Clare, Kenney, O’Connor, and Schafer. Motion carried.
- Motion Moved by Wilmot and seconded by Schroeder to approve item XII-A-2.
- XII-A-2 Approval to establish an Undergraduate Certificate in Irrigation and Agricultural Water Management to be administered by the Department of Biological Systems Engineering in the College of Agricultural Sciences and Natural Resources at the University of Nebraska-Lincoln (UNL).
- Action Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Stark, Weitz, Wilmot, Clare, Kenney, O’Connor, Schafer, and Scheer. Motion carried.
- Motion Moved by Scheer, seconded by Schroeder to approve item XII-A-3.
- XII-A-3 Approval to delete the undergraduate Bachelor of Arts degree in Geology administered by the Department of Earth and Atmospheric Sciences in the College of Arts and Sciences at the University of Nebraska-Lincoln (UNL).
- Action Student Opinion: Voting Aye: Herbin, Schroeder, Adidam, and Devaraju. Voting Aye: Weitz, Wilmot, Clare, Kenney, O’Connor, Schafer, Scheer, and Stark. Motion carried.
- Motion Moved by Weitz, seconded by Schroeder to approve item XI-A-4.
- XII-A-4 Approval to establish a Graduate Certificate, Emergency Nurse Practitioner, to be administered by the College of Nursing at the University of Nebraska Medical Center (UNMC).
- Action Student Opinion: Voting Aye: Schroeder, Adidam, Devaraju, and Herbin. Voting Aye: Wilmot, Clare, Kenney, O’Connor, Schafer, Scheer, Stark, and Weitz. Motion carried.

B. BUSINESS AND FINANCE

- Motion Moved by Scheer and seconded by Stark to approve item XII -B-1.
- XII-B-1 Approve amendments to the Collective Bargaining Agreement between the Board of Regents and the UNK Education Association (UNKEA) for the 2025-2027 biennium.
- Action Student Opinion: Voting Aye: Adidam, Devaraju, Herbin, and Schroeder. Voting Aye: Clare, Kenney, O’Connor, Schafer, Scheer, Stark, Weitz, and Wilmot. Motion carried.

Motion	Moved by Stark and seconded by Schroeder to approve item XII -B-2.
XII-B-2	Approve a change order and authorize execution of a standard form construction agreement for Husker Vision enabling work as part of the Memorial Stadium Improvements Project.
Action	Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Kenney, O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, and Clare. Motion carried.
Motion	Moved by Scheer and seconded by Schroeder to approve item XII -B-3.
XII-B-3	Approve the Naming of the John Cook Arena at the Bob Devaney Sports Center.
Action	Student Opinion: Voting Aye: Herbin, Schroeder, Adidam, and Devaraju. Voting Aye: O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, Clare, and Kenney. Motion carried.
Motion	Moved by Stark and seconded by Scheer to approve item XII -B-4.
XII-B-4	Approve a change order and authorize execution of a standard form construction agreement for the Outdoor Track Replacement at UNL.
Action	Student Opinion: Voting Aye: Schroeder, Adidam, Devaraju, and Herbin. Voting Aye: Schafer, Scheer, Stark, Weitz, Wilmot, Clare, Kenney, and O'Connor. Motion carried.
Motion	Moved by Scheer and seconded by Schroeder to approve item XII -B-5.
XII-B-5	Approve a budget increase for the UNL LB384 Pershing Military & Naval Sciences Building Renovation Project.
Action	Student Opinion: Voting Aye: Adidam, Devaraju, Herbin, and Schroeder. Voting Aye: Scheer, Stark, Weitz, Wilmot, Clare, Kenney, O'Connor, and Schafer. Motion carried.
Motion	Moved by Scheer and seconded by Schroeder to approve item XII -B-6.
XII-B-6	Ratify Amendments 2,3 & 4 and approve a proposed change order exceeding 1.25% of the project cost for the Westbrook Music Building LB384 Replacement Project.
Action	Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Stark, Weitz, Wilmot, Clare, Kenney, O'Connor, Schafer, and Scheer. Motion carried.
Motion	Moved by Stark and seconded by Devaraju to approve items XII -B-7 and XII-B-8.
XII-B-7	Approve the Intermediate Design Report #1 and Authorize additional budget for the enabling work for Project Health at UNMC.
XII-B-8	Approve Integrated Project Delivery Agreement for Project Health
Action	Student Opinion: Voting Aye: Herbin, Schroeder, Adidam, and Devaraju. Voting Aye: Weitz, Wilmot, Clare, Kenney, O'Connor, Scheer, and Stark. Abstaining: Schafer. Motion carried.

- Motion Moved by Stark and seconded by Devaraju to approve item XII -B-9.
- XII-B-9 Approve a change order and authorize execution of a standard from construction agreement for the CORE Building project.
- Action Student Opinion: Voting Aye: Schroeder, Adidam, Devaraju, and Herbin. Voting Aye: Wilmot, Clare, Kenney, O'Connor, Scheer, Stark, and Weitz. Not Voting: Schafer. Motion carried.
- Motion Moved by Scheer and seconded by Clare to approve item XII -B-10.
- XII-B-10 Approve amendments to the Collective Bargaining Agreement between the Board of Regents and the UNO American Association of University Professors (UNO/AAUP) for the 2025-2027 biennium.
- Action Student Opinion: Voting Aye: Adidam, Herbin, and Schroeder. Not Voting: Devaraju. Voting Aye: Clare, Kenney, O'Connor, Schafer, Scheer, Stark, Weitz, and Wilmot. Motion carried.
- Motion Moved by Wilmot and seconded by Scheer to approve item XII -B-11.
- XII-B-11 Approve the UNO Program Statement and Budget for the Biomechanics Research Building Phase 3 Addition.
- Action Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Kenney, O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, and Clare. Motion carried.
- Motion Moved by Clare and seconded by Schroeder to approve item XII-B-12.
- XII-B-12 Approve the scope and budget change for the UNO LB384 Electrical Switch Relocation project.
- Action Student Opinion: Voting Aye: Herbin, Schroeder, Adidam, and Devaraju. Voting Aye: O'Connor, Schafer, Stark, Weitz, Wilmot, Clare, and Kenney. Not Voting: Scheer. Motion carried.

C. EXECUTIVE

- Motion Moved by Schroeder and seconded by Devaraju to approve item XII-C-1.
- XII-C-1 Approve updates to Section 1.1 of the Bylaws of the Board of Regents of the University of Nebraska.
- Action Student Opinion: Voting Aye: Schroeder, Adidam, Devaraju, and Herbin. Voting Aye: Schafer, Scheer, Stark, Weitz, Wilmot, Clare, Kenney, and O'Connor. Motion carried.
- Motion Moved by Scheer and seconded by Stark to approve item XII -C-2.
- XII -C-2 Approve updates to Section 3.0 of the Bylaws of the Board of Regents of the University of Nebraska.

- Action. Student Opinion: Voting Nay: Adidam, Devaraju, and Herbin. Abstaining: Schroeder. Voting Aye: Scheer, Stark, Wilmot, Clare, Kenney, and Schafer. Voting Nay: Weitz and O'Connor. Motion carried.
- Motion Moved by Devaraju and seconded by O'Connor to approve item XII -C-3.
- XII -C-3 Approve updates to Section 3.4.3.4 of the Bylaws of the Board of Regents of the University of Nebraska and update to Section 3.3.13 of the Board of Regents Policy.
- Action Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Stark, Weitz, Wilmot, Clare, Kenney, O'Connor, Schafer, Scheer. Motion carried.
- Motion Moved by Stark and seconded by Scheer to approve item XII-C-4.
- XII – C-4 Approve amendments to Regents' Policies RP-3.1.3, RP-5.2.1, RP-5.7.4, RP-5.8.4.
- Motion Moved by Wilmot and seconded by Scheer to Amend Item RP 3.1.3
- Motion Moved by Scheer and seconded by Wilmot to table both proposed amendment and item RP 3.1.3
- Action Student Opinion: Voting Aye: Schroeder and Devaraju. Voting Nay: Herbin and Adidam. Voting Aye: Weitz, Wilmot, Scheer. Voting Nay: Clare, Kenney, O'Connor, Schafer, and Stark. Motion to table RP 3.1.3 and proposed amendment fails.
- Action Student Opinion: Voting Nay: Schroeder, Adidam, Devaraju and Herbin. Voting Aye: Wilmot, Schafer and Scheer. Voting Nay: Clare, Kenney, O'Connor, Stark, and Weitz. Proposed amendment to RP 3.1.3 fails.
- Action Student Opinion: Voting Nay: Adidam, Devaraju, Herbin, and Schroeder. Voting Aye: Clare, Kenney, Schafer, Scheer, and Stark. Voting Nay: O'Connor, Weitz, and Wilmot. Motion carried.

D. FOR INFORMATION ONLY

- XII -D-1 Updates to remaining Chapters I – III of the Bylaws of the Board of Regents of the University of Nebraska.

E. REPORTS

- XII -E-1 Naming of the radio booth in Memorial Stadium to the Greg Sharpe Radio Booth.
- XI-E-2 Proposal to rename the Graduate Certificate in Advanced Writing to the Graduate Certificate in Creative Writing, Editing, & Publishing administered by the Department of English in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO).

- XII-E-3 Proposal to establish an Expedited Graduate Certificate in Computational Artificial Intelligence to be administered by the School of Computing in the College of Engineering at the University of Nebraska-Lincoln (UNL).
- XII-E-4 4th Quarter Personnel Reports (October, November, December 2024).
- XII-E-5 Report on acquisition of property located at 801 West 27th Street, Kearney for UNK.
- XII-E-6 Semiannual Report on Licenses ending December 31, 2024, for University of Nebraska Medical Center.
- XII-E-7 Report of Bids and Contracts.
- XII-E-8 Quarterly Gifts, grants, contracts, bequests.
- XII-E-9 Quarterly Status of Capital Construction.
- XII-E-10 Extension of the naming rights of Baxter Arena with the current sponsor.
- XII-E-11 University of Nebraska: Strategic Plan Pillars and Strategies.

XII. CLOSED SESSION

Motion Moved by Schroeder and seconded by Devaraju that the Board go into closed session as authorized by Neb. Rev. Stat. § 84-1410 of the Revised Statutes of Nebraska for the protection of the public interest, and to prevent needless injury to the reputation of persons who have not requested a public hearing, for the purpose of holding a discussion limited to the following subjects:

- No business being at hand, the Board had no discussion during Closed Session.

Action Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Kenney, Schafer, Scheer, Stark, Weitz, Wilmot, and Clare. Voting Nay: O’Connor.
Motion carried.

The Board went into closed session at 12:22 p.m.

The Board reconvened the open meeting at 12:35 p.m.

ADJOURNMENT

There being no further business, the meeting was adjourned by Chair Kenney at 12:35p.m.

Respectfully submitted,

Katie Hoffman
Corporation Secretary

Paul Kenney
Chair of the Board



NOTICE OF MEETING

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Friday, April 11, 2025 at 9:00 a.m. in the STEM TRAIL Center at the University of Nebraska at Omaha, 6005 University Dr. N, Roskens Hall, Omaha, NE 68182.

An agenda of subjects to be considered at said meeting, kept on a continually current basis is available for inspection in the Office of the Corporation Secretary of the Board of Regents at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska and at <https://nebraska.edu/regents/agendas-minutes>.

A copy of this notice will be delivered to the Lincoln Journal Star, the Omaha World-Herald, The Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, the Lincoln office of the Associated Press, members of the Board of Regents, and the President's Council of the University of Nebraska System.

Dated: April 4, 2025

Katie Hoffman, Corporation Secretary
Board of Regents of the University of Nebraska



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