

# College of Arts and Sciences Faculty Meeting

Thursday, April 22, 2026

3:30 p.m. – 5:00 p.m.

Chimney Rock Room, Nebraska Union

## AGENDA

1. Approval of Minutes See Appendix, pages 3-12.
  - a. Fall Faculty Meeting held on December 11, 2025. See Appendix, pages 3-4 .
  - b. Special Faculty Meetings held on January 27, 2026, and March 26, 2026. See Appendix, pages 5-6.
    - i. Notification from Dean regarding the submission of a Grievance by College of Arts and Sciences Faculty. See Appendix, pages 7-12.
2. College updates and information items
3. Opportunity for faculty to ask questions arising from annual reports of the various college committees. See appendix, pages 13-
  - a. Executive Committee (page 13)
  - b. Promotion and Tenure Committee (page 13)
  - c. Curriculum and Advising Committee (pages 13-14)
  - d. Committee on Student Academic Distinction, Awards, and Appeals (pages 14-16)
  - e. Assessment Committee (page 16)
  - f. Research Advisory Committee (page 16)
  - g. Endowed/College Professorships Committee (page 16)
  - h. Inclusion, Diversity, Equity, and Access (IDEA) Committee (page 17)
  - i. Academic Freedom and Freedom of Speech Committee (page 17)
  - j. Budget Advisory Committee (page 17 )
  - k. Faculty Hiring Advisory Committee (page 17)
  - l. Committee for Advancing Undergraduate Success and Equity (CAUSE) (pages 17-18)
4. Recommendation from the Dean and the College Executive Committee to approve the proposed changes to the Bylaws of the Faculty. See Appendix, pages 19-61.
  - a. Amending CAS Bylaws Overview (page 19)
  - b. Current directive from EVC regarding Bylaw changes (pages 20-29)
  - c. Proposed CAS Bylaws – all changes (pages 30-39)
  - d. Proposed CAS Bylaws – based on current changes (pages 40-51)
  - e. Proposed CAS Bylaws – based on approved by CAS Fall 2024 (pages 52-61)
5. Questions and Feedback

# APPENDIX

ITEM 1a. Approval of Minutes from the Fall Faculty Meeting held on December 11, 2025.

College of Arts & Sciences Faculty Meeting  
Thursday, December 11, 2025  
3:30 p.m. – 5:00 p.m.  
Nebraska Union, Heritage Room

**MINUTES**

**Meeting called to order at 1531, quorum met.**

**Dussault: Agenda to be changed today by adding new business section, and remove recommendation for meteorology at 4(o).**

1. Call Meeting to Order
  - a. Election of Faculty Secretary (two academic year term) **Lahey** again.
2. Approval of Minutes from the Spring Faculty Meeting held on May 8, 2025. See Appendix, pages 2-3.
  - a. **Griffin** corrects 5(e), note was incomplete, process ends on this campus with Chancellor, with University system is Regents; what was actually said remains indistinct.  
Approved by general assent.
3. College Updates and information items.
  - a. Gratitude for attendance; bad news regarding cultural attacks on our values and Regents' recent (5 Dec 2025) decision to eradicate Earth and Atmospheric Sciences. Loss of funding, faculty, and institutional support is substantial. The shortfall that has created this comes from revenue flow decrease. Likelihood of cuts in near future is real. UNL budget has grown 1%, while growth at other branches has been much larger; within UNL, state budget has gone down dramatically, with loss of 100 tenure lines. Uncertain if any of the VSIP funds will be returned to the college.
  - b. Research enterprise under risk thanks to uncertainty of grant agencies.
  - c. VC Nelson has been very helpful.
  - d. Pressure to retreat from basic principles underlying liberal arts education from forces beyond the campus, to eliminate DEI language in public documents. Much that has happened has been top-down without faculty input, which this college will continue to oppose as far as possible.
  - e. Entering class enrollment up, retention much higher than before, CAS contributes dramatically to University honors, awards, national recognition that elevates University reputation. CAS programs to support undergraduate and graduate education continue apace, at 90% of goal established.
  - f. **Dussault** grateful to all who work to further college goals, notably CAS Tech specialists during account migration. For those in despair, "when you find yourself in hell, keep going" Churchill via Perlman.
4. Recommendation from the College Curriculum and Advising Committee to approve the proposed changes for the 2025-2026 Undergraduate Catalog. See Appendix, pages 4-55.
  - a. Changes to the **Minor Structure** in College – Elimination of the Plan B option. See Appendix, pages 4-5. **McQuillan** chair of Curriculum and Advising Committee: order of discussion to be minor structure, degree structure, clusters changes.
    - i. Details about elimination of plan B presented by **Griffin**.  
Vote passes by general assent.
  - b. Changes to the **Combined Degree major** in College – add requirement of major and addition of

Nursing. See Appendix, pages 6-10.

Vote passes by general assent.

- c. Changes to the major in **Anthropology** – Changes to core; reduce hours for major. See Appendix, pages 11-12.
- d. Changes to the minor in **Archaeology** – Restructure that results in 1 hour increase in minor. See Appendix, pages 13-16.
- e. Changes to major in **Communication Studies** – Removal of Emphasis areas, Add Communication Studies Option, Communication and Relationships Option, Health Communication Option, and Rhetoric, Media, and Public Culture Option. See Appendix, pages 17-24.
  - 4c,d,e,f,j,k,l,m,n approved unopposed.
- f. Changes to the minor in **Digital Humanities** – Restructuring the minor and updating the course lists. See Appendix, pages 25-27.
- g. Changes to the minor in **Economics** – Removal of the Plan B minor. See Appendix, pages 28-29.
  - i. 4a.i applies, positive vote unopposed.
- h. Changes to the minor in **English** – Removal of the Plan B minor. See Appendix, pages 30-31.
  - i. 4a.i applies, positive vote unopposed.
- i. Deletion of the major in **Ethnic Studies**. See Appendix, pages 32-33.
  - i. **Hillebrecht**: calls question, Kellas seconds.
    1. Called question regarding 4i. 34 yea, 5 nay.
    2. Vote on 4i. 31 yea 13 nay; 4.i. passes and major is closed.
- j. Changes to the minor in **Film Studies** – Restructuring to add core courses; updating course lists. See Appendix, pages 34-35.
- k. Changes to the major in **Geography** – Changes to core; reduce hours for major. See Appendix, pages 36-37.
- l. Changes to the major in **Global Studies** – Changes to core; reduce hours for major. See Appendix, pages 38-39.
- m. Changes to the major in **History** – Reducing hours required in subareas with no change in hours for major. See Appendix, pages 40-41.
- n. Changes to the major in **Mathematics**. See Appendix, pages 42-49.
  - i. Elimination of Education Option. See Appendix, pages 42-43.
  - ii. Elimination of Mathematical Biology Option. See Appendix, pages 44-45.
  - iii. Changes to Mathematics of Physical Phenomena Option – Title change to Mathematics of Biological Sciences and Physical Phenomena Option; restructure with no change in hours. See Appendix, pages 46-49.
- o. Changes to the major in **Meteorology-Climatology** – addition of one hour to the core for the major. See Appendix, pages 50-51.
  - i. Removed from discussion at outset of meeting.

#### 5. New Business

- a. **Professor Lahey** asked interested faculty to join a request to call a special meeting of the CAS Faculty to prepare a complaint over the proposed closure of the Department of Earth and Atmospheric Sciences. The request for a special meeting was signed by 28 faculty members, meeting the threshold required by College Bylaws. The special meetings that resulted from this process are described as part of the minutes for that meeting.

Meeting adjourned 1707

**ITEM 1b. Approval of Minutes from the Special Faculty Meetings held on January 27, 2026, and March 26, 2026.**

Special Meeting of January 27, 2026:

A special meeting to discuss a motion related to the closure of the Department of Earth and Atmospheric Sciences was convened on January 27, 2026, following a written request from 28 members of the faculty. A draft motion was read to the group. After a significant discussion and several friendly amendments, the original motion was withdrawn. A version adding significant detail about implementation was moved and seconded. The revised motion, reproduced below, was adopted by unanimous vote of the 60 faculty in attendance:

"Be it resolved that the Faculty of the College of Arts and Sciences will organize a committee that will investigate and produce a complaint concerning the allegation that the discontinuance of Earth and Atmospheric Sciences was not bona fide and/or has unduly harmed the Faculty of the College of Arts and Sciences.

The complaint will be submitted to the Faculty of the College of Arts and Sciences through email and voted on at an in-person meeting and if a majority favors the complaint, it will be filed with the Academic Rights and Responsibilities Committee in accordance with Section 4.14 of the Bylaws of the Board of Regents of the University of Nebraska, and specifically subsection d(2)."

Faculty interested in joining the committee were asked to contact Professor Lahey, who agreed to coordinate the group.

The draft complaint generated by ad hoc committee was e-mailed to the Dean on February 17, 2026, after which the Dean engaged in correspondence with members of the committee to confirm details. On March 13<sup>th</sup>, , the College submitted the draft complaint to the faculty and called for a special meeting on March 26<sup>th</sup>. Details related to the draft complaint will be discussed as part of the description of the second special meeting.

The report generated by the ad hoc committee was shared with the Faculty of CAS by e-mail in early March. The preamble to the committee's response is presented here.

The ad hoc committee has investigated the allegation that the discontinuance of Earth and Atmospheric Sciences was not bona fide and/or has unduly harmed the Faculty of the College of Arts and Sciences. In accord with ARRC 4.2.1.1, the members of the committee agree that the actions of Chancellor Bennett, under the direction of President Gold, in Fall 2025 leading to the dismissal of tenured faculty members from the Department of Earth and Atmospheric Sciences warrant a written complaint from the Faculty requesting investigation by the Academic Rights and Responsibilities [Committee]. The [ad hoc] committee has prepared a formal complaint to the Academic

Rights and Responsibilities Committee which is now presented for consideration by the Faculty.

The body of the report is not reproduced here here as it is nearly identical to the complaint ultimately submitted to the Academic Rights and Responsibilities Committee. There are two points of difference. The report refers to “below listed faculty” whereas the approved version refers to the Faculty. The report did not suggest any remedies while the approved version concludes with a list of requested remedies.

Special Meeting on 3/26/2026: At a special meeting on March 26<sup>th</sup>, it was moved and seconded that the draft complaint be adopted by the Faculty of the College of Arts and Sciences. Following discussion and several amendments, the motion was approved (33 yes, none opposed, 3 abstentions). The text of the motion can be found in the body of the letter from the College to the Academic Rights and Responsibilities Committee (see following section).

ITEM 1.b.i. Notification from Dean regarding the submission of a Grievance by College of Arts and Sciences Faculty

April 6, 2026

To: UNL Academic Rights and Responsibility Committee  
Fr: Pat Dussault, Interim Dean, College of Arts and Sciences  
Re: Grievance forwarded on behalf of the College of Arts and Sciences Faculty



At a special meeting in January 2026 the Faculty of the College of Arts and Sciences created an ad hoc committee to “investigate and produce a complaint concerning the allegation that the discontinuance of Earth and Atmospheric Sciences was not bona fide and/or has unduly harmed the Faculty of the College of Arts and Sciences.” The report generated by the ad hoc committee was shared with the Faculty of CAS by e-mail in early March. The preamble to the committee’s response is presented here.

The ad hoc committee has investigated the allegation that the discontinuance of Earth and Atmospheric Sciences was not bona fide and/or has unduly harmed the Faculty of the College of Arts and Sciences. In accord with ARRC 4.2.1.1, the members of the committee agree that the actions of Chancellor Bennett, under the direction of President Gold, in Fall 2025 leading to the dismissal of tenured faculty members from the Department of Earth and Atmospheric Sciences warrant a written complaint from the Faculty requesting investigation by the Academic Rights and Responsibilities [Committee]. The [ad hoc] committee has prepared a formal complaint to the Academic Rights and Responsibilities Committee which is now presented for consideration by the Faculty.

The motion that created the ad hoc committee also noted that the report from the committee would be submitted to the Faculty of the College of Arts and Sciences through email and voted on at an in-person meeting. An in-person meeting was called on March 26, 2026, with the committee’s complaint the sole item on the agenda. The body of the report served as the basis for discussion by the faculty. Following discussion and several amendments, the Faculty of the College of Arts and Sciences approved (33 in favo, none opposed, 4 abstentions) the request that constitutes the remainder of this document.

Adopted at a special meeting of the Faculty of the College of Arts and Sciences on March 26, 2026.

In accord with ARRC 4.2.1.1, the Faculty of the College of Arts and Sciences have agreed that the actions of Chancellor Bennett, under the direction of President Gold, in Fall 2025 leading to the dismissal of tenured faculty members from the Department of Earth and Atmospheric Sciences warrant formal written complaint, leading to formal investigation by the Academic Rights and Responsibilities Committee of the University of Nebraska.

### **Facts Leading to Complaint (ARRC 4.2.1.3)**

The President and BOR violated procedures for significant budget reallocation [*Procedures 2011*], a set of guidelines for eliminating departments and programs, including

- a) the improper formulation of metrics used to assess said departments and programs,
- b) failure to cooperate with the Academic Planning Committee in implementing the decision, and
- c) failure to account for specific faults of the department and its faculty that led to their having been selected to be eliminated.

These three factors have resulted in revocation of tenure in the case of three faculty members, and eight staff members of CAS.

### Implementation of *Procedures 2011*:

Normally, tenure can only be revocable in cases of University financial exigency; the terms described in Board of Regents Policies 4.2.11.1.a defining financial exigency are:

“The perceived financial crisis shall be an extraordinary one of such magnitude **that normal operations cannot be maintained and programs therefore must be significantly altered in order to meet required budgetary reductions.** Factors other than a financial crisis, including the desire to reorganize a major administrative unit or one or more of its sub-units, or the desire to implement long-range changes in educational

policy, shall not be used to justify the declaration of a state of financial exigency. However, declaration of a state of financial exigency shall not preclude consideration of these factors in developing solutions for resolving the financial crisis. “

These conditions have not been met, as evidenced by the decision of University administration to rely on the document *PROCEDURES TO BE INVOKED FOR SIGNIFICANT BUDGET REALLOCATIONS AND REDUCTIONS*. [Procedures, 2011]

The stated purpose of this document is that it “establishes budget reallocation and reduction procedures at the University of Nebraska Lincoln for academic and support and service programs in circumstances where significant budget reallocations or reductions are required.”<sup>1</sup>

This set of Procedures was developed, among other reasons, to respect “the need for **common understandable data and information about programs; the need for time for discussion and negotiation among the various participants in the process;** and the need to protect the safeguards contained in the Bylaws and Policies of the Board of Regents and the Bylaws of the University of Nebraska-Lincoln with respect to faculty tenure and due process considerations.”

The decision to implement these procedures, rather than abide by the BOR Policies 4.2.11.1, appears to have been motivated by a belief that some kind of financial emergency exists at UNL. Rather than pursue this issue, the complaint is addressed to the Administration, to wit, the President and the Chancellor acting on his behalf, for failure to follow the procedures outlined in the 2011 document.

These procedures and the subsequent decision by the President and the Board of Regents fail to meet the needs described, regarding:

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<sup>1</sup> “significant budget reallocations or reductions are required” appears to mean “when financial exigency cannot be declared, but revocation of tenure is still regarded as desirable by the administration.”

1) The need for common understandable data.

Procedures, 2011 states: “Information used in the reallocation and reduction process must be made available to the budget planning participants and affected programs in a timely manner so that corrections and explanations can be made before it is released to the public.”(I.A.2, p.3)

We argue that this information, the metrics used to determine the programs to be terminated, have not been made available in a timely manner, and that the explanations presented were not sufficient, as described in section 3 below.

The criteria for elimination of a program are defined in Procedures 2011, with this note:

Programs of lowest quality should be eliminated first unless they are determined to be central to the university’s mission. Evaluation should be based on the effectiveness and productivity of the unit in question and on its state, national, and international reputation. Considerations must be given to the value of the activity to the public it serves. (IV.F.4, p.8)

2) The execution of the standards described in section 1.

The execution of the standards described in section 1, including the Board of Regents Bylaws, and Procedures 2011 is described at <https://budgetprocess.unl.edu/>, in which a letter dated 8 August 2025 from Chancellor Bennett is referenced. Bennett says,

“The Executive Leadership Team has proposed teaching and research metrics that will be used for academic program analysis with input from many people. These metrics were shared with you last semester. **They have also been shared with Deans and department executive officers.** Valuable feedback from these meetings has resulted in improvements to this metrics-based approach that can be consistently and fairly applied across programs. This

quantitative approach, combined with qualitative assessments like strength of the program, needs of the state, and workforce alignment, are being considered as part of the current process. These metrics will help us to make decisions regarding ongoing and future investments in key programs that can further elevate the university and the state of Nebraska.”

3) How these standards have been violated:

Metrics designed to assist administrators in identifying departments that are arguably “underperforming” were used that were not made available to the faculty of these departments, save insofar as how these departments registered according to measurement. That is, grounds for understanding why these departments were so identified, allowing for comparison to other departments not assessed as “underperforming”, were not made available either to members of the departments involved, or to the CAS faculty as a whole. The website describing the process, <https://budgetprocess.unl.edu/>, contains a description entitled Academic Program Review, asserting that:

“These metrics were aligned with the Nebraska Coordinating Commission for Post-secondary Education criteria, the revised and approved APC criteria for the review of academic programs, the N2025 strategic plan, and the NU System “Odyssey to the Extraordinary.” They were developed and refined in collaboration and consultation with shared governance partners over the spring and summer including college leadership teams, the APC, and department executive officers. “

The assertion of Chancellor Bennett that these metrics were shared with Department Executive Officers made on 8 August 2025, in accord with the standards given above, would seem difficult to misinterpret. But the DEO of EAS asserts that

“At the 15 May mandatory meeting for DEOs, there was a presentation of UNL's budget woes and an overview (i.e., few specifics) of program metrics, followed by Q&A (which admin labeled as "Consult with DEOs" - a prelude to future claims). If memory serves me, the budget portion of the presentation was as long or longer than the overview of the metrics. The Q&A focused entirely on the metrics, especially on data quality and

statistical manipulation. A couple days later, we received the slide deck, measure definitions (> 100 measures - not metrics), and a metrics FAQ. There was no follow-up until the end of July (the 29th) when we received a memo from CAS, with a scatterplot of the overall instructional and research metrics (averages of the individual component metrics). Only CAS units were identified on the accompanying scatterplot (this was updated on 8 August), again only CAS units were identified. Only at the end of August were the actual metrics shared and, again, only for CAS. At a meeting on 7 August, I was advised not to argue about the validity of the data (and by extension, the metrics) as that would be a losing battle. Instead, units under scrutiny should develop an "impact statement" and collect anecdotes regarding student success."

In addition to the quantitative measures described, other metrics were introduced.

"This quantitative approach, combined with qualitative assessments like strength of the program, needs of the state, and workforce alignment, were considered as part of the process."

These qualitative assessments give rise to questions about how the latter were weighted in relation to the quantitative metrics. There is no explanation of how the quantitative and qualitative assessments were considered in the website <https://budgetprocess.unl.edu/>. Thus, the quantitative metrics have value relative to another set of metrics that appears undefined, thereby underscoring the EAS DEO's frustration expressed above.

#### 4) Response/Remedy

- a. Reinstate the Department of Earth and Atmospheric Sciences (EAS).
- b. Reinstate EAS faculty and staff. Following established procedures, if tenure home has changed and faculty member desires to return to EAS, agreement must be reached between both departments.
- c. Reinstate programs offered to CAS curriculum by the department.

### ITEM 3. Opportunity for faculty to ask questions arising from annual reports of the various college committees

#### a. Executive Committee

The CAS Executive Committee met on a monthly basis and advised the Dean's Office on the following items: Review and revision to the College Bylaws and Policies; NU, UNL, and College strategic planning; faculty recruitment processes, including discussion of the UNL Strategic Faculty Investment Program; College budget; management of budget reduction and program elimination; CAS Awards (appointed subcommittee); Academic Distinction guidelines; instructional continuity; modes of instructional delivery; AI and coursework; Achievement Centered Education (ACE); structure and size of College committees, and nominations for Promotion and Tenure Committee.

2025-2026 Committee members: Chad Brassil (School of Biological Sciences), John Brunero (Department of Philosophy), Erin Haacker (Department of Earth and Atmospheric Sciences), Carrie Heitman (School of Global Integrative Studies), Laura Muñoz (Department of History, Institute for Ethnic Studies), Marcel Ngoko Djiokap (Department of Physics and Astronomy), Regina Werum (Department of Sociology), Simon Wood (Department of Classics and Religious Studies), Eve Brank (Associate Dean for Research), June Griffin (Associate Dean for Undergraduate Education and Strategic Initiatives), Judy Walker (Acting Associate Dean for Faculty), Pat Dussault (Interim Dean).

#### b. Promotion and Tenure Committee

The CAS Promotion & Tenure Committee began reviewing files November 4, 2025 and concluded their reviews February 4, 2026. They reviewed a total of 24 files involving promotion and tenure recommendations: nine recommendations for promotion Associate Professor with tenure, four for promotion to Associate Professor of Practice, nine for promotion to full professor, and two for promotion to full Research Professor.

2025-2026 Committee members: Kelsy Burke (Sociology), Dawne Curry (History), Tom Marley (Mathematics), Mike Dodd (psychology), Isabel Velazquez (Modern Languages and Literatures), Peter Wagner (Earth and Atmospheric Sciences), Judy Walker (Acting Associate Dean for Faculty), Pat Dussault (Interim Dean, Chair)

#### c. Curriculum and Advising Committee

The committee reviewed:

- 7 new course with ACE proposals;
- 1 new course with CDR: Human Diversity in U.S. Communities proposals;
- 3 new course with Experiential Learning proposals
- 14 new course proposals;
- 5 change/Add ACE proposals;
- 8 change/Add Experiential Learning proposals;
- 62 change course proposals;
- 9 Recertification for CDR: Human Diversity in U.S. Communities proposals;
- 1 Decertification for CDR: Human Diversity in U.S. Communities proposals;
- 10 course inactivation (remove/delete) proposals;
- 25 proposals for various major and minors
- 13 substantive change proposals for various majors and minors;
- 1 change proposals for college policies and requirements

The Committee forwarded to the faculty the following recommendations to approve the proposed changes to the:

- Combined Degrees
- Minors Structure in College
- Communication Studies Major
- Digital Humanities Minor

- Meteorology Major
- Economics minor
- English minor
- Film Studies Minor
- Ethnic Studies major
- Global Studies Major
- History Major
- Mathematics Major - Education Option
- Mathematics Major - Mathematical Biology Option
- Mathematics Major - Mathematics of Physical Phenomena Option

The Committee approved non-substantive changes to majors and minors. The following changes went directly to the catalog editor.

- Film Studies Major
- Humanities in Medicine Minor
- Human Rights and Humanitarian Affairs Minor
- Lesbian, Gay, Bisexual, Transgender, Queer / Sexuality Studies Minor
- Mathematics Major - Standard Option
- Public Policy & Analysis Certificate
- Psychology Major
- Social Entrepreneurship Certificate
- Spanish Major and Minor
- Women's & Gender Studies Major and Minor

The committee made nominations for vacancies on the committee for the 2026-2027 academic year.

The chair for the 2026-2027 academic year will be decided at the next committee meeting.

2026-2027 Committee Members for academic year unless otherwise noted: Julia McQuillan (Sociology), Chair; Yu Jin (Mathematics), Fall 2025; Xavier Perez Gimenez (Mathematics), Spring 2026; Nicholas Hubbard (Psychology); Pascha Stevenson (English); Clay Cressler (School of Biological Sciences); Shaundra Wiederholt (Student Advisory Board Representative); Anh Nguyen (Student Advisory Board Representative) Fall 2025; Yakub Islamov (Student Advisory Board Representative) Spring 2026; Christina Fielder (Director, CAS Advising Center); Amy Beyer (non-voting, CAS Advising Center); Mike Dodd (non-voting, University Undergraduate Curriculum Committee-CAS Representative, Psychology), Fall 2025 and April -May 2026; Eric Malina (non-voting, University Undergraduate Curriculum Committee-CAS Representative, Chemistry), January-March 2026; Associate Dean June Griffin (Executive Secretary)

#### **d. Committee on Student Academic Distinction, Awards, and Appeals**

This report covers the period of three graduations: August 2025, December 2025, and May 2026. The College of Arts & Sciences awarded degrees with distinction as follows:

- based on academic record and submission of a thesis – 48 total
  - 32 degrees with Highest Distinction
  - 4 degrees with High Distinction
  - 13 degrees with Distinction
- based on academic record only – 193 total
  - 119 degrees with High Distinction
  - 64 degrees with Distinction

For the past several years the college has made a concerted effort to increase our numbers by emailing juniors and seniors encouraging them to write a thesis as well as asking major advisors to encourage their students. The chart below details the upward trend of students earning distinction with or without a thesis over the last five years.

However, starting AY 2025-2026, University Honors Program has changed their requirements; students can now choose to complete a applied knowledge project, a creative project or a thesis. We think this correlates to the drop in numbers.

	Year	With Thesis				No Thesis			TOTAL Degrees with level of Distinction
		Highest	High	Distinction	Total w/Thesis	High	Distinction	Total no Thesis	
Aug 25, Dec 25, May 26	25-26	32	4	13	49	119	64	183	232 / 26.9%
Aug 24, Dec 24, May 25	24-25	47	13	18	78	121	72	193	271 / 28.6%
Aug 23, Dec 23, May 24	23-24	38	16	24	78	128	85	213	291 / 29.6%
Aug 22, Dec 22, May 23	22-23	48	10	22	80	135	68	203	283 / 28.3%
Aug 21, Dec 21, May 22	21-22	38	16	19	73	110	67	177	250 / 23.9%

## Scholarships

The college continues to partner with the Office of Scholarships and Financial Aid with the application process.

2026-2027 Academic year awards:

- 828 applicants did all or part of the college portion of the application. The committee considered just over 325 applicants for the scholarships controlled by the college.
- We have not received fund balance information but are working on determining scholarship recipient eligibility to be prepared when we do get them. We anticipate finalizing selections and all award notifications out by the end of May.
- Our funds are a mixture of need based and merit-based scholarships.
- We anticipate forwarding two nominations to the Office of Scholarships and Financial Aid for the Donald Walters Miller scholarship.

Summer 2025 and AY 2025-2026 Dean's Experiential Learning Awards:

- The college partnered with the Global Experience office for the application and review process for education abroad which is done three times a year by term. Planning 16 awards spanning summer, fall and spring for \$1500 each.
- There were 13 scholarships for Summer 2025, 3 scholarships for Fall 2025 and 3 scholarships for Spring 2026 given.
- The scholarships are made from funds designed for this purpose.
- We also partner with Global Education to subvent costs for faculty-led programs thereby reducing student cost.
  - \$17K has been committed for faculty subventions for summer 2025.
  - \$17K has been committed for faculty subventions for summer 2026.
- Applications for research and internships funding are accepted three times a year by term. Awards range from \$500-\$1500. Summer 2025 funding totaled \$12,500; Fall 2025 funding totaled \$3,390; and Spring 2026 funding totaled \$2,500..
  - Internships
    - Summer 2025 – 3 awards
    - Fall 2025 – 0 awards
    - Spring 2027 – 3 awards
  - Research
    - Summer 2025 – 3 awards
    - Fall 2025 – 6 awards
    - Spring 2026 – 1 awards
  - Other
    - Summer 2025 – no award
    - Fall 2025 – no award
    - Spring 2026 – no award

## **Grade Appeal**

The college received one grade appeal during the report period.

2025-2026 Committee Members: Professors Philip Schwadel (Sociology), Hui Li (Chemistry), Jeffrey Stevens (Psychology); Saddiq Dzukogi (English), Mikil Foss (Mathematics), Jackson Scott (Graduate Student Representative), Ella Heng and Dru Niemack (Student Advisory Board Representatives), Nicole Wu (CAS Advising), Associate Dean June Griffin. Note: The three student representatives only do committee work for Grade Appeals.

### **e. Assessment Committee**

The committee assessed half of the college's majors on their new learning outcomes, following the new Assessment Review Cycle: Biological Sciences, Classics & Religious Studies, English, Film Studies, History, Psychology, Political Science, Data Science.

2025-2026 Committee members: Cara Burberry (Earth & Atmospheric Sciences), Rose Holz (Women & Gender Studies), Jacquelyn Omelian (Psychology), Stephen Ramsay (English), Associate Dean June Griffin with assistance from Caterina Bernardini (English).

### **f. Research Advisory Committee**

#### *Faculty Grants*

CAS Faculty Grants reopened Fall 25 with revised grant programs designed to better serve research and creative needs of faculty. The new grants are: Research Impact and Enhancement Grants (up to \$5,000), Research Collaboration Development Grants (up to \$10,000), and the Research Travel Awards (up to \$5,000). The committee reviewed and awarded eight applications in Fall, totaling \$47,063 in awards. For spring, the committee is currently reviewing 18 applications.

#### *Research/Grant Support*

CASRAC has been reviewing possible avenues of support for how best to use limited distance funds to access research support for faculty and exploring what that would look like. Discussions included exploring consultants, avenues for administrative support, experiences other colleges have had with third parties, and OSP options.

#### *Increasing CAS National Research Council Award Nominations*

Petrina Suiter and Katie Romey of R&I discussed NRC award nominations and the processes behind them with CASRAC. The CAS Strategic Plan and AAU membership both look to this metric. CASRAC discussed ways the college could better support faculty to position themselves or colleagues for nominations. Suggestions such as organizational memberships, external awards faculty tipsheet, time involved for nominees, departmental award committees (and how they vary across the college), the role of DEOs in the nominations, and motivations were all discussed.

2025-2026 Committee members: Jared Benton (Classics & Religious Studies), Brad Shadwick (Physics & Astronomy), Clay Cressler (School of Biological Sciences), Eloísa Grifo (Mathematics), Liz Enkin (Modern Languages & Literatures), Peter Capuano (English), John DeLong (School of Biological Sciences), Angela Palmer-Wackerly (Communications), Kristen Olson (Sociology) Fall 2025, Pierce Ekstrom (Political Science) Spring 2026, Eve Brank (as Associate Dean for Research and Graduate Education)

### **g. Endowed/College Professorships Committee**

The committee reviewed and made recommendations on 13 nominations (five nominations for Cather/Bessey professorships, two nominations for Holmes professorships, one Olson professorship nomination, two Rosowski professorship nominations, and three nominations for Weaver/Douglas professorships). An additional three renewals were submitted to the Executive Vice Chancellor's office.

2025-2026 Committee Members: Kevin Smith (Political Science), Kristen Olson (Sociology, BOSR), Susan Hermiller

(Mathematics), Hope Wabuke (English), David Hage (Chemistry), Judy Walker (Acting Associate Dean for Faculty)

#### **h. Inclusion, Diversity, Equity, and Access (IDEA) Committee**

During the 2025-2026 Academic Year, requests were made from the Dean's Office to revise the name of the committee due to the sociopolitical climate and mandates made regarding the visibility of diversity initiatives on public facing documents. The Committee decided on re-naming the Committee the Interconnection, Democracy, Empowerment, and Advocacy Committee. We are awaiting approval from the College to keep this new name. In continuing the work on reviewing units' P&T guidelines, the Committee has identified 3 core factors that are critical in considering transparent and equitable guidelines. The Committee is currently summarizing the units' guidelines based on this metric. Additionally, the Committee is updating a document that describes things that faculty "wished they had known" when starting at UNL that can be distributed to new faculty to provide support and guidance in beginning careers at CAS. Finally, the Committee reviewed and approved funds to support the Writing Center's Writing Retreat for faculty, staff, and students.

All committee members will return to serve in the Fall, and have had successful recruitment of additional members. Nominations for faculty, staff, and/or students to join the committee is ongoing.

2025-2026 Committee Members: Lory Dance (co-Chair) Sociology/Ethnic Studies, Minshuai Ding (co-Chair) BOSR, Kathy Chiou (Spring Co-Chair) Psychology, Yinsheng Guo Chemistry, Marianna Burks SBS, Max Mueller Classics and Religious Studies

#### **i. Academic Freedom and Freedom of Speech Committee**

In 2025-2026 the CAS Committee on Academic Freedom and Freedom of Speech held regular meetings to discuss developments in academic freedom at the national and local levels. We followed closely the elimination of departments at UNL, including one CAS department, Earth and Atmospheric Sciences, and its implications for the principles of shared governance and tenure that are key to academic freedom. To better understand the current climate as experienced by CAS faculty, and specifically whether real or perceived threats to academic freedom are affecting teaching and research, we designed and distributed a survey of all faculty in the College. We expect that when the responses are in and our report is complete we will have tangible information about the extent of concerns about academic freedom in CAS and how these concerns affect our research and teaching missions.

2025-2026 Committee Members: Amanda Gailey, Chair (English), Adam Houston (Earth and Atmospheric Sciences), Alexander Vazansky (History), Kathryn Holland (Psychology), Regina Werum (Sociology), Kristi Montooth (Biological Sciences), Judy Walker (Acting Associate Dean for Faculty)

#### **j. Budget Advisory Committee**

The committee did not meet in 2025-2026.

#### **k. Faculty Hiring Advisory Committee**

The committee met in April 2026 to conduct an initial review of proposals for the Strategic Faculty Investment Program.

2025-2026 Committee members include: Ken Bloom (Physics and Astronomy), Anne Duncan (Classics and Religious Studies), Mike Herman (Biological Sciences), Courtney Hillebrecht (Political Sciences), Debbie Minter (English), Jolene Smyth (Sociology), Pat Dussault (interim Dean)

#### **l. Committee for Advancing Undergraduate Success and Equity (CAUSE)**

The Committee on Advancing Undergraduate Success and Equity met three times a semester for a total of 6 meetings during the academic year. CAUSE discussed the following topics:

- Preparing for Changes to Title II (with Sydney Brown and Yulia Levenchenko from the CTT & Melissa Gomis from UNL Libraries)
- DEI on campus
- New \*free\* polling app, <https://polling.unl.edu/>. Amy Barry, Asst. Director of Academic Technologies and Leah Widdowson, Academic Technologies Training Associate
- Considered changing the name of the committee
- Partnership opportunities with the Global Experiences Office, Marnie Nelson, Director of GEO
- AI in Teaching and Learning
- University Changes Regarding LGBTQ Students & Other Developments
- University Strategic Plan Teaching and Learning Metrics
- Pillar 1 of Our Bold Path Forward

2025-2026 Committee members: Sue Vagts (Actuarial Science), Ikuho Amano (Modern Languages & Literatures), Erica Schauer (Modern Languages & Literatures), Kelly Stage (English/Film Studies, Fall), Debbie Minter (English/Film Studies, Spring), Scott Stoltenberg (Psychology), Kathy Castle (Communication Studies), Alice Kang (Political Science), Reina Hayaki (Philosophy), LuAnn Wandsnider (School of Global Integrative Studies), Richard Kettler (Earth & Atmospheric Sciences), Matthew Van Den Broeke (Earth & Atmospheric Sciences), Karrie Weber (Microbiology), Luis Othoniel Rosa (Ethnic Studies), Rose Holz (Women's & Gender Studies), Erin Sayer (Biochemistry), Robert Gorman (Classics & Religious Studies), Martin Centurian (Physics & Astronomy), Kelsy Burke (Sociology), Alex Zupan (Mathematics), Sean Trundle (History), David Woodman (School of Biological Sciences), Jason Kautz (Chemistry), Hillary Nieman (Environmental and Sustainability Studies), Christina Fielder (Student Success), June Griffin (Associate Dean for Undergraduate Education).

**Item 4a. Recommendation from the Dean and the College Executive Committee to approve the proposed changes to the Bylaws of the Faculty – Overview.**

**Amending CAS Bylaws (Overview)**

The process for amending CAS Bylaws includes many steps. On the College side, we need to present proposed modifications at one faculty meeting and then have them voted on at another meeting. On the campus/system side, proposed modifications need to be reviewed by the EVC office and the Office of General Counsel, and the college faculty meeting at which the vote occurs must be announced as a “public hearing” of which the Chancellor and President are notified. Unfortunately, when the faculty voted to amend our bylaws at the Fall 2024 faculty meeting, the campus/system processes were not followed and so the amended version of our bylaws is not yet official. In the meantime, we have made a few additional proposals for changes to the bylaws. These proposed changes have the support of the CAS Executive Committee.

Included with this document are four additional files relevant to that agenda item:

- The current bylaws, as posted on the EVC website
- A clean version of the proposed bylaws that includes all changes that were voted on in Fall 2024 and all of the additional proposed changes
- Two tracked changes versions
  - one that starts with the current official bylaws
  - one that starts with the version the faculty approved in Fall 2024 and shows only the additional proposed changes

## **The Bylaws of the College**

In accordance with the Bylaws of the Board of Regents of the University of Nebraska, the College of Arts and Sciences adopted its own Bylaws. Nothing in these Bylaws shall be construed to be in conflict with any applicable law or with UNL Bylaws or with the Bylaws of the Board of Regents. Where anything in these Bylaws or any Bylaws or Rules of any Institute, School, Department, or other subunit of UNL possessing power to enact Bylaws or Rules conflicts with UNL Bylaws, the provisions of the UNL Bylaws shall govern anything in any Bylaws or Rules of the College, Institute, School, Department, or other subunit to the contrary notwithstanding. They are as follows:

### **College of Arts and Sciences Bylaws of the Faculty**

Adopted December 3, 1971 and including changes adopted through May 3, 2022.

The name of the organization shall be the Faculty of the College of Arts and Sciences, University of Nebraska-Lincoln, hereinafter referred to as the Faculty.

#### **I. Powers**

Within the limits established by the Bylaws and Rules of the Board of Regents of the University of Nebraska, the Faculty shall:

- A. establish rules for the conduct of its business and approve or disapprove proposals for changes in the bylaws;
- B. establish committees for the conduct of Faculty business and assign functions and responsibilities to them;
- C. set entrance requirements to the College and requirements for degrees; approve or disapprove the establishment of programs for majors and minors and of courses to be offered for credit in the College; determine scholastic standards to be met by students in the College; establish procedures for probation, dismissal, reinstatement, and other measures related to the maintenance of academic standards; and establish other rules concerning curricula, instructional programs, and grading regulations;
- D. consider other business brought before it by the Dean, the Executive Committee, the Faculty, or other authorized persons according to procedures outlined in these bylaws;
- E. consider other items of broad interest to the welfare of the Faculty.

#### **II. Members**

Section 1. The Faculty shall consist of all full-time or part-time members holding the rank of Assistant Professor, Associate Professor, Professor, Assistant Professor of Practice, Associate Professor of Practice, Professor of Practice, Research Professor or Research Associate Professor, Research Assistant Professor or Lecturer. In what follows, all references to Assistant Professor, Associate Professor and Professor include both the tenure track ranks and the corresponding Practice and Research ranks.

Section 2. Faculty members in other colleges shall not be members unless specifically authorized by action of the Faculty of Arts and Sciences.

Section 3. In order to vote in a college election or nominate a candidate for election to a college committee, a member of the Faculty must hold an appointment of 50 percent or more FTE in the College of Arts and Sciences.

Section 4. In accordance with the Bylaws of the Board of Regents (Chapter IV), the faculty of the College of Arts and Sciences are entitled to academic due process in all cases where a personnel issue may yield an adverse decision (e.g., a sanction or other remedial action). The appropriate unit or college officer (e.g. Chair/Director or Dean/Associate Dean) must inform the faculty member of the complaints or charges against them, and the faculty member must be provided the opportunity to respond in writing to those complaints within five (5) business days.

### **III. Officers**

Section 1. The Dean of the College of Arts and Sciences or the Dean's representative shall preside at meetings of the Faculty, except that, in the absence of the Dean or the Dean's representative, the Faculty shall elect a president pro tem.

Section 2. The Secretary shall be elected during the first meeting of the academic year and shall serve for a two-year term.

Section 3. The Dean shall appoint a parliamentarian at the first meeting of each academic year.

### **IV. Meetings**

Section 1. There shall be a minimum of two meetings each year, including one in the first semester and one in April or May.

Section 2. A meeting may be called in any one of the following ways:

- A. by the Dean
- B. by the Executive Committee
- C. by written request of at least 25 members.

Section 3. Notifications of the meetings and copies of the agenda shall normally be sent to the Faculty one week in advance.

Section 4. Items shall be placed on the agenda in any of the following ways:

- A. by the Dean
- B. by the Executive Committee
- C. by 10 or more members of the Faculty who shall submit the item in writing to the Executive Committee
- D. by action from the floor, provided that no substantive matter is voted on during the same meeting.

Section 5. A quorum shall consist of 40 members of the Faculty. If a quorum is not present by the assigned meeting time the meeting will be adjourned. A second meeting, with the same agenda, will be convened 10 minutes later with a quorum requirement of 10 members of the Faculty.

Section 6. A motion to refer to a ballot of the Faculty shall be in order after the call for the question but before the vote is taken on any substantive matter before the Faculty, and it shall be adopted providing 25 percent of the members present favor such a motion. A substantive matter shall be taken as being confined to main motions. A summary of the arguments on the motion, pro and con, which were presented at the Faculty meeting and which are germane to the issue shall be prepared by the Secretary and sent, along with the ballot, to each member of the Faculty.

Section 7. All elections, including ballots, shall be decided by majority vote of all members voting. If a majority is not reached on the first ballot, a second balloting of the two candidates receiving the highest number of votes shall be held.

Section 8. The agenda of each meeting of the Faculty will be sent to the Arts and Sciences Student Advisory Board and that body may designate representatives from its membership to participate in the meeting, without voting privileges.

## **V. Standing Committees**

Bylaws of Standing Committees: The Executive Committee, The Promotion and Tenure Committee, The Student Advisory Board

### Section 1. Executive Committee

- A. The Executive Committee shall consist of the Dean of the College of Arts and Sciences, the Associate Deans and eight faculty members, five elected and three appointed. The elected and appointed faculty members shall be chosen from the full-time tenured or tenure-track faculty, or from the full-time professors of practice at any rank. One member shall be chosen from Social Sciences; two members shall be chosen from the Sciences; one member shall be chosen from the Humanities; one member shall be chosen from the Social Sciences or Humanities, alternating between the two areas in alternate elections. The elected members will be chosen by a ballot and the other members will be appointed by the Dean. Election shall be for staggered terms of two years. No elected member of the Executive Committee may succeed himself or herself if that member has served two years; the same department or school may not be represented on the Executive Committee by two elected members concurrently. To ensure representation of interdisciplinary interests in the college, if each elected faculty member is appointed in a single department or program only, then at least one of the faculty members appointed by the Dean will have appointments in multiple departments or programs.
- B. The College is apportioned into three areas for purposes of representation on committees:  
Area I – Social Sciences: Anthropology, Communication Studies, Geography, Political Science, Psychology, Sociology  
Area II – Humanities: Classics & Religious Studies, English, History, Modern Languages & Literatures, Philosophy  
Area III – Sciences: Biological Sciences, Chemistry, Computer Science & Engineering, Earth & Atmospheric Sciences, Mathematics, Physics & Astronomy
- C. Nominations to fill vacancies shall be made as follows: During the second semester, the College shall provide each member of the Faculty with a list of the members in each group eligible for nomination. For nomination, a member of the Faculty must hold an appointment of 50 percent or more on the budget of the College of Arts and Sciences.

The Faculty shall then nominate by secret ballot, from among the eligible members in each group, two times the number of representatives to be elected. For each position to be filled from the membership of a group, each member of the Faculty may name two persons bearing in mind that not more than one member of a voting unit shall serve on any particular elected committee. The eligible members who receive the highest number of nominating votes shall be advised thereof by the Dean prior to the preparation of the ballots for the election of the committee members. In the absence of their dissent in writing submitted to the Dean, they shall be nominated as candidates for the respective positions on the committees. If a person elects not to be a nominee, that place on the election ballot shall be filled by the person receiving the highest number of nominating votes of those not otherwise nominated and who is willing to be a candidate. In case of ties, the nominee will be determined by lot.

- D. The purpose of the Executive Committee is to facilitate shared faculty governance, to support effective communication throughout the College, and to advise the Dean on significant issues of policy and governance within the College.  
Scope: The Dean will consult with the executive committee on significant changes in the make-up and organization of the College and in relation to significant matters of policy or administration affecting faculty, staff, and students. The executive committee may also be assigned specific tasks that are not within the scope of any standing College committee. The executive committee will seek and recommend nominations for election to the College Promotion and Tenure Committee.
- E. The Dean shall be the chairperson of the Executive Committee. The agenda of the committee will be set jointly by the Dean and the members of the committee. The Executive Committee will meet on a regular basis (i.e., at least monthly) during the academic year to advise the Dean. Individual committee members' contributions to committee deliberations will be confidential but brief minutes of committee meetings will be available in the College.
- F. The terms of new committee members will commence with the beginning of the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.
- G. Selected members of the Executive Committee may be called upon to serve on ad hoc review committees for faculty awards, incentive grants, and related activities. Additional ad hoc committee members, including student representation where appropriate, will be selected as needed to insure proper committee representation.

## Section 2. Promotion and Tenure Committee

- A. The Promotion and Tenure Committee shall consist of the Dean of the College of Arts and Sciences, one Arts and Sciences Assistant or Associate Dean (appointed by the Dean), and six members elected by the faculty in a ballot. Elected members shall be chosen from the full-time tenured professorial faculty. Two members shall be chosen from each of the Social Sciences, the Sciences, and the Humanities. At the time of election, at least four shall be full professors. The Executive Committee will be encouraged to include some Associate Professor candidates on election ballots. Persons serving on the Promotion and Tenure Committee shall not be chairpersons, directors, or vice-chairpersons/ directors. Election shall be for staggered terms of three years. No elected member of the Promotion and Tenure Committee may succeed himself or herself

if that member has served two years or more; the same department or school may not be represented on the Promotion and Tenure Committee two terms in succession or by two elected members concurrently.

- B. The College is apportioned into three areas for purposes of representation on committees:
- Area I – Social Sciences:** Anthropology, Communication Studies, Geography, Political Science, Psychology, Sociology
  - Area II – Humanities:** Classics & Religious Studies, English, History, Modern Languages & Literatures, Philosophy
  - Area III – Sciences:** Biological Sciences, Chemistry, Computer Science & Engineering, Earth & Atmospheric Sciences, Mathematics, Physics & Astronomy
- C. Nominations to fill vacancies shall be made as follows:
1. At least two nominations for each vacancy shall be submitted by the Executive Committee and must be in the hands of the Secretary of the Faculty at least four weeks before the last regular meeting of the Faculty in the second semester of each academic year.
  2. Nominations may also be made by members of the Faculty. They must be in writing and supported by the signatures of at least five members of the Faculty. Such written nominations must be received by the Secretary at least two weeks prior to the last regular meeting of the Faculty in the second semester of each academic year.
  3. Temporary vacancies, such as those created by leaves of absence, shall be filled for the duration of the vacancy by appointment of the Dean with the concurrence of the Promotion and Tenure Committee. Other vacancies occurring, except those by expiration of term, shall be filled by the Faculty at its next regular election. Pending the election, the position shall be filled by appointment by the Dean with concurrence of the Promotion and Tenure Committee.
- D. The Promotion and Tenure Committee shall meet to discuss and act upon issues involving the promotion and tenure of faculty and to consider recommendations for tenure and promotion in rank.
- E. The senior (in years of service) elected member of the Committee shall act as chairperson. Either the Dean or the senior elected member may convene the Committee.
- F. The terms of new committee members will commence with the beginning of the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.

### Section 3. The Student Advisory Board

- A. The Student Advisory Board consists of student members elected by students enrolled in the College of Arts and Sciences.
- B. Election of members is conducted by ASUN in accordance with the regular procedures of that organization and in accordance with the provisions of the ASUN-approved constitution of the Student Advisory Board.
- C. The Student Advisory Board acts in an advisory capacity to the Dean. The Dean or the Dean's representative shall meet at intervals with the Student Advisory Board.

## VI. Other Standing Committees

Section 1. All other Standing Committees will be established, modified, or terminated, as needed, by the Faculty by majority vote of those present and voting. The Faculty shall prescribe

the responsibilities and method of selection of such committees. Each Standing Committee shall report to the Faculty at least once a year. The terms of new committee members will commence with the beginning of the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.

Section 2. The Dean shall be responsible for maintaining a current description, including the method of selection and responsibilities, of such committees, as approved by the Faculty.

## **VII. Parliamentary Authority**

Except when otherwise provided in these bylaws, all procedures shall be in accord with Robert's Rules of Order, latest revised edition.

## **VIII. Amendment of the Bylaws**

Section 1. A motion to change the bylaws of the Faculty requires a vote of two-thirds of the members voting.

Section 2. A vote on a motion to change the bylaws shall be taken, not at the meeting at which it was introduced, and not later than at the next following meeting.

## **IX. Description of Standing Committees**

Section 1. The Committee on Student Academic Distinction, Awards and Appeals

- A. This Committee shall consist of a coordinator, five faculty members, the Associate Dean assigned to the committee, one graduate student instructor or graduate teaching assistant in the College appointed by the Dean, and two undergraduate students selected by the Student Advisory Board.
- B. The members shall be appointed by the Dean upon the advice of the Executive Committee, and shall be chosen from the areas of the College as described in Article V.1 A and B with no department represented by two members concurrently.
- C. The faculty members shall serve for three-year terms on a staggered basis. The student members shall serve one-year terms.
- D. Faculty vacancies on the committee will be filled by appointment by the Dean upon the recommendation of the Executive Committee.
- E. Faculty members of the Committee shall decide, within the general criteria set by the Faculty, which degrees shall be awarded with Distinction, High Distinction, or Highest Distinction, and present its recommendations to the Dean. Faculty members of the Committee shall select students to be nominated by the College for scholarships, fellowships, and awards.
- F. The Committee shall function as the final appeal committee from the departmental grading appeals committees. It shall perform functions of conciliation as well as judgment of the cases coming before it, and shall adopt a set of rules, procedures, and standards for the judgment of cases.

Section 2. The Curriculum and Advising Committee

- A. This Committee shall consist of nine voting members as follows:
  1. Five elected faculty members, serving staggered three-year terms, and representing the areas as described in Article V, Section 1A and B. These members shall report back to and confer with the areas they represent.

2. Two undergraduate students in this College, serving one-year terms and chosen by the Student Advisory Board. No department may have more than one student member on the Committee simultaneously, unless approved by the Committee.
  3. A voting Executive Secretary appointed by the Dean with advice from the Executive Committee. Normally, an Assistant or Associate Dean will be Executive Secretary of the Curriculum and Advising Committee. The Executive Secretary shall distribute the agenda and minutes to chairpersons of all departments.
  4. The Arts & Sciences Senior Director of Advising and Student Success
- B. In addition, the Committee shall have as a non-voting member one faculty or professional adviser from the College, serving a one-year term and chosen by the Dean in consultation with the Director of the Arts & Sciences Academic and Career Advising Center.
- C. The five faculty members shall be elected by the members of their own area. At least two nominations for each vacancy shall be submitted to the Faculty by the Curriculum and Advising Committee, at least four weeks before the last regular meeting of the Faculty in the second semester of each academic year. Nominations may also be made by members of the Faculty. They must be in writing and supported by the signatures of at least five members of the Faculty. Such written nominations must be received by the Executive Secretary of the Curriculum and Advising Committee two weeks prior to the last regular meeting of the Faculty in the second semester of each academic year. Faculty members elected to the Committee shall have been full-time faculty members in this College at the rank of assistant professor, or higher, for at least two years prior to selection. Chairpersons and directors are not eligible, although vice-chairpersons/directors may be selected. Committee members may not succeed themselves, nor may a single department be represented on the Committee two terms in succession. Temporary vacancies, such as those created by leaves of absence, shall be filled for the duration of the vacancy by appointment of the Dean with the concurrence of the Executive Committee. Other vacancies shall be filled by election of the Faculty of the area. Pending the election, the position shall be filled by appointment of the Dean with the concurrence of the Executive Committee. If a person selected to fill an unexpired term serves less than one-half the normal three-year term, that person or the department is still eligible for election to a full three-year term.
- D. The responsibilities of the Curriculum and Advising Committee (or its designee) shall be as follows:
1. To approve additions, deletions, and revisions of courses and to determine their applicability toward degree requirements.
  2. To approve non-substantive changes regarding major and minor requirements and to make recommendations to the Faculty regarding substantive changes in major and minor requirements.
  3. To make recommendations to the Faculty regarding substantive changes in degree requirements within the College and to interpret these requirements in cases of uncertainty.
  4. To make recommendations to the Dean and the Faculty to improve the quality of advising in the College.
  5. To encourage the improvement of curricular programs within the College.
  6. To serve, with the Executive Committee, as the overall academic planning group for the College.

7. To concern itself with the quality of instruction within the College and to promote its excellence.
  8. To establish a subcommittee on Special Student Requests to consider independent petitions of a non-routine nature referred to it by the Dean's Office for student academic programs such as the waiving of College-wide academic requirements. The subcommittee may have members who are not on the Curriculum and Advising Committee.
  9. To try to ensure that courses are accurately described in the Bulletin of the College.
  10. To present at the appropriate time to the Faculty for its vote nominees for membership on the Academic Senate Committee on Committees.
- E. In considering curricular and advising matters, the Committee's concerns shall include student need, duplication of courses and services, intellectual content of the curriculum, and relationships with other College and University programs.

### Section 3. The Assessment Committee

- A. This Committee shall consist of five voting members as follows:
1. Four appointed faculty members, serving staggered three-year terms, with three members chosen from areas of the College as described in Article V.1 A and B, and one member from an interdisciplinary program. No department or interdepartmental program shall be represented by two members concurrently. Chairpersons and directors are not eligible.
  2. One representative from the Dean's staff, ordinarily an Associate Dean. The representative from the Dean's staff will act as voting Executive Secretary, appointed by the Dean with advice from the Executive Committee.
- B. Faculty vacancies on the committee will be filled by appointment by the Dean upon the recommendation of the Executive Committee.

### Section 4. The Committee on Academic Freedom and Freedom of Speech

The responsibility of this standing committee will be to advise members of the College of Arts and Sciences, including students, Graduate Teaching and Research Assistants, Lecturers, Professors of Practice, and Tenured or Tenure-leading Professors, concerning general and specific issues regarding Academic Freedom in teaching and research. Of primary importance will be considering questions that arise in defining the relation of faculty governance to both the national norms and UNL policies on Freedom of Speech and Academic Freedom. The committee may consult with the AAUP as warranted.

The committee will provide support to members of the College of Arts & Sciences in the following ways:

- 1) The committee will undertake an educational role for the college. Members of this committee will develop an expertise in issues in Academic Freedom and Freedom of Speech issues and will suggest training needs and opportunities to the Dean and provide information to Chairs and Directors on request. The committee will be expected to provide workshops and presentations on the relation of Academic Freedom and Freedom of Speech issues to instructional and research specialists as requested by unit heads.
- 2) The committee will be available in an advisory or support role to members of the college concerning issues of Academic Freedom and Freedom of Speech. While students and

CAS personnel will normally work with their Department Chair or Program Director to start, members on this committee will be available for consultations and will, upon request, provide advisory support for such individuals.

When issues of academic freedom or freedom of speech arise in relation to an individual from CAS, members of the committee should also be prepared to attend meetings with administrators outside of the college.

- 3) Members on this committee will meet regularly both to address issues of Academic Freedom and Freedom of Speech that arise during the course of the year and to advise the Dean should these issues demand College recognition or action.
- 4) This document authorizes this committee to serve as a fact-finding body in cases of potential violation of Academic Freedom or Freedom of Speech.

Membership on this committee will require readiness both to maintain confidentiality in ongoing cases and to seek appropriate expertise regarding (a) disciplinary standards, (b) legal questions, and (c) concerns and questions regarding engagement with administration beyond College-level authority.

In accord with the established rules for faculty governance of UNL, the chair of the committee will be free to represent the decisions of the committee, with the committee's assent.

Membership of the Committee:

- Associate Dean of Faculty (ex officio)
- 2 Representatives of the Humanities (elected)
- 2 Representatives of the Social Sciences (elected)
- 2 Representatives of the Natural Sciences (elected)

Terms of membership are for 3 years. The committee will appoint its own chair at the beginning of the AY. In an event of a mid-term vacancy, the committee chair may appoint an appropriate member to complete the term.

Membership of the Committee is open to all tenured professors or professors of practice at associate or full rank and will be selected through College-wide elections. Members serve at staggered terms.

#### Section 5. The Inclusion, Diversity, Equity and Access (IDEA) Committee

The IDEA committee shall consist of 7-11 members, each serving staggered terms of 3-years. While the majority of membership will be faculty (tenure-line and professor of practice), the committee shall also include 1-3 administrative staff, 1-2 undergraduate students, and 1 graduate student. An associate dean shall be appointed as liaison to the committee, but will not regularly attend meetings. Membership shall include at least one person from each of the three areas as defined in the executive committee membership: Social Sciences, Humanities, and Sciences. The committee should intentionally include diversity, broadly defined, among its own membership.

New members are nominated by existing members, the Dean's office, the college community at large, or a self-expressed interest. New members shall be appointed by the Dean upon consultation with the Executive Committee. The committee shall have two co-chairs, appointed by the Dean, ideally each serving in the co-chair position for two years but with staggered appointments. Faculty are eligible to serve as co-chairs, and, at most, one co-chair could be a staff.

Item 4c. Recommendation from the Dean and the College Executive Committee to approve the proposed changes to the Bylaws of the Faculty: Proposed CAS Bylaw – all changes.

## **The Bylaws of the College**

In accordance with the Bylaws of the Board of Regents of the University of Nebraska, the College of Arts and Sciences adopted its own Bylaws. Nothing in these Bylaws shall be construed to be in conflict with any applicable law or with UNL Bylaws or with the Bylaws of the Board of Regents. Where anything in these Bylaws or any Bylaws or Rules of any institute, school, department, or other subunit of UNL possessing power to enact Bylaws or Rules conflicts with UNL Bylaws, the provisions of the UNL Bylaws shall govern anything in any Bylaws or Rules of the College, institute, school, department, or other subunit to the contrary.

### **College of Arts and Sciences Bylaws of the Faculty**

Adopted December 3, 1971, and including changes adopted by the faculty of the College through May 3, 2022.

The name of the organization shall be the College of Arts and Sciences, University of Nebraska-Lincoln; the governing body shall be the faculty of the College, hereinafter referred to as "The Faculty."

#### **I. Powers**

Within the limits established by the Bylaws and Rules of the Board of Regents of the University of Nebraska, the Faculty shall:

- A. establish rules for the conduct of its business and approve or disapprove proposals for changes in the bylaws;
- B. establish committees for the conduct of Faculty business and assign functions and responsibilities to them;
- C. set entrance requirements to the College and requirements for degrees; approve or disapprove the establishment of programs for majors and minors and of courses to be offered for credit in the College; determine scholastic standards to be met by students in the College; establish procedures for probation, dismissal, reinstatement, and other measures related to the maintenance of academic standards; and establish other rules concerning curricula, instructional programs, and grading regulations;
- D. consider other business brought before it by the Dean, the Executive Committee, the Faculty, or other authorized persons according to procedures outlined in these bylaws;
- E. consider other items of broad interest to the welfare of the Faculty.

#### **II. Members**

Section 1. The Faculty shall consist of all full-time or part-time members holding the rank of Assistant Professor, Associate Professor, Professor, Assistant Professor of Practice, Associate Professor of Practice, Professor of Practice, Research Professor or Research Associate Professor, Research Assistant Professor or Lecturer. In what follows, all references to Assistant Professor, Associate Professor and Professor include both the tenure track ranks and the corresponding Practice and Research ranks.

Section 2. Faculty members in other colleges shall not be members unless specifically authorized by action of the Faculty of Arts and Sciences.

Section 3. In order to vote in a college election or nominate a candidate for election to a college committee, a member of the Faculty must hold an appointment of 50 percent or more FTE in the College of Arts and Sciences.

Section 4. In accordance with the Bylaws of the Board of Regents (Chapter IV), the faculty of the College of Arts and Sciences are entitled to academic due process in all cases where a personnel issue may yield an adverse decision (e.g., a sanction or other remedial action). The appropriate unit or college officer (e.g. Chair/Director or Dean/Associate Dean) must inform the faculty member of the complaints or charges against them, and the faculty member must be provided the opportunity to respond in writing to those complaints within five (5) business days.

### **III. Officers**

Section 1. The Dean of the College of Arts and Sciences or the Dean's representative shall preside at meetings of the Faculty, except that, in the absence of the Dean or the Dean's representative, the Faculty shall elect a president pro tem.

Section 2. The Secretary shall be elected during the first meeting of the academic year and shall serve for a two-year term.

### **IV. Meetings**

Section 1. There shall be a minimum of two meetings of the Faculty each year, including one in the first semester and one in April or May.

Section 2. A meeting may be called in any one of the following ways:

- A. by the Dean
- B. by the Executive Committee
- C. by written request of at least 25 members.

Section 3. Notifications of the meetings and copies of the agenda shall normally be sent to the Faculty one week in advance.

Section 4. Items shall be placed on the agenda in any of the following ways:

- A. by the Dean
- B. by the Executive Committee
- C. by 10 or more members of the Faculty who shall submit the item in writing to the Executive Committee
- D. by action from the floor, provided that no substantive matter is voted on during the same meeting.

Section 5. A quorum shall consist of 30 members of the Faculty. If a quorum is not present by the assigned meeting time the meeting will be adjourned. A second meeting, with the same agenda, will be called at a later date.

Section 6. A motion to refer a question to a ballot of the Faculty shall be in order after the call for the question but prior to any vote over any of the main motions associated with the question. The motion to refer shall be adopted provided it is supported by 25% of the members present. Should the motion to refer be successful, a summary of the arguments on the motion, pro and con, which were presented at the Faculty meeting and which are germane to the issue shall be prepared by the Secretary and sent, along with the ballot, to each member of the Faculty.

Section 7. With the exception of amendments of these Bylaws, discussed under heading IX, all elections, including ballots, shall be decided by majority vote of all members voting. If a majority is not reached on the first ballot, a second balloting of the two candidates receiving the highest number of votes shall be held.

Section 8. The agenda of each meeting of the Faculty will be sent to the Arts and Sciences Student Advisory Board and that body may designate representatives from its membership to participate in the meeting, without voting privileges.

## **V. Standing Committees**

The Standing Committees of the College are: The Executive Committee, The Promotion and Tenure Committee, and The Student Advisory Board.

The College is apportioned into three cognate areas for purposes of representation on committees:

Area I – Social Sciences: Communication Studies, Political Science, Psychology, School of Global Integrative Studies, Sociology

Area II – Humanities: Classics & Religious Studies, English, History, Modern Languages & Literatures, Philosophy

Area III – Sciences: Biological Sciences, Chemistry, Mathematics, Physics & Astronomy

### **Section 1. Executive Committee**

A. Membership: The Executive Committee shall consist of the Dean of the College of Arts and Sciences, the Associate Deans and eight faculty members, five elected and three appointed. The elected and appointed faculty members shall be chosen from the full-time tenured or tenure-track faculty, or from the full-time professors of practice at any rank. The elected faculty membership of the committee shall consist of: one member from Social Sciences; two members from the Sciences; one member from the Humanities; and one additional member from the Social Sciences or Humanities, alternating between the two areas in alternate elections. The elected members will be chosen by a ballot and the other members will be appointed by the Dean. Election shall be for staggered terms of two years. No elected member of the Executive Committee may succeed themselves if that member has served two years; the same department or school may not be represented on the Executive Committee by more than one elected member concurrently. To ensure representation of interdisciplinary interests in the college, if each elected faculty member is appointed in a single department or program only, then at least one of the faculty members appointed by the Dean will have appointments in multiple departments or programs. No faculty member may serve consecutive terms.

- B. Election: Nominations to fill vacancies shall be made as follows: during the second semester, the College shall provide each member of the Faculty with a list of the members in each group eligible for nomination. For nomination, a member of the Faculty must hold an appointment of 50 percent or more on the budget of the College of Arts and Sciences.

The Faculty shall then nominate by secret ballot, from among the eligible members in each group, at least two times the number of representatives to be elected. For each position to be filled from the membership of a group, each member of the Faculty may name two persons bearing in mind that not more than one member of a voting unit shall serve on any particular elected committee. The eligible members who receive the highest number of nominating votes shall be advised thereof by the Dean prior to the preparation of the ballots for the election of the committee members. In the absence of their dissent in writing submitted to the Dean, they shall be nominated as candidates for the respective positions on the committees. If a person elects not to be a nominee, that place on the election ballot shall be filled by the person receiving the highest number of nominating votes of those not otherwise nominated and who is willing to be a candidate. In case of ties, the nominee will be determined by lot.

- C. Duties: The purpose and scope of the Executive Committee is to facilitate shared faculty governance, to support effective communication throughout the College, and to advise the Dean on significant issues of policy and governance within the College. The Dean will consult with the Executive Committee on significant changes in the make-up and organization of the College and in relation to significant matters of policy or administration affecting faculty, staff, and students. The Executive Committee may also be assigned specific tasks that are not within the scope of any standing College committee. The Executive Committee will seek and recommend nominations for election to the College Promotion and Tenure Committee.
- D. Meetings: The Dean shall be the chairperson of the Executive Committee. The agenda of the committee will be set jointly by the Dean and the members of the committee. The Executive Committee will meet on a regular basis (i.e., at least monthly) during the academic year to advise the Dean. Individual committee members' contributions to committee deliberations will be confidential but brief minutes of committee meetings will be available in the College.
- E. Terms: The terms of new committee members will commence with the beginning of the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.
- F. Other duties: Selected members of the Executive Committee may be called upon to serve on ad hoc review committees for faculty awards, incentive grants, and related activities. Additional ad hoc committee members, including student representation where appropriate, will be selected as needed to insure proper committee representation.

## Section 2. Promotion and Tenure Committee

- A. Membership: Elected members shall be chosen from the full-time tenured professorial faculty. Two members shall be chosen from each of the Social Sciences, the Sciences, and the Humanities. At the time of election, at least four shall be full professors. The Executive Committee will be encouraged to include some Associate Professor candidates on election ballots. Persons serving on the Promotion and Tenure Committee

shall not be chairpersons, directors, or vice-chairpersons/directors. Election shall be for staggered terms of three years. No elected member of the Promotion and Tenure Committee may succeed themselves if that member has served two years or more; the same department or school may not be represented on the Promotion and Tenure Committee two terms in succession or by two elected members concurrently.

- B. Elections: Nominations to fill vacancies shall be made as follows:
1. At least two nominations for each vacancy shall be submitted by the Executive Committee and must be in the hands of the Secretary of the Faculty at least four weeks before the last regular meeting of the Faculty in the second semester of each academic year.
  2. Nominations may also be made by members of the Faculty. They must be in writing and supported by the signatures of at least five members of the Faculty. Such written nominations must be received by the Secretary at least two weeks prior to the last regular meeting of the Faculty in the second semester of each academic year.
  3. Temporary vacancies, such as those created by leaves of absence, shall be filled for the duration of the vacancy by appointment of the Dean with the concurrence of the Promotion and Tenure Committee. Other vacancies occurring, except those by expiration of term, shall be filled by the Faculty at its next regular election. Pending the election, the position shall be filled by appointment by the Dean with concurrence of the Promotion and Tenure Committee.
- C. Duties: The Promotion and Tenure Committee shall meet to discuss and act upon issues involving the promotion and tenure of faculty and to consider recommendations for tenure and promotion in rank.
- D. Meetings: The most senior (in years of service) elected member of the Committee shall act as chairperson. Either the Dean or the senior elected member may convene the Committee. The Committee will meet as needed during the academic year. Individual committee members' contributions to committee deliberations will be confidential.
- E. Terms: The terms of new committee members will commence with the beginning of the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.

### Section 3. The Student Advisory Board

- A. Members: The Student Advisory Board consists of at least five and no more than fifteen undergraduate student members nominated and elected by students enrolled in the College of Arts and Sciences.
- B. New member recruitment takes place in the Fall semester.
- C. Duties: The Student Advisory Board acts in an advisory capacity to the Dean. The Dean or the Dean's representative shall meet at regular intervals with the Student Advisory Board to discuss the student experience in the College of Arts and Sciences and to develop strategies to facilitate overall student well-being and academic and career success.
- D. Meetings: The Student Advisory Board shall meet at regular intervals or as needed during the academic year.

## **VI. Other Standing Committees**

Other committees may be established, modified, or terminated, as needed, by the Faculty by majority vote of those present and voting. The Faculty shall prescribe the responsibilities and method of selection of these committees. Each Committee shall report to the Faculty at least once a year. The terms of new committee members will commence with the beginning of the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.

The Dean shall be responsible for maintaining a current description, including the method of selection and responsibilities, of such committees, as approved by the Faculty.

### **Section 1. The Committee on Student Academic Distinction, Awards and Appeals**

- A. This Committee shall consist of five faculty members, the Associate Dean assigned to the committee, one graduate student instructor or graduate teaching assistant in the College, and two undergraduate students. One of the faculty members will serve as coordinator.
- B. The faculty members shall be appointed by the Dean upon the advice of the Executive Committee and shall be chosen from the areas of the College as described in Article V with no department represented by two members concurrently. The student members of the committee shall be appointed by the Dean; selection of undergraduate members will be done in consultation with the Student Advisory Board.
- C. The faculty members shall serve three-year terms on a staggered basis. The student members shall serve one-year terms.
- D. Faculty vacancies on the committee will be filled by appointment by the Dean upon the recommendation of the Executive Committee.
- E. Faculty members of the Committee shall decide, within the general criteria set by the Faculty, which degrees shall be awarded with Distinction, High Distinction, or Highest Distinction, and present its recommendations to the Dean. Faculty members of the Committee shall participate in the review and selection of recipients of undergraduate scholarships and awards.
- F. The Committee shall function as the final appeal committee from the departmental grading appeals committees. It shall perform functions of conciliation as well as judgment of the cases coming before it, and shall adopt a set of rules, procedures, and standards for the judgment of cases.

### **Section 2. The Curriculum and Advising Committee**

- A. This Committee shall consist of nine voting members as follows:
  1. Five elected faculty members, serving staggered three-year terms, and representing the areas as described in Article V, Section 1A and B. These members shall report back to and confer with the areas they represent.
  2. Two undergraduate students in this College, serving one-year terms and selected in consultation with the Student Advisory Board. No department may have more than one student member on the Committee simultaneously, unless approved by the Committee.
  3. A voting Executive Secretary appointed by the Dean with advice from the Executive Committee. Normally, an Assistant or Associate Dean will be Executive Secretary of the Curriculum and Advising Committee. The Executive Secretary shall distribute the agenda and minutes to chairpersons of

all departments.

4. The Arts & Sciences Senior Director of Advising and Student Success.
- B. In addition, the Committee shall have as a non-voting member one professional adviser from the College, serving a one-year term and chosen by the Dean in consultation with the Director of the Arts & Sciences Academic and Career Advising Center.
- C. The five faculty members shall be elected by the members of their own cognate area (as described in Part V). At least two nominations for each vacancy shall be submitted to the Faculty by the Curriculum and Advising Committee, at least four weeks before the last regular meeting of the Faculty in the second semester of each academic year. Nominations may also be made by members of the Faculty. They must be in writing and supported by the signatures of at least five members of the Faculty. Such written nominations must be received by the Executive Secretary of the Curriculum and Advising Committee two weeks prior to the last regular meeting of the Faculty in the second semester of each academic year. Faculty members elected to the Committee shall have been full-time tenured or tenure-track faculty or full-time professors of practice at any rank for at least two years prior to selection. Chairpersons and directors are not eligible, although vice-chairpersons/directors may be selected. Committee members may not succeed themselves, nor may a single department be represented two terms in succession. Temporary vacancies, such as those created by leaves of absence, shall be filled for the duration of the vacancy by appointment of the Dean with the concurrence of the Executive Committee. Other vacancies shall be filled by election of the Faculty of the area. Pending the election, the position shall be filled by appointment of the Dean with the concurrence of the Executive Committee. If a person selected to fill an unexpired term serves less than one-half the normal three-year term, that person or the department is still eligible for election to a full three-year term.
- D. The responsibilities of the Curriculum and Advising Committee (or its designee) shall be as follows:
  1. To approve additions, deletions, and revisions of courses and to determine their applicability toward degree requirements.
  2. To approve non-substantive changes regarding major and minor requirements and to make recommendations to the Faculty regarding substantive changes in major and minor requirements.
  3. To make recommendations to the Faculty regarding substantive changes in degree requirements within the College and to interpret these requirements in cases of uncertainty.
  4. To make recommendations to the Dean and the Faculty to improve the quality of advising in the College.
  5. To encourage the improvement of curricular programs within the College.
  6. To serve, with the Executive Committee, as the overall academic planning group for the College.
  7. To concern itself with the quality of instruction within the College and to promote its excellence.
  8. To ensure that courses are described accurately in the Catalog of the College.
  9. To present at the appropriate time to the Faculty for its vote nominees for membership on the Academic Senate Committee on Committees.
- E. In considering curricular and advising matters, the Committee's concerns shall

include student need, duplication of courses and services, intellectual content of the curriculum, and relationships with other College and University programs.

### Section 3. The Assessment Committee

- A. This Committee shall consist of five voting members as follows:
  - 1. Four appointed faculty members, serving staggered three-year terms, with three members chosen from areas of the College as described in Article V.1 A and B, and one member from an interdisciplinary program. No department or interdepartmental program shall be represented by two members concurrently. Chairpersons and directors are not eligible.
  - 2. One representative from the Dean's staff, ordinarily an Associate Dean. The representative from the Dean's staff will act as voting Executive Secretary, appointed by the Dean with advice from the Executive Committee.
- B. Faculty vacancies on the committee will be filled by appointment by the Dean upon the recommendation of the Executive Committee.

### Section 4. The Committee on Academic Freedom and Freedom of Speech

- A. The responsibility of this standing committee will be to advise members of the College of Arts and Sciences, including students, Graduate Teaching and Research Assistants, Lecturers, Professors of Practice, and Tenured or Tenure-leading Professors, concerning general and specific issues regarding Academic Freedom in teaching and research. Of primary importance will be considering questions that arise in defining the relation of faculty governance to both the national norms and UNL policies on Freedom of Speech and Academic Freedom. The committee may consult with the AAUP as warranted.
- B. The committee will provide support to members of the College of Arts & Sciences in the following ways:
  - 1. The committee will undertake an educational role for the college. Members of this committee will develop an expertise in issues in Academic Freedom and Freedom of Speech issues and will suggest training needs and opportunities to the Dean and provide information to Chairs and Directors on request. The committee will be expected to provide workshops and presentations on the relation of Academic Freedom and Freedom of Speech issues to instructional and research specialists as requested by unit heads.
  - 2. The committee will be available in an advisory or support role to members of the college concerning issues of Academic Freedom and Freedom of Speech. While students and CAS personnel will normally work with their Department Chair or Program Director to start, members on this committee will be available for consultations and will, upon request, provide advisory support for such individuals. When issues of academic freedom or freedom of speech arise in relation to an individual from CAS, members of the committee should also be prepared to attend meetings with administrators outside of the college.
  - 3. Members on this committee will meet regularly both to address issues of Academic Freedom and Freedom of Speech that arise during the course of the year and to advise the Dean should these issues demand College recognition or action.
  - 4. This document authorizes this committee to serve as a fact-finding body in cases of potential violation of Academic Freedom or Freedom of Speech.

- C. Membership on this committee will require readiness both to maintain confidentiality in ongoing cases and to seek appropriate expertise regarding (a) disciplinary standards, (b) legal questions, and (c) concerns and questions regarding engagement with administration beyond College-level authority. In accord with the established rules for faculty governance of UNL, the chair of the committee will be free to represent the decisions of the committee, with the committee's assent.
- D. The membership of the Committee shall consist of the Associate Dean of Faculty (ex officio), two Representatives of the Humanities (elected), two Representatives of the Social Sciences (elected), and two Representatives of the Natural Sciences (elected). Terms of membership are for 3 years. The committee will appoint its own chair at the beginning of the AY. In an event of a mid-term vacancy, the committee chair may appoint an appropriate member to complete the term. Membership of the Committee is open to all tenured professors or professors of practice at associate or full rank and will be selected through College-wide elections. Members serve at staggered terms.

Section 5. The Interconnection, Democracy, Empowerment, and Advocacy (IDEA) Committee

- A. The IDEA committee shall consist of 7-11 members, each serving staggered 3-year terms. While the majority of members will be faculty (tenure-line and professors of practice), the committee shall also include 1-3 administrative staff, 1-2 undergraduate students, and 1 graduate student. An associate dean shall be appointed as liaison to the committee and will attend meetings and events when invited. Membership shall include at least one person from each of the three areas as defined in the executive committee membership: Social Sciences, Humanities, and Sciences. The committee should intentionally include diversity, broadly defined, among its own membership.
- B. New members are nominated by existing members, the Dean's office, the college community at large, or a self-expressed interest. New members shall be appointed by the Dean upon consultation with the Executive Committee and, in the case of undergraduates, the Student Advisory Committee. The committee shall have two co-chairs, appointed by the Dean, ideally each serving in the co-chair position for two years but with staggered appointments. Faculty are eligible to serve as co-chairs, and one co-chair may be a staff member.

Section 6. The Committee for Advancing Undergraduate Success and Equity

- A. The Committee for Advancing Undergraduate Success and Equity (CAUSE) is chaired by the Associate Dean for Undergraduate Education, includes a college student success leader and one appointed representative from each unit with a major in CAS; units with multiple majors can have up to two representatives. The representative should be the Vice Chair, Undergraduate Committee Chair, or Curriculum Committee chair in that unit or another representative with recommendation of unit leadership. The committee should also include a representative from any major shared with another college.
- B. Purpose. The Committee for Advancing Undergraduate Success and Equity (CAUSE) is charged by the Dean's office to undertake efforts to increase student retention, eliminate barriers to degree completion, and decrease equity gaps in student success. These efforts can include review and discussion of student success data, review of academic policies and practices within CAS, and the development and sharing of strategies and initiatives to meet the college's student success goals. Committee

- members convey information shared at meetings with their units and gather input from their units to raise issues of concern and make recommendations on issues under consideration by the committee.
- C. The CAUSE committee will meet monthly during the academic year

## **VII. Ad Hoc Committees**

The Dean may create, as needed, other Ad Hoc committees as required, with majority approval of the Executive Committee. Members of Ad Hoc committees shall be appointed by the Dean, with an eye to proportional representation of the cognate areas (as described in Part V). The Dean may appoint other members with special training or expertise as needed. The current Ad Hoc committees include: the Research Advisory Committee, Faculty Hiring Advisory Committee, Endowed/College Professorships Committee, Graduate Advisory Council, and the Budget Advisory Committee.

## **VIII. Parliamentary Authority**

Except when otherwise provided in these bylaws, all procedures shall be in accord with Robert's Rules of Order, latest revised edition.

## **IX. Amendment of the Bylaws**

Section 1. A motion to change the bylaws of the Faculty requires a vote of two-thirds of the members voting.

Section 2. A vote on a motion to change the bylaws shall be taken, not at the meeting at which it was introduced, and not later than at the next following meeting.

Item 4d. Recommendation from the Dean and the College Executive Committee to approve the proposed changes to the Bylaws of the Faculty: Proposed CAS Bylaw – based on current changes.

## The Bylaws of the College

In accordance with the Bylaws of the Board of Regents of the University of Nebraska, the College of Arts and Sciences adopted its own Bylaws. Nothing in these Bylaws shall be construed to be in conflict with any applicable law or with UNL Bylaws or with the Bylaws of the Board of Regents. Where anything in these Bylaws or any Bylaws or Rules of any ~~Institute, School, Department~~institute, school, department, or other subunit of UNL possessing power to enact Bylaws or Rules conflicts with UNL Bylaws, the provisions of the UNL Bylaws shall govern anything in any Bylaws or Rules of the College, ~~Institute, School, Department~~institute, school, department, or other subunit to the contrary ~~notwithstanding. They are as follows:~~

### College of Arts and Sciences Bylaws of the Faculty

Adopted December 3, 1971, and including changes adopted by the faculty of the College through May 3, 2022.

The name of the organization shall be the ~~Faculty of the~~ College of Arts and Sciences, University of Nebraska-Lincoln; the governing body shall be the faculty of the College, hereinafter referred to as ~~the~~"The Faculty."

#### I. Powers

Within the limits established by the Bylaws and Rules of the Board of Regents of the University of Nebraska, the Faculty shall:

- A. establish rules for the conduct of its business and approve or disapprove proposals for changes in the bylaws;
- B. establish committees for the conduct of Faculty business and assign functions and responsibilities to them;
- C. set entrance requirements to the College and requirements for degrees; approve or disapprove the establishment of programs for majors and minors and of courses to be offered for credit in the College; determine scholastic standards to be met by students in the College; establish procedures for probation, dismissal, reinstatement, and other measures related to the maintenance of academic standards; and establish other rules concerning curricula, instructional programs, and grading regulations;
- D. consider other business brought before it by the Dean, the Executive Committee, the Faculty, or other authorized persons according to procedures outlined in these bylaws;
- E. consider other items of broad interest to the welfare of the Faculty.

#### II. Members

Section 1. The Faculty shall consist of all full-time or part-time members holding the rank of Assistant Professor, Associate Professor, Professor, Assistant Professor of Practice, Associate Professor of Practice, Professor of Practice, Research Professor or Research Associate Professor, Research Assistant Professor or Lecturer. In what follows, all references to Assistant Professor, Associate Professor and Professor include both the tenure track ranks and the corresponding Practice and Research ranks.

Section 2. Faculty members in other colleges shall not be members unless specifically authorized by action of the Faculty of Arts and Sciences.

Section 3. In order to vote in a college election or nominate a candidate for election to a college committee, a member of the Faculty must hold an appointment of 50 percent or more FTE in the College of Arts and Sciences.

Section 4. In accordance with the Bylaws of the Board of Regents (Chapter IV), the faculty of the College of Arts and Sciences are entitled to academic due process in all cases where a personnel issue may yield an adverse decision (e.g., a sanction or other remedial action). The appropriate unit or college officer (e.g. Chair/Director or Dean/Associate Dean) must inform the faculty member of the complaints or charges against them, and the faculty member must be provided the opportunity to respond in writing to those complaints within five (5) business days.

### III. Officers

Section 1. The Dean of the College of Arts and Sciences or the Dean's representative shall preside at meetings of the Faculty, except that, in the absence of the Dean or the Dean's representative, the Faculty shall elect a president pro tem.

Section 2. The Secretary shall be elected during the first meeting of the academic year and shall serve for a two-year term.

~~Section 3. The Dean shall appoint a parliamentarian at the first meeting of each academic year.~~

### IV. Meetings

Section 1. There shall be a minimum of two meetings of the Faculty each year, including one in the first semester and one in April or May.

Section 2. A meeting may be called in any one of the following ways:

- A. by the Dean
- B. by the Executive Committee
- C. by written request of at least 25 members.

Section 3. Notifications of the meetings and copies of the agenda shall normally be sent to the Faculty one week in advance.

Section 4. Items shall be placed on the agenda in any of the following ways:

- A. by the Dean
- B. by the Executive Committee
- C. by 10 or more members of the Faculty who shall submit the item in writing to the Executive Committee
- D. by action from the floor, provided that no substantive matter is voted on during the same meeting.

Section 5. A quorum shall consist of 4030 members of the Faculty. If a quorum is not present by the assigned meeting time the meeting will be adjourned. A second meeting, with the same agenda, will be ~~convened 10 minutes later with a quorum requirement of 10 members of the Faculty called at a later date.~~

Section 6. A motion to refer a question to a ballot of the Faculty shall be in order after the call for the question but ~~before the prior to any~~ vote ~~is taken on any substantive matter before over~~ any of the main motions associated with the Faculty, and it question. The motion to refer shall be adopted ~~providing~~provided it is supported by 25-percent% of the members present ~~favor such a~~. ~~Should the~~ motion ~~A substantive matter shall to refer~~ be ~~taken as being confined to main motions.~~ ~~A successful,~~ a summary of the arguments on the motion, pro and con, which were presented at the Faculty meeting and which are germane to the issue shall be prepared by the Secretary and sent, along with the ballot, to each member of the Faculty.

~~Section 7. All~~

Section 7. With the exception of amendments of these Bylaws, discussed under heading IX, all elections, including ballots, shall be decided by majority vote of all members voting. If a majority is not reached on the first ballot, a second balloting of the two candidates receiving the highest number of votes shall be held.

Section 8. The agenda of each meeting of the Faculty will be sent to the Arts and Sciences Student Advisory Board and that body may designate representatives from its membership to participate in the meeting, without voting privileges.

#### V. Standing Committees

~~Bylaws of The~~ Standing Committees of the College are: The Executive Committee, The Promotion and Tenure Committee, and The Student Advisory Board.

The College is apportioned into three cognate areas for purposes of representation on committees:

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Area II – Humanities: Classics & Religious Studies, English, History, Modern Languages & Literatures, Philosophy

Area III – Sciences: Biological Sciences, Chemistry, Mathematics, Physics & Astronomy

#### Section 1. Executive Committee

#### ~~Section 1. Executive Committee~~

- A. Membership: The Executive Committee shall consist of the Dean of the College of Arts and Sciences, the Associate Deans and eight faculty members, five elected and three appointed. The elected and appointed faculty members shall be chosen from the full-time tenured or tenure-track faculty, or from the full-time professors of practice at any rank. ~~One member~~The elected faculty membership of the committee shall be chosen consist of: one member from Social Sciences; two members ~~shall be chosen~~ from the Sciences; one member ~~shall be chosen~~ from the Humanities; and one additional member ~~shall be chosen~~ from the Social Sciences or Humanities, alternating between the two areas in alternate elections. The elected members will be chosen by a ballot and the other members will be appointed by the Dean. Election shall be for staggered terms of two years. No elected member of the Executive Committee may succeed ~~himself or herself~~themselves if that member has served two years; the same department or school may not be represented on the Executive Committee by ~~two~~more than one elected

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~~members~~member concurrently. To ensure representation of interdisciplinary interests in the college, if each elected faculty member is appointed in a single department or program only, then at least one of the faculty members appointed by the Dean will have appointments in multiple departments or programs. No faculty member may serve consecutive terms.

A. ~~The College is apportioned into three areas for purposes of representation on committees:~~  
~~Area I— Social Sciences: Anthropology, Communication Studies, Geography, Political Science, Psychology, Sociology~~

~~Area II— Humanities: Classics & Religious Studies, English, History, Modern Languages & Literatures, Philosophy~~

~~Area III— Sciences: Biological Sciences, Chemistry, Computer Science & Engineering, Earth & Atmospheric Sciences, Mathematics, Physics & Astronomy~~

B. Election: Nominations to fill vacancies shall be made as follows: ~~During~~during the second semester, the College shall provide each member of the Faculty with a list of the members in each group eligible for nomination. For nomination, a member of the Faculty must hold an appointment of 50 percent or more on the budget of the College of Arts and Sciences.

The Faculty shall then nominate by secret ballot, from among the eligible members in each group, at least two times the number of representatives to be elected. For each position to be filled from the membership of a group, each member of the Faculty may name two persons bearing in mind that not more than one member of a voting unit shall serve on any particular elected committee. The eligible members who receive the highest number of nominating votes shall be advised thereof by the Dean prior to the preparation of the ballots for the election of the committee members. In the absence of their dissent in writing submitted to the Dean, they shall be nominated as candidates for the respective positions on the committees. If a person elects not to be a nominee, that place on the election ballot shall be filled by the person receiving the highest number of nominating votes of those not otherwise nominated and who is willing to be a candidate. In case of ties, the nominee will be determined by lot.

~~B.~~ Duties: The purpose and scope of the Executive Committee is to facilitate shared faculty governance, to support effective communication throughout the College, and to advise the Dean on significant issues of policy and governance within the College.

Scope: The Dean will consult with the ~~executive committee~~Executive Committee on significant changes in the make-up and organization of the College and in relation to significant matters of policy or administration affecting faculty, staff, and students. ~~The executive committee~~Executive Committee may also be assigned specific tasks that are not within the scope of any standing College committee.

C. ~~The executive committee~~Executive Committee will seek and recommend nominations for election to the College Promotion and Tenure Committee.

~~C.~~ Meetings: The Dean shall be the chairperson of the Executive Committee. The agenda of the committee will be set jointly by the Dean and the members of the committee. The Executive Committee will meet on a regular basis (i.e., at least monthly) during the academic year to advise the Dean. Individual committee members' contributions to

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E. Terms: The terms of new committee members will commence with the beginning of

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the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.

- F. Other duties: Selected members of the Executive Committee may be called upon to serve on ad hoc review committees for faculty awards, incentive grants, and related activities. Additional ad hoc committee members, including student representation where appropriate, will be selected as needed to insure proper committee representation.

## Section 2. Promotion and Tenure Committee

~~A. The Promotion and Tenure Committee shall consist of the Dean of the College of Arts and Sciences, one Arts and Sciences Assistant or Associate Dean (appointed by the Dean), and six members elected by the faculty in a ballot.~~ Membership: Elected members shall be

chosen from the full-time tenured professorial faculty. Two members shall be chosen from each of the Social Sciences, the Sciences, and the Humanities. At the time of election, at least four shall be full professors. The Executive Committee will be encouraged to include some Associate Professor candidates on election ballots. Persons serving on the Promotion and Tenure Committee shall not be chairpersons, directors, or vice-chairpersons/-directors. Election shall be for staggered terms of three years. No elected member of the Promotion and Tenure Committee may succeed ~~himself or herself~~

- A. themselves if that member has served two years or more; the same department or school may not be represented on the Promotion and Tenure Committee two terms in succession or by two elected members concurrently.

~~B. The College is apportioned into three areas for purposes of representation on committees:~~

~~Area I—Social Sciences: Anthropology, Communication Studies, Geography, Political Science, Psychology, Sociology~~

~~Area II—Humanities: Classics & Religious Studies, English, History, Modern Languages & Literatures, Philosophy~~

~~Area III—Sciences: Biological Sciences, Chemistry, Computer Science & Engineering, Earth & Atmospheric Sciences, Mathematics, Physics & Astronomy~~

- B. Elections: Nominations to fill vacancies shall be made as follows:
  1. At least two nominations for each vacancy shall be submitted by the Executive Committee and must be in the hands of the Secretary of the Faculty at least four weeks before the last regular meeting of the Faculty in the second semester of each academic year.
  2. Nominations may also be made by members of the Faculty. They must be in writing and supported by the signatures of at least five members of the Faculty. Such written nominations must be received by the Secretary at least two weeks prior to the last regular meeting of the Faculty in the second semester of each academic year.
  3. Temporary vacancies, such as those created by leaves of absence, shall be filled for the duration of the vacancy by appointment of the Dean with the concurrence of the Promotion and Tenure Committee. Other vacancies occurring, except those by expiration of term, shall be filled by the Faculty at its next regular election. Pending the election, the position shall be filled by appointment by the Dean with concurrence of the Promotion and Tenure Committee.
- C. Duties: The Promotion and Tenure Committee shall meet to discuss and act upon issues involving the promotion and tenure of faculty and to consider recommendations for tenure and promotion in rank.
- D. Meetings: The most senior (in years of service) elected member of the Committee shall act as chairperson. Either the Dean or the senior elected member may convene the

Committee. The Committee will meet as needed during the academic year. Individual committee members' contributions to committee deliberations will be confidential.

- E. Terms: The terms of new committee members will commence with the beginning of the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.

Section 3. The Student Advisory Board

- A. Members: The Student Advisory Board consists of at least five and no more than fifteen undergraduate student members nominated and elected by students enrolled in the College of Arts and Sciences.
  - ~~A. Election of members is conducted by ASUN in accordance with the regular procedures of that organization and in accordance with the provisions of the ASUN-approved constitution of the Student Advisory Board.~~
  - B. New member recruitment takes place in the Fall semester.
  - ~~B-C.~~ Duties: The Student Advisory Board acts in an advisory capacity to the Dean. The Dean or the Dean's representative shall meet at regular intervals with the Student Advisory Board to discuss the student experience in the College of Arts and Sciences and to develop strategies to facilitate overall student well-being and academic and career success.
  - D. Meetings: The Student Advisory Board shall meet at regular intervals or as needed during the academic year.
-

## VI. Other Standing Committees

~~Section 1. All other Standing Committees will~~Other committees may be established, modified, or terminated, as needed, by the Faculty by majority vote of those present and voting. The Faculty shall prescribe the responsibilities and method of selection of ~~such~~these committees. Each ~~Standing~~ Committee shall report to the Faculty at least once a year. The terms of new committee members will commence with the beginning of the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.

### ~~Section 2.~~

The Dean shall be responsible for maintaining a current description, including the method of selection and responsibilities, of such committees, as approved by the Faculty.

#### ~~II.I. Parliamentary Authority~~

~~Except when otherwise provided in these bylaws, all procedures shall be in accord with Robert's Rules of Order, latest revised edition.~~

#### ~~III.I. Amendment of the Bylaws~~

~~Section 1. A motion to change the bylaws of the Faculty requires a vote of two-thirds of the members voting.~~

~~Section 2. A vote on a motion to change the bylaws shall be taken, not at the meeting at which it was introduced, and not later than at the next following meeting.~~

### Description of Standing Committees

Section 1. The Committee on Student Academic Distinction, Awards and Appeals

- A. This Committee shall consist of ~~a coordinator~~, five faculty members, the Associate Dean assigned to the committee, one graduate student instructor or graduate teaching assistant in the College ~~appointed by the Dean~~, and two undergraduate students ~~selected by the Student Advisory Board. One of the faculty members will serve as coordinator.~~
- B. The ~~faculty~~ members shall be appointed by the Dean upon the advice of the Executive Committee; and shall be chosen from the areas of the College as described in Article V: ~~A and B~~ with no department represented by two members concurrently. ~~The student members of the committee shall be appointed by the Dean; selection of undergraduate members will be done in consultation with the Student Advisory Board.~~
- C. The faculty members shall serve ~~for~~ three-year terms on a staggered basis. The student members shall serve one-year terms.
- D. Faculty vacancies on the committee will be filled by appointment by the Dean upon the recommendation of the Executive Committee.
- E. Faculty members of the Committee shall decide, within the general criteria set by the Faculty, which degrees shall be awarded with Distinction, High Distinction, or Highest Distinction, and present its recommendations to the Dean. Faculty members of the Committee shall ~~select students to be nominated by~~ participate in the College ~~for review and selection of recipients of undergraduate~~ scholarships, ~~fellowships~~, and awards.
- F. The Committee shall function as the final appeal committee from the departmental grading appeals committees. It shall perform functions of conciliation as well as judgment of the cases coming before it, and shall adopt a set of rules, procedures,

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and standards for the judgment of cases.

Section 2. The Curriculum and Advising Committee

- A. This Committee shall consist of nine voting members as follows:
1. Five elected faculty members, serving staggered three-year terms, and representing the areas as described in Article V, Section 1A and B. These members shall report back to and confer with the areas they represent.
  2. Two undergraduate students in this College, serving one-year terms and ~~chosen~~ by selected in consultation with the Student Advisory Board. No department may have more than one student member on the Committee simultaneously, unless approved by the Committee.
  3. A voting Executive Secretary appointed by the Dean with advice from the Executive Committee. Normally, an Assistant or Associate Dean will be Executive Secretary of the Curriculum and Advising Committee. The Executive Secretary shall distribute the agenda and minutes to chairpersons of all departments.
  4. The Arts & Sciences Senior Director of Advising and Student Success.
- B. In addition, the Committee shall have as a non-voting member one ~~faculty or~~ professional adviser from the College, serving a one-year term and chosen by the Dean in consultation with the Director of the Arts & Sciences Academic and Career Advising Center.
- C. The five faculty members shall be elected by the members of their own area-cognate area (as described in Part V). At least two nominations for each vacancy shall be submitted to the Faculty by the Curriculum and Advising Committee, at least four weeks before the last regular meeting of the Faculty in the second semester of each academic year. Nominations may also be made by members of the Faculty. They must be in writing and supported by the signatures of at least five members of the Faculty. Such written nominations must be received by the Executive Secretary of the Curriculum and Advising Committee two weeks prior to the last regular meeting of the Faculty in the second semester of each academic year. Faculty members elected to the Committee shall have been full-time tenured or tenure-track faculty ~~members in this College or full-time professors of practice at the any rank of assistant professor, or higher,~~ for at least two years prior to selection. Chairpersons and directors are not eligible, although vice-chairpersons/directors may be selected. Committee members may not succeed themselves, nor may a single department be represented ~~on the Committee~~ two terms in succession. Temporary vacancies, such as those created by leaves of absence, shall be filled for the duration of the vacancy by appointment of the Dean with the concurrence of the Executive Committee. Other vacancies shall be filled by election of the Faculty of the area. Pending the election, the position shall be filled by appointment of the Dean with the concurrence of the Executive Committee. If a person selected to fill an unexpired term serves less than one-half the normal three-year term, that person or the department is still eligible for election to a full three-year term.
- D. The responsibilities of the Curriculum and Advising Committee (or its designee) shall be as follows:
1. To approve additions, deletions, and revisions of courses and to determine their applicability toward degree requirements.
  2. To approve non-substantive changes regarding major and minor requirements

and to make recommendations to the Faculty regarding substantive changes in major and minor requirements.

3. To make recommendations to the Faculty regarding substantive changes in degree requirements within the College and to interpret these requirements in cases of uncertainty.
  4. To make recommendations to the Dean and the Faculty to improve the quality of advising in the College.
  5. To encourage the improvement of curricular programs within the College.
  6. To serve, with the Executive Committee, as the overall academic planning group for the College.
  7. To concern itself with the quality of instruction within the College and to promote its excellence.
  - ~~1. To establish a subcommittee on Special Student Requests to consider independent petitions of a non-routine nature referred to it by the Dean's Office for student academic programs such as the waiving of College-wide academic requirements. The subcommittee may have members who are not on the Curriculum and Advising Committee.~~
  8. ~~To try to~~ ensure that courses are described accurately ~~described~~ in the Bulletin/Catalog of the College.
  9. To present at the appropriate time to the Faculty for its vote nominees for membership on the Academic Senate Committee on Committees.
- E. In considering curricular and advising matters, the Committee's concerns shall include student need, duplication of courses and services, intellectual content of the curriculum, and relationships with other College and University programs.

### Section 3. The Assessment Committee

- A. This Committee shall consist of five voting members as follows:
1. Four appointed faculty members, serving staggered three-year terms, with three members chosen from areas of the College as described in Article V.1 A and B, and one member from an interdisciplinary program. No department or interdepartmental program shall be represented by two members concurrently. Chairpersons and directors are not eligible.
  2. One representative from the Dean's staff, ordinarily an Associate Dean. The representative from the Dean's staff will act as voting Executive Secretary, appointed by the Dean with advice from the Executive Committee.
- B. Faculty vacancies on the committee will be filled by appointment by the Dean upon the recommendation of the Executive Committee.

### Section 4. The Committee on Academic Freedom and Freedom of Speech

- A. The responsibility of this standing committee will be to advise members of the College of Arts and Sciences, including students, Graduate Teaching and Research Assistants, Lecturers, Professors of Practice, and Tenured or Tenure-leading Professors, concerning general and specific issues regarding Academic Freedom in teaching and research. Of primary importance will be considering questions that arise in defining the relation of faculty governance to both the national norms and UNL policies on Freedom of Speech and Academic Freedom. The committee may consult with the AAUP as warranted.

B. The committee will provide support to members of the College of Arts & Sciences in the following ways:

1. The committee will undertake an educational role for the college. Members of this committee will develop an expertise in issues in Academic Freedom and Freedom of Speech issues and will suggest training needs and opportunities to the Dean and provide information to Chairs and Directors on request. The committee will be expected to provide workshops and presentations on the relation of Academic Freedom and Freedom of Speech issues to instructional and research specialists as requested by unit heads.

4) The committee will be available in an advisory or support role to members of the college concerning issues of Academic Freedom and Freedom of Speech. While students and CAS personnel will normally work with their Department Chair or Program Director to start, members on this committee will be available for consultations and will, upon request, provide advisory support for such individuals.

2. When issues of academic freedom or freedom of speech arise in relation to an individual from CAS, members of the committee should also be prepared to attend meetings with administrators outside of the college.
3. Members on this committee will meet regularly both to address issues of Academic Freedom and Freedom of Speech that arise during the course of the year and to advise the Dean should these issues demand College recognition or action.
4. This document authorizes this committee to serve as a fact-finding body in cases of potential violation of Academic Freedom or Freedom of Speech.

C. Membership on this committee will require readiness both to maintain confidentiality in ongoing cases and to seek appropriate expertise regarding (a) disciplinary standards, (b) legal questions, and (c) concerns and questions regarding engagement with administration beyond College-level authority. In accord with the established rules for faculty governance of UNL, the chair of the committee will be free to represent the decisions of the committee, with the committee's assent.

~~In accord with the established rules for faculty governance of UNL, the chair of the committee will be free to represent the decisions of the committee, with the committee's assent.~~

~~Membership~~ The membership of the Committee:

- ~~• shall consist of the~~ Associate Dean of Faculty (ex officio)
- ~~• 2,~~ two Representatives of the Humanities (elected)
- ~~• 2,~~ two Representatives of the Social Sciences (elected)
- ~~• 2,~~ and two Representatives of the Natural Sciences (elected)

). ~~Terms of membership are for 3 years. The committee will appoint its own chair at the beginning of the AY. In an event of a mid-term vacancy, the committee chair may appoint an appropriate member to complete the term.~~

D. Membership of the Committee is open to all tenured professors or professors of practice at associate or full rank and will be selected through College-wide elections. Members serve at staggered terms.

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Section 5. The Inclusion, Diversity, Equity, Interconnection, Democracy, Empowerment, and Access/Advocacy (IDEA) Committee

- A. The IDEA committee shall consist of 7-11 members, each serving staggered 3-year terms ~~of 3 years~~. While the majority of membership ~~members~~ will be faculty (tenure-line and ~~professor~~ professors of practice), the committee shall also include 1-3 administrative staff, 1-2 undergraduate students, and 1 graduate student. An associate dean shall be appointed as liaison to the committee, ~~but and will not~~ regularly attend meetings and events when invited. Membership shall include at least one person from each of the three areas as defined in the executive committee membership: Social Sciences, Humanities, and Sciences. The committee should intentionally include diversity, broadly defined, among its own membership.
- B. New members are nominated by existing members, the Dean's office, the college community at large, or a self-expressed interest. New members shall be appointed by the Dean upon consultation with the Executive Committee, and, in the case of undergraduates, the Student Advisory Committee. The committee shall have two co-chairs, appointed by the Dean, ideally each serving in the co-chair position for two years but with staggered appointments. Faculty are eligible to serve as co-chairs, and, ~~at most,~~ one co-chair ~~could~~ may be a staff member.

Section 6. The Committee for Advancing Undergraduate Success and Equity

- A. The Committee for Advancing Undergraduate Success and Equity (CAUSE) is chaired by the Associate Dean for Undergraduate Education, includes a college student success leader and one appointed representative from each unit with a major in CAS; units with multiple majors can have up to two representatives. The representative should be the Vice Chair, Undergraduate Committee Chair, or Curriculum Committee chair in that unit or another representative with recommendation of unit leadership. The committee should also include a representative from any major shared with another college.
- B. Purpose. The Committee for Advancing Undergraduate Success and Equity (CAUSE) is charged by the Dean's office to undertake efforts to increase student retention, eliminate barriers to degree completion, and decrease equity gaps in student success. These efforts can include review and discussion of student success data, review of academic policies and practices within CAS, and the development and sharing of strategies and initiatives to meet the college's student success goals. Committee members convey information shared at meetings with their units and gather input from their units to raise issues of concern and make recommendations on issues under consideration by the committee.
- C. The CAUSE committee will meet monthly during the academic year

## VII. Ad Hoc Committees

The Dean may create, as needed, other Ad Hoc committees as required, with majority approval of the Executive Committee. Members of Ad Hoc committees shall be appointed by the Dean, with an eye to proportional representation of the cognate areas (as described in Part V). The Dean may appoint other members with special training or expertise as needed. The current Ad Hoc committees include: the Research Advisory Committee, Faculty Hiring Advisory Committee, Endowed/College Professorships Committee, Graduate Advisory Council, and the Budget Advisory Committee.

## VIII. Parliamentary Authority

Except when otherwise provided in these bylaws, all procedures shall be in accord with Robert's Rules of Order, latest revised edition.

**IX. Amendment of the Bylaws**

Section 1. A motion to change the bylaws of the Faculty requires a vote of two-thirds of the members voting.

Section 2. A vote on a motion to change the bylaws shall be taken, not at the meeting at which it was introduced, and not later than at the next following meeting.

Item 4e. Recommendation from the Dean and the College Executive Committee to approve the proposed changes to the Bylaws of the Faculty: Proposed CAS Bylaw – based on approved by CAS Fall 2024.

## The Bylaws of the College

In accordance with the Bylaws of the Board of Regents of the University of Nebraska, the College of Arts and Sciences adopted its own Bylaws. Nothing in these Bylaws shall be construed to be in conflict with any applicable law or with UNL Bylaws or with the Bylaws of the Board of Regents. Where anything in these Bylaws or any Bylaws or Rules of any institute, school, department, or other subunit of UNL possessing power to enact Bylaws or Rules conflicts with UNL Bylaws, the provisions of the UNL Bylaws shall govern anything in any Bylaws or Rules of the College, institute, school, department, or other subunit to the contrary.

### College of Arts and Sciences Bylaws of the Faculty

Adopted December 3, 1971, and including changes adopted by the faculty of the College through May 3, 2022. ~~Includes modifications recommended by the College Executive Committee (2023-2024).~~

The name of the organization shall be the College of Arts and Sciences, University of Nebraska-Lincoln; the governing body shall be the faculty of the College, hereinafter referred to as "The Faculty."

#### I. Powers

Within the limits established by the Bylaws and Rules of the Board of Regents of the University of Nebraska, the Faculty shall:

- A. establish rules for the conduct of its business and approve or disapprove proposals for changes in the bylaws;
- B. establish committees for the conduct of Faculty business and assign functions and responsibilities to them;
- C. set entrance requirements to the College and requirements for degrees; approve or disapprove the establishment of programs for majors and minors and of courses to be offered for credit in the College; determine scholastic standards to be met by students in the College; establish procedures for probation, dismissal, reinstatement, and other measures related to the maintenance of academic standards; and establish other rules concerning curricula, instructional programs, and grading regulations;
- D. consider other business brought before it by the Dean, the Executive Committee, the Faculty, or other authorized persons according to procedures outlined in these bylaws;
- E. consider other items of broad interest to the welfare of the Faculty.

#### II. Members

Section 1. The Faculty shall consist of all full-time or part-time members holding the rank of Assistant Professor, Associate Professor, Professor, Assistant Professor of Practice, Associate Professor of Practice, Professor of Practice, Research Professor or Research Associate Professor, Research Assistant Professor or Lecturer. In what follows, all references to Assistant Professor, Associate Professor and Professor include both the tenure track ranks and the corresponding Practice and Research ranks.

Section 2. Faculty members in other colleges shall not be members unless specifically authorized by action of the Faculty of Arts and Sciences.

Section 3. In order to vote in a college election or nominate a candidate for election to a college committee, a member of the Faculty must hold an appointment of 50 percent or more FTE in the College of Arts and Sciences.

Section 4. In accordance with the Bylaws of the Board of Regents (Chapter IV), the faculty of the College of Arts and Sciences are entitled to academic due process in all cases where a personnel issue may yield an adverse decision (e.g., a sanction or other remedial action). The appropriate unit or college officer (e.g. Chair/Director or Dean/Associate Dean) must inform the faculty member of the complaints or charges against them, and the faculty member must be provided the opportunity to respond in writing to those complaints within five (5) business days.

### **III. Officers**

Section 1. The Dean of the College of Arts and Sciences or the Dean's representative shall preside at meetings of the Faculty, except that, in the absence of the Dean or the Dean's representative, the Faculty shall elect a president pro tem.

Section 2. The Secretary shall be elected during the first meeting of the academic year and shall serve for a two-year term.

### **IV. Meetings**

Section 1. There shall be a minimum of two meetings of the Faculty each year, including one in the first semester and one in April or May.

Section 2. A meeting may be called in any one of the following ways:

- A. by the Dean
- B. by the Executive Committee
- C. by written request of at least 25 members.

Section 3. Notifications of the meetings and copies of the agenda shall normally be sent to the Faculty one week in advance.

Section 4. Items shall be placed on the agenda in any of the following ways:

- A. by the Dean
- B. by the Executive Committee
- C. by 10 or more members of the Faculty who shall submit the item in writing to the Executive Committee
- D. by action from the floor, provided that no substantive matter is voted on during the same meeting.

Section 5. A quorum shall consist of 30 members of the Faculty. If a quorum is not present by the assigned meeting time the meeting will be adjourned. A second meeting, with the same agenda, will be called at a later date.

Section 6. A motion to refer a question to a ballot of the Faculty shall be in order after the call for the question but prior to any vote over any of the main motions associated with the question. The motion to refer shall be adopted provided it is supported by 25% of the members present. Should the motion to refer be successful, a summary of the arguments on the motion, pro and con, which were presented at the Faculty meeting and which are germane to the issue shall be prepared by the Secretary and sent, along with the ballot, to each member of the Faculty.

Section 7. With the exception of amendments of these Bylaws, discussed under heading IX, all elections, including ballots, shall be decided by majority vote of all members voting. If a majority is not reached on the first ballot, a second balloting of the two candidates receiving the highest number of votes shall be held.

Section 8. The agenda of each meeting of the Faculty will be sent to the Arts and Sciences Student Advisory Board and that body may designate representatives from its membership to participate in the meeting, without voting privileges.

#### **V. Standing Committees**

The Standing Committees of the College are: The Executive Committee, The Promotion and Tenure Committee, and The Student Advisory Board.

The College is apportioned into three cognate areas for purposes of representation on committees:

Area I – Social Sciences: Communication Studies, Political Science, Psychology, School of Global Integrative Studies, Sociology

Area II – Humanities: Classics & Religious Studies, English, History, Modern Languages & Literatures, Philosophy

Area III – Sciences: Biological Sciences, Chemistry, ~~Earth & Atmospheric Sciences~~, Mathematics, Physics & Astronomy

#### **Section 1. Executive Committee**

A. Membership: The Executive Committee shall consist of the Dean of the College of Arts and Sciences, the Associate Deans and eight faculty members, five elected and three appointed. The elected and appointed faculty members shall be chosen from the full-time tenured or tenure-track faculty, or from the full-time professors of practice at any rank. The elected faculty membership of the committee shall consist of: one member from Social Sciences; two members from the Sciences; one member from the Humanities; and one additional member from the Social Sciences or Humanities, alternating between the two areas in alternate elections. The elected members will be chosen by a ballot and the other members will be appointed by the Dean. Election shall be for staggered terms of two years. No elected member of the Executive Committee may succeed themselves if that member has served two years; the same department or school may not be represented on the Executive Committee by more than one elected member concurrently. To ensure representation of interdisciplinary interests in the college, if each elected faculty member is appointed in a single department or program only, then at least one of

the faculty members appointed by the Dean will have appointments in multiple departments or programs. No faculty member may serve consecutive terms.

- B. Election: Nominations to fill vacancies shall be made as follows: during the second semester, the College shall provide each member of the Faculty with a list of the members in each group eligible for nomination. For nomination, a member of the Faculty must hold an appointment of 50 percent or more on the budget of the College of Arts and Sciences.

The Faculty shall then nominate by secret ballot, from among the eligible members in each group, at least two times the number of representatives to be elected. For each position to be filled from the membership of a group, each member of the Faculty may name two persons bearing in mind that not more than one member of a voting unit shall serve on any particular elected committee. The eligible members who receive the highest number of nominating votes shall be advised thereof by the Dean prior to the preparation of the ballots for the election of the committee members. In the absence of their dissent in writing submitted to the Dean, they shall be nominated as candidates for the respective positions on the committees. If a person elects not to be a nominee, that place on the election ballot shall be filled by the person receiving the highest number of nominating votes of those not otherwise nominated and who is willing to be a candidate. In case of ties, the nominee will be determined by lot.

- C. Duties: The purpose and scope of the Executive Committee is to facilitate shared faculty governance, to support effective communication throughout the College, and to advise the Dean on significant issues of policy and governance within the College. The Dean will consult with the Executive Committee on significant changes in the make-up and organization of the College and in relation to significant matters of policy or administration affecting faculty, staff, and students. The Executive Committee may also be assigned specific tasks that are not within the scope of any standing College committee. The Executive Committee will seek and recommend nominations for election to the College Promotion and Tenure Committee.
- D. Meetings: The Dean shall be the chairperson of the Executive Committee. The agenda of the committee will be set jointly by the Dean and the members of the committee. The Executive Committee will meet on a regular basis (i.e., at least monthly) during the academic year to advise the Dean. Individual committee members' contributions to committee deliberations will be confidential but brief minutes of committee meetings will be available in the College.
- E. Terms: The terms of new committee members will commence with the beginning of the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.
- F. Other duties: Selected members of the Executive Committee may be called upon to serve on ad hoc review committees for faculty awards, incentive grants, and related activities. Additional ad hoc committee members, including student representation where appropriate, will be selected as needed to insure proper committee representation.

## Section 2. Promotion and Tenure Committee

- A. Membership: Elected members shall be chosen from the full-time tenured professorial faculty. Two members shall be chosen from each of the Social Sciences, the Sciences, and the Humanities. At the time of election, at least four shall be full professors. The

Executive Committee will be encouraged to include some Associate Professor candidates on election ballots. Persons serving on the Promotion and Tenure Committee shall not be chairpersons, directors, or vice-chairpersons/directors. Election shall be for staggered terms of three years. No elected member of the Promotion and Tenure Committee may succeed themselves if that member has served two years or more; the same department or school may not be represented on the Promotion and Tenure Committee two terms in succession or by two elected members concurrently.

- B. Elections: Nominations to fill vacancies shall be made as follows:
  - 1. At least two nominations for each vacancy shall be submitted by the Executive Committee and must be in the hands of the Secretary of the Faculty at least four weeks before the last regular meeting of the Faculty in the second semester of each academic year.
  - 2. Nominations may also be made by members of the Faculty. They must be in writing and supported by the signatures of at least five members of the Faculty. Such written nominations must be received by the Secretary at least two weeks prior to the last regular meeting of the Faculty in the second semester of each academic year.
  - 3. Temporary vacancies, such as those created by leaves of absence, shall be filled for the duration of the vacancy by appointment of the Dean with the concurrence of the Promotion and Tenure Committee. Other vacancies occurring, except those by expiration of term, shall be filled by the Faculty at its next regular election. Pending the election, the position shall be filled by appointment by the Dean with concurrence of the Promotion and Tenure Committee.
- C. Duties: The Promotion and Tenure Committee shall meet to discuss and act upon issues involving the promotion and tenure of faculty and to consider recommendations for tenure and promotion in rank.
- D. Meetings: The most senior (in years of service) elected member of the Committee shall act as chairperson. Either the Dean or the senior elected member may convene the Committee. The Committee will meet as needed during the academic year. Individual committee members' contributions to committee deliberations will be confidential.
- E. Terms: The terms of new committee members will commence with the beginning of the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.

### Section 3. The Student Advisory Board

- A. Members: The Student Advisory Board consists of at least five and no more than fifteen undergraduate student members nominated and elected by students enrolled in the College of Arts and Sciences.
- B. New member recruitment takes place in the Fall semester.
- C. Duties: The Student Advisory Board acts in an advisory capacity to the Dean. The Dean or the Dean's representative shall meet at regular intervals with the Student Advisory Board to discuss the student experience in the College of Arts and Sciences and to develop strategies to facilitate overall student well-being and academic and career success.
- D. Meetings: The Student Advisory Board shall meet at regular intervals or as needed during the academic year.

## VI. Other Standing Committees

Other committees may be established, modified, or terminated, as needed, by the Faculty by majority vote of those present and voting. The Faculty shall prescribe the responsibilities and method of selection of these committees. Each Committee shall report to the Faculty at least once a year. The terms of new committee members will commence with the beginning of the Fall Semester, except that the Dean may call upon them during the preceding summer as circumstances warrant.

The Dean shall be responsible for maintaining a current description, including the method of selection and responsibilities, of such committees, as approved by the Faculty.

### Section 1. The Committee on Student Academic Distinction, Awards and Appeals

- A. This Committee shall consist of ~~a coordinator~~, five faculty members, the Associate Dean assigned to the committee, one graduate student instructor or graduate teaching assistant in the College ~~appointed by the Dean~~, and two undergraduate students ~~selected by the Student Advisory Board~~. One of the faculty members will serve as coordinator.
- B. The faculty members shall be appointed by the Dean upon the advice of the Executive Committee; and shall be chosen from the areas of the College as described in Article V- with no department represented by two members concurrently. The student members of the committee shall be appointed by the Dean; selection of undergraduate members will be done in consultation with the Student Advisory Board.
- C. The faculty members shall serve ~~for~~ three-year terms on a staggered basis. The student members shall serve one-year terms.
- D. Faculty vacancies on the committee will be filled by appointment by the Dean upon the recommendation of the Executive Committee.
- E. Faculty members of the Committee shall decide, within the general criteria set by the Faculty, which degrees shall be awarded with Distinction, High Distinction, or Highest Distinction, and present its recommendations to the Dean. Faculty members of the Committee shall participate in the review and selection of recipients of undergraduate scholarships and awards.
- F. The Committee shall function as the final appeal committee from the departmental grading appeals committees. It shall perform functions of conciliation as well as judgment of the cases coming before it, and shall adopt a set of rules, procedures, and standards for the judgment of cases.

### Section 2. The Curriculum and Advising Committee

- A. This Committee shall consist of nine voting members as follows:
  1. Five elected faculty members, serving staggered three-year terms, and representing the areas as described in Article V, Section 1A and B. These members shall report back to and confer with the areas they represent.
  2. Two undergraduate students in this College, serving one-year terms and ~~chosen~~ by selected in consultation with the Student Advisory Board. No department may have more than one student member on the Committee simultaneously, unless approved by the Committee.
  3. A voting Executive Secretary appointed by the Dean with advice from the Executive Committee. Normally, an Assistant or Associate Dean will be Executive Secretary of the Curriculum and Advising Committee. The

Executive Secretary shall distribute the agenda and minutes to chairpersons of all departments.

4. The Arts & Sciences Senior Director of Advising and Student Success.
- B. In addition, the Committee shall have as a non-voting member one professional adviser from the College, serving a one-year term and chosen by the Dean in consultation with the Director of the Arts & Sciences Academic and Career Advising Center.
- C. The five faculty members shall be elected by the members of their own cognate area (as described in Part V). At least two nominations for each vacancy shall be submitted to the Faculty by the Curriculum and Advising Committee, at least four weeks before the last regular meeting of the Faculty in the second semester of each academic year. Nominations may also be made by members of the Faculty. They must be in writing and supported by the signatures of at least five members of the Faculty. Such written nominations must be received by the Executive Secretary of the Curriculum and Advising Committee two weeks prior to the last regular meeting of the Faculty in the second semester of each academic year. Faculty members elected to the Committee shall have been full-time tenured or tenure-track faculty or full-time professors of practice at any rank for at least two years prior to selection. Chairpersons and directors are not eligible, although vice-chairpersons/directors may be selected. Committee members may not succeed themselves, nor may a single department be represented ~~on the Committee~~ two terms in succession. Temporary vacancies, such as those created by leaves of absence, shall be filled for the duration of the vacancy by appointment of the Dean with the concurrence of the Executive Committee. Other vacancies shall be filled by election of the Faculty of the area. Pending the election, the position shall be filled by appointment of the Dean with the concurrence of the Executive Committee. If a person selected to fill an unexpired term serves less than one-half the normal three-year term, that person or the department is still eligible for election to a full three-year term.
- D. The responsibilities of the Curriculum and Advising Committee (or its designee) shall be as follows:
  1. To approve additions, deletions, and revisions of courses and to determine their applicability toward degree requirements.
  2. To approve non-substantive changes regarding major and minor requirements and to make recommendations to the Faculty regarding substantive changes in major and minor requirements.
  3. To make recommendations to the Faculty regarding substantive changes in degree requirements within the College and to interpret these requirements in cases of uncertainty.
  4. To make recommendations to the Dean and the Faculty to improve the quality of advising in the College.
  5. To encourage the improvement of curricular programs within the College.
  6. To serve, with the Executive Committee, as the overall academic planning group for the College.
  7. To concern itself with the quality of instruction within the College and to promote its excellence.
  8. To ensure that courses are ~~described~~described accurately in the Catalog of the College.
  9. To present at the appropriate time to the Faculty for its vote nominees for

membership on the Academic Senate Committee on Committees.

- E. In considering curricular and advising matters, the Committee's concerns shall include student need, duplication of courses and services, intellectual content of the curriculum, and relationships with other College and University programs.

#### Section 3. The Assessment Committee

- A. This Committee shall consist of five voting members as follows:
  1. Four appointed faculty members, serving staggered three-year terms, with three members chosen from areas of the College as described in Article V.1 A and B, and one member from an interdisciplinary program. No department or interdepartmental program shall be represented by two members concurrently. Chairpersons and directors are not eligible.
  2. One representative from the Dean's staff, ordinarily an Associate Dean. The representative from the Dean's staff will act as voting Executive Secretary, appointed by the Dean with advice from the Executive Committee.
- B. Faculty vacancies on the committee will be filled by appointment by the Dean upon the recommendation of the Executive Committee.

#### Section 4. The Committee on Academic Freedom and Freedom of Speech

- A. The responsibility of this standing committee will be to advise members of the College of Arts and Sciences, including students, Graduate Teaching and Research Assistants, Lecturers, Professors of Practice, and Tenured or Tenure-leading Professors, concerning general and specific issues regarding Academic Freedom in teaching and research. Of primary importance will be considering questions that arise in defining the relation of faculty governance to both the national norms and UNL policies on Freedom of Speech and Academic Freedom. The committee may consult with the AAUP as warranted.
- B. The committee will provide support to members of the College of Arts & Sciences in the following ways:
  1. The committee will undertake an educational role for the college. Members of this committee will develop an expertise in issues in Academic Freedom and Freedom of Speech issues and will suggest training needs and opportunities to the Dean and provide information to Chairs and Directors on request. The committee will be expected to provide workshops and presentations on the relation of Academic Freedom and Freedom of Speech issues to instructional and research specialists as requested by unit heads.
  2. The committee will be available in an advisory or support role to members of the college concerning issues of Academic Freedom and Freedom of Speech. While students and CAS personnel will normally work with their Department Chair or Program Director to start, members on this committee will be available for consultations and will, upon request, provide advisory support for such individuals. When issues of academic freedom or freedom of speech arise in relation to an individual from CAS, members of the committee should also be prepared to attend meetings with administrators outside of the college.
  3. Members on this committee will meet regularly both to address issues of Academic Freedom and Freedom of Speech that arise during the course of the year and to advise the Dean should these issues demand College recognition or action.

4. This document authorizes this committee to serve as a fact-finding body in cases of potential violation of Academic Freedom or Freedom of Speech.
- C. Membership on this committee will require readiness both to maintain confidentiality in ongoing cases and to seek appropriate expertise regarding (a) disciplinary standards, (b) legal questions, and (c) concerns and questions regarding engagement with administration beyond College-level authority. In accord with the established rules for faculty governance of UNL, the chair of the committee will be free to represent the decisions of the committee, with the committee's assent.
- D. The membership of the Committee shall consist of the Associate Dean of Faculty (ex officio), two Representatives of the Humanities (elected), two Representatives of the Social Sciences (elected), and two Representatives of the Natural Sciences (elected). Terms of membership are for 3 years. The committee will appoint its own chair at the beginning of the AY. In an event of a mid-term vacancy, the committee chair may appoint an appropriate member to complete the term. Membership of the Committee is open to all tenured professors or professors of practice at associate or full rank and will be selected through College-wide elections. Members serve at staggered terms.

Section 5. The Inclusion, Diversity, Equity, Interconnection, Democracy, Empowerment, and Access/Advocacy (IDEA) Committee

- A. The IDEA committee shall consist of 7-11 members, each serving staggered 3-year terms ~~of 3 years~~. While the majority of ~~membership~~ members will be faculty (tenure-line and ~~professor~~ professors of practice), the committee shall also include 1-3 administrative staff, 1-2 undergraduate students, and 1 graduate student. An associate dean shall be appointed as liaison to the committee ~~but~~ and will not regularly attend meetings and events when invited. Membership shall include at least one person from each of the three areas as defined in the executive committee membership: Social Sciences, Humanities, and Sciences. The committee should intentionally include diversity, broadly defined, among its own membership.
- B. New members are nominated by existing members, the Dean's office, the college community at large, or a self-expressed interest. New members shall be appointed by the Dean upon consultation with the Executive Committee; and, in the case of undergraduates, the Student Advisory Committee. The committee shall have two co-chairs, appointed by the Dean, ideally each serving in the co-chair position for two years but with staggered appointments. Faculty are eligible to serve as co-chairs, and, ~~at most,~~ one co-chair ~~could~~ may be a staff member.

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Section 6. The Committee for Advancing Undergraduate Success and Equity

- A. The Committee for Advancing Undergraduate Success and Equity (CAUSE) is chaired by the Associate Dean for Undergraduate Education, includes a college student success leader and one appointed representative from each unit with a major in CAS; units with multiple majors can have up to two representatives. The representative should be the Vice Chair, Undergraduate Committee Chair, or Curriculum Committee chair in that unit or another representative with recommendation of unit leadership. The committee should also include a representative from any major shared with another college.
- B. Purpose. The Committee for Advancing Undergraduate Success and Equity (CAUSE) is charged by the Dean's office to undertake efforts to increase student retention, eliminate barriers to degree completion, and decrease equity gaps in student success.

These efforts can include review and discussion of student success data, review of academic policies and practices within CAS, and the development and sharing of strategies and initiatives to meet the college's student success goals. Committee members convey information shared at meetings with their units and gather input from their units to raise issues of concern and make recommendations on issues under consideration by the committee.

C. The CAUSE committee will meet monthly during the academic year

#### **VII. Ad Hoc Committees**

The Dean may create, as needed, other Ad Hoc committees as required, with majority approval of the Executive Committee. Members of Ad Hoc committees shall be appointed by the Dean-~~generally in proportion to,~~ with an eye to proportional representation of the cognate areas (as described in Part V). The Dean may appoint other members with special training or expertise as needed. The current Ad Hoc committees include: the Research Advisory Committee, Faculty Hiring Advisory Committee, Endowed/College Professorships Committee, Graduate Advisory Council, and the Budget Advisory Committee.

#### **VIII. Parliamentary Authority**

Except when otherwise provided in these bylaws, all procedures shall be in accord with Robert's Rules of Order, latest revised edition.

#### **IX. Amendment of the Bylaws**

Section 1. A motion to change the bylaws of the Faculty requires a vote of two-thirds of the members voting.

Section 2. A vote on a motion to change the bylaws shall be taken, not at the meeting at which it was introduced, and not later than at the next following meeting.