YEAR 1: 2021–22

N2025 AIM:

Innovate student experiences that prepare graduates to be life-long learners and contributors to the workforce in Nebraska and the world

CAS AIM:

PROMOTING THE LIBERAL ARTS AND SCIENCES, LIFE-LONG LEARNING, AND STUDENT SUCCESS

CAS Goals:

- We will promote, innovate, and ensure widespread access to the transformative value of a comprehensive and integrated liberal arts and sciences education.
- We will be a national leader in experiential and life-long learning opportunities.
- We will improve the time to degree for all students and reduce the graduation achievement gap for underrepresented, low income, and first-generation students.

Strategies	Expectations	Metrics	Responsibility	Progress
Implement CAS UP: Challenge for Achieving Success in Undergraduate Programs	Every course-offering unit will have documented CAS UP plans focused on Recruiting, Retaining, Graduating, and/or Launching students for success	Make incremental progress toward CAS 2025–26 goals: • 4-year graduation rate will increase from 48% to 58%; 6-year graduation rate will increase from 55.5% to 65% • The equity gap in the 6-year graduation rate will decline from 12% to 6% for URM; from 10% to 5% for Pell; and from 8% to 4% for First Gen students • First-year to second-year retention will increase from 85% to 88% • CAS majors will increase by 10%	**DEOs and DO;** all CAS faculty and staff; Recruitment and Marketing and Communication	<50%

Strategies	Expectations	Metrics	Responsibility	Progress
Focus Programming, outreach, and support to improve first-year retention and reduce equity gaps	Establish required advising for students in their first academic year. Build 2-year degree plan by end of the first year	Increase use of 1-1 advising by first year students to 90% (Fall 2020 was 86.75%) Reach 90% of first year students with a degree plan through term 4.	**Academic Career & Advising Teams**	✓ ✓
~~Create student-led freshman "survival guide"~~	~~Include a section in the 4-year success plan that contains top survival tips for first year students as defined by current upper-division students~~	~~Print and digital resource given to all CV and NSE students.~~	~~**CASSAB and Ambassadors; Recruitment team; Academic & Career Advising Teams;** Marketing and Communications Team~~	✗
In partnership with EVC and NU Online investments, develop online degree completion pathway through CAS Individualized Program of Study (IPS)	New online course development and delivery in all areas of CAS; implemented by 22–23 Expanded academic advising to support IPS learners in CAS	Five-year average annual growth of 3% in new student enrollments, online SCH, and total degrees in CAS	**DO with DEOs** and Academic and Career Advising Team; EVC and NU Online	↻ >50% ↻ >50%
Expand programs and internships to facilitate graduate student non-academic career success	Workshops, symposia, short courses, and summer internships focused on non-academic careers	By AY 21–22, at least one event or program per year dedicated to non-academic careers across all areas of CAS: sciences, social sciences, and humanities	**DO, DEOs, and Graduate Chairs;** Graduate Studies	✓
Develop new cross-college academic programs (e.g., Social Impact certificate; Ecotourism) for current students and non-degree seekers	Expanded multi-disciplinary course offerings and professional skill development classes: social impact, environmental justice, new pathways for teacher education	1–2 new programs in AY 21–22; a total of 4–5 new cross-college certificates by 2025	**DO with DEOs** and Academic and Career Advising Team; Marketing and Communication	↻ <50%
Implement Student Success Grants to remove financial holds (up to $1000) and facilitate persistence	For CAS majors in good standing (2.0 GPA or better) financial holds will not be a barrier to degree completion	Pilot Program Fall 2020 (up to $13,500 in support) Assess impact of grants on student persistence for AY 20–21 and degree completion rates	**DO and Academic and Career Advising Team;** Recruitment and Academic Advising Team	✓

Strategies	Expectations	Metrics	Responsibility	Progress
Formalize UEd working group as standing college committee	Undergraduate Education Working Group will accelerate our focus on effective pedagogy, innovative experiential learning, and degree completion for all students: charged with pairing data with pedagogical training and student support	Newly formed committee with broad college representation and strategic UEdWG action plan in place by AY 21–22; dedicated resources for instructor professional development (by FY 22–23)	**DO** and all faculty; Academic and Career Advising Team	>50%
Assess feasibility of Global Awareness certificate program in CAS/UNL	Build global awareness and cross-cultural competencies through combination of courses, on-campus conferences/ symposia, and research/ study/international internships	Study Global Awareness Programs at R1s; host cross-college conversations about GAPs	**DO; Office of Global Strategies**	<50%

YEARS 2+3: 2022–24

N2025 AIM:

Innovate student experiences that prepare graduates to be life-long learners and contributors to the workforce in Nebraska and the world

CAS AIM:

PROMOTING THE LIBERAL ARTS AND SCIENCES, LIFE-LONG LEARNING, AND STUDENT SUCCESS

CAS Goals:

- We will promote, innovate, and ensure widespread access to the transformative value of a comprehensive and integrated liberal arts and sciences education.
- We will be a national leader in experiential and life-long learning opportunities.
- We will improve the time to degree for all students and reduce the graduation achievement gap for underrepresented, low income, and first-generation students.

Strategies	Expectations	Metrics	Responsibility	Progress
Expand, promote, and increase funding for undergraduate research and creative project opportunities in CAS ~~Host annual undergraduate research week featuring student research and creative activity~~	Coordinate with UCARE and FYRE to increase student access to and financial support for research experiences in all areas of CAS ~~Celebrate student achievements in research and creative activity; establish awards for excellence; partner with units and centers~~	Annual increases in the number of students participating in paid research opportunities; 108 UCARE students in AY 19–20 ~~Annual increases in students presenting research~~	**DO and UCARE;** DEOs and research faculty; NU Foundation; Marketing and Communication ~~**CASSAB and DO;** Academic and Career Advising Team; Marketing and Communication~~	
Develop a first-year, two-term progression of courses focused on student success, experiential learning, and career development that incorporate discipline-specific content in a single discipline or across a set of related disciplines.	2 Courses (by discipline or set of related disciplines) for every incoming student AY 2024-25. 1. on-boarding, belonging and well-being, academic success overall and within the discipline, and importance of degree planning (A+E), with short-term degree plan. 2. Self-assessment and career exploration, experiential learning, opportunity-seeking skills, longer-term degree plan, and planning for post-graduation opportunities (employment or advanced education.)	First Year Students in every major will have an intentional on-boarding, student success, and early career development set of courses relevant to their academic major. First to second year retention will increase. Engagement with career coaches will increase.	**Academic and Career Advising Team with DEOs,** faculty and staff	

Strategies	Expectations	Metrics	Responsibility	Progress
Develop and provide advanced pedagogical training in inclusive course design, teaching, mentoring, advising, and supporting students' mental health	Workshops and webinars dedicated to inclusive course design, teaching and advising, student wellness	All teaching faculty and advisors strongly encouraged to complete at least 1 training by the end of AY 22–23; part of annual merit evaluation process starting AY 22–23	**DO, IDEA Committee, and Teaching Academy;** CTT; Graduate Studies; CAS instructional faculty	
Develop and share course and unit level data on student outcomes for URM, Pell, First Gen students	Utilize data-informed approach for teacher training, curriculum mapping, course design, and student outreach/ mentoring	Part of chair and director annual review process by DO starting AY 21–22	**DO, EVC, and IEA;** Academic and Career Advising Team and DEOs	✓
Incorporate CAST Study Skills development into courses with high DFW rates	College and units will offer targeted student supports for courses with high DFW rates; focus on students-at-risk of attrition	Annual reductions in DFW rates, URM disparities in DFW rates, and improvements in degree completion % for URM, Pell, First Gen students	**UEd Working Group**/ future task force	
Advanced pedagogical training for all instructors and unit leaders on principles and practices of Academic Freedom	Annual workshops and webinars dedicated to Academic Freedom in the classroom and in research and creative activities	At least three trainings per year starting AY 22–23 — including separate sessions focused on graduate student and non-tenure track instructors	**AFFS Committee and DO**	
Establish college scholarships and graduate fellowships to attract nonresident students pursuing CAS degrees	Increase in the number of new nonresident students pursuing a degree in CAS	15% increase in first year nonresident students by 2025	**DO and NU Foundation;** Recruitment and Academic Advising Team; ASEM	
Establish competitiveness in graduate program initiative, providing bridge funding to increase national competitiveness of graduate programs	CAS will empower units to recruit, train, and graduate next generation of highly talented researchers, scholars, and writers through bridge funding to support graduate student excellence	3-year bridge funding to support nationally competitive graduate student stipends beginning in AY 22-23; allocations to be based on program performance assessments	**DO and Graduate Chairs**	+
Establish CAS Excellence Fellowship to provide additional fellowship support to recruit highly meritorious graduate students for targeted recruitment	CAS units will have additional resources to attract and retain highly competitive graduate students	CAS will award $60,000 from Foundation Funds over a two-year period (starting in AY 23-24) for highly meritorious graduate students recommended by units	**Graduate Chairs and DO**	

YEARS 4+5: 2024–26

N2025 AIM:

Innovate student experiences that prepare graduates to be life-long learners and contributors to the workforce in Nebraska and the world

CAS AIM:

PROMOTING THE LIBERAL ARTS AND SCIENCES, LIFE-LONG LEARNING, AND STUDENT SUCCESS

CAS Goals:

- We will promote, innovate, and ensure widespread access to the transformative value of a comprehensive and integrated liberal arts and sciences education.
- We will be a national leader in experiential and life-long learning opportunities.
- We will improve the time to degree for all students and reduce the graduation achievement gap for underrepresented, low income, and first-generation students.

Strategies	Expectations	Metrics	Responsibility	Progress
Establish CAS Experiential Learning and Career Development Center for undergraduate and graduate students	Increased coordination and expanded opportunities for experiential learning, student research, and paid internships that are integrated with major fields of study and course learning outcomes; career-readiness coaching; non-academic career guidance and training for graduate students	By 2025, all CAS majors will have completed an internship or related experiential learning opportunity (research, study abroad, leadership, service) By 2025, reduce % of grads still seeking employment post-bacc: 2018-19: 24% seeking employment; 29% employed; 39.8% continuing education. Establish college-wide data system for graduate student placement rates	**DO;** NU Foundation; Advisory Council and CAS Comprehensive Campaign Committee **DO and Grad Chairs**	↻
	Peer communities established around shared career pathways and/or communities of interest (pre-med; pre-law; Latinx; First Gen)	UCARE participation will increase by 20% 4-5 Peer career-communities created by AY 22-23	**CAS Students and Academic and Career Advising Team**	
	Internship and study abroad scholarships to ensure broad access for students	CAS student participation in study-abroad programs and globally oriented local experiences will increase by 20%	**DO and DEOs;** Academic and Career Advising Team; NU Foundation; Ed Abroad	

Strategies	Expectations	Metrics	Responsibility	Progress
	— CONTINUED — Increase planning and faculty support, student outreach, and training for CAS faculty-led study-abroad programs; pursue collaborations with other colleges and universities	— CONTINUED — Increases in annual enrollments in existing study abroad courses; 3-4 new CAS faculty-led study abroad programs with wide appeal to students across UNL	— CONTINUED — **DO and DEOs; Ed Abroad;** NU Foundation; Advisory Council	
	Expanded alumni network and improved tracking to support student mentoring and career success	Annual increases in alumni-student mentoring programs and events	**DO and DEOs;** NU Foundation; Advisory Council	
Create seed funding pool to incentivize the creation of new online certificate and master's degree programs within appropriate disciplines	Expanded state- and region-wide marketing of online programs and accelerated master's degree programs; targeted outreach to diverse student populations (tribal colleges, community colleges)	At least 3 new fully online degree or certificate options in CAS by 2025; 2-3 new accelerated master's programs	**DEOs, DO, and Marketing and Communication,** with ASEM NU online	
Establish new pathways and partnerships to facilitate growth in domestic and international transfer students to CAS	Remove barriers (e.g., test and application fees) to support annual increases in domestic and international transfer students	25% total increase in transfer students by 2025	**DO and NU Foundation;** Recruitment and Academic Advising Team; ASEM	
Sustain and improve advanced pedagogical training and faculty mentoring in support of inclusive classrooms/labs; targeted student learning assistance; promotion of UGS research experience	CAS will maintain a relentless focus on improving student learning experiences and facilitating student success	By 2025: • 4-year graduation rate will increase from 48% to 58%; 6-year graduation rate will increase from 55.5% to 65% • The equity gap in the 6-year graduation rate will decline from 12% to 6% for URM; from 10% to 5% for Pell; and from 8% to 4% for First Gen students • First-year to second-year retention will increase from 85% to 88% • CAS majors will increase by 10%	**DO, IDEA Committee, Teaching Academy;** DEOs and all instructional faculty	

Strategies	Expectations	Metrics	Responsibility	Progress
Develop a career readiness certificate with a required course (CASC 300) and choice of 3 additional courses related to professional skills (new or existing).	CASC 200 will be adjusted to CASC 300 with a focus on preparation for life after graduation, including job search preparation, networking, negotiating an offer, professionalism, building community after college. New or existing courses will be created or identified as choices for this certificate.	3-4 new professional skills development classes in CAS (professional communication, networking, project management, leadership, entrepreneurship, ethics, data, coding, analytics)	**Academic and Career Advising Team with DEOs,** Graduate Chairs, faculty and staff; Marketing and Communication	+

N2025 AIM:

Establish a culture at Nebraska committed to increasing the impact of research and creative activity

CAS AIM:

RESEARCH AND CREATIVE ACTIVITY WITH IMPACT

CAS Goals:

- We will be a recognized national and global leader in science, humanistic inquiry, and creative activities that advance new knowledge, enrich our understanding, and address complex problems to improve lives.
- We will strategically enhance graduate student education and training to increase the impact of our research, scholarship, and creative activity.

Strategies	Expectations	Metrics	Responsibility	Progress
Expand outreach to CAS alumni in support of graduate student fellowships across all areas of the college	Comprehensive Campaign will include a focus on establishing endowed graduate student fellowships	Comprehensive campaign goal of $10m for graduate student support	**DO and NU Foundation; CAS Campaign Committee**	↻
Coordinate college and unit nomination process to follow best practices and increase national and international awards for faculty and staff	Increased number of national and international awards for faculty and staff	Increase the number of faculty receiving external honors by 3-4 per year each year for the next five years (current average = ~10 awards/year)	**DO, DEOs and relevant unit and CAS committees;** Staff Council; ORED	