**N2025 AIM:**

Focus research, scholarship, creative activity, and student experiences to foster innovative, interdisciplinary endeavors and solve challenges critical to Nebraska and the world

**CAS AIM:**

RESEARCH TO SOLVE LOCAL AND GLOBAL CHALLENGES

**CAS Goals:**

We will leverage existing areas of research and creative strength to address some of today's most pressing challenges, including but not limited to:

- systemic racism and inequity (incl., gender, sexual identity, religious minorities)
- climate change, resiliency, and environmental sustainability
- rural drug addiction and rural community vitality
- national and global health disparities
- human/plant/animal viruses, complex diseases, and new drug delivery pipeline
- quantum materials and technologies
- computational capacity, data science, and digital humanities
- cross-cultural understanding and human communication across diverse modalities and forms of expression (digital, film, poetry, literature, science)
- teacher education and improving PK–16 education and graduate training
- national security, global peace, migration, and human rights

---

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Expectations</th>
<th>Metrics</th>
<th>Responsibility</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implement new faculty hiring processes to recruit excellence and deploy resources strategically and efficiently to advance CAS research goals</td>
<td>Increase interdisciplinary research capacity that builds on strengths, responds to new challenges and opportunities, and increases faculty diversity</td>
<td>Increase in interdisciplinary research teams and external grant proposals</td>
<td>CAS Faculty Hiring Advisory Committee and DO; All faculty search committees and all faculty</td>
<td>&gt;50%</td>
</tr>
<tr>
<td>Promote multi-disciplinary cluster hires within and beyond CAS to support research goals and inclusive excellence</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All units will submit 3–5-year strategic faculty hiring plans with full faculty participation</td>
<td>Hiring plans will balance unit needs with CAS goals to foster interdisciplinary research/creativity and address grand challenges</td>
<td>Hiring plans will be reviewed annually to facilitate a recruitment strategy that maximizes research synergies and advances UNL and CAS goals</td>
<td>CAS Faculty Hiring Advisory Committee and DO; All units and programs</td>
<td></td>
</tr>
<tr>
<td>College faculty hiring strategy will be reviewed annually to sustain alignment with UNL “Grand Challenges,” College strategic goals, and unit-level research and teaching needs</td>
<td>CAS will be a leader in UNL Grand Challenges</td>
<td>Annual research contributions to CAS strategic goals and UNL Grand Challenges</td>
<td>DO and CAS Faculty Hiring Advisory Committee; DEOs</td>
<td></td>
</tr>
<tr>
<td>Strategies</td>
<td>Expectations</td>
<td>Metrics</td>
<td>Responsibility</td>
<td>Progress</td>
</tr>
<tr>
<td>------------</td>
<td>--------------</td>
<td>---------</td>
<td>----------------</td>
<td>----------</td>
</tr>
<tr>
<td>Establish opportunity/targeted faculty recruitment process</td>
<td>Facilitate strategic faculty recruitment in support of inclusive excellence and interdisciplinary research</td>
<td>DO will track total number and distribution of approvals/disapprovals to ensure equity across CAS</td>
<td>DO in collaboration with all departments and programs</td>
<td>✔️</td>
</tr>
</tbody>
</table>
N2025 AIM:
Focus research, scholarship, creative activity, and student experiences to foster innovative, interdisciplinary endeavors and solve challenges critical to Nebraska and the world.

CAS AIM:
RESEARCH TO SOLVE LOCAL AND GLOBAL CHALLENGES

CAS Goals:
We will leverage existing areas of research and creative strength to address some of today’s most pressing challenges, including but not limited to:

- systemic racism and inequity (incl., gender, sexual identity, religious minorities)
- climate change, resiliency, and environmental sustainability
- rural drug addiction and rural community vitality
- national and global health disparities
- human/plant/animal viruses, complex diseases, and new drug delivery pipeline
- quantum materials and technologies
- computational capacity, data science, and digital humanities
- cross-cultural understanding and human communication across diverse modalities and forms of expression (digital, film, poetry, literature, science)
- teacher education and improving PK-16 education and graduate training
- national security, global peace, migration, and human rights

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Expectations</th>
<th>Metrics</th>
<th>Responsibility</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dedicate funding to sponsor new research and creative activity addressing racism and inequity, including gender, sexual orientation, and gender identity</td>
<td>The college’s commitment to advancing racial justice will be reflected in our annual research investments and our programmatic support for faculty, staff, and students working in this area</td>
<td>$10,000 maximum funding per awardee with two rounds of awards each academic year by ‘22-23</td>
<td>DO and Research Advisory Committee</td>
<td>☑️</td>
</tr>
</tbody>
</table>
### Strategies

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Expectations</th>
<th>Metrics</th>
<th>Responsibility</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAS seed funding will support new multi-disciplinary or convergent research teams at UNL (cross-disciplinary and/or cross-college)</td>
<td>Seed funding will promote new multidisciplinary research teams and facilitate competitive external grant proposals</td>
<td>Annual 5% increase in new grant proposals by multi-disciplinary research teams</td>
<td>DO and Research Advisory Committee; all faculty</td>
<td>✓</td>
</tr>
<tr>
<td>Expand awareness and participation in tech-transfer programs by faculty and graduate students</td>
<td>2-3 tech-transfer events/seminars per semester</td>
<td>Annual increases in new disclosures, patents, and copyrights</td>
<td>DO, DEOs, and NUtech Ventures; all faculty</td>
<td></td>
</tr>
<tr>
<td>Develop and implement new fiscal policies to incentivize interdisciplinary research and teaching</td>
<td>The commitment to interdisciplinary research and new program development will be reflected in the college’s annual budget allocations</td>
<td>Potential 2-3% multiplier in SCH or state funding support for units contributing instructor/research effort to interdisciplinary programs</td>
<td>CAS Budget Advisory Committee and DO</td>
<td></td>
</tr>
<tr>
<td>Enhance national/international reputation of CAS faculty and graduate students through prestigious Nebraska Research Fellows Program</td>
<td>Faculty and advanced graduate students will be able to apply for Interdisciplinary College Fellowships focused on the world’s most pressing problems</td>
<td>Private funding will support three Faculty Fellows and three Graduate Fellows each year to support collaborative research and community engagement dedicated to addressing local and global challenges</td>
<td>DO and NU Foundation; all CAS Faculty and Graduate Students</td>
<td>+</td>
</tr>
</tbody>
</table>

**Research to Solve Local and Global Challenges**

YEARS TWO + THREE
**N2025 AIM:**
Focus research, scholarship, creative activity, and student experiences to foster innovative, interdisciplinary endeavors and solve challenges critical to Nebraska and the world.

**CAS AIM:**
Research to Solve Local and Global Challenges

**CAS Goals:**
We will leverage existing areas of research and creative strength to address some of today’s most pressing challenges, including but not limited to:

- systemic racism and inequity (incl., gender, sexual identity, religious minorities)
- climate change, resiliency, and environmental sustainability
- rural drug addiction and rural community vitality
- national and global health disparities
- human/plant/animal viruses, complex diseases, and new drug delivery pipeline
- quantum materials and technologies
- computational capacity, data science, and digital humanities
- cross-cultural understanding and human communication across diverse modalities and forms of expression (digital, film, poetry, literature, science)
- teacher education and improving PK-16 education and graduate training
- national security, global peace, migration, and human rights

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Expectations</th>
<th>Metrics</th>
<th>Responsibility</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expand outreach to CAS alumni and friends to support new endowed faculty chairs</td>
<td>Comprehensive Campaign will include a focus on establishing new endowed faculty chairs across the sciences, social sciences, and humanities</td>
<td>$20m dedicated to new endowed faculty chairs over nine years</td>
<td>DO and NU Foundation; CAS Campaign Committee</td>
<td></td>
</tr>
</tbody>
</table>