

2024-

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 complete an internship or related experiential learning opportunity (research, study abroad, leadership, service) by graduation	DO; NU Foundation; Advisory Council and CAS Comprehensive Campaign Committee	
	Peer communities established around shared career pathways and/or communities of interest (pre-med; pre-law; Latinx; First Gen)	By 2025, reduce % of grads still seeking employment post-bacc: 2018-19: 24% seeking employment; 29% employed; 39.8% continuing education.	DO and Grad Chairs	
	Internship and study abroad scholarships to ensure broad access for students	Establish college-wide data system for graduate student placement rates	CAS Students and Academic and Career Advising Team	
		UCARE participation will increase by 20% 4-5 Peer career-communities created by AY 22-23 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	

YEARS FOUR + FIVE



Complete



In progress



Eliminated or substantially revised





Advanced from prior year



New

20

Strategies	Expectations	Metrics	Responsibility	Progress
	<p>— CONTINUED —</p> <p>Increase planning and faculty support, student outreach, and training for CAS faculty-led study-abroad programs; pursue collaborations with other colleges and universities</p> <p>—</p> <p>Expanded alumni network and improved tracking to support student mentoring and career success</p>	<p>— CONTINUED —</p> <p>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. CAS will utilize private subvention funding to reduce costs for students.</p> <p>—</p> <p>Annual increases in alumni-student mentoring programs and events</p>	<p>— CONTINUED —</p> <p>DO and DEOs; Ed Abroad; NU Foundation; Advisory Council</p> <p>—</p> <p>DO and DEOs; NU Foundation; Advisory Council</p>	
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	<p>By 2025:</p> <ul style="list-style-type: none"> • 4-year graduation rate will increase from 48% to 58%; 6-year graduation rate will increase from 55.5% to 72% • 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	

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

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



N2025 AIM:



Broaden Nebraska's engagement in the community, industry, and global partnerships

CAS AIM:

BROADENING COMMUNITY ENGAGEMENT WITH THE LIBERAL ARTS AND SCIENCES

CAS Goals:

We will enhance the land-grant mission of the University of Nebraska-Lincoln by expanding our partnerships with local, national, and international organizations and businesses, broadening our alumni networks for student career success, and utilizing our scientific expertise and creative achievements to enrich the lives of all Nebraskans.

Strategies	Expectations	Metrics	Responsibility	Progress
Increase online professional certificate offerings for non-degree-seeking students to close skills gap in Nebraska and beyond	CAS will contribute to a highly-skilled, high-wage NE workforce	3-4 new professional certificate offerings by 2025 – one each from the sciences, social sciences, and humanities	DO and all units; Academic and Career Advising Team; NU Online	
Create global institutional partnerships to increase first year international students across all areas in CAS	Expanded institutional partnerships with top countries of student origin (China, India, Malaysia, Vietnam, Mexico); enhance the global reach and international diversity of the college	Average 10 new international students per year by 2025	DO and Global Strategies; Recruitment and Advising Team	
Expand global partnerships to increase research and teaching-abroad opportunities	Expanded opportunities for trans-national research and teaching collaborations for faculty, staff, and students	10-15% increase in new MOUs with international institutions	DO, DEOs, and Global Strategies	



N2025 AIM:

Create a climate at Nebraska that emphasizes, prioritizes, and expands inclusive excellence and diversity

CAS AIM:

LEADING IN INCLUSIVE EXCELLENCE AND DIVERSITY

CAS Goals:

- We will enact and sustain a culture that respects and honors the dignity of all.
- We will be a leader in inclusive excellence through the recruitment, retention, and advancement of diverse faculty, staff, and students.
- We will invest in education, research, and creative works that address forms of injustice, oppression, and marginalization, including systemic racism, sexism, and heterosexism
- We will be a leader in inclusive excellence through the development of curricular and co-curricular innovations and collaborative community partnerships.

Strategies	Expectations	Metrics	Responsibility	Progress
Assess new U.S. diversity requirement for all CAS students	Provide students with innovative, multi-disciplinary courses (in person and online) dedicated to understanding diversity in the U.S.	Increase TA and other instructional support to units that can enhance the number and variety of courses that fulfill CAS diversity requirement	DO and IDEA Committee; all relevant CAS units	
Assess the outcomes of diversity audit implementation results from AY 21-22	Ensure that all policies fully support college's commitment to anti-racism and inclusive excellence	Final policy and procedure assessments by AY 2025-2026	DO and IDEA Committee; all CAS units	

N2025 AIM:

Prioritize participation and professional development for all Nebraska students, staff, and faculty

CAS AIM:

INVESTING IN LEADERSHIP AND PROFESSIONAL GROWTH

CAS Goals:

- We will build and sustain a culture that promotes participation and professional development for everyone in the college – faculty, staff, and students.
- We will ensure CAS is a place where student, staff, and faculty satisfaction makes people want to learn, work, and grow.

Strategies	Expectations	Metrics	Responsibility	Progress
Assess feasibility of standard platform for faculty merit evaluations	Increase clarity, consistency, and fairness in annual faculty evaluation process	Consider common framework for possible unit adoption by 2025	DO, DEOs, all faculty	