



November 30, 2022

The Honorable Pete Ricketts
Governor of Nebraska
Lincoln, NE 68509-4848

Mr. Patrick J. O'Donnell
Clerk of the Legislature
Lincoln, NE 68509-4604

Dear Governor Ricketts and members of the Nebraska Legislature:

Thank you for your support of LB380 (2021), which added the second and third years of funding for the Nebraska Career Scholarships program. Along with our higher education partners, we look forward to seeking the fourth and final year of funding for the program in the upcoming Legislative Session, bringing the program's original vision to fruition.

The enclosed report focuses on the progress and outcomes of our first cohort, most of whom are in their second year of study at the University of Nebraska System. We are pleased to report a retention rate of scholarship recipients in an eligible program at six percentage points above non-recipients. In addition, we have received feedback from our admissions counselors and students expressing appreciation for this program. Specifically, the ability to apply these funds toward the total cost of attendance (e.g., tuition, fees, books, room, board) has helped us recruit and retain high-achieving students in areas of critical workforce demand.

Please find enclosed our responses to the annual reporting requirements outlined in LB380 (2021) and our internal policy document for administering the program. If you have any questions, please don't hesitate to reach out.

Sincerely,

Ted Carter
President

TC/pb

Enclosures

UNIVERSITY OF NEBRASKA SYSTEM
Nebraska Career Scholarship
Report to the Governor and Nebraska Legislature
December 1, 2022

- (a) **The total number of students enrolled in the program in the immediately prior academic year and the total number of students enrolled in the program as of September 30 for the current academic year.**

In the previous academic year, 2,011 incoming students were enrolled in one of the four eligible academic programs across the University of Nebraska System. As of the beginning of the current academic year, there were 3,474 students enrolled in one of the four eligible academic programs. The highest number of students were enrolled in Health Care (1,937), followed by Engineering (933), Computer Information Systems (525), and Math (79).

Enrollment by Academic Program

Academic Program	Number of Students	
	2021-2022	2022-2023
Computer Information Systems	281	525
Engineering	548	933
Health Care	1,140	1,937
Math	42	79
Total	2,011	3,474

- (b) **The total number of scholarship recipients in the program as of September 30 for the current academic year and the total number of such scholarship recipients who are newly enrolled in the program for such academic year.**

As of the beginning of the current academic year, 430 students received the Nebraska Career Scholarship across the University of Nebraska System. The highest number of recipients were enrolled in Engineering (191), followed by Computer Information Systems (122), Health Care (96), and Math (21). Of these students, 276 received the scholarship for the first time.

Number of Scholarship Recipients by Academic Program

Academic Program	Total Recipients	New Recipients
Computer Information Systems	122	87
Engineering	191	115
Health Care	96	60
Math	21	14
Total	430	276

(c) **The total number of students retained in the program from the immediately prior academic year to the current academic year, and a comparison of the retention rates between scholarship recipients and non-scholarship students.**

With the exception of Math, which enrolled substantially fewer students than the other programs, the program retention rates of recipients were higher in three of the four programs, including Health Care (+12.39 percentage points), Engineering (+5.77), and Computer Information Systems (+0.22). Overall, a higher percentage of recipients (71.37%) persisted in the same program from the immediately prior academic year to the beginning of the current academic year compared to non-recipients (69.17%)—a difference of 2.20 percentage points.

Further, when including students who transferred out of their original program, but remained in an eligible program, a higher percentage of recipients (77.97%) were still enrolled in one of the four eligible programs as of the beginning of the Fall 2022 semester compared to non-recipients (71.92%). This potentially indicates that the Nebraska Career Scholarship serves as an incentive for recipients to remain in one of the eligible programs (and thus maintain their scholarship eligibility) despite transferring out of their original program.

Retention by Academic Program

Program	Cohort Group	Count	Graduated or Retained in Program ¹		Graduated or Retained in Eligible Program ²	
			Number Retained	Percent Retained	Number Retained	Percent Retained
Computer Information Systems	Non-Recipients	232	151	65.09%	159	68.53%
	Recipients	49	32	65.31%	37	75.51%
Engineering	Non-Recipients	424	273	64.39%	296	69.81%
	Recipients	124	87	70.16%	95	76.61%
Health Care	Non-Recipients	1,094	792	72.39%	805	73.58%
	Recipients	46	39	84.78%	40	86.96%
Math	Non-Recipients	34	18	52.94%	23	67.65%
	Recipients	8	4	50.00%	5	62.50%
Grand Total	Non-Recipients	1,784	1,234	69.17%	1,283	71.92%
	Recipients	227	162	71.37%	177	77.97%

¹Students graduated OR persisted in the same program from the immediately prior academic year to the current academic year (program retention).

²Students graduated OR persisted in the same program from the immediately prior academic year to the current academic year (program retention) OR transferred to a different program that was still one of the four eligible programs (eligible-program retention).

- (d) **The number of students participating in an internship, an apprenticeship, a clinical position, or employment in a major-related field during the immediately prior academic year and a comparison of participation rates for scholarship recipients and non-scholarship students.**

Overall, a higher percentage of non-recipients (15.58%) participated in an internship, an apprenticeship, a clinical position, or employment in a major-related field compared to recipients (3.52%). The participation rate is expectedly low as students have only been at the University of Nebraska for a single academic year. Consequently, many of these students are still completing general education requirements. As time progresses and these students move into major-specific courses, these rates will increase.

Participation in an Internship, Apprenticeship, Clinical Position, or Employment in a Major-Related Field by Academic Program

Program	Cohort Group	Count	Number Participating	Percent Participating
Computer Information Systems	Non-Recipients	232	1	0.43%
	Recipients	49	2	4.08%
Engineering	Non-Recipients	424	0	0.00%
	Recipients	124	2	1.61%
Health Care ¹	Non-Recipients	1,094	277	25.32%
	Recipients	46	4	8.70%
Math	Non-Recipients	34	0	0.00%
	Recipients	8	0	0.00%
Grand Total	Non-Recipients	1,784	278	15.58%
	Recipients	227	8	3.52%

- (e) **The total number of graduates for the immediately prior academic year, the number of scholarship recipient graduates for such academic year, and a comparison of the graduation rates for scholarship recipients and non-scholarship students.**

Two non-recipients graduated from UNMC in the Summer 2022 term. Both students were in programs that are designed to be completed in one year.

Graduation by Academic Program

Program	Cohort Group	Count	Number Graduated	Percent Graduated
Computer Information Systems	Non-Recipients	232	0	0.00%
	Recipients	49	0	0.00%
Engineering	Non-Recipients	424	0	0.00%
	Recipients	124	0	0.00%
Health Care ¹	Non-Recipients	1,094	2	0.18%
	Recipients	46	0	0.00%
Math	Non-Recipients	34	0	0.00%
	Recipients	8	0	0.00%
Grand Total	Non-Recipients	1,784	2	0.11%
	Recipients	227	0	0.00%

¹Two non-recipients from UNMC graduated from one-year programs.

- (f) **The number of graduates from the immediately prior academic year who obtained employment in a major-related field in the state within four months after graduation and the average starting salary for such graduates.**

Two non-recipients graduated from UNMC in the Summer 2022 term. There are no labor outcomes to report for these students because fewer than four months have passed since they graduated as of the preparation of this report.

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1. Board of Regents

The Board of Regents of the University of Nebraska (NU) will:

- allocate Nebraska Career Scholarship funds between the campuses,
- determine the general eligibility criteria for students,
- authorize the campuses to receive and process applications for awards to individual students, and
- authorize the campuses to disperse any award directly to eligible students during the fiscal year.

2. Statutory Requirements: Scholarship Eligibility and Requirements

The University of Nebraska Board of Regents shall award scholarships to eligible students in the following programs of study:

- Math (CIP Code 27),
- Engineering (CIP Code 14),
- Health Care (CIP Code 51), or
- Computer Information Systems (CIP Code 11)
- [The CIP codes listed above represent the primary, but not the only, code for each discipline. Students in any major that can be described as being consistent with these disciplinary areas are also eligible for scholarships.]

2.1. Maximum Award Amounts

2.1.1. ACT score of 28 or higher

To an eligible student who achieved an ACT score of 28 or higher, a scholarship award amount shall not exceed a maximum of \$25,000 per year.

2.1.2. Qualified transfer student

To an eligible student who is a qualified transfer student in a program of study, a scholarship award amount shall not exceed a maximum of \$10,000 per year.

2.1.3. ACT score between 20 and 27

To an eligible student who achieved an ACT score between 20 and 27, a scholarship award amount shall not exceed a maximum of \$10,000 per year.

2.2. Student Use of Scholarship Funds

- Tuition,
- Fees,
- Required tools and equipment (including textbooks),
- Room, and
- Board

2.3. Ongoing Assessment

Beginning with academic year 2024-25, programs of study shall be designated by the Department of Economic Development, in collaboration with the Board of Regents, based on periodic reviews of workforce needs in the state.

2.4. Renewability and Maximum Scholarship Length

A scholarship recipient shall be automatically renewed if the student remains eligible.

No student shall receive a scholarship after four years of participation in the program.

2.5. Career-related Experience

Each student who receives a Nebraska Career Scholarship shall register with the appropriate campus office to obtain a Nebraska-based internship, apprenticeship, clinical position, or major-related field of employment prior to completion of the program of study.

3. University of Nebraska Awarding Framework

3.1. Minimum Amount

Initial award amount must be no less than the cost of tuition, not to exceed the maximum award amount listed in 2.1.

3.2. Other Awards

Awards shall not replace Regents Scholarships, although they may be packaged together with Regents Scholarships as a means of attracting high ability students.

3.3. Distribution

To ensure funding predictability, for each academic year (until revised as per section 2.3), allocations of newly available funding will be held constant and based on periodic calculations of total discipline-eligible majors on each campus:

3.3.1. *University of Nebraska at Kearney (UNK)*

- Resident majors - 7.425% of NU total

3.3.2. *University of Nebraska–Lincoln (UNL)*

- Resident majors - 50.322% of NU total

3.3.3. *University of Nebraska Medical Center (UNMC)*

- Allocation for non-UNK/UNO/UNL resident majors - 1.611% of NU total
- **NOTE:** UNMC will receive the allocation/award associated with UNK, UNO, and UNL awarded students that subsequently transfer into their programs.

3.3.4. *University of Nebraska at Omaha (UNO)*

- Resident majors - 40.642% of NU total

- UNO administers the financial aid associated with UNL engineering students resident to their campus. As such, UNO shall award the proportionate amount to UNL Engineering students taking classes/enrolled at UNO.

Once awarded, students that maintain eligibility will continue to receive NE Career Scholarships. Scholarship amounts for these students will be distributed to campuses based on the number of students continuing within the given cohort. Funds associated with previously awarded students, no longer eligible for scholarships (transfers to non-eligible majors or other institutions, non-enrollees, or those with low GPAs), shall be re-distributed to the campuses as per the “newly available funding” criteria.

3.4. Transfer Students (between NU campuses)

Scholarship holders transferring to another NU-campus (other than for pre-health majors transferring to UNMC or for transfers associated with formally approved NU to NU 2+2 programs) are eligible for *consideration* as transfer-student awardees. There is no expectation that funding will be provided by the new campus.

3.5. University of Nebraska at Kearney

UNK will use their application for admission to identify eligible freshmen and transfer students.

The academic year award amount will be \$10,000, not to exceed program maximums or the total cost of attendance.

3.6. University of Nebraska—Lincoln

UNL will use their application for admission to identify eligible freshman and transfer students.

The minimum academic year award will be \$8,000, not to exceed program maximums or the total cost of attendance.

3.7. University of Nebraska at Omaha

UNO will use their application for admission to identify eligible freshmen and transfer students.

The minimum academic year award amount will cover tuition costs and the maximum award amount will be \$13,000 per year for incoming freshmen and \$10,000 per year for qualified transfers. Awards will not exceed program maximums or the total cost of attendance.

3.8. University of Nebraska Medical Center

UNMC will choose a first-year transfer student from each of the three UNMC undergraduate colleges:

- Nursing
- Allied Health
- Dental Hygiene

UNMC will use their application for admission to identify eligible students. Minimum eligibility requirements include demonstrating need on the FAFSA and high academic standing from the transfer institution.

Minimum award amounts will be \$10,000, not to exceed program maximums or the total cost of attendance.

Previously awarded transfer students from UNK, UNO, and UNL, that maintain program eligibility, will be honored at the commitment level from the awarding institution (the original scholarship funding allocation follows the student).

3.9. Eligibility for Renewals

A scholarship recipient shall be automatically renewed if the student makes satisfactory academic progress within their NE Career Scholarship-eligible major, including:

- Earning approximately 30 credit hours per academic year or otherwise being on target to earn a degree within the time period for which they would be eligible for funding and
- Maintaining a cumulative grade point average of ≥ 2.5 .

3.10. Major Changes

Students transferring to another major may retain their scholarships if they maintain program eligibility *and* transfer prior to the start of their sophomore year into another program-eligible major.

3.11. Certification of Career Experience

Using the campus-defined process, scholarship students must certify completion of one of the activities listed in 2.5 prior to the completion of their third academic year (summer prior to fourth year). Failure to do so will result in ineligibility for a scholarship renewal.

4. Campus and University Reporting

4.1. Internship or Related-Employment Data

For campuses to receive award funds, they must establish a mechanism to track internship participation (or discipline-related employment) for scholarship and non-scholarship awardees.

4.2. Reporting Requirements

The following information will be collected for the most recently completed academic year each September for all students enrolled in suitable majors, including those NOT receiving scholarships:

- The total number of students enrolled in the program in the immediately prior academic year and the total number of students enrolled in the program as of September 30 for the current academic year;

- The total number of scholarship recipients in the program as of September 30 for the current academic year and the total number of such scholarship recipients who are newly enrolled in the program for such academic year;
- The total number of students retained in the program from the immediately prior academic year to the current academic year and a comparison of the retention rates between scholarship recipients and non-scholarship students;
- The number of students participating in an internship, an apprenticeship, a clinical position, or employment in a major-related field during the immediately prior academic year and a comparison of participation rates for scholarship recipients and non-scholarship students;
- The total number of graduates for the immediately prior academic year, the number of scholarship recipient graduates for such academic year, and a comparison of the graduation rates for scholarship recipients and non-scholarship students; and
- The number of graduates from the immediately prior academic year who obtained employment in a major-related field in the state within four months after graduation and the average starting salary for such graduates.