

LEGISLATURE OF NEBRASKA
ONE HUNDRED NINTH LEGISLATURE
SECOND SESSION

LEGISLATIVE BILL 956

FINAL READING

Introduced by Cavanaugh, J., 9.

Read first time January 12, 2026

Committee: Education

- 1 A BILL FOR AN ACT relating to postsecondary education; to require the
- 2 collection and reporting of certain compensation data as prescribed;
- 3 to define terms; to provide duties to Nebraska public postsecondary
- 4 institutions; to provide duties to the Coordinating Commission for
- 5 Postsecondary Education; to provide an operative date; and to
- 6 declare an emergency.
- 7 Be it enacted by the people of the State of Nebraska,

1 **Section 1.** (1) It is the intent of the Legislature to improve
2 transparency, accountability, and data-informed policymaking regarding
3 compensation practices at Nebraska public postsecondary institutions.

4 (2) The Legislature finds that comprehensive, publicly available
5 salary and benefits data, including data for administrators,
6 instructional faculty, and adjunct faculty, is necessary to evaluate
7 workforce competitiveness, recruitment and retention challenges,
8 compensation equity, and long-term fiscal sustainability in higher
9 education.

10 **Sec. 2.** For purposes of sections 1 to 6 of this act:

11 (1) Administrator means any employee of a Nebraska public
12 postsecondary institution whose primary duties include executive,
13 managerial, or supervisory responsibilities, including presidents,
14 chancellors, vice presidents, provosts, deans, associate or assistant
15 deans, and other comparable positions;

16 (2) Adjunct faculty means instructional personnel employed on a
17 part-time, temporary, or course-by-course basis, regardless of title, and
18 who are not employed on a full-time continuing contract;

19 (3) Commission means the Coordinating Commission for Postsecondary
20 Education;

21 (4) Employment classification means the category of employment under
22 which an employee is engaged by a postsecondary institution, including:

23 (a) Full-time or part-time status;

24 (b) Permanent, probationary, temporary, or contract status;

25 (c) Tenured, tenure-track, nontenure-track, or nontenured status,
26 when applicable; and

27 (d) Any other classification used by the institution to distinguish
28 categories of employment for compensation, workload, or benefit purposes;

29 (5) Instructional faculty means employees whose primary
30 responsibilities include teaching, research, or public service, including
31 professors, associate professors, assistant professors, instructors,

1 lecturers, and comparable academic titles, whether tenured or nontenured;
2 (6) Nebraska public postsecondary institution has the same meaning
3 as in section 85-2403;

4 (7) Rank or position within each employee group means the title,
5 level, or designation assigned by a postsecondary institution to
6 differentiate employees within an employee group based on responsibility,
7 experience, academic standing, or administrative authority, including:

8 (a) For instructional faculty, academic rank such as professor,
9 associate professor, assistant professor, instructor, lecturer, or
10 comparable titles; and

11 (b) For adjunct faculty, instructional designation or course-based
12 title used by the institution; and

13 (8) Salary and benefits data means compensation information
14 including wages, salaries, and employer-paid benefits.

15 **Sec. 3.** (1) Beginning July 1, 2026, the commission shall annually
16 collect salary and benefits data from each Nebraska public postsecondary
17 institution.

18 (2) Each Nebraska public postsecondary institution shall
19 electronically submit salary and benefits data for the following employee
20 groups:

21 (a) Administrators;

22 (b) Instructional faculty employed on a full-time basis; and

23 (c) Adjunct faculty and other part-time instructional staff.

24 (3) The commission shall require data to be reported in a
25 standardized format prescribed by the commission to ensure statewide
26 consistency and year-to-year comparability.

27 **Sec. 4.** The salary and benefits data collected pursuant to section
28 3 of this act shall include, but not be limited to:

29 (1) Average salary by employee group and employment classification;

30 (2) Average salary by rank or position within each employee group;

31 (3) Average salary by institution type, including two-year

1 institutions and four-year institutions;

2 (4) Employer-paid benefits, including health insurance, retirement
3 contributions, and other fringe benefits, reported in aggregate and as an
4 average per employee;

5 (5) Full-time versus part-time status;

6 (6) Year-over-year percentage changes in salary and benefits; and

7 (7) Any additional data elements the commission determines necessary
8 to facilitate meaningful comparison across institutions and academic
9 years.

10 **Sec. 5.** (1) The commission shall:

11 (a) Compile the data submitted pursuant to sections 3 and 4 of this
12 act;

13 (b) Make such data publicly available on its website in an
14 aggregated, searchable, and downloadable format; and

15 (c) On or before December 31 of each year, publish an annual report.

16 (2) Data reported publicly under this section shall not include the
17 names of individual employees or other personally identifiable
18 information.

19 **Sec. 6.** The commission may adopt and promulgate rules and
20 regulations to carry out sections 1 to 6 of this act.

21 **Sec. 7.** This act becomes operative on July 1, 2026.

22 **Sec. 8.** Since an emergency exists, this act takes effect when
23 passed and approved according to law.