

LEGISLATURE OF NEBRASKA  
ONE HUNDRED NINTH LEGISLATURE  
SECOND SESSION

**LEGISLATIVE BILL 956**

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) Instructional faculty means employees whose primary  
22 responsibilities include teaching, research, or academic instruction,  
23 including professors, associate professors, assistant professors,  
24 instructors, lecturers, and comparable academic titles, whether tenured  
25 or nontenured;

26       (5) Nebraska public postsecondary institution has the same meaning  
27 as in section 85-2403; and

28       (6) Salary and benefits data means compensation information  
29 including wages, salaries, and employer-paid benefits.

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

1 institution.

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

4 (a) Administrators;

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

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

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

10 **Sec. 4.** The salary and benefits data collected pursuant to section  
11 3 of this act shall include, but not be limited to:

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

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

14 (3) Average salary by institution type, including public four-year,  
15 public two-year, and private institutions;

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

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

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

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

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

25 (a) Compile and verify the data submitted pursuant to sections 3 and  
26 4 of this act;

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

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

30 (2) Data reported publicly under this section shall not include the  
31 names of individual employees or other personally identifiable

1 information.

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

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

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