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## NU-BOR-Bylaws-3.0

NU Board of Regents

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## Chapter III. Terms and Conditions of Employment

3.0 **Equal Opportunity.** Recruitment, selection, employment, transfer, promotion, demotion, training, and pay of all employees of the University shall be without regard to race, color, sex, religion, national origin, or political affiliation. The University will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to these factors. Merit will be the criterion by which qualifications for appointment, retention, or promotion are judged. The University will strive to achieve realistic affirmative action employment goals.

### 3.1 Categories of University Personnel.

3.1.1 **Professional Staff.** This category includes all personnel having a general scope of duties and responsibilities requiring educational qualifications and professional training that exempts their positions from the Federal Fair Labor Standards Act and the State Personnel System. This category consists of the following subcategories:

3.1.1.1 **Academic-Administrative Staff.** This subcategory includes all faculty and such administrative officers as the Board may designate. The faculty of the University of Nebraska includes all persons holding the academic rank of assistant instructor and above, or formally approved equivalent ranks.

**History:** Amended, 53 BRUN 26 (12 Sept. 1987)  
Amended, 42 BRUN 49-50 (29 July 1978)

3.1.1.2 **Other Academic Staff.** This subcategory includes all persons with the rank of research associate, research assistant, graduate assistant, teaching assistant, teaching fellow, and house officer.

**History:** Amended, 53 BRUN 26 (12 Sept. 1987)  
Amended, 42 BRUN 50 (29 July 1978)

3.1.1.3 **Managerial-Professional Staff.** This subcategory includes persons serving in nonacademic professional positions including nurses, technical specialists, directors not included in the academic-administrative staff, and all departmental managers. Part-time employees in this subcategory may be subject to the provisions of the Federal Fair Labor Standards Act.

3.1.2 **Office and Service Staff.** This category includes all persons who perform work that by custom in business, industry, and other institutions of higher education is managed on an hourly basis with such work compensated according to hours worked or earned, including clerical and office employees, foremen, general service workers, and other personnel paid on an hourly basis.

**History:** Amended, 42 BRUN 287 (24 March 1979)

3.1.3. **Student Employees.** This category includes all employees whose primary occupation is that of student, except those qualifying under 3.1.1.2.

**History:** Amended, 42 BRUN 287 (24 March 1979)