

UNK[®]

OFFICE OF THE CHANCELLOR

Report on Internal Review of Allegations about UNK Programming and Culture 29 MAY 2026

In late April, anonymous and attributed sources alleged that UNK was engaging in politically inappropriate programming and operations. The university takes all allegations seriously - anonymous and attributed. The Chancellor directed the UNK Compliance Office to coordinate a systematic review of all claims in collaboration with the University of Nebraska system.

The University of Nebraska engaged Baird Holm LLP to independently review UNK and NU processes and findings. Baird Holm concluded the investigation was thorough, the work product was well-reasoned, and the conclusions are sound.

Review

UNK's Chief Compliance Officer identified all concerns from individuals - confidential and anonymous - and from mainstream and social media. UNK identified the following claims:

- UNK promotes “DEI”: based on a link sent to faculty for third-party content related to reducing barriers to transgender students.
- UNK continues to have a position focusing on “DEI”: based on a claim from “sources at UNK.”
- UNK is hiring employee positions focusing on “DEI”: based on announcement seeking applicants for assistant deans for student engagement and retention.
- Students are exposed to pornography in the Human Sexuality FAMS 151 course: based on a student complaint including images from the course textbook.
- UNK Family Science is eliminating two courses, FAMS 250 and 253 and renaming FAMS 351: based on a student allegation that UNK is moving away from teaching traditional family values.
- UNK has a campus climate that is hostile to conservatives and Christians: based on complaints from two students, a faculty member, and a student organization at UNK.
- During the course of the review, specific allegations toward a faculty member's classroom discussion: based on social media.

The Chief Compliance Officer tested the veracity of all claims in coordination with UNK's Chief Academic Officer by reviewing source documents and position descriptions, conducting interviews with the one identifiable student claimant and the faculty claimant, email

correspondence with the student organization president, and direct interviews/correspondence with several students, staff, and faculty who had not made claims but might have direct or indirect knowledge of the concerns.

Chief Compliance/Chief Academic Officers Findings

- The entirely optional faculty online teaching training video on how to reduce barriers for transgender students was produced by a third party and financed by online course fees. The content is out of tune with the current political environment. The faculty module should have been properly reviewed prior to distribution, and the message did not include contact information for the distributing individual or office. In the future, the dean will implement a committee review of online faculty training modules, give explicit approval for faculty training modules, and ensure that faculty emails include contact information for the distributing individual or office.
- UNK does not have a Chief Diversity Officer in name or practice. In 2021 UNK was required to create a CDO position. In 2025, the position was eliminated.
- UNK is not hiring individuals focusing on “DEI.” In 2025, the Senior Vice Chancellor for Academic Affairs created a position dedicated to improving student retention and graduation - benchmarks on which UNK outperforms most regional public universities. In addition, five faculty members were recruited to coordinate further improvement of student retention and graduation benchmarks at the unit level.
- The Human Sexuality FAMS 151 course is required only for students electing to complete the Family Science B.S. degree, Family Science minor, and those seeking the credential of Certified Family Life Educator. The programs are accredited by the National Council of Family Relations - the oldest nonpartisan, multidisciplinary professional association focused solely on family research, practice, and education. The course textbook, *Discovering Human Sexuality* is in its 6th edition and widely used across the United States. It is designed to educate future health workers, counselors, therapists, and educators rather than for prurient interests and thus does not violate Nebraska law when used for educational purposes. However, the university does understand the concerns raised by its use. The textbook does contain graphic images especially in a chapter that identifies atypical sexual behaviors and recommended therapy options. The university does not take its educational exception lightly and the department will:
 - Discontinue use of the current textbook effective Fall 2026.
 - Ensure the new text aligns with course and accreditation standards and outcomes.
 - Include enhanced notice of the nature of course content in the course description and syllabus.

- UNK Family Sciences has not eliminated FAMS 250 Infant Development or FAMS 253 Child and Adolescent Development. The content of FAMS 250 and 253 has been integrated into FAMS 251 for delivery to online students. The name of FAMS 351 Marriage and Family Relationships has also not changed.
- UNK does not have a campus climate that is hostile to Christians or conservatives. Each student, faculty member, and student organization was asked whether they experienced intimidation or academic or employment consequences because of their beliefs. No individuals described any occurrences nor offered any evidence. Two individuals described it as a “perception.” The faculty member who claimed that the campus culture was not welcoming, and that voicing conservative ideas could have negative impacts on a person’s career, said in an interview that no administrator had ever intimidated him or caused negative impacts on his career because of his political views, and added that campus leadership is accepting of his viewpoints. The negative reaction, he said, came from individual colleagues who he felt were not accepting of his views.
- There were allegations made towards a faculty member regarding political comments the professor allegedly made during one class period. Although faculty enjoy Academic Freedom in the classroom, faculty understand that this freedom must be exercised with the recognition that administration, faculty, and staff members hold special positions of influence and trust. The matter was referred to the Senior Vice Chancellor for Academic Affairs. Appropriate action was taken. Due to privacy concerns the university considers this as a personnel action and no further information may be released.

Conclusions

A faculty member claimed UNK’s internal systems cannot be trusted. We fully stand behind our systems and those of the University of Nebraska. All claims have been investigated through direct interviews with the claimants and communication with others with direct or indirect knowledge of those claims. The University of Nebraska engaged Baird Holm LLP to independently review UNK and NU processes and findings. Baird Holm concluded the investigation was thorough, the work product was well-reasoned, and the conclusions are sound.

No evidence or reports have been offered to show that detrimental consequences have been experienced by any individuals, that our reporting systems failed to complete objective reviews, or that there is a hostile climate on campus.

We affirm that the university takes all reports seriously - whether direct, confidential, or anonymous - and all are investigated. The university will continue to provide multiple avenues

for employees, students, and the public to report allegations, voice concerns, and challenge decisions including:

- UNK's Office of Compliance, for claims of fraud, abuse, misconduct, and other violations of laws, statutes, and policies.
- The university Ethics Point system, which any individual employee, student, or the public can use to report fraud or misconduct either confidentially or anonymously.
- Staff are expected to report wrongdoing and employment concerns to their supervisor, Human Resources, Staff Senate representatives, or administrative leaders.
- Faculty are expected to report concerns to department chairs, deans, administrative leaders, Human Resources, Faculty Senate representatives, or the faculty union. Faculty can also challenge decisions and allege negative employment actions through the Faculty Senate Grievance process.
- Concerns may also be reported to the Chancellor, senior leaders, and all responsible employees as well as to the system office through multiple channels.

The past academic year UNK provided transformative education to students from 56 countries, 47 states, and 90 of Nebraska's 93 counties. UNK is committed to the ideals stated in Board of Regents policies: That each member of the community should be treated with respect and dignity, that all are welcomed and encouraged to participate in the free expression of ideas, and that the university is a place to bring together differing opinions - to discover, explore, interpret, and question knowledge and opinions - through respectful discourse and deliberation.