

**KANSAS BOARD OF REGENTS  
ACADEMIC AFFAIRS STANDING COMMITTEE  
MEETING AGENDA  
November 4, 2025  
10:30 a.m. – 12:00 p.m.**

Regent Alysia Johnston called the November 4, 2025, Board Academic Affairs Standing Committee meeting to order at 10:30 a.m. The meeting was held via Zoom.

MEMBERS PRESENT:       Regent Alysia Johnston, Chair  
                                  Regent Diana Mendoza  
                                  Regent Pamela Ammar

**APPROVAL OF MINUTES**

Regent Mendoza moved that the minutes of the September 17, 2025, meeting be approved. Following the second of Regent Ammar, the motion carried unanimously.

**BOARD DISCUSSION ITEMS**

**CONSIDERATION OF REVISIONS TO THE BOARD’S POLICIES ON TENURE, POST-TENURE REVIEW, AND WORKLOAD**

Vice President for Academic Affairs Rusty Monhollon summarized the accompanying issue paper for this item. The Board has established a goal for BAASC to collaborate with faculty and academic leadership to conduct a comprehensive review of the Tenure, Post-Tenure Review, and Instructional Workload policies. Academic Affairs staff organized a meeting with university provosts and faculty senate presidents with the intent to discuss a plan for conducting these reviews. KBOR staff agreed to revise the policies and share drafts with the provosts and faculty senate presidents. Revisions were made by KBOR staff based on research conducted on other states and systems, followed by additional revisions based on provosts’ and faculty senate presidents’ feedback. KBOR staff has recommended that BAASC review the policies and forward to the full Board for its consideration.

Chair Johnston opened the floor to Board members for discussion on the tenure policy. Regent Ammar asked for clarification on how “adequate cause” is defined. Vice President Monhollon responded that the current language was not a revision to the policy. A definition could be added with guidance from legal counsel if it is the will of the committee.

Chair Johnston opened the floor to Board members for discussion on the workload policy. Regent Ammar asked why the policy specifies credit hours rather than courses. Vice President Monhollon responded that courses are measured by credit hours and the average faculty workload would be six to nine credit hours or two to three courses per semester. Regent Ammar noted concerns regarding clarity on the exceptions for research. Chair Johnston opened the floor to input from provosts regarding research exceptions. Wichita State University Provost Monica Lounsbery expressed the need for instructional unit equivalencies for research and service. Olivia Veatch, faculty representative from the University of Kansas Medical Center, noted that considerations would need to be made for research-heavy institutions. Provost Barbara Bichelmeyer (University of Kansas), noted the importance of using the data to

demonstrate faculty productivity. Provosts emphasized the need for flexibility to best meet the needs of students and institutional resources.

Chair Johnston thanked the faculty senate presidents, provosts, and Vice President Monhollon for their efforts. She suggested recommending to the Board as-is with the opportunity for revisions later if needed.

Regent Ammar asked for clarification on the use of “consecutive” where the policy states that “faculty members who receive two consecutive unsatisfactory evaluations will be dismissed.” Provosts highlighted possible conditions in which a faculty member could receive an unsatisfactory review as reasoning to keep “consecutive” in the wording of the document.

Chair Johnston opened the floor to board members for discussion on the post-tenure review policy. Regent Ammar expressed concerns regarding bias throughout the process, given that faculty often elect their chair. She suggested the addition of an independent individual to be involved in the process. Vice President Monhollon added that department chairs receive the necessary training to give fair and honest reviews and expressed concerns regarding the additional costs of hiring a third-party. Chair Johnston suggested recommending the policy to the board as-is and discussing possible additions with the Board at the November 19 meeting. She invited provosts to email Vice President Monhollon or committee members with input.

Regent Mendoza moved to recommend the policies with a summary that provides an explanation for “adequate” on the Board discussion agenda for November 19.

#### ACADEMIC AFFAIRS UPDATE

Vice President Monhollon shared that the November 19 meeting will be held from 2:30-3:30 p.m. and reminded everyone that this meeting is virtual. Updated calendar invitations will be sent out for all remaining BAASC meetings to reflect that the meetings end at noon.

#### ADJOURNMENT

Chair Johnston moved to adjourn the meeting. Following the second of Regent Ammar, the meeting was adjourned at 12:06 p.m.