

# **SEPTEMBER 17-18, 2025**

**Kansas Board of Regents**  
Curtis State Office Building  
1000 SW Jackson, Suite 520  
Topeka, KS 66612

2025-2026  
Blake Benson, Chair  
Diana Mendoza, Vice Chair

## **KANSAS BOARD OF REGENTS MEMBERS:**

Pamela Ammar	Blake Benson	John Dicus
Alysia Johnston	Diana Mendoza	Neelima Parasker
	Kathy Wolfe Moore	

## **Building a Future**

Higher Education's Commitment to Kansas Families, Business, and the Economy

1. Helping Kansas families
2. Supporting Kansas business
3. Advancing economic prosperity

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## MEETING INFORMATION AND SCHEDULE

Unless noted, all meetings take place at the Curtis State Office Building (CSOB) at 1000 SW Jackson, Suite 520, Topeka, Kansas, 66612 in the meeting room indicated. Addresses for offsite meetings can be obtained by contacting the Kansas Board of Regents office at 785-430-4240.

Time	Committee/Activity	Location
<b><u>Wednesday, September 17, 2025</u></b>		
8:30 am - 9:00 am	System Council of Chief Academic Officers	Suite 530
9:00 am - Adjournment	Council of Chief Academic Officers	Suite 530
9:00 am - 10:30 am	Council of Student Affairs Committee and Students' Advisory Committee	Kathy Rupp Room
9:15 am - 10:00 am	Governance Committee	Board Room <a href="#">Livestream</a>
10:15 am - 11:45 am	Fiscal Affairs & Audit Standing Committee	Board Room <a href="#">Livestream</a>
10:30 am - 11:00 am	System Council of Presidents	Suite 530
10:45 am - Noon	Academic Affairs Standing Committee	Kathy Rupp Room <a href="#">Livestream</a>
11:00 am - Adjournment	Council of Presidents	Suite 530
Noon - 1:00 pm	Council of Faculty Senate Presidents	Kansas Room A
Noon - 1:00 pm	Lunch <i>Board of Regents &amp; President Flanders</i>	Flint Hills Room B
1:15 pm - Adjournment	Board of Regents Meeting	Board Room <a href="#">Livestream</a>
3:30 pm - 5:00 pm	100 <sup>th</sup> Anniversary Reception	Board Office Lobby
5:30 pm	Dinner <i>Board of Regents (current and former), Board Office President (current and former), and State University CEOs (current and former)</i>	Topeka Country Club 2700 SW Buchanan
<b><u>Thursday, September 18, 2025</u></b>		
8:30 am - 9:30 am	Breakfast <i>Board of Regents, President Flanders, and Students' Advisory Committee</i>	Suite 530
9:45 am - Adjournment	Board of Regents Meeting	Board Room <a href="#">Livestream</a>
11:45 am - 12:45 pm	Lunch <i>Board of Regents, President Flanders, and Research and Economic Development Committee</i>	Kathy Rupp Room

# MEETING AGENDA

The Kansas Board of Regents will meet in the Board Room located in the Curtis State Office Building at 1000 SW Jackson, Suite 520, Topeka, Kansas, 66612.

## Wednesday, September 17, 2025

### **I. Call To Order**

Regent Benson, Chair

### **II. Approval of Minutes**

- |                                      |       |
|--------------------------------------|-------|
| A. June 11-12, 2025 Meeting          | p. 7  |
| B. June 20, 2025 Special Meeting     | p. 22 |
| C. June 27, 2025 Special Meeting     | p. 24 |
| D. July 28-30, 2025 Board Retreat    | p. 26 |
| E. July 30, 2025 Special Meeting     | p. 37 |
| F. September 3, 2025 Special Meeting | p. 38 |

### **III. Introductions and Reports**

- |  |                                 |
|--|---------------------------------|
| A. <i>Introductions</i>                                    |                                 |
| B. <i>Report from the Chair</i>                            | Regent Benson, Chair            |
| C. <i>Report from the President &amp; CEO</i>              | Blake Flanders, President & CEO |
| D. <i>Report from Council of Faculty Senate Presidents</i> | Rochelle Rowley, ESU            |
| E. <i>Report from Students' Advisory Committee</i>         | Azwad Zahraan, ESU              |

### **IV. Standing Committee Reports**

- |                                      |                      |
|--------------------------------------|----------------------|
| A. <i>Academic Affairs</i>           | Regent Johnston      |
| B. <i>Fiscal Affairs &amp; Audit</i> | Regent Dicus         |
| C. <i>Governance</i>                 | Regent Benson, Chair |

### **V. Approval of Consent Agenda**

- |  |  |
|--|--|
| A. <i>Academic Affairs</i>   |  |
| 1. Act on Request to Approve MS in Computational Biology – KU  | Provost Bichelmeyer p. 41                  |
| B. <i>Fiscal Affairs &amp; Audit</i>   |  |
| 1. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Tomanek Hall Air Conditioning Improvements – FHSU                  | Chad Bristow, Director of Facilities p. 50 |
| 2. Act on Request to Approve Program Statement for Crossland College of Technology Diesel and Heavy Equipment (DHE) and Hybrid Electric Vehicle (HEV) Facility – PSU | p. 50                                      |
| 3. Act on Request to Consent to Annexation of Real Property in DeSoto, Johnson County, Kansas – KU   | p. 51                                      |



4. Act on Request to Raze Student Center, Amend the FY 2026 Capital Improvement Plan, and Approve Program Statement for Olathe Pavilion and Student Center Demolition – KUMC p. 51
5. Act on Request to Raze Shellenberger Hall and Feed Technology Building – KSU p. 52
6. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Anderson Hall Exterior Restoration – KSU p. 52
7. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Justin Hall Roof Replacement – KSU p. 53
8. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Justin Hall Applied Learning Lab Renovation – KSU p. 53
9. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Wildcat One Stop Project – KSU p. 53
10. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Seaton Hall Project – KSU p. 54
11. Act on Kansas Comprehensive Grant Program Distributions p. 55  
Elaine Frisbie, VP  
Finance & Administration
12. Act on Annual Budget for Wichita State University Mill Levy – WSU p. 57
- C. *Technical Education Authority*
  1. Act on Changes to Course Bucket Assignments for Instructional Cost Model Calculations p. 61  
April White, VP  
Workforce Development
  2. Act on Updates to Extraordinary Cost Calculations for Instructional Cost Model Calculations p. 62
- D. *Other Matters*
  1. Act on Proposed Amendment to MOU between Kansas State University and the Kansas State University Employees Association, Local 6400 (KSUEA) Representing Eligible Maintenance and Service Employees – KSU p. 66  
John Yeary,  
General Counsel

- |    |  |                                       |              |
|----|--|---------------------------------------|--------------|
| 2. | Act on Proposed Amendments to MOU between Pittsburg State University and Pittsburg State University/Kansas National Education Association (KNEA) |                                       | <i>p. 68</i> |
| 3. | Act on Request to Appoint Members to the EPSCoR Program Review Committee   | Rusty Monhollon, VP Academic Affairs  | <i>p. 78</i> |
| 4. | Act on Appointment to the Postsecondary Technical Education Authority  | April White, VP Workforce Development | <i>p. 79</i> |
| 5. | Act on Appointments to the Various Board Committees and the Washburn Board of Regents  | Regent Benson, Chair                  | <i>p. 80</i> |

## VI. Consideration of Discussion Agenda

- |                                      |   |   |               |
|--------------------------------------|---|---|---------------|
| <i>A. Academic Affairs</i>           |   | Regent Johnston                             |               |
| 1.                                   | Recognize Faculty and Staff of the Year Awardees                                    | Rusty Monhollon, VP Academic Affairs        | <i>p. 81</i>  |
| 2.                                   | Act on Request to Approve AAS in Food & Feed Manufacturing – KSU                    | Provost Mendez                              | <i>p. 87</i>  |
| <i>B. Fiscal Affairs &amp; Audit</i> |   | Regent Dicus                                |               |
| 1.                                   | Discuss and Act on Board's Unified State Appropriations Request                     | Elaine Frisbie, VP Finance & Administration | <i>p. 118</i> |
| 2.                                   | Receive Kansas Campus Restoration Act (KCRA) Plans from State Universities – System | State University CFO's                      | <i>p. 123</i> |
| 3.                                   | Act on Kansas State University Master Plan  | President Linton                            | <i>p. 133</i> |
| <i>C. Other Matters</i>              |   |   |               |
| 1.                                   | Act on Request to Revise Institutional Mission Statement – KSU                      | President Linton                            | <i>p. 134</i> |
| 2.                                   | Act on Request to Approve Granting of Honorary Doctorate – WSU                      | President Muma                              | <i>p. 135</i> |

## Thursday, September 18, 2025

## VII. Consideration of Discussion Agenda

- |                            |  |                                      |               |
|----------------------------|--|--------------------------------------|---------------|
| <i>A. Academic Affairs</i> |  | Regent Johnston                      |               |
| 1.                         | Receive Update on Higher Learning Commission Guidelines for Reduced-Credit Bachelor's Programs | Rusty Monhollon, VP Academic Affairs | <i>p. 136</i> |
| 2.                         | Act on Kansas State University's Request to Waive Bachelor's Degree Requirements               |                                      | <i>p. 139</i> |

- |                                      |   |   |               |
|--------------------------------------|---|---|---------------|
| 3.                                   | Receive Report on Program Accreditation   |   | <i>p. 140</i> |
| 4.                                   | Act on Request to Change Accreditation Policy   |   | <i>p. 142</i> |
| <i>B. Fiscal Affairs &amp; Audit</i> |   | Regent Dicus                                |               |
| 1.                                   | Receive Information on Distribution of FY 2026 State Appropriations for Community Colleges – System                                     | Elaine Frisbie, VP Finance & Administration | <i>p. 143</i> |
| 2.                                   | Act on Distribution of FY 2026 Appropriations for Technical Education (Excel in Career Technical Education Initiative and AO-K Proviso) |   | <i>p. 146</i> |
| 3.                                   | Discuss and Act on Board Policy Amendments – System   | Chad Bristow, Director of Facilities        | <i>p. 154</i> |
| <i>C. Other Matters</i>              |   |   |               |
| 1.                                   | Discuss Board Member Conflict of Interest Disclosure Statements and Act on Actual or Apparent Conflicts and Review Board Policy         | John Yearly, General Counsel                | <i>p. 160</i> |
| 2.                                   | Receive Plan to Update the Board’s Strategic Plan, Building a Future  | President Flanders                          | <i>p. 163</i> |
| 3.                                   | Discuss and Adopt Board Goals for 2025-2026   | Regent Benson, Chair                        | <i>p. 165</i> |

## VIII. Adjournment

# MINUTES OF PREVIOUS MEETINGS

## I. Call To Order

Regent Benson, Chair

## II. Approval of Minutes

### A. June 11-12, 2025 Meeting

The meeting was called to order by Chair Carl Ice at 1:33 p.m. on June 11, 2025. The meeting was held at the Board Office, Curtis State Office Building, 1000 SW Jackson, Ste. 520, Topeka, Kansas. Proper notice was given according to the law.

MEMBERS PRESENT:	Carl Ice, Chair	John Dicus	Neelima Parasker
	Jon Rolph, Vice Chair	Alysia Johnston	Wint Winter
	Blake Benson	Diana Mendoza	Kathy Wolfe Moore

### APPROVAL OF MINUTES

Regent Rolph moved to approve the minutes of the Board's May 14-15, 2025, meeting and May 27, 2025, special meeting. Regent Benson seconded the motion. The motion carried.

### INTRODUCTIONS

Chair Ice introduced Doug Ball as Interim President of Pittsburg State University.

President Muma introduced Jacob Mendez, Wichita State University's Staff Senate President-elect.

### GENERAL REPORTS

#### REPORT FROM CHAIR

Chair Ice reported that Board leadership recently met with State Board of Education leadership. The leadership teams discussed how the agencies can continue working together to create an educational system that supports the needs of Kansas families and businesses, especially in areas such as literacy. The Board is grateful for the State Board's partnership and appreciates that State Board leadership took the time to engage in the discussion.

Noting that this is the final meeting of the fiscal and academic year, Chair Ice thanked all the council and committee chairs for their service. The Regents appreciate their work managing agendas, staying on schedule, and keeping system-wide work moving forward.

#### REPORT FROM PRESIDENT AND CEO

President Flanders said he recently attended a Midwest Higher Education Compact meeting in his capacity as a commissioner, where he heard a presentation on higher education outcomes by the Georgetown Center on Education and the Workforce. MHEC is also interested in supporting work regarding open educational resources.

President Flanders also attended the Kansas Hospital Association's annual retreat. He said that the healthcare workforce is critical, as is the shortage in that workforce. Retention in the profession is an issue as well. He reported giving a commitment to working with the Association and to examining initiatives to help the workforce.

President Flanders appeared on the Complete College America podcast. He does not see other systems doing the work that Kansas is doing at scale regarding student success and outcomes. He noted that Pell student debt is down.

President Flanders updated the Board on the status of Pell Grant funding in federal budget legislation. He also observed that federal support for adult education is essential to delivering services for approximately 250,000 Kansans.

#### **REPORT FROM COUNCIL OF FACULTY SENATE PRESIDENTS**

Rochelle Rowley, incoming Chair of the Council of Faculty Senate Presidents, reported that outgoing Chair Norman Phillipp continues to work on the Council's tuition assistance proposal. She said that all but one institution submitted their Faculty of the Year Award nominations. The Council will be watching new legislation in the upcoming Legislative session.

#### **STANDING COMMITTEE AND OTHER REPORTS**

##### **ACADEMIC AFFAIRS**

Regent Mendoza, Chair of the Board Academic Affairs Standing Committee, reported that the Committee held a virtual meeting on May 28 and met this morning. At the May 28 meeting, Vice President for Academic Affairs Rusty Monhollon summarized key points on Program Review, including the program recommendations from KU, KU Medical Center, and KSU. The Board will review the institutions' recommendations on today's Discussion Agenda. The Committee requested that the institutions provide a report at a December BAASC meeting on a campus review of administrative and academic efficiencies and steps being taken at each institution to increase enrollments for master's and doctoral programs not meeting minimums. The Committee also reviewed KSU's proposed changes to qualified admissions, which appear on today's Discussion Agenda. Finally, the Committee reviewed two new program approval requests from KSU—a Bachelor of Science degree in Nuclear Engineering, which is on today's Board Consent Agenda; and an Associate of Applied Science in food and feed science, which the Committee tabled pending KSU's efforts to work with Cowley Community College on a transfer pathway for a certificate the college offers in a similar program.

At this morning's meeting, the Committee received an update on KSU's coordination with Cowley Community College. KSU hopes to have a signed articulation agreement in the coming weeks. Vice President for Finance and Administration Elaine Frisbie provided an update on Board Goal Five, gathering recommendations from universities and developing a framework and definitions for reporting industry-recognized alternative credentials awarded by the public universities. The Council of Institutional Researchers from the universities has made several recommendations that will be shared during today's Board Discussion Agenda.

##### **FISCAL AFFAIRS AND AUDIT**

Regent Benson, Chair of the Fiscal Affairs and Audit Committee, reported that the Committee held an agenda call on May 27 and met this morning. The Committee reviewed the Fiscal Affairs items on today's Board agenda. Regent Benson stated that the Committee recommends that the universities' Fiscal Year 2026 tuition and fee proposals be approved as presented in May. The Committee was impressed with the care and attention that went into developing the proposals. Inflationary pressures continue to affect the universities' buying power. The Universities have restrained the increases in the rate of tuition and required fees to noticeably less than the increase in the consumer price index over the past five years.

The Committee also discussed potential common themes across the system for the Fiscal Year 2027 budget request to present to the 2026 Legislature. As the third-party review of the public universities and the Board office's alignment with the NIST framework comes to an end, there will be shortcomings identified that will need state support to bring the system into compliance with the standards adopted by the state in the 2024 cybersecurity legislation. There will also be a discussion on the improved outcomes for our students from the state investment in the student success playbooks to aid in our advocacy to retain the state support for ongoing expenses. Budgetary pressures are bearing down on the institutions from disruptions to federal grants and contracts for research, as well as competition from other states that are investing in research, and potential changes to Pell grants that will keep some students from going to college, to name a few. This will be a topic of discussion at the Board's retreat this summer.

The Committee next received a progress report on the Board's capital renewal initiative from Director of Facilities Chad Bristow. This month marks the end of the fourth successful year of the Board's initiative to revitalize campus facilities, made possible with the dedication and expertise of the campus facilities teams and their partners – the maintenance and operations staff, the contractors, architects, engineers, the technical consultants, construction managers and trades teams who shepherd the projects from start to finish. They are supported by Director Bristow and the Board's data team, which helped develop the university space inventory data collection. The Committee will be well positioned to launch the Campus Restoration Act in the coming months. It looks forward to seeing the universities' plans in September. The Committee recognizes everyone for their work, which will benefit the university communities and Kansas for decades to come.

### GOVERNANCE

Chair Ice reported that at this morning's Governance Committee meeting, the Committee reviewed Wichita State University's updates to its policies regarding fliers and posters and free expression on campus. The updated policies will be filed with the Board President and CEO pursuant to Board Policy. Following that review, the Committee recessed into executive session to discuss matters related to Fiscal Year 2026 CEO compensation.

### APPROVAL OF CONSENT AGENDA

Regent Rolph moved to approve the consent agenda. Regent Parasker seconded the motion. The motion carried and the following items were approved:

#### Academic Affairs

##### ACT ON REQUEST TO APPROVE BS IN NUCLEAR ENGINEERING – KSU

Kansas State University received approval to offer a 123-credit-hour Bachelor of Science Degree in nuclear engineering.

##### NOMINATIONS FOR KBOR FACULTY OF THE YEAR AWARDS AND KBOR STAFF OF THE YEAR AWARDS

The Board received nominations submitted for the Faculty of the Year and Staff of the Year awards.

#### Fiscal Affairs & Audit

##### RECEIVE INFORMATION ON DISTRIBUTION OF FY 2026 STATE APPROPRIATIONS TO COMMUNITY COLLEGES, TECHNICAL COLLEGES, AND WASHBURN INSTITUTE OF TECHNOLOGY

The Board was apprised of the following distributions of state appropriations for Fiscal Year 2026:

#### **Tiered Technical Education State Aid Distributions**

<b>Institution</b>	<b>FY 2026 State Aid</b>
Allen County Community College	\$ 473,848
Barton County Community College	2,266,994
Butler Community College	5,079,186
Cloud County Community College	1,181,769
Coffeyville Community College	853,054
Colby Community College	1,391,319
Cowley County Community College	1,919,674
Dodge City Community College	951,091
Flint Hills Technical College	1,696,132

**Tiered Technical Education State Aid Distributions (continued)**

<b>Institution</b>	<b>FY 2026 State Aid</b>
Fort Hays Tech   North Central	3,087,761
Fort Hays Tech   Northwest	1,925,676
Fort Scott Community College	1,181,923
Garden City Community College	1,205,191
Highland Community College	1,262,666
Hutchinson Community College	5,782,346
Independence Community College	235,575
Johnson County Community College	8,637,305
Kansas City Kansas Community College	4,156,731
Labette Community College	1,016,383
Manhattan Area Technical College	1,819,187
Neosho County Community College	1,354,084
Pratt Community College	1,061,068
Salina Area Technical College	1,818,392
Seward County Community College	1,046,871
Washburn Institute of Technology	3,643,102
WSU Campus of Applied Science and Technology	11,406,197
<b>Total</b>	<b>\$ 66,453,525</b>

**Non-Tiered Credit Hour Grant Distributions**

<b>Institution</b>	<b>FY 2026 State Aid</b>
Allen County Community College	\$ 3,270,135
Barton County Community College	7,323,181
Butler Community College	12,781,595
Cloud County Community College	2,715,003
Coffeyville Community College	1,336,638
Colby Community College	1,827,746
Cowley County Community College	3,376,842
Dodge City Community College	1,612,560
Flint Hills Technical College	813,079
Fort Hays Tech   North Central	890,535
Fort Hays Tech   Northwest	954,353
Fort Scott Community College	1,763,555
Garden City Community College	2,238,010
Highland Community College	3,827,268
Hutchinson Community College	6,236,859
Independence Community College	999,030
Johnson County Community College	16,873,303
Kansas City Kansas Community College	4,973,227
Labette Community College	1,948,252

**Non-Tiered Credit Hour Grant Distributions (continued)**

<b>(continued) Institution</b>	<b>FY 2026 State Aid</b>
Manhattan Area Technical College	798,568
Neosho County Community College	2,018,056
Pratt Community College	1,501,584
Salina Area Technical College	983,319
Seward County Community College	1,504,714
Washburn Institute of Technology	381,927
WSU Campus of Applied Science and Technology	5,412,199
<b>Total</b>	<b>\$ 88,361,538</b>

**Capital Outlay Aid Distributions**

<b>Institution</b>	<b>FY 2026 State Aid</b>
Allen County Community College	\$ 335,649
Barton County Community College	507,299
Butler Community College	623,047
Cloud County Community College	369,376
Coffeyville Community College	360,160
Colby Community College	390,442
Cowley County Community College	439,114
Dodge City Community College	392,729
Flint Hills Technical College	388,072
Fort Hays Tech   North Central	459,442
Fort Hays Tech   Northwest	416,890
Fort Scott Community College	371,216
Garden City Community College	402,725
Highland Community College	375,580
Hutchinson Community College	675,986
Independence Community College	324,719
Johnson County Community College	1,226,400
Kansas City Kansas Community College	596,536
Labette Community College	366,503
Manhattan Area Technical College	393,036
Neosho County Community College	384,949
Pratt Community College	375,189
Salina Area Technical College	401,108
Seward County Community College	387,723
Washburn Institute of Technology	492,345
WSU Campus of Applied Science and Technology	963,076
<b>Total</b>	<b>\$ 12,419,311</b>



**Technical College Operating Grant Distributions**

<b>Institution</b>	<b>FY 2026 State Aid</b>
Flint Hills Technical College	\$ 1,000,000
Manhattan Area Technical College	1,000,000
Fort Hays Tech   North Central	1,000,000
Fort Hays Tech   Northwest	1,000,000
Salina Area Technical College	1,000,000
Washburn Institute of Technology	1,000,000
WSU Campus of Applied Sciences and Technology	1,000,000
<b>Total</b>	<b>\$ 7,000,000</b>

**Kansas Campus Restoration Act**

<b>Institution</b>	<b>FY 2026 State Aid</b>
Allen County Community College	\$ 92,350
Barton County Community College	92,350
Butler Community College	92,350
Cloud County Community College	92,350
Coffeyville Community College	92,350
Colby Community College	92,350
Cowley County Community College	92,350
Dodge City Community College	92,350
Flint Hills Technical College	92,350
Fort Scott Community College	92,350
Garden City Community College	92,350
Highland Community College	92,350
Hutchinson Community College	92,350
Independence Community College	92,350
Johnson County Community College	92,350
Kansas City Kansas Community College	92,350
Labette Community College	92,350
Manhattan Area Technical College	92,350
Neosho County Community College	92,350
Fort Hays Tech   North Central	92,350
Fort Hays Tech   Northwest	92,350
Pratt Community College	92,350
Salina Area Technical College	92,350
Seward County Community College	92,350
Washburn Institute of Technology	92,350
WSU Campus of Applied Science and Technology	92,350
<b>Total</b>	<b>\$ 2,401,000</b>

**Business & Industry and Apprenticeship Distributions – Technical Colleges**

<b>Institution</b>	<b>FY 2026 State Aid</b>
Flint Hills Technical College	\$ 200,280
FHSU Tech   North Central	187,781
FHSU Tech   Northwest	177,721
Manhattan Area Technical College	146,628
Salina Area Technical College	185,647
Washburn Institute of Technology	319,471
WSU Campus of Applied Science and Technology	1,102,298
<b>Total</b>	<b>\$ 2,319,826</b>

**Student Success Initiatives Distributions – Technical Colleges**

<b>Institution</b>	<b>FY 2026 State Aid</b>
Flint Hills Technical College	\$ 147,058
FHSU Tech   North Central	137,881
FHSU Tech   Northwest	130,495
Manhattan Area Technical College	107,664
Salina Area Technical College	136,314
Washburn Institute of Technology	234,577
WSU Campus of Applied Science and Technology	809,380
<b>Total</b>	<b>\$ 1,703,368</b>

**ACT ON DISTRIBUTION OF FY 2025 STATE APPROPRIATION FOR TECHNICAL EDUCATION**

The Board approved the distribution of Fiscal Year 2025 state appropriations for the Excel in Career Technical Education Initiative, K.S.A. 72-3819, to supplement distributions previously made for Academic Year enrollment costs. The Board also granted Board staff approval to make necessary technical corrections in the event an error is identified. The following distributions were approved:

**Excel in Career Technical Education – Supplemental Distributions**

<b>Institution</b>	<b>FY 2025 Calculated State Aid</b>	<b>FY 2025 Original Distribution</b>	<b>FY 2025 Supplemental Distribution</b>
Allen County Community College	\$ 783,267	\$ 777,124	\$ 6,143
Barton County Community College	565,280	560,846	4,434
Butler Community College	821,098	814,658	6,440
Cloud County Community College	680,526	675,189	5,337
Coffeyville Community College	1,167,710	1,158,552	9,158
Colby Community College	307,361	304,950	2,411
Cowley County Community College	1,230,716	1,221,063	9,653
Dodge City Community College	1,266,151	1,256,220	9,931
Flint Hills Technical College	2,980,805	2,957,426	23,379
Fort Hays Tech   North Central	670,267	665,010	5,257
Fort Hays Tech   Northwest	853,012	846,322	6,690
Fort Scott Community College	1,249,974	1,240,170	9,804

**Excel in Career Technical Education – Supplemental Distributions (continued)**

<b>Institution</b>	<b>FY 2025 Calculated State Aid</b>	<b>FY 2025 Original Distribution</b>	<b>FY 2025 Supplemental Distribution</b>
Garden City Community College	967,980	960,388	7,592
Highland Community College	2,109,007	2,092,466	16,541
Hutchinson Community College	3,224,075	3,198,788	25,287
Independence Community College	230,504	228,696	1,808
Johnson County Community College	2,418,538	2,399,569	18,969
Kansas City Kansas Community College	3,577,867	3,549,805	28,062
Labette Community College	631,788	626,833	4,955
Manhattan Area Technical College	900,739	893,674	7,065
Neosho County Community College	2,011,168	1,995,394	15,774
Pratt Community College	559,984	555,592	4,392
Salina Area Technical College	1,503,484	1,491,692	11,792
Seward County Community College	953,005	945,530	7,475
Washburn University Institute of Technology	5,698,597	5,653,902	44,695
Wichita State University Campus of Applied Sciences and Technology	8,388,746	8,322,952	65,794
<b>Total</b>	<b>\$45,751,649</b>	<b>\$45,392,813</b>	<b>\$358,836</b>

**ACT ON REQUEST TO AMEND THE FY 2025 CAPITAL IMPROVEMENT PLAN AND APPROVE PROGRAM STATEMENT FOR HECKERT/YATES SCIENCE LAB RENOVATIONS – PSU**

Pittsburg State University received approval to amend the Fiscal Year 2025 capital improvement project plan, and the Board accepted the program statement for the Heckert Wells Hall and Yates Hall Renovations and Addition Projects.

**ACT ON REQUEST TO APPROVE LEASE OF REAL PROPERTY (BESSE HOTEL) – PSU**

Pittsburg State University received approval to lease the Besse Hotel in downtown Pittsburg from Besse, LLC.

**ACT ON REQUEST TO APPROVE LEASE OF REAL PROPERTY TO KANSAS BUREAU OF INVESTIGATION – PSU**

Pittsburg State University received approval to lease real estate to the Kansas Bureau of Investigation for the Pittsburg Regional Crime Center and Laboratory.

**ACT ON REQUEST TO AMEND THE FY 2025 CAPITAL IMPROVEMENT PLAN AND APPROVE PROGRAM STATEMENT FOR LEASURE HALL RENOVATION – KSU**

Kansas State University received approval to amend the Fiscal Year 2025 capital improvement project plan, and the Board accepted the program statement for Leasure Hall renovations.

**ACT ON REQUEST TO APPROVE PROGRAM STATEMENT FOR CONSTRUCTION OF STORAGE BUILDING FOR THE BIOSECURITY RESEARCH INSTITUTE AT PAT ROBERTS HALL – KSU**

The Board accepted the program statement for Kansas State University's construction of a storage building at the Biosecurity Research Institute, or BRI, located in Pat Roberts Hall.

ACT ON PROPOSED AMENDED MEMORANDUM OF UNDERSTANDING BETWEEN KANSAS STATE UNIVERSITY AND THE KANSAS STATE UNIVERSITY EMPLOYEES ASSOCIATION, LOCAL 6400 (KSUEA), REPRESENTING ELIGIBLE MAINTENANCE AND SERVICE EMPLOYEES – KSU

The Board approved a memorandum of understanding between Kansas State University and the KSU Employees Association, Local 6400.

ACT ON PROPOSED AMENDMENTS TO MEMORANDUM OF AGREEMENT BETWEEN FORT HAYS STATE UNIVERSITY AND THE FORT HAYS STATE UNIVERSITY CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS, REPRESENTING FACULTY – FHSU

The Board approved and authorized the Chair to execute an amendment to the memorandum of agreement between Fort Hays State University and the FHSU Chapter of the American Association of University Professors, Representing Faculty.

ACT ON PROPOSED AMENDMENTS TO MEMORANDUM OF AGREEMENT BETWEEN WICHITA STATE UNIVERSITY AND AMERICAN FEDERATION OF TEACHERS LOCAL 6405 – WSU

The Board approved and authorized the Chair to execute an amendment to the memorandum of agreement between Wichita State University and the American Federation of Teachers Local 6405.

Technical Education Authority

ACT ON STATE TECHNOLOGY INTERNSHIP GRANT

The Board approved the following State Innovative Technology Internship grant proposals:

<b>Eli Chiles</b> WSU Tech Welding	<b>\$4,894</b> BG Automation, LLC- Derby, KS; 7 weeks Business/Industry (B/I) Match: Intern salary
<b>Michael Florence</b> Kansas City Kansas Community College HVAC	<b>\$3,000</b> Mr. Breeze Heating and Cooling, LLC- Leavenworth, KS; 3 weeks B/I Match: Intern salary
<b>Kyle Hayes</b> Flint Hills Technical College Industrial Engineering	<b>\$3,600</b> Bradbury Group – Moundridge, KS; 3 weeks B/I Match: In-kind training and mentoring time
<b>Brandon Fisher</b> Fort Scott Community College Welding	<b>\$5,400</b> Norvell Co., Inc. – Fort Scott, KS; 9 weeks B/I Match: In-kind training, equipment use, and consumables
<b>Dean Grant</b> Fort Scott Community College Environmental Water Technologies	<b>\$1,373</b> City of Emporia Utilities – Emporia, KS; 9 weeks B/I Match: In-kind training, PPE supplies
<b>Mindy Smith</b> Fort Scott Community College Cosmetology	<b>\$2,880</b> The Mane Room – Pleasanton, KS; 9 weeks B/I Match: In-kind training, equipment, and supplies
<b>Toni Summers</b> Fort Scott Community College Nursing	<b>\$5,880</b> Community Health Center of SEKS – Pleasanton, KS; 7 weeks B/I Match: In-kind clinical supervision, use of facility/ resources

### ACT ON REQUESTS FOR DEGREE AND/OR CERTIFICATE PROGRAMS FROM COMMUNITY COLLEGES AND TECHNICAL COLLEGES

Washburn University Institute of Technology received approval for the following program:

- Technical Certificate A and Associate of Applied Science in heating, ventilation, and air conditioning (HVAC).

Garden City Community College received approval for the following programs:

- Technical Certificate B, Technical Certificate C, and Associate of Applied Science in construction technology; and
- Technical Certificate A and Technical Certificate B in industrial maintenance technology.

Independence Community College received approval for the following program:

- Technical Certificate A and Technical Certificate B in industrial maintenance technology.

Manhattan Area Technical College received approval for the following programs:

- Technical Certificate A, Technical Certificate B, and Associate of Applied Science in early childhood education; and
- Technical Certificate A, Technical Certificate B, and Associate of Applied Science in plumbing technology.

### ACT ON NEW EXCEL IN CTE FEES

The Board approved the following Excel in CTE fees:

- Washburn University Institute of Technology—HVAC total \$572.
- Independence Community College—industrial maintenance technology total \$210.
- Fort Hays Tech | Northwest—updated Certificate B Excel in CTE Fees total to \$691.87 and Certificate C and Associate of Applied Science Excel in CTE Fees total to \$1,308.87.

### ACT ON NEW PROMISE ACT PROGRAMS

The Board approved the following eligible programs under the Kansas Promise Scholarship Act:

- Washburn University Institute of Technology—HVAC
- Garden City Community College—construction technology
- Garden City Community College—electrical technology
- Independence Community College—industrial maintenance technology
- Manhattan Area Technical College—early childhood education
- Manhattan Area Technical College—plumbing technology

### ACT ON AY2026 LIST FOR CAREER TECHNICAL EDUCATION CREDENTIALS AND TRANSITION INCENTIVE FOR EMPLOYMENT SUCCESS ACT (SB 123)

The Board approved the academic year 2026 credential list for the Career Technical Education Credentials and Transition Incentive for Employment Act.

### ACT ON APPOINTMENTS TO THE RETIREMENT PLAN COMMITTEE

The Board appointed the following individuals to serve on the Board Retirement Plan Committee for three-year terms beginning July 1, 2025, and ending June 30, 2028:

- President Rick Muma, Wichita State University
- Ethan Erickson, Kansas State University
- Emily Breit, Fort Hays State University
- Ted Juhl, University of Kansas
- Adrienne Kordalski, University of Kansas Medical Center.

**MODIFICATION TO AGENDA**

Chair Ice announced that the agenda item regarding Pillar III of the Board's strategic plan will be taken up immediately before the item relating to Board Goal Five.

**CONSIDERATION OF DISCUSSION AGENDA****Academic Affairs****ACT ON PROGRAM REVIEW RECOMMENDATIONS – KSU, KU, & KUMC**

Rusty Monhollon, Vice President for Academic Affairs, reviewed the program review framework and schedule. This year, the University of Kansas, the University of Kansas Medical Center, and Kansas State University reported on their programs. KU reviewed 247 programs, KUMC reviewed 51 programs, and KSU reviewed 219 programs. Vice President Monhollon reviewed the table located in the Board's agenda materials containing the recommendations for the programs reviewed.

Regent Benson moved that the recommendations be adopted. Regent Johnston seconded the motion, and the motion carried.

**ACT ON REQUEST TO CHANGE QUALIFIED ADMISSIONS – KSU**

Kansas State University Provost Jesse Mendez presented KSU's request to alter the requirements for qualified admission at the university, which are contained in the Board's administrative regulations. KSU requests that the regulations be amended to provide for guaranteed admission at KSU for applicants under the age of 21 who satisfy one of the following conditions: a high school grade point average of 3.0 or higher; or a high school GPA of 2.5 or higher with an ACT score of 21 or higher. A requirement for a 2.0 GPA on transferable college courses would be retained.

Regent Johnston moved to approve the request. Regent Mendoza seconded the motion, and the motion carried.

**Fiscal Affairs and Audit****ACT ON STATE UNIVERSITY TUITION AND FEE PROPOSALS FOR FY 2026**

Regent Benson reminded the Board that the Fiscal Affairs and Audit Standing Committee worked on the universities' Fiscal Year 2026 tuition and fee proposals extensively in May. The Committee believes the increases are at the bare minimum and unanimously recommends adopting the proposals.

Elaine Frisbie, Vice President for Finance and Administration, noted that tuition is expected to generate \$852 million in revenue this year, and \$896 million in revenue next year. She also noted that the proposals are available online.

Regent Winter stated that students are getting a fair deal with this increase, citing inflationary pressures, a four-fold increase in financial aid since 2021, and the Legislature's \$20 million investment in student success initiatives.

Regent Benson moved to approve the tuition and fee proposals. Regent Winter seconded the motion. The motion carried.

(University FY 2026 Proposals filed with Official Minutes.)

**RECEIVE PROPOSALS FOR THE FY 2027 UNIFIED APPROPRIATION REQUEST**

Elaine Frisbie, Vice President for Finance and Administration, stated that the proposals will be discussed in detail at the Board's retreat in July. She said that the Fiscal Affairs and Audit Standing Committee has discussed common themes among the requests, such as need-based aid and student success initiatives. She also said that the universities' tuition proposals assume the current level of funding for need-based aid will be sustained.

Regent Benson noted that the Board is receiving the requests earlier, but that this aids in preparation for the retreat. Regent Ice cautioned that the items in the current proposal do not necessarily encompass the entire request.

#### RECEIVE REPORT ON PILLAR III: ADVANCING ECONOMIC PROSPERITY – KU

Chancellor Girod presented an analysis of the University of Kansas' economic impact on the state. The analysis was based on 2023 data. He highlighted the University's net economic impact on the entire state; and its impact in areas such as the State's employment market, tourism, on students' earnings, and on start-up enterprises. He noted that the University's net economic impact on the state is approximately \$7.8 billion per year and includes over 87,000 jobs.

Regent Wolfe Moore inquired about the effect of federal government policies on KU's research enterprise. Chancellor Girod said there are grave concerns, but that there is no way to know yet what the effect will be. He observed that the current budgets cut National Institute of Health and National Health Service funding, which both have a large impact. He plans to present the economic impact data to the Legislature. In response to an inquiry from Regent Parasker, he stated that he could not quantify the impact of foreign students.

Commenting on the analysis of the impact regarding direct jobs and start-up enterprises, President Flanders noted that there has never been direct state investment on Pillar III. He asked how the University accomplished so much without that investment, and whether state investment would enhance the University's outcomes. Chancellor Girod noted some state investments, such as the KU innovation park and the angel investor tax break. He noted, however, that keeping companies in Kansas would help.

In response to an inquiry from Regent Winter, Chancellor Girod said that when companies expand into Kansas after the universities' involvement, those firms are willing to tell the story and recruit others.

(Presentation filed with Official Minutes.)

#### RECEIVE REPORT AND RECOMMENDATIONS ON BOARD GOAL #5 “GATHER RECOMMENDATIONS FROM UNIVERSITIES AND DEVELOP A FRAMEWORK AND DEFINITIONS FOR REPORTING INDUSTRY-RECOGNIZED ALTERNATIVE CREDENTIALS AWARDED BY THE PUBLIC UNIVERSITIES”

Elaine Frisbie, Vice President for Finance and Administration, presented recommendations concerning a framework and definitions for reporting industry-recognized credentials submitted by the Council of Institutional Research Officer (CIRO). In crafting the recommendations, CIRO was assisted by a subcommittee of university experts in the fields of alternative credentials and continuing education. There are more than 650,000 alternative credentials, though not everyone uses the same terminology. President Flanders added that the project began as a data collection effort and will end up in academic affairs as credentials of value are identified.

#### ACT ON REQUEST TO NAME A PROGRAM – KSU

President Linton presented Kansas State University's request to name a program within the Herbel Family School of Accountancy the "Gillmore – Cole Families Center for Strategic Accounting Research."

Regent Parasker moved to approve the request. Regent Rolph seconded the motion, and the motion carried.

#### ACT ON REQUEST TO NAME AN ACADEMIC UNIT – WSU

President Muma presented Wichita State University's request to name its school of nursing the "Ascension Via Christi – Wichita State University School of Nursing."

Regent Mendoza moved to approve the request. Regent Wolfe Moore seconded the motion, and the motion carried.



**RATIFY APPOINTMENT OF INTERIM PRESIDENT OF PITTSBURG STATE UNIVERSITY**

Regent Ice moved to ratify Doug Ball's appointment as Interim President of Pittsburg State University, and to delegate to President Flanders the authority to determine compensation for the interim service. Regent Rolph seconded the motion, and the motion carried.

**EXECUTIVE SESSION AND ADJOURNMENT**

At 2:35 p.m., Regent Rolph moved that the Board recess into executive session for one hour and forty-five minutes to discuss personnel matters of non-elected personnel. The subjects of the executive session would be a regular, annual CEO evaluation and preparation for one or more CEO evaluations. The purpose of the executive session would be to protect the privacy of the individual employees involved. The executive session would begin at 2:45 p.m. and the open session of the Board would resume at 4:30 p.m. Regent Parasker seconded the motion. The motion carried.

At 4:30 p.m., the Board returned to open session and Regent Rolph moved to extend the executive session to 4:40 p.m. Regent Johnston seconded the motion. The motion carried.

At 4:40 p.m., the Board returned to open session and adjourned.

**Thursday, June 12, 2025**

The meeting was called to order by Chair Carl Ice at 8:04 a.m. on Thursday, June 12, 2025, in the Board Room at the Board Office.

MEMBERS PRESENT:	Carl Ice, Chair	John Dicus	Neelima Parasker
	Jon Rolph, Vice Chair	Alysia Johnston	Wint Winter
	Blake Benson	Diana Mendoza	Kathy Wolfe Moore

**EXECUTIVE SESSION**

At 8:04 a.m., Regent Rolph moved that the Board recess into executive session for two hours and thirty minutes to discuss personnel matters of non-elected personnel. The subjects of the executive session would be regular annual CEO evaluations and FY 2026 CEO compensation. The purpose of the executive session would be to protect the privacy of the individual employees involved. The open session of the Board would resume at 10:30 a.m. Regent Benson seconded the motion, and the motion carried.

At 10:30 a.m., the Board returned to open session and Regent Rolph moved to extend the executive session to 11:55 a.m. Regent Johnston seconded the motion, and the motion carried. At 11:55 a.m., the Board returned to open session.

**AMENDMENT TO AGENDA**

Regent Rolph moved that the Board table the issue of FY 2026 CEO compensation for a future meeting, and that the Board take up the topic of Board policy on CEO compensation. Regent Benson seconded the motion, and the motion carried.

**CEO COMPENSATION POLICY**

Regent Rolph moved that the Board adopt the compensation philosophy discussed by the Board Governance Committee and that Board policy be amended to incorporate that philosophy. Regent Benson seconded the motion. The motion carried and the following Board policy amendment was adopted:

**CHAPTER II: GOVERNANCE – STATE UNIVERSITIES**

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## C CHIEF EXECUTIVE OFFICER, FACULTY AND STAFF

...

### 2 Appointments

#### a Chief Executive Officer

...

#### ii Compensation

##### (1) Policy Statement

The Kansas Board of Regents shall prescribe the compensation for the chancellor of the University of Kansas and the presidents of Kansas State University, Wichita State University, Emporia State University, Fort Hays State University, and Pittsburg State University (the chief executive officers). K.S.A. 76-714.

The chief executive officers of the state universities lead and manage complex institutions that are crucial to the state's future. The chief executive officers must be outstanding academic leaders, assure sound business practices and act as good stewards of public funds, raise the philanthropic gifts necessary to foster excellence in higher education, and serve as their respective university's primary spokesperson in their communities, in the state, and in the nation.

~~The Board will set the compensation of the chief executive officers in a manner that is designed to reward excellence and promote retention of outstanding leaders. As the Board sets compensation to achieve those goals, it will consider the performance of the chief executive officer, the particular university's approved current and aspirational peers, other relevant market data, information compiled by the Board's staff, and other information deemed relevant by the Board. The Board may establish compensation for the chief executive officers in a manner that is consistent for the group or, as appropriate, on an individual basis.~~

The Board is committed to setting compensation that attracts, retains, and motivates highly qualified and engaged executives. Compensation shall be designed to reward excellence and promote the long-term success of each institution. In determining compensation, the Board will consider individual performance, the university's defined peer institutions, relevant market data, and other information deemed pertinent.

##### (2) Guiding Principles

The Kansas Board of Regents maintains a compensation philosophy grounded in competitiveness, equity, and pay for performance. This approach reflects the complexity of executive roles in higher education and supports the strategic objectives of the state universities.

Internal equity is a foundational principle. Compensation decisions shall be fair, consistent, and free from bias, reflecting each executive's contributions to institutional success, regardless of personal characteristics such as gender or race.

Market competitiveness is a central component of the Board's compensation strategy. Executive compensation is aligned with the 50th percentile of national market rates to ensure that the state universities remain competitive in attracting and retaining top leadership talent. Each university defines a set of peer institutions that reflect its unique characteristics, including institutional type, operating budget, and student enrollment. These peer groups are reviewed by the Board as part of the compensation process to ensure they remain appropriate and relevant to each institution's context.

A comprehensive review of market data for these peer institutions is conducted at least once every three years. Based on the findings of this review, the Board adjusts the established pay bands to maintain alignment with current market conditions. These pay bands are structured to range twenty-five percent above and below the median salary of the peer group. In addition, the Board considers each executive's compa ratio—the relationship between an individual's salary and the midpoint of the pay band—as a tool to assess alignment with both market benchmarks and internal equity.

The Board embraces a pay for performance model, recognizing that compensation should reflect both market alignment and individual achievement. Adjustments to compensation are informed by clearly defined expectations, regular feedback, and annual performance assessment.

Annual compensation adjustments are determined based on job performance, fiscal constraints, and prevailing labor market dynamics. Performance evaluations, aligned with strategic goals and conducted annually, serve as the primary basis for determining adjustments. Adjustments may include changes to base salary, performance incentives, or other approved forms of compensation, consistent with the Board's overall compensation philosophy.

~~(2)~~ (3) Compliance with State Law

...

~~(3)~~ (4) Use of a Combination of Public and Private Funds in Compensating State University Chief Executive Officers

...

~~(4)~~ (5) Forms of monetary compensation

...

~~(5)~~ (6) Timing of Board Action

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(Compensation Philosophy on File with Official Minutes.)

## ADJOURNMENT

The Board adjourned at 12:03 p.m.

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Blake Flanders, President and CEO

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Blake Benson, Chair-Elect

**B. June 20, 2025 Special Meeting**

The special meeting was called to order by Chair Carl Ice at 8:02 a.m. on June 20, 2025. The meeting was held at the Board Office, Curtis State Office Building, 1000 SW Jackson, Ste. 520, Topeka, Kansas. Proper notice was given according to the law.

MEMBERS PRESENT:	Carl Ice, Chair	John Dicus	Neelima Parasker
	Jon Rolph, Vice Chair	Alysia Johnston	Wint Winter
	Blake Benson	Diana Mendoza	Kathy Wolfe Moore

**EXECUTIVE SESSION**

At 8:02 a.m., Regent Rolph moved that the Board recess into executive session to discuss personnel matters of non-elected personnel. The subjects of the executive session were to conduct PSU Presidential Search interviews, discuss candidates, and discuss Fiscal Year 2026 CEO compensation, and the purpose was to protect the privacy of the individual candidates and Board employees involved. The executive session would last 7 hours and 30 minutes, and would include members of the Board; PSU Presidential Search candidates, for a portion; Board President and CEO Blake Flanders, for a portion; Director of Finance and Administration Becky Pottebaum, for a portion; and PSU Presidential Search Committee Chair Rick Webb, for a portion. The open meeting of the Board would resume at 3:30 p.m. Regent Benson seconded the motion, and the motion carried.

At 3:30 p.m., the Board returned to open session. Regent Rolph moved to extend the executive session for 45 minutes to 4:15 p.m.

At 4:15 p.m., the Board returned to open session.

Regent Ice announced a change to the agenda. The Board would discuss naming the President of Pittsburg State University before any other matters.

**NAMING THE 11<sup>TH</sup> PRESIDENT OF PITTSBURG STATE UNIVERSITY**

Regent Ice stated that leadership of the state universities is incredibly important. The Board takes the university president search process very seriously. He thanked Doug Ball for serving as interim president, and the members of the search committee that was led by Chairman Rick Webb. Regent Ice said that Pittsburg State has tremendous momentum. The Building a Future Strategic Plan is in place to guide the Board's efforts.

Regent Benson stated that Dr. Thomas Newsom has more than 20 years of experience in higher education and has led several colleges and universities. He currently serves as President of Southeastern Oklahoma State University, where he helped the university set its all-time enrollment record and significantly improve retention, all while delivering an affordable education for students.

Prior to his current role, Dr. Newsom served as Vice President of Student Success and Dean of Students at Texas A&M-Commerce. There he oversaw the development of new student success initiatives and led the university's student affairs. He also served for five years as the President of Mesalands Community College in New Mexico. During his tenure there, Mesalands earned distinction as the top community college in New Mexico and was the seventh fastest growing community college in the nation.

A native of Sherman, Texas, Dr. Newsom earned a Ph.D. in Higher Education Administration from The University of North Texas, an M.S. in Higher Education from Texas A&M-Commerce, and a B.A. in Business Administration from Austin College.

He and his wife Vicky, a teacher, have three children, Will, Katie, and John.

Dr. Newsom is an excellent candidate to serve as the next leader of Pittsburg State. His track record as a proven leader who helps students reach their full potential will make him the ideal choice to lead Pittsburg State into the future.

Regent Benson moved to appoint Thomas Newsom as the 11<sup>th</sup> President of Pittsburg State University and to delegate to the Board Chair and to the Board President and CEO authority to negotiate compensation and other terms of employment, and to authorize the Board Chair to sign the letter of appointment.

Regent Mendoza seconded the motion. The motion carried.

### **BREAK**

Chair Ice called for a break at 4:21 p.m. The meeting resumed at 4:34 p.m.

### **EXECUTIVE SESSION**

At 4:34 p.m., Regent Rolph moved that the Board recess into executive session to discuss personnel matters of non-elected personnel. The subject of the executive session was to discuss Fiscal Year 2026 CEO compensation, and the purpose was to protect the privacy of the individual Board employees involved. The executive session would last approximately ten minutes, and would include members of the Board, Board President and CEO Blake Flanders, and Director of Finance and Administration Becky Pottebaum. The open meeting of the Board would resume at 4:45 p.m. Regent Parasker seconded the motion, and the motion carried.

At 4:45 p.m., the Board returned to open session. Regent Rolph moved to extend the executive session for ten minutes to 4:57 p.m. Regent Wolfe Moore seconded the motion. The motion carried.

At 4:57 p.m., the Board returned to open session.

Regent Rolph moved to table the Board's discussion of Fiscal Year 2026 CEO compensation to a later meeting. Regent Benson seconded the motion. The motion carried.

### **ADJOURN**

At 4:57 p.m., the meeting adjourned.

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Blake Flanders, President and CEO

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Blake Benson, Chair-Elect

### C. June 27, 2025 Special Meeting

The Board of Regents met virtually for a special meeting on Friday, June 27, 2025, via Zoom. The meeting was called to order by Chair Ice at 12:01 p.m. Proper notice was given according to the law.

MEMBERS PRESENT:	Carl Ice, Chair	John Dicus	Neelima Parasker
	Jon Rolph, Vice Chair	Alysia Johnston	Wint Winter
	Blake Benson	Diana Mendoza	Kathy Wolfe Moore

### **EXECUTIVE SESSION**

At 12:02 p.m., Regent Rolph moved that the Board recess into executive session to discuss personnel matters of non-elected personnel. The subject of the executive session was to discuss Fiscal Year 2026 CEO compensation, and the purpose was to protect the privacy of the individual Board employees involved. The executive session would last five minutes, and would include members of the Board, Board President and CEO Blake Flanders, General Counsel John Yeary, and Director of Finance and Administration Becky Pottebaum. The open meeting of the Board would resume at 12:07 p.m. Regent Benson seconded the motion, and the motion carried.

The Board returned to open session at 12:07 p.m.

### **FISCAL YEAR 2026 CEO COMPENSATION**

Director of Finance and Administration Becky Pottebaum stated that the Board is responsible for setting and reviewing compensation for the state university and Board CEOs. The process includes an annual review to ensure compensation is competitive, performance-based, and aligned with market conditions.

Under Board policy, up to 49% of a CEO's total compensation may be funded through private sources such as university foundations. This supports the Board's ability to attract and retain top leadership talent while maintaining public accountability.

Director Pottebaum noted that the Board engaged an external consultant in 2025 to review the Board's compensation policies and practices; validate peer institution groupings for benchmarking; analyze national and regional market data; and recommend a new compensation philosophy aligned with the Board's strategic goals. Based on that effort, the Board adopted a new compensation philosophy and made commensurate amendments to Board policy at the regular June 2025 Board meeting. As part of the updated policy, the Board will now review total compensation annually, rather than base salary only.

Director Pottebaum shared the following chart reflecting the Board's consensus on FY 2026 CEO compensation:

<b>President</b>	<b>Chancellor Girod</b>	<b>President Linton</b>	<b>President Muma</b>	<b>President Hush</b>	<b>President Mason</b>	<b>President Flanders</b>
Current Salary	\$ 695,000	\$ 588,000	\$ 520,000	\$ 301,000	\$ 331,000	\$ 294,000
New Salary	\$ 800,000	\$ 625,000	\$ 545,000	\$ 315,000	\$ 355,000	\$ 309,000
Current Total Compensation	\$ 895,000	\$ 713,000	\$ 610,000	\$ 356,000	\$ 331,000	\$ 294,000
New Total Comp.	\$ 1,000,000	\$ 750,000	\$ 635,000	\$ 370,000	\$ 355,000	\$ 309,000
Increase	\$ 105,000	\$ 37,000	\$ 25,000	\$ 14,000	\$ 24,000	\$ 15,000
Total Comp. Increase % <sup>1</sup>	12%	5%	4%	4%	7%	5%

<sup>1</sup> All percentage increases have been rounded to the nearest whole percent.

Regent Rolph and Chair Ice thanked Director Pottebaum, the Governance Committee, and the Board's consultant. Chair Ice stated that the Board's decisions regarding CEOs, including compensation, are among the Board's most important functions. Leaders matter, and they can unlock the potential of their institutions. Chair Ice noted this

approach serves as a model as leaders take action to bring their staff salaries to fair market value. He thanked the whole Board for its work.

Chair Ice moved to accept the table as presented. Regent Rolph seconded the motion. The motion carried.

**ADJOURN**

At 12:14 p.m., the meeting adjourned.

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Blake Flanders, President and CEO

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Blake Benson, Chair-Elect

**D. July 28-30, 2025 Board Retreat**

The Kansas Board of Regents Budget Workshop and Annual Retreat was called to order by Chair Blake Benson on Monday, July 28, 2025, at 1:30 p.m. The meeting was held at the Kansas State University College of Business Building, 1301 Lovers Lane, Room 4061, Manhattan, Kansas. Proper notice was given according to law.

MEMBERS PRESENT:	Blake Benson, Chair	John Dicus	Kathy Wolfe Moore
	Diana Mendoza, Vice Chair	Alysia Johnston	

**WELCOME AND OPENING REMARKS**

Chair Benson welcomed all attendees. He thanked Kansas State University President Richard Linton and the KSU staff for hosting this year's retreat. Chair Benson also congratulated Emporia State University President Ken Hush on the announcement of his retirement, recognizing his leadership and contributions to the system.

President Linton welcomed the Board to the KSU campus. He acknowledged the staff members who played key roles in planning and coordinating the retreat and shared his enthusiasm about showcasing Manhattan's unique features and highlighting several innovative campus projects.

Chair Benson emphasized the retreat's purpose as a time for reflection and strategic planning. He underscored the importance of leaving the retreat unified around the legislative platform and system goals for the upcoming year, noting that collective advocacy strengthens their impact. He highlighted positive trends in system metrics, commended the ongoing work driving those improvements, and expressed eagerness to continue working together to advance shared goals.

Vice Chair Mendoza shared her optimism for the year ahead. While acknowledging potential challenges facing higher education, she expressed confidence in the Board and the institutions' prioritization of student success. She encouraged open dialogue and collaboration throughout the retreat.

**STRATEGIC FRAMEWORK: PILLARS, METRICS, AND BOARD PROGRESS****RECAP 2024-2025 BOARD GOALS AND PROGRESS**

Blake Flanders, President and CEO, presented a review of the Board's goals, and the progress achieved over the past year. President Flanders highlighted key accomplishments and invited input on areas for future focus.

A major topic of discussion centered on technology, cybersecurity, and enterprise risk management policies across state universities. The Board acknowledged the significant strides made in establishing a systemwide security standard, including the formalization of the Information Technology and Security Council. Suggestions for improvement included encouraging institutions to centralize their systems better while maintaining flexibility for individual needs and fostering increased collaboration among institutions and with the Board to share resources and refine best practices. While recognizing that further work is needed to strengthen IT security at both institutional and state levels, the Board affirmed its commitment to continuing this significant effort.

Another key area of focus was alternative credentials. Although these credentials are currently offered in various formats across several institutions, there is a lack of standardized definitions and formal state recognition. The Board proposed reviewing definitions from national organizations as a starting point for developing consistent, state-recognized terminology. At the same time, the Board emphasized the importance of preserving the organic and innovative nature of this evolving field. The Board acknowledged the potential of alternative credentials to benefit students and support workforce development and agreed that further research and collaboration will be essential to advance this initiative.

**REVIEW STRATEGIC PLAN PILLARS AND METRICS**

President Flanders provided an overview of the Board's strategic plan's pillars and associated metrics, highlighting progress across several areas. The data reflect positive trends in affordability and access, improved outcomes for Kansas students, stronger retention of talent within the state, substantial growth in the research enterprise, and a wide range of benefits for Kansas communities.

Recognizing that it has been five years since the adoption of the Building a Future strategic plan, President Flanders recommended a comprehensive refresh. This process will include gathering feedback from stakeholder groups, assessing progress toward existing goals, identifying gaps, proposing necessary revisions, and enhancing metrics—particularly within the Business and Prosperity pillars.

These updated metrics and potential revisions will be discussed throughout the upcoming academic year, with a focus on refining and strengthening the plan to ensure continued alignment with the system's long-term objectives.

**ECONOMIC DEVELOPMENT DISCUSSION WITH KANSAS DEPARTMENT OF COMMERCE**

Joshua Jefferson, Deputy Secretary of Business Development for the Kansas Department of Commerce, provided an overview of Kansas's economic growth over the past six years, highlighting the attraction of \$23.67 billion in capital investment statewide. He noted that all but ten counties have successfully launched economic development projects during that period, and said the remaining counties are a priority for future initiatives.

Deputy Secretary Jefferson underscored the critical role that the higher education system plays in supporting economic development efforts. The Board expressed interest in fostering more frequent and collaborative engagement with the Department of Commerce. The partnership between the agencies aims to enhance program alignment and further support the growth and prosperity of Kansas as a whole.

**SEIZING THE FUTURE: AI, HIGHER EDUCATION, AND THE KANSAS IMPERATIVE**

Dr. Robert Placido, Chief Information Officer for the University of Maine System, delivered a presentation on the growing impact of artificial intelligence (AI) in higher education and its broader influence across various industries.

Dr. Placido highlighted that AI is already transforming sectors such as agriculture, technology, banking and finance, aviation, manufacturing, the military, and government, and its growth continues to accelerate. He emphasized the importance of proactively integrating AI into the higher education system. He recommended starting with the creation of small, high-tech research and development labs focused on pilot projects. These labs would serve as incubators for building institutional knowledge and fostering relationships around emerging AI.

Dr. Placido also noted that states seeing early success in AI integration have typically begun by establishing systemwide AI task forces and appointing designated system-level AI leaders to guide strategy and implementation.

**ADJOURNMENT**

The Chair adjourned the meeting for the day at 4:05 p.m.

**CALL TO ORDER**

The Kansas Board of Regents Budget Workshop and Annual Retreat was called to order by Chair Benson on Tuesday, July 29, 2025, at 9:30 a.m. The meeting was held at the Kansas State University College of Business Building, 1301 Lovers Lane, Room 4061, Manhattan, Kansas. Proper notice was given according to law.

MEMBERS PRESENT:	Blake Benson, Chair	John Dicus	Kathy Wolfe Moore
	Diana Mendoza, Vice Chair	Alysia Johnston	



**WELCOME & RECAP OF DAY ONE**

Chair Benson thanked President Linton for hosting the previous evening's dinner and for the tour of the Bilbrey Family Event Center and Ag Innovation Initiative Buildings. He then provided a brief recap of the prior day's discussions.

**BUDGET WORKSHOP**

Regent Dicus, Chair of the Fiscal Affairs and Audit Committee, opened the Budget Workshop by acknowledging the financial challenges anticipated in the coming year. He noted that while the past five years saw increased funding through COVID-related support and state allocations, current indicators suggest a more constrained fiscal environment.

Regent Dicus stressed the need for a focused and reasonable approach when making legislative requests. Referencing the previous day's discussion with Deputy Secretary Jefferson from the Kansas Department of Commerce, Regent Dicus noted that the Department had experienced an 11 percent budget reduction—an impact shared by several other state agencies. He emphasized the importance of keeping these realities in mind as the Board considers higher education funding needs. He cautioned that overly ambitious proposals could risk further budget cuts and suggested that maintaining current funding levels would be a meaningful success.

**STATE OF KANSAS BUDGET PROCESS AND OUTLOOK**

Elaine Frisbie, Vice President for Finance and Administration, outlined recent changes to the state budget process. In the most recent fiscal year, the Legislature opted to use its own starting point, rather than the Governor's budget proposal. This resulted in limited incorporation of the Governor's recommendations into the final budget bills. Vice President Frisbie expressed hope that lessons learned from this shift will lead to a more effective process moving forward.

Vice President Frisbie explained that there are state funds that are appropriated directly to the universities and funds that are administered through the Board of Regents. While the Board's budget appears extensive—totaling several hundred million dollars—it includes pass-through funding to institutions such as Washburn University, two-year colleges, and private independent colleges, particularly for student financial aid. These appropriations often come with provisos, which can impact administration of the monies.

Vice President Frisbie noted that materials for the Budget Workshop were included in the retreat packet and that the Board is required by its bylaws to conduct a budget workshop annually. She highlighted pages 22 to 63, which contain financial dashboards for each state university, including graphs that illustrate the important general use budgets.

As of the end of the 2025 Legislative Session, the State General Fund (SGF) was projected to close FY 2026 with a \$1.337 billion balance, supported by a \$1.8 billion Budget Stabilization Fund. Additional revenues from the April 2025 Consensus Revenue Estimate and year-end actual collections have pushed the FY 2025 ending balance close to \$1.9 billion. However, current spending patterns suggest the SGF could fall below zero by FY 2029. Budget projections through FY 2029 are provided to offer context to the Board's consideration of future funding priorities for higher education.

Vice President Frisbie also noted that according to the Western Interstate Commission for Higher Education's most recent report, Kansas high school graduates are expected to decline by 12 percent from 2023 to 2041. Nationally, the anticipated decline is 10 percent.

**POSTSECONDARY EDUCATION FINANCES**

Vice President Frisbie provided an overview of postsecondary education finances. The financial data centered on Fiscal Year 2023, the most recent year for which the federal Integrated Postsecondary Education Data System (IPEDS) data is available. IPEDS is the federal data system used by institutions to qualify for federal financial

aid. In FY 2023, total system revenues reached \$4.7 billion, with over \$3.6 billion attributed to the state universities. Funding sources vary significantly by sector—for example, nearly 50 percent of technical college funding comes from state sources, compared to 13 percent for Washburn University.

Vice President Frisbie shared that Kansas ranked 24th nationally in state support of public higher education per FTE in 2024, up from 30th in FY 2022, according to the State Higher Education Executive Officers Association. On the expense side, approximately one-third of funding is allocated to instruction, and one-tenth to research, primarily at Wichita State, KU, and K-State. The remainder supports student services and campus operations.

Faculty data shows stability in overall employment numbers from 2019 to 2024, but a noticeable decline in tenure and tenure-track faculty positions.

Focusing on state universities' general use budgets—funds from state appropriations and student tuition—Vice President Frisbie presented a chart depicting that state funding historically exceeded tuition revenue, but recent years show a near tie with tuition holding steady or slightly increasing.

Washburn University's state funding has grown from \$14 million to over \$17 million, supported by participation in initiatives such as need-based aid, IT/cybersecurity, facilities upgrades, and the Campus Restoration Act. Two-year colleges will see a decline in State General Fund support in FY 2027, although they have seen increases in funding the past few years. The FY 2027 allocation does not include support for business partnerships or operating grants for technical colleges, though funding for tiered and non-tiered courses and the Excel in CTE program remains at the same level as in FY 2026 which will require adjustment once instructional cost model amounts are calculated for FY 2025 enrollment data.

On student financial aid, Vice President Frisbie highlighted that the state has made significant progress in funding. In 2021, state-administered programs totaled \$24 million; by 2027, the allocation will exceed \$71 million. Kansas's ranking for financial aid per FTE improved from 47th to 29th nationally, yet the state remains below the national average and behind neighboring states, with state support for student financial aid per undergraduate FTE Student being \$625.

Vice President Frisbie also highlighted several key aspects of the financial structure of the state universities. She emphasized the complex layers of university finances, particularly the presence of associated legal entities—some controlled, some non-controlled—that exist solely to serve the universities. These entities may or may not be included in the state's financial reports, depending on accounting rules. Importantly, these funds do not flow through the state treasury, adding complexity to how university finances are understood and discussed with policymakers. A list of university-affiliated corporations was included in the agenda materials.

Vice President Frisbie then turned to tuition revenue trends, noting that the University of Kansas and Kansas State University are the primary drivers of tuition revenue across the system. For FY 2026, the system's projected tuition revenue is just under \$900 million, with \$624 million coming from KU and K-State.

Vice President Frisbie reviewed how much of each institutions' budgets relied on SGF and student tuition revenue. For example, two-thirds of KU's general use budget comes from student tuition, while one-third is from the SGF. Although tuition revenue is substantial, the SGF remains essential for core operations such as utilities, staffing, and campus services.

Vice President Frisbie also touched on federal H.R. 1, the "One Big Beautiful Bill Act." Key highlights include:

- Workforce Pell provisions were adopted but are expected to be delayed due to ongoing negotiations. Once implemented, Pell Grants will be available for short-term certificate programs.

- Changes to asset calculations for financial aid eligibility now exclude family farms, recognizing that families should not be expected to liquidate such assets to fund college education.
- A new earnings test for degree programs will apply only to program completers. Programs may lose eligibility for student loans (not aid) if graduates' earnings four years post-completion fall below federal benchmarks.

These changes may reinforce the need to maintain the IPEDS data system, which supports program evaluation and federal aid eligibility.

Vice President Frisbie reviewed the universities' finance materials and other metrics focusing on student enrollment, general use budgets, and how universities plan to allocate new expenditures. She clarified the difference between general use and restricted use budgets. Each university also provided details on their debt service expenses, including both current obligations and planned projects.

#### DISCUSSION WITH STATE UNIVERSITY PRESIDENTS AND BUSINESS OFFICERS

Chair Benson invited representatives from each university to provide a brief overview of their current landscape and offer a preview of the upcoming academic year, focusing on enrollment trends, tuition revenue projections, and other key institutional highlights.

President Linton shared that Kansas State University (KSU) is seeing positive momentum with a 5.2 percent increase in enrollment and improved retention rates, signaling a strong recovery from previous declines. Financially, the university is regaining stability. Key challenges ahead include addressing deferred maintenance, modernizing systems, closing compensation gaps, and managing increased financial demands in athletics. Despite these hurdles, KSU is strategically positioned for continued growth and long-term success.

Jeff DeWitt, University of Kansas (KU) Chief Financial Officer, outlined significant financial pressures facing both the Lawrence and Medical Center campuses, including potential reductions in federal research cost recovery rates, increased competition in student recruitment, and the financial impact of athlete revenue sharing. Despite anticipated record enrollment, challenges such as inflation, market pay gaps, and deferred maintenance persist. KU is responding through a unified "One KU" initiative, with leadership collaborating weekly to develop strategic efficiencies and budget adjustments. The University remains committed to maintaining competitive compensation and facility investments, rather than deferring them, as it navigates a complex financial landscape shaped by flat state funding and shifting federal support.

David Miller, Wichita State University (WSU) Chief Financial Officer, shared that FY 2026 budget development was shaped by three key challenges: compensation pressures, an 18 percent drop in international student enrollment, and increased out-of-state competition for students. A 4.8 percent general use budget reduction (\$7.2 million) was achieved through operational efficiencies and attrition-based staffing changes. Enrollment remains stable, though visa delays persist. Research continues to grow rapidly, with over \$500 million in awards projected. Looking ahead, WSU anticipates ongoing financial strain from inflation, compensation needs, and limited state support. The University is preparing strategically to manage those pressures.

Doug Ball, Pittsburg State University (PSU) Interim President and Chief Financial Officer, reported a strong financial outlook for PSU, highlighted by a projected 12 percent increase in freshman enrollment—the largest in recent years—driven by enhanced recruitment efforts and expanded university-funded scholarships. Overall undergraduate enrollment is up 3.5 percent, although international and graduate enrollment remain down. Tuition revenue is expected to exceed conservative projections, and the University benefited from regional growth and development funding from the state. Key investments include expanded scholarship and aid programs, increased student success funding, targeted compensation adjustments, and ongoing cybersecurity initiatives. Despite shared challenges across higher education, PSU maintains a balanced budget and is well-positioned for the coming year.

Tisa Mason, Fort Hays State University (FHSU) President, and Wesley Wintch, FHSU Chief Financial Officer, reported a stable financial and enrollment outlook, with modest growth in student credit hours and headcount along with steady tuition revenue supported by conservative budgeting. On-campus enrollment is trending positively, though online and international numbers are down. The University is investing in student success, workforce development, and compensation through its “Move to Market” initiative, while also addressing deferred maintenance and enhancing data systems. WSU’s financial indicators, like the Composite Financial Index, have improved, aided by a \$15 million state allocation. Despite ongoing challenges from inflation, regulatory changes, and federal funding uncertainty, FHSU remains well-positioned with a balanced budget and strategic focus.

Ken Hush, Emporia State University (ESU) President, reported that ESU is experiencing its first enrollment increase in seven years, with a projected three to five percent growth. President Hush highlighted the elimination of a \$20 million deficit and reinvestment of \$10 million into student and employee initiatives, alongside progress in closing compensation gaps and optimizing campus facilities. The University has increased its scholarship offerings with the assistance of its foundation, and a new debt-free nursing and wellness facility will open in January.

JuliAnn Mazachek, Washburn University President, reported seeing growth in undergraduate and technical program enrollment, with graduate enrollment remaining stable by design and WU’s law school reaching full capacity for the first time. Retention rates have improved by nearly five percent, and the University continues to operate with a balanced budget and a unique funding structure. Strategic investments have focused on expanding need-based scholarships, streamlining staffing through attrition and reorganization, and offering competitive compensation. Significant campus renewal efforts are underway to renovate aging buildings across campus. A highlight of the year was the announcement of a bold new healthcare facility, supported by a transformative \$50 million gift, aimed at strengthening allied health and nursing programs that serve a significant portion of Washburn’s student body and regional needs.

Amber Knoettgen, Cloud County Community College President, shared that Kansas community colleges continue to face challenges shared with other higher education institutions, including limited funding and the need for operational efficiencies. Despite these constraints, the sector has shown resilience through strategic fundraising, partnerships, and cost-saving measures like attrition-based staffing changes. In 2024, community colleges accounted for 14 percent of statewide enrollment and awarded 35 percent of all credentials, underscoring their vital role. Growth in technical programs and the Excel in CTE program has added pressure to accommodate more students, even as some colleges face housing shortages. Collaboration with KBOR staff has been key in navigating funding requirements and developing solutions to maintain fiscal responsibility while meeting rising demand for programs.

Greg Nichols, Salina Area Technical College President, shared that Kansas technical colleges are seeing stable enrollment and where they are seeing declines is due to program capacity limits, especially in nursing. The sector benefits from strong state support through Excel in CTE and tiered technical education funding. Still, it faces challenges in sustaining growth, managing federal grant uncertainties, and offering competitive faculty salaries. Despite limited international enrollment, technical colleges are seeing record demand in key programs and are working to strengthen foundations and improve efficiencies to meet workforce needs.

#### BREAK

At 11:08 a.m., Chair Benson called for a break. The budget workshop and retreat resumed at 11:18 a.m.

#### REVIEW AND DISCUSS UNIFIED APPROPRIATION REQUEST

Vice President Frisbie outlined the Board’s statutory responsibility to submit a unified state appropriation request for the higher education system by October 1, mandated by the Higher Education Coordination Act. The budget process begins in April with capital improvement reviews and continues through the allocations from the Division of the Budget, which determines what can be included as base funding versus enhancements. For FY 2027, the

system's base budget request totals approximately \$1.14 billion, reflecting growth but still falling short of meeting all institutional needs. Notably, \$63 million was removed from the approved FY 2026 appropriations as part of the allocation process, which must be requested separately as enhancements to be restored in the FY 2027 budget. Additionally, \$5.2 million was allocated to offset rising health insurance costs under the State Employee Health Plan, though universities must cover the balance of additional expenses for their employees. Vice President Frisbie emphasized that despite increased funding, institutions continue to face significant financial pressures, including rising operational costs and limited flexibility in addressing emerging needs.

Vice President Frisbie provided a detailed overview of enhancement requests and funding challenges across the Kansas higher education system. Following a spring meeting of the Technical Education Authority, institutions—including community colleges, technical colleges, state universities, and Washburn University—submitted proposals for funding enhancements. These were compiled into a multi-section table, with the top section highlighting system-wide priorities such as student success initiatives (which received reduced funding in FY 2026 compared to FY 2025). The system is requesting current funding levels for student success initiatives, citing strong campus outcomes in retention and graduation.

Concerns were raised about the instructional cost model for tiered and non-tiered courses, and about Excel in CTE, which last year totaled \$7 million. Ongoing discussions may lead to a reduction in state support, particularly for high school students enrolled in college-level courses. Another major issue involves the Campus Restoration Act, which was underfunded by \$2.5 million in its first year. Institutions received their pro-rated disbursements, and it is hoped the full amount will be restored for future years.

Vice President Frisbie also highlighted initiatives like the Blueprint for Literacy, which previously received \$10 million to support in-service teacher training and the Colleges of Education. No new funding was allocated for FY 2026, but a \$5.5 million request is being made for FY 2027 to continue the program. The Board office is also requesting a \$350,000 increase to its State General Fund appropriation to maintain staffing and operations, as reserves from the now-defunct KanEd program have been depleted.

Technical colleges emphasized the importance of continued funding for the Kansas Promise Scholarship Act, which remains supported with \$10 million in the current allocation. The colleges also raised concerns about the future of adult education funding, noting that while state support is stable, federal funding remains uncertain. Notifications for federal allocations are arriving later than usual, but still within a workable timeframe for the fiscal year.

Additional institutional requests include funding for high-performance computing and cybersecurity at KU, apprenticeship and student success programs at two-year colleges, and operating grants for technical colleges—many of which were previously funded but removed from the current allocation. Vice President Frisbie noted that the need to formally re-request previously funded items is a recurring issue due to changes in the budget process.

Finally, Vice President Frisbie discussed a \$10 million cybersecurity funding request to address findings from a recent third-party audit conducted across the system. The audit evaluated compliance with the state's cybersecurity framework and identified areas for improvement at each institution, including Washburn University and the Board Office. This funding would support necessary upgrades and responses to those findings, continuing efforts initiated with a \$7.5 million allocation in the FY 2025 budget.

Chair Benson emphasized the importance of continued support for student success initiatives, noting that institutions across the system are already seeing measurable improvements in retention, recruitment, and graduation outcomes. He encouraged the government relations team to consider how best to communicate these successes to policymakers, highlighting the need for clear messaging that demonstrates the value and impact of this funding. He then provided an opportunity for the institutions to provide brief context for their FY 2027 budget requests, which were initially submitted at the June meeting.



BREAK

At 11:54 a.m., Chair Benson called for a break. The budget workshop and retreat resumed at 1:07 p.m.

LEGISLATIVE AND NON-BUDGETARY LEGISLATION AND POLICY PRIORITIES DISCUSSION

Chair Benson commended the group for efficiently completing budget requests and acknowledged the institutions' responsiveness to a shifting financial landscape. He emphasized the importance of early submissions, noting that budget requests were received in time for the June Board meeting and will be finalized in September. He also referenced input from the Department of Commerce and highlighted the need for further alignment of requests before they are finalized.

The afternoon session transitioned to focus on advocacy and messaging, particularly how to present a unified budget request to the Legislature. Regent Wolfe Moore, a former legislator, was invited to lead a discussion on strengthening advocacy for higher education in Kansas. The conversation aimed to explore how the Board of Regents can unify its voice, increase individual Regents' involvement, and collaborate more effectively with government relations teams and institutional advocates. President Flanders and his team were recognized for their strong advocacy efforts, and the session set the stage for deeper engagement and strategic messaging moving forward.

Regent Wolfe Moore led a discussion on enhancing legislative advocacy by encouraging Regents to become more personally engaged with lawmakers. The goal is to build trust and visibility, making Regents a reliable source of information for legislators. She proposed relationship-building visits before the legislative session begins. During the session, Regents could attend key committee meetings, participate in testimony, and maintain presence during critical legislative moments such as budget development and conference committees. Regent Wolfe Moore stressed targeted engagement and she advocated for a strategic, sustained effort to position the Board of Regents as a trusted voice in shaping higher education policy.

Chair Benson clarified that the goal is effective partnership. Regent Wolfe Moore and others stressed the power of storytelling and personalizing the impact of higher education through student success narratives, the importance of unified messaging, data-driven communication across institutions, and tying funding requests to job creation and federal matching opportunities was also discussed. The session concluded with a shared commitment to strengthening advocacy efforts in the year ahead.

President Flanders emphasized the importance of aligning systemwide priorities with the budget expectations of policymakers and encouraged early engagement with partners before the legislative session begins. He asked whether any key priorities might be missing from the current list.

Participants agreed that budget requests must be clear, practical, and easy to understand. They stressed the need to avoid ambiguity and to frame proposals in terms that resonate with policymakers—especially around economic impact and student success. Observations were made about simplified budget visuals, which often group all education spending together.

Community and technical college representatives reinforced the importance of listening to legislative signals, particularly the push for a flat budget. They emphasized the need for unified messaging across institutions and strong relationships with both local and state leaders. The group agreed that coordinated, early communication and a shared narrative will be essential for effective advocacy in the upcoming legislative session.

BREAK

At 1:52 p.m., Chair Benson called for a break. The budget workshop and retreat resumed at 2:16 p.m.

**DISCUSS AND ESTABLISH BOARD GOALS**

President Flanders reviewed potential system goals, which included a review of tenure, post-tenure review, instructional workload; a strategic plan update; and suggested adding AI to the priority list. While the Board could support AI initiatives, staffing limitations are a challenge.

Molly Baumgardner, Pittsburg State University Associate Vice President for Public Affairs & Engagement recommended consulting businesses to understand which credentials they value and are willing to support. President Flanders questioned the potential shift from credit-hour to competency-based learning. President Nichols highlighted differences in credentialing and raised concerns about the potential devaluation of degrees due to reduced credit requirements and AI integration.

Vice Chair Mendoza emphasized student success and the role of open educational resources. She also asked how to better collaborate with the Department of Commerce. University of Kansas Chancellor Doug Girod noted that institutions have already made progress in this area. President Flanders proposed a “lightning round” of institutional presentations to showcase ongoing efforts and goals. President Linton and Regent Johnston suggested more frequent engagement with the Department of Commerce—such as quarterly meetings—to foster continuous collaboration, similar to the Technical Education Authority model. Chair Benson concluded by advocating for a focus on smaller, innovative wins and strengthening relationships not only with legislators but also with the Department of Commerce.

**BREAK**

At 2:48 p.m., Chair Benson called for a break. The budget workshop and retreat resumed at 3:05 p.m.

**RECAP OF DAY TWO & ADJOURNMENT**

Chair Benson provided a brief summary of the day’s discussion, expressed appreciation to all attendees for their contributions, and adjourned the meeting at 3:08 p.m.

**CALL TO ORDER**

The Kansas Board of Regents Budget Workshop and Annual Retreat was called to order by Chair Benson on Wednesday, July 30, 2025, at 8:50 a.m. The meeting was held at the Kansas State University College of Business Building, 1301 Lovers Lane, Room 4061, Manhattan, Kansas. Proper notice was given according to law.

MEMBERS PRESENT:	Blake Benson, Chair	John Dicus	Kathy Wolfe Moore
	Diana Mendoza, Vice Chair	Alysia Johnston	

**DISCUSSION OF KEY OBJECTIVES****TENURE/INSTRUCTIONAL WORKLOAD**

Regent Johnston opened the discussion by noting recent collaboration between the Provosts and Vice President for Academic Affairs Rusty Monhollon, which led to a shared interest in reviewing the Board’s policies on tenure, post-tenure review, and instructional workload. Regent Johnston emphasized the potential to strengthen and clarify these policies, particularly the connection between workload and tenure. The goal is to develop a framework that reflects institutional needs while maintaining consistency across the system.

Vice President Monhollon explained that the Board Academic Affairs Standing Committee (BAASC) had requested a review of tenure and post-tenure policies. During this process, it became clear that instructional workload should also be addressed, given its close relationship to tenure. He noted that current tenure and post-tenure policies are non-prescriptive, allowing universities to create their own procedures within Board guidelines. These policies are generally consistent across institutions, with probationary periods, multiple review stages, and criteria for suspension or termination. Post-tenure policies similarly focus on faculty development.

In contrast, instructional workload policies vary widely. The current Board policy assigns responsibility to the university provosts, requires alignment with the institution's Carnegie classifications, and mandates measurement in credit hours. The University of Kansas Medical Center is permitted to follow a distinct set of criteria due to its unique mission. Vice President Monhollon shared data showing that between 2015 and 2025, 3.5 percent of tenure applicants were denied, 3.4 percent received unsatisfactory post-tenure reviews, and 3.6 percent were placed on improvement plans. A small number were dismissed, while approximately 1,400 tenured faculty left for various reasons.

Vice President Monhollon concluded that while tenure and post-tenure policies are effective, revising the instructional workload policy could improve equity, consistency, and transparency. A more structured policy would support fair treatment, better performance evaluations, systemwide benchmarking, and alignment with institutional missions. It would also protect faculty from overload and enable customized approaches at the school or department level, while maintaining core standards.

Chair Benson thanked Vice President Monhollon and emphasized the importance of viewing tenure and workload policies holistically. He acknowledged their close relationship and encouraged continued collaboration with the provosts to identify areas for improvement. He invited the provosts to share their perspectives as the review process moves forward.

Jesse Mendez, Kansas State University Provost, expressed support for separating the conversations around post-tenure review and instructional workload, noting that this distinction is strategically wise in the long term. He thanked Regent Johnston and Vice President Monhollon for facilitating informal discussions with university provosts, which he found valuable. Provost Mendez shared that Kansas State University recently revised its workload policy and is prepared to engage in broader conversations. He emphasized the importance of communicating to internal stakeholders that these efforts are intended to protect and strengthen tenure. He suggested that provosts play a key role in socializing this message on their campuses.

Regent Johnston reiterated the importance of clarifying the tenure process and acknowledged the close connection between tenure and workload. She commended the proactive work already undertaken by institutions, noting that many are ahead of the curve in addressing these issues and identifying opportunities for improvement.

Richard Muma, Wichita State University President, emphasized the need for faculty involvement in the policy review process, including collaboration with the Council of Faculty Senate Presidents. He stressed that faculty engagement is essential to achieving the intended outcomes.

Barbara Bichelmeyer, University of Kansas Provost, echoed Provost Mendez's comments and thanked Vice President Monhollon for his thoughtful and collaborative approach. She highlighted the importance of framing the policy revisions as efforts to protect tenure and noted the value of accountability and reporting in sharing success stories. Provost Bichelmeyer also emphasized the need to improve clarity around expectations, criteria, and processes to realize the benefits outlined by Vice President Monhollon fully.

Chancellor Girod appreciated the team's recognition that a one-size-fits-all solution is not appropriate, given the varied missions of institutions. He pointed out that a legislative bill related to tenure remains active and that discussions with lawmakers are expected in the upcoming session. Chancellor Girod commended the group for proactively addressing these issues in a way that meets legislative expectations while reinforcing institutional accountability.

Chair Benson concluded by affirming that BAASC will continue to lead the efforts to review tenure, post-tenure review, and instructional workload. He thanked the provosts and Vice President Monhollon for their collaboration and requested that they return with recommendations for any Board-level actions. Chair Benson emphasized the importance of the work and expressed appreciation for the progress made so far.



EMPORIA STATE UNIVERSITY PRESIDENTIAL SEARCH

Chair Benson initiated the discussion on forming a presidential search committee following the announcement of President Hush's retirement. President Flanders outlined preliminary steps required before launching the search, including appointing a committee chair, developing and approving a leadership profile, and gathering input from the campus community.

President Flanders recommended that the Board determine the type of search to be conducted at a future meeting. Options include a Board-led search without a committee, a confidential committee-led search, or an open committee-led search. Both President Flanders and Chair Benson expressed support for the confidential committee-led model, noting that it has historically attracted higher-quality candidates and yielded successful outcomes.

The goal is to complete the search and make a selection by the end of the calendar year.

HOUSEKEEPING

President Flanders shared several housekeeping items. He began by confirming upcoming campus visit dates and tentatively setting the 2026 Board retreat for July 29–31, based on Chair Benson's recommendation. He also announced a reception at the September meeting to celebrate the Board of Regents' 100th anniversary, with hopes that former Regents will attend and share historical insights.

Additional reminders included updating Board member biographical information and signing up for fall commencement ceremonies. These items will be finalized at the September meeting.

ADJOURNMENT

Chair Benson adjourned the meeting at 9:37 a.m.

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Blake Flanders, President and CEO

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Blake Benson, Chair

**E. July 30, 2025 Special Meeting**

The special meeting was called to order by Chair Blake Benson at 8:45 a.m. on Wednesday, July 30, 2025. The meeting was held at the Kansas State University College of Business Building, 1301 Lovers Lane, Room 4061, Manhattan, Kansas. Proper notice was given according to the law.

MEMBERS PRESENT:	Blake Benson, Chair	John Dicus	Kathy Wolfe Moore
	Diana Mendoza, Vice Chair	Alysia Johnston	

**CONSIDERATION OF DISCUSSION AGENDA****ACT ON REQUEST TO SELL REAL PROPERTY – KSU**

Ethan Erickson, Vice President for Administration and Finance at Kansas State University, presented a request to sell a 5.17-acre parcel, which includes the Unger Complex building, to the KSU Foundation. The proceeds from the sale would be deposited into the KSU Restricted Fees Fund. The Board Chair would be authorized to execute all necessary documents to finalize the transaction.

Regent Dicus moved to approve the request. Regent Johnston seconded the motion, and the motion carried.

**ADJOURN**

At 8:49 a.m., the meeting adjourned.

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Blake Flanders, President and CEO

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Blake Benson, Chair

**F. September 3, 2025 Special Meeting**

The Board of Regents met virtually for a special meeting on Wednesday, September 3, 2025, via Zoom. The meeting was called to order by Chair Blake Benson at 11:31 a.m. Proper notice was given according to the law.

MEMBERS PRESENT:	Blake Benson, Chair	John Dicus	Neelima Parasker
	Diana Mendoza, Vice Chair	Alysia Johnston	Kathy Wolfe Moore

Chair Benson stated that the purpose of the meeting was to address items related to the Emporia State University Presidential search. Chair Benson welcomed Jim Kessler, who has agreed to lead the search committee. Mr. Kessler is a long-time supporter and two-time graduate of the University. Chair Benson thanked Mr. Kessler for agreeing to serve on the committee. Mr. Kessler thanked the Board for the opportunity to lead the search committee's work.

**CONSIDERATION OF DISCUSSION AGENDA****Other Matters****APPOINT MEMBERS TO THE EMPORIA STATE UNIVERSITY PRESIDENTIAL SEARCH COMMITTEE**

Regent Parasker moved to appoint the following individuals to the Emporia State University Presidential Search Committee:

Jim Kessler, Search Committee Chair  
 Neelima Parasker, Regent  
 Blake Flanders, KBOR President and CEO

**Faculty and Staff**

Aaron Clark, IT Support Specialist  
 Rajarshi Dey, Associate Professor in the School of Science and Mathematics  
 Steve Rodecap, Director of Athletics  
 Rochelle Rowley, Professor in the School of School of Humanities + Social Sciences Directory  
 Sara Schwerdtfeger, Dean of The Teachers College  
 Jerald Spotswood, Professor of English and Vice Provost and Dean of the Graduate School  
 Tabatha Tafoya, Director of Human Resources

**Students**

Joel Franz, Senior, Majoring in Accounting and Finance  
 Harris Kossover, Graduate Student, in Business Administration and ESU Director of Athletic Digital Content  
 Madison Vermetten, Senior, Majoring in Biology and Health & Human Performance

**Alumni/Community Leaders**

Greg Ek, First Vice President, Wealth Management, Alternative Investments Director at Morgan Stanley  
 Jason Fanning, Vice President at Black & Veatch  
 Erren Harter, Mayor of Emporia  
 Greg Kossover, Executive Officer and Director of Equity Bancshares  
 Jonathan Krueger, Vice President of Security at Reserv  
 Denise Larrick, Executive Vice President and Chief Lending Officer Lyon County State Bank  
 Mike Law, Owner and Operator Law Communications and Litte Apple Broadcasting  
 Jeff Longbine, Owner Longbine Auto Plaza  
 Brody Peak, Owner and Operator Emporia Livestock Sales  
 Doug Peck, Lyon County Commissioner  
 Cathy Pimple, Chief Executive Officer of Newman Regional Health  
 Patricia Saenz-Reyes, USD 253 Migrant Education Student & Family Resource Specialist

Regent Dicus seconded the motion. The motion carried.

APPROVE EMPORIA STATE UNIVERSITY PRESIDENTIAL SEARCH COMMITTEE CHARGE

Regent Parasker outlined the key responsibilities to be entrusted to the search committee: developing a presidential profile; ensuring an un-biased and nondiscriminatory review of candidates; maintaining confidentiality to protect the integrity of the search process and to protect applicants; working with the executive search consultant to identify and evaluate candidates; and presenting an unranked list of four to five top candidates to the Board for consideration.

Regent Johnston moved that the following search committee charge be adopted:

1. The Emporia State University Presidential Search Committee (“Committee” or “Search Committee”) shall be comprised of individuals (“Committee Members”) appointed by the Kansas Board of Regents to assist and advise the Kansas Board of Regents in the selection of the next President of Emporia State University in accordance with the terms and conditions expressed herein.
2. The Committee shall recommend to the Board in the form of a “Statement of Leadership Characteristics” or “Presidential Profile” the criteria for the position of President of Emporia State University to be approved by the Board by the September 2025 Board meeting. The Board asks the Committee to consider inclusion of strong demonstrated skills in attracting and retaining students, leadership and decision making, innovation, fundraising and financial stewardship, economic and job growth collaborations, consensus building, change management, relationship building, talent development, and execution of a strategic plan.
3. Committee Members shall serve without predetermined bias for or against any prospective candidates nominated, referred, or discovered in the search process.
4. Committee members shall review all candidates without regard to race, religion, creed, or national origin.
5. Committee members shall preserve the confidentiality of the search process and candidate identities. Such confidentiality is essential to the successful outcome of the search and must be maintained with professionalism and diligence at all times throughout the search process and beyond. Public communication regarding this search is to be done only by the chair of the Search Committee.
6. Committee Members shall serve with the understanding that the Search Committee will meet frequently over a period of months and that attendance at scheduled meetings is a top priority.
7. The Committee shall work with an executive search consultant to search for and screen appropriate candidates. The Committee shall evaluate nominations and applications.
8. The Committee shall present to the Kansas Board of Regents an unranked list of the five candidates who are the most qualified for Board selection as the next President of Emporia State University.
9. In all deliberations, Committee Members shall adhere to Board of Regents policies and act in accordance with applicable state and federal laws.

Regent Dicus seconded the motion. The motion carried.

**DELEGATE AUTHORITY TO APPROVE PRESIDENTIAL PROFILE**

Chair Benson stated that the next steps would be listening sessions to help inform the presidential profile. Since that process cannot be completed before the Board's September 2025 meeting, Chair Benson asked the Board if it would consent to himself and President Flanders approving the profile on the Board's behalf. Regent Johnston moved to delegate that authority to Regent Benson and President Flanders. Regent Mendoza seconded the motion. The motion carried.

**ADJOURN**

Chair Benson adjourned the meeting at 11:37 a.m.

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Blake Flanders, President and CEO

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Blake Benson, Chair

# REPORTS AND CONSENT AGENDA

**III. Introductions and Reports**

- A. *Introductions*
- B. *Report from the Chair* Regent Benson, Chair
- C. *Report from the President & CEO* Blake Flanders, President & CEO
- D. *Report from Council of Faculty Senate Presidents* Rochelle Rowley, ESU
- E. *Report from Students’ Advisory Committee* Azwad Zahraan, ESU

**IV. Standing Committee Reports**

- A. *Academic Affairs* Regent Johnston
- B. *Fiscal Affairs & Audit* Regent Dicus
- C. *Governance* Regent Benson, Chair

**V. Approval of Consent Agenda**

- A. *Academic Affairs*
  - 1. **Act on Request to Approve MS in Computational Biology – KU** Provost Bichelmeyer

**Summary**

*Universities may apply for approval of new academic programs following the guidelines in the Kansas Board of Regents Policy Manual. The University of Kansas has submitted an application for approval and the proposing academic unit has responded to all of the requirements of the program approval process. Board staff concurs with the Board Academic Affairs Standing Committee, the Council of Presidents, and the Council of Chief Academic Officers in recommending approval.*

**I. General Information**

- A. **Institution** University of Kansas
- B. **Program Identification**
  - Degree Level: Master’s
  - Program Title: Computational Biology
  - Degree to be Offered: Master of Science in Computational Biology
  - Responsible Department or Unit: College of Liberal Arts and Sciences/ Computational Biology Program
  - CIP Code: 26.1104
  - Modality: Face-to-Face
  - Proposed Implementation Date: Fall 2026

Total Number of Semester Credit Hours for the Degree: 32

**II. Clinical Sites:** Does this program require the use of Clinical Sites? No

**III. Justification**

Computational Biology is an interdisciplinary science at the interface of biology, chemistry, medicine, mathematics, and computer science. Its goal is the development and application of computational approaches to studies of life processes and improvement of human health and living conditions on Earth. In this current era of artificial intelligence and structural biology, the training of a new master's-level cadre in computational biology

is of primary importance to basic, clinical, and applied science in academia, industry, and many other segments of society.

The Computational Biology Program carries out fundamental research in life sciences, develops computer modeling approaches, fosters community-wide activities in computational biology and provides education for the new generation of researchers. The current need for this master's program is threefold: 1) Provide training in Kansas to prepare for predicted job market growth, 2) increase recruitment of competitive PhD students, and 3) increase support for existing students.

1) Providing training in Kansas to prepare for predicted job market growth is described in *section IV*.

2) With respect to increasing recruitment of competitive PhD students smart, self-aware students want to have plans and contingency plans. They may be excited about, and prepared for, earning a PhD. However, they are also aware that five to six years (average PhD duration) is a long commitment and that life is unpredictable. KU has not yet found another competing PhD program that does not have an off-ramp to a master's option. Though KU has world class, highly funded faculty in Computational Biology, asking students to choose our program that does not have a master's over competing programs where there is a contingency plan for a master's degree is increasingly difficult. Offering a master's degree will allow us to be competitive with other universities.

3) Finally, a master's option will increase support for existing students. PhD programs entail considerable time and challenges. Students may face various difficulties such as health or family issues or a change with their research focus prompting them to consider alternative paths. Even if they ultimately choose not to pursue a master's degree, having the option provides reassurance during challenging times.

Ultimately, this master's will be used to confer a credential to those who have already earned it to help them find suitable employment when they are unable to complete the doctoral program.

#### **IV. Program Demand:**

##### **Market Analysis**

This Master's in Computational Biology will provide training in Kansas to prepare for predicted job market growth. KU commissioned a Lightcast analysis that demonstrates this.

Lightcast (2024) predicts an +8.3% growth of natural science managers over the next five years and a +7.43% growth of biological scientists over the next five years. The proposed master's program will help take advantage of this growth industry by providing training in increasingly high demand skills.

The following are skills that this program would train in (specialized skills, general skills, and software skills) that are predicted by Lightcast (2024) to be growing with respect to the market:

- Specialized skills in growth areas will include Biology (25.7% projected skill growth), data analysis (25.8% projected skill growth), molecular biology (+16.0% projected skill growth), and data management (+19.9% projected skill growth).
- With respect to top common skills, the program will teach the following skills: research (+17.2% projected skill growth), writing (+11.8% projected skill growth), presentations (+23.0% projected skill growth), and problem solving (+11.3% projected skill growth).
- Software skills taught will include Microsoft Power Point (+26.1% projected skill growth), and python programming (+24.5% projected skill growth).

This proposed master's program aims to attract top computational biology talent that may otherwise opt for enrollment in other Computational Biology PhD programs. Virtually all other PhD programs housed in colleges of arts and sciences at all competing universities offer terminal master's for those who wish to not complete their



PhD. Even at KU, Computational Biology is the only PhD program in the College of Liberal Arts & Sciences that does not provide the option of leaving with a master's degree after completing coursework. Indeed, every other PhD program at KU-Lawrence has a master's program option. These programs increase interest in the PhD because they provide additional options for unknown futures.

It is notable that every single peer institution with a Computational Biology PhD program has such a master's degree option. This includes University of Pittsburgh, Duke University, Brown University, and Carnegie Mellon University. No other computational biology programs exist in the state or surrounding ones (Colorado, Missouri, Nebraska, Oklahoma).

This master's will support the recruitment of excellent PhD students and will give students an option that demonstrates their mastery of the subject should they decide to not continue to pursue the PhD.

#### V. Projected Enrollment for the Initial Three Years of the Program

Year	Total Headcount Per Year		Total Sem Credit Hrs. Per Year	
	Full- Time	Part- Time	Full- Time	Part- Time
Implementation	1	0	15	0
Year 2	1	0	15	0
Year 3	1	0	15	0

#### VI. Employment

Graduates with a Master's in Computational Biology have Lightcast-predicted growth skills and unique expertise in both molecular biology and computational techniques, positioning them for a variety of specialized roles in Kansas, particularly within growth sectors like healthcare, research, and biotechnology. Some potential career options include:

1. **Computational Biologist** – Computational biologists apply mathematical and computational approaches to biological data, often to understand complex biological systems. They can find roles in Kansas with research institutions, pharmaceutical companies, and agricultural biotechnology firms.
2. **Bioinformatics Engineer** – In this role, professionals design and implement software tools to manage and interpret biological data. Bioinformatics engineers are in demand in biotech companies, universities, and hospitals working on genomic research, drug discovery, and precision medicine.
3. **Proteomics Data Scientist** – Proteomics specialists analyze protein data to understand protein structure and function. This expertise is valuable in biomedical research, pharmaceutical development, and biotech firms focusing on drug discovery or biomarker research.
4. **Systems Biologist** – Systems biologists study interactions within biological systems, integrating molecular biology and computational techniques to understand complex processes in cells or ecosystems. Research institutions and biotechnology companies in Kansas may hire systems biologists for projects on human health, plant biology, or microbiology.
5. **Biopharmaceutical Scientist** – In the pharmaceutical industry, these scientists contribute to the development of new drugs by analyzing molecular data and conducting computational simulations. Kansas-based pharmaceutical companies and research organizations may hire for this role.
6. **Biomedical Research Technician** – In academic labs, hospitals, or biomedical companies, research technicians work on projects involving molecular biology and genetics, supporting research that may include analyzing DNA, RNA, or protein samples. With computational skills, they can also contribute to managing and analyzing data, which is highly valuable in precision medicine and genomics research.

These careers allow graduates to apply their specialized knowledge of molecular biology and computational analysis to address critical issues in healthcare, research, and biotechnology, directly benefiting Kansas industries and communities.

**VII. Admission and Curriculum****A. Admission Criteria**

Accepted students must fulfill standard admission requirements of the College of Liberal Arts & Sciences Graduate Office:

- Proof of a bachelor's degree (and any post-bachelor's coursework or degrees) from a regionally accredited institution, or a foreign university with substantially equivalent bachelor's degree requirements
- Proof of English proficiency for non-native or non-native-like English speakers
- Additional requirements of the program:
  - Overall undergraduate GPA: ~ 3.5 (out of 4.0)
  - Personal statement about candidate's career goals
  - Bachelor's degree in natural sciences, mathematics, engineering, or another relevant field
  - Three letters of recommendation
  - English proficiency scores according to the College Graduate Office requirements for non-native speakers.

**B. Curriculum**

The program accepts students with a variety of backgrounds (expertise in chemistry, biology, computer science, or math), interests (algorithm development or algorithm implementation), and skills (those gifted in communication or coding), so ideal curriculum varies from student to student. Each student's curriculum is custom-tailored by the student in collaboration with their advisor to address any deficits from their undergraduate work and to prepare them to succeed as a scientist. Below is a sample semester-by-semester plan for the degree:

**Year 1: Fall****SCH = Semester Credit Hours**

Course #	Course Name	SCH = 9
BINF 701	Computational Biology I	5
BIOL 636	Biochemistry I	4

**Year 1: Spring**

Course #	Course Name	SCH = 8
BINF 702	Computational Biology II	5
	Elective	3

**Year 1: Summer**

Course #	Course Name	SCH = 1 or 3
CHEM 816 or BIOL 817	Careers in Biomedical Sciences or Rigor, Reproducibility and Responsible Conduct of Research	1 or 3

**Year 2: Fall**

Course #	Course Name	SCH = 7
BINF 709	Topics in Computational Biology	1
	Electives	6

**Year 2: Spring**

Course #	Course Name	SCH = 7
BIOL 638	Biochemistry II	4
	Elective	3

**Total Number of Semester Credit Hours ..... 32-34**

**VIII. Core Faculty**

Note: \* Next to Faculty Name Denotes Director of the Program, if applicable

FTE: 1.0 FTE = Full-Time Equivalency Devoted to Program

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Joanna Slusky	Professor	PhD	Y	Computational biology—protein docking	0.10
Ilya Vakser*	Professor & Director	PhD	Y	Computational docking—protein design	0.20
Erik Holmstrom	Asst Professor	PhD	Y	RNA structure and protein interactions	0.10
Roberto De Guzman	Professor	PhD	Y	Nuclear magnetic resonance spectroscopy of proteins	0.10

Number of graduate assistants assigned to this program ..... 0

**IX. Expenditure and Funding Sources**

<b>A. EXPENDITURES</b>	<b>First FY</b>	<b>Second FY</b>	<b>Third FY</b>
<b>1. Personnel – Reassigned or Existing Positions</b>			
Faculty	\$ 68,219	\$ 137,328	\$ 137,328
Administrators ( <i>other than instruction time</i> )	-	-	-
Graduate Assistants	-	-	-
Support Staff for Administration ( <i>e.g., secretarial</i> )	-	-	-
Fringe Benefits ( <i>total for all groups</i> )	21,830	43,945	43,945
Other Personnel Costs	-	-	-
<b>Total Existing Personnel Costs – Reassigned or Existing</b>	<b>\$ 90,049</b>	<b>\$ 181,273</b>	<b>\$ 181,273</b>
<b>2. Personnel – New Positions</b>			
Faculty	-	-	-
Administrators ( <i>other than instruction time</i> )	-	-	-
Graduate Assistants	-	-	-
Support Staff for Administration ( <i>e.g., secretarial</i> )	-	-	-
Fringe Benefits ( <i>total for all groups</i> )	-	-	-
Other Personnel Costs	-	-	-
<b>Total Existing Personnel Costs – New Positions</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>3. Start-up Costs - One-Time Expenses</b>			
Library/learning resources	-	-	-
Equipment/Technology	-	-	-
Physical Facilities: Construction or Renovation	-	-	-
Other	-	-	-
<b>Total Start-up Costs</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>4. Operating Costs – Recurring Expenses</b>			
Supplies/Expenses	-	-	-
Library/learning resources	-	-	-
Equipment/Technology	-	-	-
Travel	-	-	-
Other	-	-	-
<b>Total Operating Costs</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>GRAND TOTAL COSTS</b>	<b>\$ 90,049</b>	<b>\$ 181,273</b>	<b>\$ 181,273</b>

<b>B. FUNDING SOURCES</b> (projected as appropriate)	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds		\$ 16,269	\$ 16,269	\$ 16,269
Student Fees		150	150	150
Other Sources		-	-	-
<b>GRAND TOTAL FUNDING</b>		\$16,419	\$16,419	\$16,419
<b>C. Projected Surplus/Deficit (+/-)</b> (Grand Total Funding <i>minus</i> Grand Total Costs)		-\$73,630	-\$164,854	-\$164,854

## X. Expenditures and Funding Sources Explanations

Costs of reallocated personnel expenditures are listed; however, these expenses are already incurred for the doctoral program which averages ten majors annually.

### A. Expenditures

#### 1. Personnel – Reassigned or Existing Positions

KU will use existing infrastructure including faculty and staff time. Director Ilya Vakser will be responsible for reviewing and maintaining the academic catalog, updating and submitting assessment materials, and advising on academic requirements for students who have been counseled or have chosen to switch to the master's.

The Computational Biology program will not be creating new materials, as this degree would only be used for students who are recruited to the existing Computational Biology PhD program who decide that they would like to leave after having completed their coursework but before defending their dissertation. All of the courses in the master's degree are already being taught, but we included the instructional costs in the expenditures even though they will be incurred for the PhD program regardless of whether we add the master's degree.

#### 2. Personnel – New Positions

No new faculty, staff hires, recruitment materials, facilities, or equipment will be necessary to offer this master's degree.

#### 3. Start-up Costs – One-Time Expenses

No new faculty, staff hires, recruitment materials, facilities, or equipment will be necessary to offer this master's degree.

#### 5. Operating Costs – Recurring Expenses

There are no recurring operating expenses.

### B. Revenue: Funding Sources

The Master's in Computational Biology degree will be funded through standard tuition and fee revenue for students admitted to the doctoral program. 2024-2025 standard tuition for Lawrence Campus graduate students is \$453.30 per credit hour for resident students and \$1,084.60 per credit hour for non-resident students. Non-resident tuition rates were used for these calculations. Student fees were calculated based on the \$10 per credit hour course fee for CLAS effective Fall 2024.

### C. Projected Surplus/Deficit

Year 1: -\$71,441

Year 2: -\$147,341

Year 3: -\$147,341

## XI. References

Lightcast Report. Program Overview; Data Analytics. Lightcast Q3 2024 Data Set. September 2024.

University of Kansas MS in Computational Biology  
Program & Employment Analysis – Provided by KBOR Staff

1. Market Share Figures for CIP 26.1104

There are no other master’s programs in the state that share the same Classification of Instructional Program code as this proposed program.

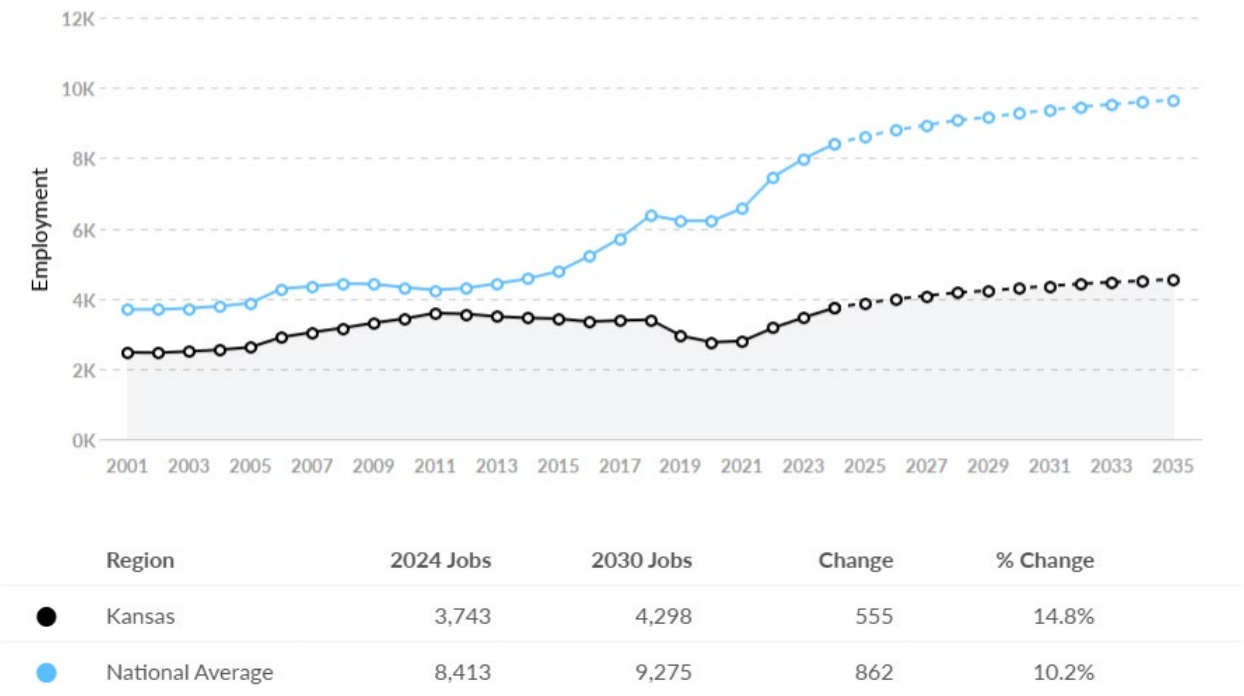
There are five “target occupations” as identified by Lightcast for this program of study; the top five are:

- 1. Computer Occupations, All other
- 2. Data Scientists
- 3. Biological Scientists
- 4. Natural Sciences Managers
- 5. Mathematical Science Occupations, All Other

2. State & National Projections for Employment Linked to the Proposed Degree Program

Regional Employment Is Lower Than the National Average

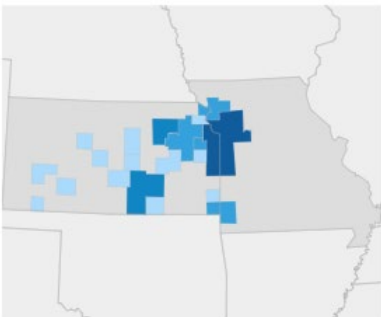
An average area of this size typically has 8,413\* jobs, while there are 3,743 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.



\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Kansas. In other words, the values represent the national average adjusted for region size.

3. Kansas Geographical Information on Projected Employment Linked to the Degree Program Proposal

Regional Breakdown

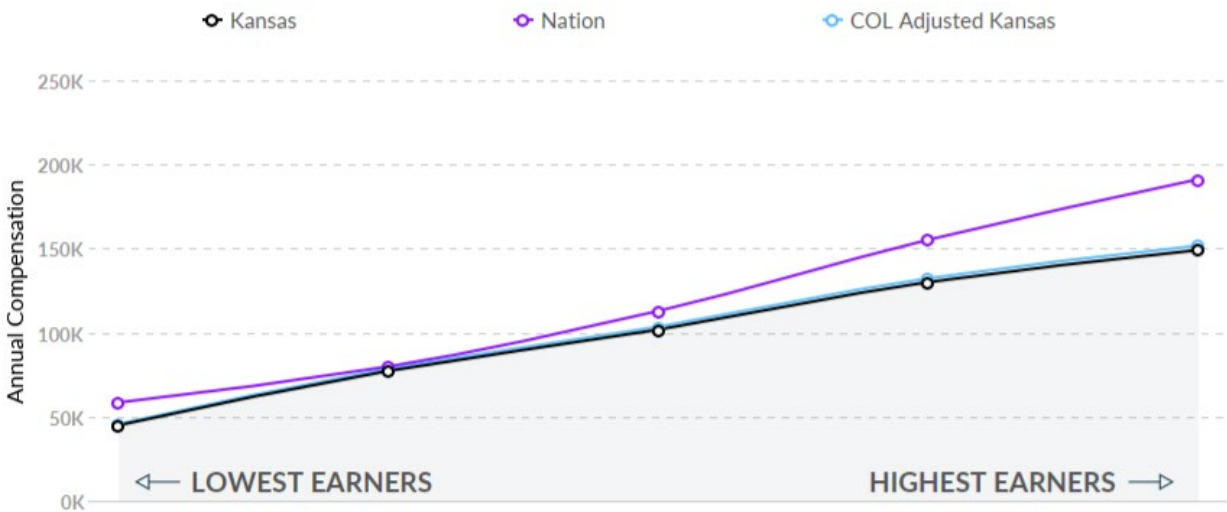


MSA	2024 Jobs
Kansas City, MO-KS	5,668
Wichita, KS	621
Manhattan, KS	527
Topeka, KS	412
Joplin, MO-KS	375

4. 2023 Regional & National Employment Wage Information Linked to the Degree Program Proposal

Regional Compensation Is 10% Lower Than National Compensation

For your occupations, the 2024 median wage in Kansas is \$101,702, while the national median wage is \$112,812.



5. Minimum Education Breakdown for Jobs Posted March 2024 – March 2025

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	522	0	7%
Associate's degree	509	34	6%
Bachelor's degree	4,324	636	55%
Master's degree	210	1,140	3%
Ph.D. or professional degree	127	275	2%

6. References

Lightcast. (n.d.). *Program Overview*. Lightcast Q3 2025 Data Set. August 2025. Retrieved August 18, 2025, from [https://analyst.lightcast.io/analyst/?t=4rq5b#h=3foQ2fCXDgdETi~p5MGm.tq91b2&page=program\\_mark et\\_demand&vertical=standard&nation=us](https://analyst.lightcast.io/analyst/?t=4rq5b#h=3foQ2fCXDgdETi~p5MGm.tq91b2&page=program_mark et_demand&vertical=standard&nation=us)

Lightcast. (n.d.). *Occupation Overview*. Lightcast Q3 2025 Data Set. August 2025. Retrieved August 18, 2025, from [https://analyst.lightcast.io/analyst/?t=4rq5b#h=6FRWnSaHC-PLat~kX\\_wP7zhuHLN&page=occupation\\_snapshot&vertical=standard&nation=us](https://analyst.lightcast.io/analyst/?t=4rq5b#h=6FRWnSaHC-PLat~kX_wP7zhuHLN&page=occupation_snapshot&vertical=standard&nation=us)

Lightcast. (n.d.). *Job Posting Analytics*. Lightcast Q3 2025 Data Set. August 2025. Retrieved August 18, 2025, from [https://analyst.lightcast.io/analyst/?t=4rq5b#h=48.JsVCxQ-CsRf-6H8DoQH0S6vw&page=postings\\_report&vertical=standard&nation=us](https://analyst.lightcast.io/analyst/?t=4rq5b#h=48.JsVCxQ-CsRf-6H8DoQH0S6vw&page=postings_report&vertical=standard&nation=us)



*B. Fiscal Affairs & Audit*

**1. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Tomanek Hall Air Conditioning Improvements – FHSU** **Chad Bristow, Director of Facilities**

Fort Hays State University (FHSU) requests approval to amend the FY 2026 capital improvement project plan to increase the total project budget and revise the project name, and requests acceptance of the program statement for the Tomanek Hall Air Conditioning Improvement project. This project will provide for the replacement of the original 1995 mechanical chiller and associated equipment. Cooling systems serving the data center located on first floor will also be replaced. The new cooling system will be designed to utilize underground thermal ice storage components, which will allow the University to take further advantage of lower cost energy produced by the University's wind generation system, during the overnight hours. The current total estimated project cost has increased from \$2,850,000 to \$4,420,000 due to expanded scope informed by further engineering study. Funding is provided by the FY 2026 and 2027 Kansas Campus Restoration Fund allocations and University Tuition Interest Earnings. No financing is planned for the completion of this project. The University intends to deliver the project utilizing the standard State of Kansas design-bid-build method. The project is anticipated to be complete by Spring 2027.

**2. Act on Request to Approve Program Statement for Crossland College of Technology Diesel and Heavy Equipment (DHE) and Hybrid Electric Vehicle (HEV) Facility – PSU**

Pittsburg State University (PSU) requests acceptance of the program statement to construct the Crossland College of Technology DHE & HEV Facility to serve the School of Automotive and Engineering Technology's Diesel and Heavy Equipment and Hybrid Electric Vehicle degree and certificate programs.

The new facility is a national model for the central role public universities play in maintaining critical infrastructure. This facility's offering of adaptable laboratory bays provides students access to hands-on training for diesel heavy engines, hybrid electric vehicles, electric power generators, and automotive components of varying scales. In addition to the new laboratory spaces, the project entails a new entry lobby and display area that organizes the smaller lab bays of Hybrid Electrical Vehicle to the east and the remaining larger bays to the west. Included in the project are vehicle and construction storage along the north to address existing visual and safety concerns adjacent to the Crossland Technology Center and hike-bike trail.

The project proposes a full buildout of approximately 39,100 gross square feet that can be completed in two phases or at once for a total projected cost of \$26,941,200.

The project will be funded with a combination of grant and donor gift funding. PSU will fund operations and maintenance costs for the new facility with tuition and donor gift funds. The initial phase of construction is anticipated to begin in July 2026 and be complete by the beginning of the 2027 fall semester.

PSU anticipates requesting approval to utilize the Construction Manager at Risk delivery method for projects funded with non-state money authorized by the State Educational Institution Project Delivery Construction Procurement Act in K.S.A 76-7,131, and Board Policy Manual Chapter II.E.3.e.

### 3. Act on Request to Consent to Annexation of Real Property in DeSoto, Johnson County, Kansas – KU

It has been requested that the Kansas Board of Regents execute a consent to allow a portion of certain land it owns in Johnson County, Kansas be annexed into the City of De Soto. Generally described, the portion is the west sixty feet of several parcels that abut Evening Star Road as depicted in the map to the right. The purpose of the annexation is to create a benefit district to serve as the financing mechanism to facilitate road improvements on a portion of Evening Star Road. Easements for the road right of way, drainage and temporary construction have already been granted in connection with this project. Geiger Ready-Mix plans to construct a concrete plant on the west side of the road to efficiently construct more development at Astra Enterprise Park, the former site of the Sunflower Army Ammunition Plant. The redevelopment is intended to benefit the community and the State, and it is likely to increase the value of the property.

Board staff have reviewed the request and recommends consent for annexation be granted and that the Board Chair be authorized to execute the document granting consent.



### 4. Act on Request to Raze Student Center and Amend the FY 2026 Capital Improvement Plan, and Approve Program Statement for Olathe Pavilion and Student Center Demolition – KUMC

The University of Kansas Medical Center (KUMC) requests approval to raze the Student Center building, state building #68300-00014, and to amend the FY 2026 capital improvement project plan to include razing the Olathe Pavilion, state building #68300-00016, and the Student Center in one demolition project. Due to the configuration of utilities that serve the buildings it makes the most sense to demolish both buildings together as one project. The Board approved KUMC's request to raze the Olathe Pavilion at the January 2025 meeting and allocated approximately \$2.24 million of the FY 2025 facilities capital renewal initiative funds for the project. The estimated total project cost for the entire project is expected to not exceed \$7.1 million. The project is scheduled to be complete in 2027 and will be funded with a combination of state demolition funds and other university funds yet to be determined. KUMC also requests acceptance of the program statement for the entire scope of work and intends to promptly select a consultant to provide design services for the project utilizing the standard state procurement process.

The Student Center is a six-story building on the south side of the KUMC campus in Kansas City, Kansas with an underground level and 61,551 gross square feet, built in 1954. It is primarily used as an administration building with some smaller dry research labs. The Student Center building has outdated and failing mechanical, electrical, plumbing, and fire alarm infrastructure. When the building was originally constructed, building codes did not require the installation of a fire sprinkler system which now presents a hazard risk for the university. Over the past few years, the campus facilities team has worked diligently to maintain the aging infrastructure; however, the Student Center is past its useful life and not a reasonable candidate for the significant investment that is required to return it to good working order. Utilities to the building are served through the Delp F Pavillion and will be disconnected prior to demolition of the Student Center. KUMC is developing a plan to relocate all current occupants to other campus buildings.

The Student Center building currently has an estimated deferred maintenance backlog of over \$14.5 million. It also has a facility condition index (FCI) rating of 0.58, or a letter grade of D. The Student Center has no listed historical status or designations. Olathe Pavilion is a three-story building on the south side of the KUMC campus in Kansas City, Kansas with an underground level and 54,934 gross square feet, built in 1957. It is primarily used as an administration building with some smaller dry research labs and an outpatient methadone clinic that is operated by The University of Kansas Health System's (UKHS) Psychiatry and Behavioral Sciences Department. The Olathe Pavilion building currently has an estimated deferred maintenance backlog of over \$15.4 million. It also has a facility condition index (FCI) rating of 0.67, or a letter grade of F. Olathe Pavilion has no listed historical status or designations. All hazardous material will be abated from both the Student Center and Olathe Pavilion before the buildings are demolished.

#### **5. Act on Request to Raze Shellenberger Hall and Feed Technology Building – KSU**

Kansas State University (KSU) requests approval to raze Shellenberger Hall, state building #36700-00080, and the Feed Technology building, state building #36700-00029, on the Manhattan campus. The Feed Technology building was constructed in 1956 and Shellenberger Hall was constructed in 1960. Since then, the buildings have served as the home of the Department of Grain Science and Industry. With the department's planned transition to the newly constructed Global Center for Grain and Food Innovation, the buildings are no longer required for academic or research use. Additionally, the buildings are not viable as academic facilities due to severe aging of building systems, structural inefficiencies, and high ongoing maintenance costs. Shellenberger Hall has a facilities condition index (FCI) rating of 0.67, or a letter grade of F. Feed Technology has a facilities condition index (FCI) rating of 0.61, or a letter grade of F. The structures have no known environmental issues. Following demolition, spaces will be returned to green space. Timing of demolition will be after the completion of the Global Center for Grain and Food Innovation and as funds are available. The estimated cost of demolition is \$4.6 million and will be funded from the University's allocation from the Kansas Campus Restoration Act, which in this case will not require a match.

#### **6. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Anderson Hall Exterior Restoration – KSU**

Kansas State University (KSU) requests approval to amend the FY 2026 capital improvement project plan and to revise the project name, and requests acceptance of program statement for the Anderson Hall Exterior Restoration project. Anderson Hall was constructed in three main phases between 1879 and 1884. It serves as the main administrative building on the Manhattan campus, housing the offices of the President, Provost, Executive Vice President for External Engagement, Vice President for Administration and Finance and Vice President for Academic Success and Student Affairs. Anderson Hall also currently serves as home to the Wildcat One Stop, which provides a centralized hub for essential student enrollment services. While several additions, renovations, alterations, and repairs have been completed over the years, a major comprehensive exterior restoration project has never been completed.

The exterior restoration project will comprehensively address the building masonry, including mortar joint raking and pointing and replacing or stabilizing damaged and separating stones. Additionally, all wood windows will be replaced with historic replica aluminum frame windows as approved by the State Historic Preservation Office in a recent window replacement pilot project. Wood cornices on the building will be replaced with metal formed cornices that match the original wood ornamental profiles. Other improvements will include adding a new accessible entrance to the first floor of the building and repairing or replacing existing concrete stairs. The exterior restoration scope will be coordinated with the State Historic Preservation Office.

The total estimated project cost is \$42 million and will be funded with a combination of the University's Kansas Campus Restoration Act allocation and private gifts.

**7. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Justin Hall Roof Replacement – KSU**

Kansas State University (KSU) requests approval to amend the FY 2026 capital improvement project plan to include the Justin Hall Roof Replacement project, as well as acceptance of the program statement. Justin Hall was constructed in 1960, and two major reroofing projects were done in 1985 and 1997. Since then, only minor repairs in various locations of the roof have been made. The deferred renewal and maintenance backlog for Justin Hall is currently estimated to be \$38.7 million. Replacement of the existing roof, which has reached its end of projected lifespan, will help reduce the overall deferred maintenance of the building.

The total estimated project cost of the entire 53,906 square foot roof is \$4.7 million funded with Educational Building Fund revenue. Currently, funds are available for the design phase. After design and construction costs are finalized, and as funds are available, bidding and construction of the roof replacement will be executed by need and priority in a phased approach. The university is considering combining the reroofing project with the Justin Hall interior renovations project under a single contract. This would create efficiencies but is dependent on the amount of available funding at the time of execution.

**8. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Justin Hall Applied Learning Lab Renovation – KSU**

Kansas State University (KSU) requests approval to amend the FY 2026 capital improvement project plan and acceptance of the program statement for renovations to Justin Hall. Originally built in 1960, Justin Hall, which houses the College of Health and Human Sciences, received a major addition in 2010 to expand conferencing and mentoring space, improve lecture facilities and provide modern technology resources. Most of the original building, however, has undergone only minor renovations, leaving much of the infrastructure unchanged for 65 years.

The approximately 3,400 square foot renovation will provide applied learning labs in support of the kinesiology, nutrition, aging, and child development programs. This will include a multifunctional and multipurpose applied learning lab, a dedicated lactation room, locker rooms with showers and an equipment storage room. Additional renovations will include stairwell modernization, restroom upgrades and mechanical improvements as part of an initial phase to replace the building's outdated HVAC system.

The total estimated project cost is \$10 million and will be funded with a combination of the University's allocation from the Kansas Campus Restoration Act, university funds and private gifts.

**9. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Wildcat One Stop Project – KSU**

Kansas State University (KSU) requests approval to amend the FY 2026 capital improvement project plan and acceptance of the program statement for the Wildcat One Stop renovation and expansion in south Kedzie Hall. KSU is committed to ensuring all students have the resources, support and connection needed to thrive. As part of this commitment, the University created the Wildcat One Stop, a centralized hub designed to streamline access to essential university services such as financial aid, student records, admissions, cashiering and veterans' affairs. An improved location for the Wildcat One Stop is desired to consolidate service points into a single location to better serve students.

The renovation of Kedzie Hall will not only expand the Wildcat One Stop concept in the heart of campus but will also be an opportunity to increase overall building utilization and address deferred maintenance items. The project will renovate three levels, totaling approximately 24,000 square feet and encompassing the entire south portion of Kedzie Hall, and will include a 7,200 square foot addition to accommodate new entrances and program areas.

Renovations will provide spaces for students to easily access information and services in addition to creating new modern work areas for staff. Renovations include reconfiguring the majority of the three levels of Kedzie Hall with updated finishes, lighting, ceilings, a new elevator, an open and visible entrance lobby and stairs, new restrooms and building support spaces. Renovations are expected to eliminate approximately \$2 million in deferred maintenance at Kedzie Hall.

The current total estimated project cost has increased from \$16.2 million to \$20 million due to project planning and scope of work development and will be funded with a combination of the University's allocation from the Kansas Campus Restoration Act, university funds and private gifts.

**10. Act on Request to Amend the FY 2026 Capital Improvement Plan and Approve Program Statement for Seaton Hall Renovation – KSU**

Kansas State University (KSU) requests approval to amend the FY 2026 capital improvement project plan and revise the project name, and requests acceptance of the program statement for renovations to Seaton Hall to support the College of Architecture, Planning and Design. Recent enrollment and student retention successes within the college have created significant space constraints. Additional space is also needed to adequately house the interior design program which was moved from the College of Health and Human Sciences to the College of Architecture, Planning and Design in July 2024.

The 12,146 square foot project will consist of targeted renovations in the central portion of Seaton Hall that address key program needs and deferred maintenance goals. The renovation will include the majority of the first floor of Seaton Hall and a design lab space on the level below. Renovations will create the multi-purpose Applied Design Lab, which will provide much needed space for large courses to conduct hands-on activities, house the college's materials lab and interior design's accreditation-required materials collection, and include integrated lighting lab equipment. Main entry and public space improvements will enhance the connectivity between spaces within the building. The project will also add a 40-seat classroom and two general-purpose design lab spaces. Building entries will be upgraded to improve student safety and building security. Deferred maintenance and system upgrades will be made to expand power and data availability, upgrade lighting and improve ventilation.

Renovation of Seaton Hall room #057, a heavily utilized 250-seat general use classroom, has been paired with the other renovations in the building to maximize economies of scale. Renovations to this space will focus on upgrades to enhance the learning environment, including ADA and code compliance, updated finishes, new furniture, improved lighting and acoustics and updated technology.

The current total estimated project cost is \$7.5 million and will be funded through a combination of the University's allocation from the Kansas Campus Restoration Act, university funds and private gifts.



11. Act on Kansas Comprehensive Grant Program Distributions

Elaine Frisbie, VP  
Finance & Administration

Summary

*The Board of Regents administers the Kansas Comprehensive Grant Program (KCG) with an annual appropriation from the State General Fund. The 2023 Legislature provided a \$35.3 million appropriation for FY 2024 that required participating institutions to match the appropriation on a \$1 to \$1 basis. Based on match reporting certified by the participating institutions, it is recommended that \$170,911 in KCG funding be reallocated from the three institutions that did not meet the FY 2024 match requirement to the other participating institutions for FY 2026 on a proportional basis and in accordance with the requirement that 50 percent of the monies be allocated to the private nonprofit institutions and 50 percent to the public universities.*

Background

The Kansas Board of Regents administers the Kansas Comprehensive Grant Program (KCG), the primary source of the state’s need-based aid for Kansas students seeking to attend a four-year degree program at a Kansas institution of higher education (either public or private non-profit). The program has an annual appropriation that has a match requirement of \$1 to \$1 from participating institutions. Students eligible for KCG awards are Kansas residents, enrolled full-time at an eligible institution, pursuing their first degree, with demonstrated financial need using federal aid methodology, and who meet satisfactory academic progress using institutional standards for renewal awards. Students are eligible for up to eight semesters of grant funding (ten semesters, if enrolled in a designated five-year program).

Allocations of State Grant Funds

Legislative appropriation language for FY 2024 was set out in 2023 House Bill 2184, Section 115(a) as follows (emphasis added):

Comprehensive grant program (561-00-1000-4500).....\$35,258,338  
*Provided*, That any unencumbered balance in the comprehensive grant program account in excess of \$100 as of June 30, 2023, is hereby reappropriated for fiscal year 2024: *Provided further*, That **all of such expenditures from such account shall require a match of local nonstate or private moneys on a \$1-for-\$1 basis**: *Provided, however*, That all expenditures from such account shall be made to provide that all moneys shall be distributed in the same proportionate manner as such moneys were distributed in fiscal year 2022.

In FY 2024, 25 of the 28 eligible institutions met this match requirement, according to the certified data provided by the institutions. Three of the 20 non-profit institutions met the match threshold in part: Central Christian College, Cleveland University of Kansas City and Ottawa University. In recognition of the match requirement, the three institutions returned the unmatched allocations to the Board of Regents. It is proposed that the other eligible institutions’ allocations for FY 2026 be adjusted to ensure the monies are made available to benefit students.

Recommendation

Staff recommends that the Board of Regents reallocate \$170,911 of the \$35.3 million Kansas Comprehensive Grant state aid to the participating institutions for FY 2026 as noted in the table that follows, adjusting the institutions that did not meet the match threshold in FY 2024. The participating institutions were provided match guidance that advised an adjustment would be applied once their certified match reports were submitted. The reallocation impacts the institutions’ allocations in only the one year.

<b>FY 2026 Kansas Comprehensive Grant Allocations</b>			
<b>Institutions Arranged by Sector</b>	<b>Original Allocation</b>	<b>Redistribution of Unmatched State Funding</b>	<b>Revised FY 2026 Total</b>
Baker University	\$ 2,232,209	\$ 10,413	\$ 2,242,622
Barclay College	170,397	795	171,192
Benedictine College	1,133,144	5,286	1,138,430
Bethany College	1,171,620	5,465	1,177,085
Bethel College	894,587	4,173	898,760
Central Christian College	551,836	-	551,836
Cleveland University of KC	136,319	-	136,319
Donnelly College	496,337	2,315	498,652
Friends University	1,840,294	8,585	1,848,879
Hesston College	350,571	1,635	352,206
Kansas Wesleyan University	1,397,261	6,518	1,403,779
Manhattan Christian College	315,236	1,471	316,707
McPherson College	826,429	3,855	830,284
MidAmerica Nazarene University	1,273,721	5,942	1,279,663
Newman University	2,151,270	10,035	2,161,305
Ottawa University	1,121,994	-	1,121,994
University of Saint Mary	1,329,101	6,200	1,335,301
Southwestern College	1,079,727	5,037	1,084,764
Sterling College	877,547	4,094	881,641
Tabor College	779,569	3,637	783,206
<b>Total - Private Institutions</b>	<b>\$20,129,169</b>	<b>\$ 85,456</b>	<b>\$ 20,214,625</b>
Emporia State University	\$ 1,258,419	\$ 5,342	1,263,761
Fort Hays State University	2,937,762	12,472	2,950,234
Kansas State University	4,310,834	18,301	4,329,135
Pittsburg State University	1,715,597	7,283	1,722,880
University of Kansas	4,292,280	18,222	4,310,502
University of Kansas Medical Center*	59,906	254	60,160
Wichita State University	4,056,815	17,223	4,074,038
Washburn University	\$1,497,556	6,358	1,503,914
<b>Total - Public Universities</b>	<b>\$20,129,169</b>	<b>\$ 85,455</b>	<b>\$ 20,214,624</b>
<b>Total State Funding</b>	<b>\$40,258,338</b>	<b>\$ 170,911</b>	<b>\$ 40,429,249</b>

\* The University of Kansas Medical Center's amount will be apportioned from the distribution to the University of Kansas; KCG is awarded only to eligible Kansas resident undergraduate students.



**12. Act on Annual Budget for Wichita State University Mill Levy – WSU****Summary**

*On July 1, 1964, the Municipal University of Wichita became Wichita State University, a state institution governed by the Kansas Board of Regents. At that time, the Board of Trustees at Wichita State University was established to support the educational undertakings of the university through the management of the University's endowment and the property tax revenues levied within the City of Wichita, and later all of Sedgwick County. The Board of Trustees consists of nine members appointed by the Governor to three-year terms.*

*K.S.A. 76-3a16 requires the Kansas Board of Regents to approve expenditures by the Board of Trustees from the property tax revenue generated by the local 1.5 mill tax levy. The Board of Trustees proposes FY 2026 expenditures totaling \$12.0 million, approximately \$813,000 more than FY 2025. Property tax revenues are estimated at \$11.5 million with a contingency set at \$500,000. The Wichita/Sedgwick County mill levy budget has been reviewed and approved by the Wichita State University Board of Trustees, the Wichita City Council, and the Sedgwick County Board of Commissioners. Staff recommends approval.*

**Background**

Since WSU's affiliation as a state institution in 1964, 1.5 mills have been levied on all taxable property in the City of Wichita. The levy was extended to property in Sedgwick County beginning in 1988. The funds are under the control of the nine-member WSU Board of Trustees; however, state law provides that the Trustees may expend funds only with the approval of the Kansas Board of Regents. The WSU Board of Trustees has submitted the budget detailed below.

**FISCAL YEAR 2026  
WICHITA STATE UNIVERSITY  
MILL LEVY BUDGET REQUEST**

**Capital Improvements \$4,303,200****John Bardo Center \$2,500,417**

Principal and interest payable on Sedgwick County Public Building Commission revenue bonds issued for the construction of the John Bardo Center and related infrastructure total \$2,496,177 in FY 2026. In addition to debt service, this budget also pays annual administrative fees of \$4,240 to the Bond Trustee. Final maturity on outstanding bonds is February 1, 2054.

**National Institute for Research and Digital Transformation \$532,000**

The Board contributes \$532,000 to the University each year to service debt related to the Digital Research and Transformation Hub (DRTH). The project was originally funded with 2021L revenue bonds issued by Wichita State and KDFA in July 2021 to fund construction, which were partially refunded by Series 2025D-2 taxable revenue bonds. The University funds approximately \$230,000 of the annual debt service. Final maturity for Series 2021L bonds is June 1, 2051.

**University Stadium \$1,270,783**

Principal and interest payable on KDFA Series 2023J revenue bonds issued for the construction of Phase I of the University Stadium project total \$826,550 in FY 2026. The project will modernize and transform University track and field programs and possibly accommodate a future Shocker soccer program. Beyond athletics, the new stadium will double as a state-of-the-art entertainment venue for live concerts from artists in the campus community and notable national entertainers. In addition to debt service, this budget also pays annual administrative fees of \$2,500 to the Bond Trustee. Final maturity on outstanding bonds is June 1, 2043. In addition,

the Board will contribute \$441,733 to the University for the KDFA Series 2025D revenue bonds issued for the construction of Phase 1. The final maturity date of the Series 2025D bonds is April 1, 2051.

**Student Support \$5,545,052****WSU Tech Support - \$800,000**

In prior years, Sedgwick County received this support from the Board of Trustees to offset a portion of the County's debt service for the National Center for Aviation Training. Since WATC is now WSU Tech, the County has eliminated their operating support of WATC, the Board of Trustees has eliminated support for the County's debt service and redirected this support directly to WSU Tech. No change is requested in this budget item for Fiscal Year 2026.

**Wichita State University Undergraduate Support - \$4,275,287**

Funds from the City-County Mill Levy are utilized for recruitment, retention, and support scholarships. Undergraduate student scholarships are awarded in four types of scholarships: Freshman and Transfer Merit, Honors College Merit, National Merit, Shocker Opportunity Emergency Fund and other need-based retention scholarship programs. Funds from the Mill Levy are targeted to students who are Sedgwick County residents. A two percent (\$83,829) increase is requested in this budget item for Fiscal Year 2026.

**Wichita State University Graduate Support - \$427,809**

Support for the Graduate School is targeted to assist graduate students studying for the Master of Public Administration degree, doctoral or master's studies in areas directly affecting local industry or the public sector. Funding is also used to recruit graduate research assistants to assist faculty-directed projects that have received or have a strong potential to receive external grant funding in areas that have applications to business, industry, and social agencies in Wichita/Sedgwick County. A two percent increase (\$8,388) is requested in this budget item for Fiscal Year 2026.

**Public Policy and Management Center - \$41,956**

Budget for the Public Policy and Management Center funds graduate assistants who provide direct support to local governments, nonprofits, and community activities in Sedgwick County. The assistance comes in the form of research, professional development and community engagement through applied learning experiences directed by the Center staff. Graduate assistants at the Public Policy and Management Center work with faculty from multi-disciplines including public administration, social work, community psychology, business, criminal justice, and others. The experience the graduate assistants receive by working at the Public Policy and Management Center prepares them for a career in public service and provides director support to nonprofit and local government organizations in Sedgwick County seeking assistance from the Center. A two percent increase (\$823) is requested for Fiscal Year 2026.

**Economic and Community Development \$526,061**

Funding for Economic and Community Development activities allows Wichita State University to continue expanding its involvement with the City of Wichita and Sedgwick County through education and training programs in support of economic development. The funding also provides opportunities to utilize faculty expertise in the analysis of community issues in partnership with the City and County, utilize student internships related to specific local needs and provide services related to maintaining and analyzing important socio-economic databases.

**Interns-City/County \$147,210**

The City/County intern program is directed by the Hugo Wall School of Urban and Public Affairs and is used to enhance the learning experience of four Master of Public Administration students through internships with the City of Wichita and Sedgwick County. A two percent increase (\$2,886) is requested for Fiscal Year 2026.

**Business and Economic Research \$162,365**

In 1999, the City of Wichita asked the Center for Business and Economic Research at Wichita State University to expand its research capabilities to provide Geographic Information System (GIS) services. In 2005, the Center was asked by the City of Wichita, Sedgwick County, and the Greater Wichita Economic Development Coalition (GWEDC) to expand its research capabilities and services by developing, maintaining, and operating the South-Central Kansas Economic and Fiscal Impact Model. The city, county and GWEDC have asked the Center to maintain most databases on a county-by-county basis for a ten-county service area, as economic development has become a more regional endeavor. The Center has expanded its research, forecasting, database management and economic modeling to better serve business, industry, government, and non-profit groups throughout south-central Kansas. Through its research and programs, the Center has established a reputation for efficient, timely, reliable, and customer-friendly services. The Center contributes directly to the economic development efforts of Wichita, Sedgwick County and Kansas. Beginning January 1, 2017, all Business and Economic Research expenditures are also approved by the Greater Wichita Partnership. A two percent increase (\$3,184) is requested for Fiscal Year 2026.

**City Government Services \$108,243**

Wichita State University provides technical assistance and training to support the mission of the City of Wichita. Expertise of faculty, staff and students will be used to respond quickly to requests for assistance and information. A two percent increase (\$2,122) is requested for Fiscal Year 2026.

**County Government Services \$108,243**

Wichita State University provides technical assistance and training to support the mission of Sedgwick County. Expertise of faculty, staff and students will be used to respond quickly to requests for assistance and information. A two percent increase (\$2,122) is requested for Fiscal Year 2026.

**Board Support Services \$1,135,688****Organization and Development \$61,699**

Organization and Development represents the operating costs for the Board of Trustees. The WSU Board of Trustees is responsible for administering the Mill Levy fund and monitoring endowments held at the WSU Foundation that are owned by the Board of Trustees. A two percent increase (\$1,210) is requested for Fiscal Year 2026.

**University Strategic Initiatives \$1,073,989**

This amount represents the difference between budgeted revenue and all other budgeted expenditures. This line item will be used by the Board of Trustees to take advantage of opportunities related to the Board's strategic initiatives.

**Contingency \$500,000**

The Contingency line item will support unanticipated program needs throughout the year. As recommended by Sedgwick County financial officials, \$500,000 represents anticipated revenue depending on the financial determination of the actual dollar value of the revenues from the 1.5 mill levy. These additional resources may result from unanticipated increases in property valuation. Any unused portion of these funds will be utilized for additional support for the Board's strategic initiatives.

**Staff Recommendation**

Staff recommends approval of the FY 2026 budget for Wichita State University. Wichita State University and the Board of Trustees have sought the necessary approvals for this revenue source in a manner consistent with the statutory requirements. The property tax revenues will be used to benefit the county and reflect a focus on students from the area and the regional economy.

**Wichita State University Mill Levy FY 2026 Budget Request**

	<b>FY 2024 Actual</b>	<b>FY 2025 Budget</b>	<b>FY 2026 Budget</b>	<b>Change FY 2025- 2026</b>
<b>Revenues</b>				
Mill Levy Revenue	\$10,023,867	\$10,686,334	\$11,500,000	\$813,666
Interest Earnings	306,639	10,000	10,000	--
Contingent Revenue	--	500,000	500,000	--
<b>Total Revenue</b>	<b>\$10,330,506</b>	<b>\$11,196,334</b>	<b>\$12,010,000</b>	<b>\$813,666</b>
<b>Expenditures</b>				
<b>Capital Improvements</b>				
Debt Service – WPBC Series 2014-3 (2054)	\$1,748,358	\$1,748,359	\$1,748,359	\$ --
Debt Service – WPBC Series 2014-4 (2027)	750,068	747,298	747,818	520
Debt Service Admin Fees	4,240	6,740	6,740	--
Contribution to WSU NIRDT Debt Service	532,000	532,000	532,000	--
Debt Service – KDFA Series 2023J (2043)	826,133	823,800	826,550	2,750
Contribution to WSU Series 2025D Stadium	--	--	441,733	441,733
<b>Total Capital Improvements</b>	<b>\$3,860,799</b>	<b>\$3,858,197</b>	<b>\$4,303,200</b>	<b>\$445,003</b>
<b>Student Support/Workforce Development</b>				
WSU Tech Support	\$ 800,000	\$ 800,000	\$ 800,000	\$ --
Undergraduate Support	4,109,134	4,191,458	4,275,287	83,829
Graduate Support	411,197	419,421	427,809	8,388
Public Policy and Management Center Support	40,326	41,133	41,956	823
<b>Total Student Support</b>	<b>\$5,360,657</b>	<b>\$5,452,012</b>	<b>\$5,545,052</b>	<b>\$93,040</b>
<b>Economic and Community Development</b>				
Interns – City/County	\$ 211,076	\$144,324	\$147,210	\$2,886
Business and Economic Research	159,060	159,181	162,365	3,184
City Government Services	82,020	106,121	108,243	2,122
County Government Services	193,554	106,121	108,243	2,122
<b>Total Economic and Community Development</b>	<b>\$645,710</b>	<b>\$515,747</b>	<b>\$526,061</b>	<b>\$10,314</b>
<b>Board Support Services</b>				
Organization and Development	\$ 36,289	\$60,489	\$61,698	\$1,209
University Strategic Initiatives	450,202	809,889	1,073,989	264,100
<b>Total Board Support Services</b>	<b>\$486,491</b>	<b>\$870,378</b>	<b>\$1,135,687</b>	<b>\$265,309</b>
<b>Contingency</b>				
Contingency	\$ --	\$500,000	\$500,000	\$ --
<b>Total Contingency</b>	<b>\$ --</b>	<b>\$500,000</b>	<b>\$500,000</b>	<b>\$ --</b>
<b>Total Expenditures</b>	<b>\$10,353,657</b>	<b>\$11,196,334</b>	<b>\$12,010,000</b>	<b>\$813,666</b>

*Totals may not add due to rounding.*

## C. Technical Education Authority

**1. Act on Changes to Course Bucket Assignments for Instructional Cost Model Calculations** **April White, VP Workforce Development**

**Summary**

*The Kansas Board of Regents (KBOR) Instructional Cost Model is built on four primary cost components: (1) Instructor; + (2) Instructional Support; + (3) Institutional Support; + (4) Extraordinary Costs.*

*Each technical program in the system is assigned a specific Instructor and Extraordinary Cost rate. Individual courses are assigned to “buckets” to group like courses together, and each “bucket” is assigned a program composite rate based on the use of the course within specific programs as identified by each institution. Funding is calculated using a total per credit hour composite rate for each course.*

**Background**

The KBOR Cost Model was developed in response to the Legislature’s 2007 directive that the Technical Education Authority (TEA) “develop and recommend to the state board of regents a credit hour funding distribution formula for postsecondary technical education training programs that: (i) is tiered to recognize and support cost differentials in providing high-demand, high-tech training; (ii) takes into consideration target industries critical to the Kansas economy; (iii) is responsive to program growth; and (iv) includes other factors and considerations as deemed necessary or advisable . . .” K.S.A. 74-32,402(a)(11)(A).

A total calculated course rate is established for every program, and each course in the Kansas Higher Education Data System (KHEDS) has been assigned to a “bucket” based upon course subject matter. Enrolled credit hours reported for each course “bucket” in the system calculate at the program rate which the course is tied to in KHEDS. There are 25 cost model composite rates, which for 2024 range from \$233/per credit hour (non-tiered rate) to \$564/per credit hour (tiered rates).

**Course Bucket Review Methodology and Project Framework**

Review of the bucket assignments began in 2023 based upon questions from institutions regarding Pharmacology and Practicum course bucket assignments. During the investigation, each of the courses in question were reviewed in KHEDS to determine program usage by institution. The TEA approved the recommended course bucket changes for Pharmacology presented during the TEA’s October 2023 meeting.

During this meeting, the TEA also approved a three-year plan (and on-going as needed) for the review of the remaining courses in the system. This review is conducted in sections with recommendations for course re-assignments into program-specific buckets as identified by institutional use of the course in Program Inventory in KHEDS and brought to the TEA for approval. For courses utilized in multiple programs, KHEDS is used to evaluate the Declared Majors (by program) taking the course or the total Concentrators in the program from the previous year to determine the appropriate specific programmatic bucket.

During the October 2024 meetings of the TEA Budget & Finance committee and the full TEA, courses in buckets identified as not program specific (e.g., Practicum, Internship, Field Experience) were presented and approved for re-assignment into appropriate programmatic course buckets for use in the AY2024 funding calculations. At that point, approximately 40% of all courses had been through the review process.

**Recommendation**

The course bucket changes have been provided to the Board separately and are posted on the Board’s website at [https://kansasregents.gov/about/regent\\_meetings\\_agendas\\_and\\_minutes](https://kansasregents.gov/about/regent_meetings_agendas_and_minutes). The changes have been reviewed by the Technical Education Authority and are recommended for approval.



## 2. Act on Updates to Extraordinary Cost Calculations for Instructional Cost Model Calculations

### Summary

*The Kansas Board of Regents (KBOR) Instructional Cost Model is built on four primary cost components: (1) Instructor; + (2) Instructional Support; + (3) Institutional Support; + (4) Extraordinary Costs. These components are combined to establish a total per-credit-hour composite rate for each program, which is then used to calculate course-level funding rates across the system.*

*The Instructor, Instructional Support, and Institutional Support rates are derived from existing data sources, including the Cost and Productivity Study and annual financial audits submitted by institutions. These components are updated annually and published in the KBOR Data Books.*

*The Extraordinary Costs component is defined as “required, program-specific equipment and consumable materials” for technical program courses—costs that are not captured within the other three components of the model. Because no standardized data source exists for this category, KBOR staff collect actual cost data submitted by institutions to calculate and update these rates. The Consumer Price Index (CPI) is applied annually to adjust Extraordinary Costs for inflation.*

### Background

The Kansas Board of Regents (KBOR) Instructional Cost Model was developed in response to the Kansas Legislature’s 2007 directive that the Technical Education Authority (TEA) “develop and recommend to the state board of regents a credit hour funding distribution formula for postsecondary technical education training programs that: (i) is tiered to recognize and support cost differentials in providing high-demand, high-tech training; (ii) takes into consideration target industries critical to the Kansas economy; (iii) is responsive to program growth; and (iv) includes other factors and considerations as deemed necessary or advisable . . . .” K.S.A. 74-32,402(a)(11)(A).

### Extraordinary Costs Review - Project Framework

A total calculated course rate is established for every program—and, therefore, for every course—across the system. The methodology approved by the TEA for updating Extraordinary Cost Rates is based on actual, systemwide expenditures over the most recent three-year period. The formula is:

**Extraordinary Costs** = *(Total 3-year reported expenditures from institutions) ÷ (Total 3-year reported tiered credit hours delivered, per KHEDS data)*

Once each program’s individual rate is calculated that rate is assigned to the nearest of four predetermined cost “buckets.” For Academic Year 2024, the established Extraordinary Cost bucket rates were: **\$0, \$35, \$70, and \$139**. These four rates are adjusted annually for inflation.

To ensure consistency and transparency, Board staff provided each institution with a standardized reporting structure that identified the program/CIP codes under review. Each institution offering a program associated with a given CIP code submitted available expenditure data accordingly. Updated guidance, including examples of allowable and non-allowable expenditures, was shared with institutions in advance of their submissions to support accurate and consistent reporting.

### Timeline

September	Programs for current cycle of Extraordinary Costs sent to institutions
October - May	Institutions submit expenditure data
June - July	Data for all programs compiled and aggregated by Board Staff
August	Review by Budget & Finance, and TEA

**Recommendation**

Cost data submitted by institutions for FY 2022, FY 2023, and FY 2024 were aggregated, along with the total tiered credit hours delivered during the same period. Based on the calculated Extraordinary Cost per credit hour:

- 15 programs warrant an increase in the extraordinary cost rate
- 4 programs show a decrease
- 36 programs would maintain the current rate

The Extraordinary Cost rates below have been reviewed by the Technical Education Authority and are recommended for approval for AY2025 calculations:

**Three Years Total Extraordinary Costs / Three Years Tiered CH delivered (AY22, 23, 24)**

CIP/Program Title	CIP	Total Tiered Credit Hours Delivered over 3 Years	Total Costs over 3 Years	Calculated Extra - ordinary Cost per CH	Current Extra - ordinary cost	Recommended Extraordinary rate/credit hour
Agricultural Mechanics and Equipment/ Machine Technology/Technician	01.0205	4,609	\$1,289,156.59	\$279.70	\$70	<b>\$139</b>
Digital Communication and Media/Multimedia	09.0702	244	\$2,797.08	\$11.46	\$0	\$0
Radio and Television Broadcasting Technology/Technician	10.0202	1,242	\$51,639.62	\$41.58	\$35	\$35
Recording Arts Technology/Technician	10.0203	1,534	\$155,959.92	\$101.67	\$0	<b>\$70</b>
Prepress/Desktop Publishing and Digital Imaging Design	10.0303	3,979	\$116,308.57	\$29.23	\$35	\$35
Graphic and Printing Equipment Operator, General Production	10.0305	2,794	\$103,928.09	\$37.20	\$139	<b>\$35</b>
Computer Programming/ Programmer, General	11.0201	8,876	\$546.71	\$0.06	\$0	\$0
Web Page, Digital/Multimedia, and Information Resources Design	11.0801	4,458	\$2,928.00	\$0.66	\$0	\$0
Computer Systems Networking and Telecommunications	11.0901	20,124	\$211,448.52	\$10.51	\$0	\$0
Cloud Computing	11.0902	1,850	\$3,244.29	\$1.75	\$0	\$0
Network and System Administration/Administrator	11.1001	1,750	\$23,942.42	\$13.68	\$0	\$0
System, Networking, and LAN/WAN Management/Manager	11.1002	1,089	\$15,735.25	\$14.45	\$0	\$0
Computer and Information Systems Security/Auditing/Information Assurance	11.1003	5,737	\$39,279.67	\$6.85	\$0	\$0
Web/Multimedia Management and Webmaster	11.1004	720	\$0.00	\$0.00	\$0	\$0
Computer Support Specialist	11.1006	16,465	\$283,522.17	\$17.22	\$35	<b>\$0</b>
Funeral Service and Mortuary Science, General	12.0301	1,897	\$81,977.00	\$43.21	\$0	<b>\$35</b>
Cosmetology/Cosmetologist, General	12.0401	30,283	\$1,361,602.49	\$44.96	\$35	\$35
Aesthetician/Esthetician and Skin Care Specialist	12.0409	1,482	\$45,619.00	\$30.78	\$35	\$35
Nail Technician/Specialist and Manicurist	12.0410	2,263	\$113,315.31	\$50.07	\$35	\$35
Cosmetology, Barber/Styling, and Nail Instructor*	12.0413	0	\$0.00	\$0.00	\$0	\$0
Cooking and Related Culinary Arts, General	12.0500	4,667	\$587,423.05	\$125.87	\$70	<b>\$139</b>
Baking and Pastry Arts/Baker/Pastry Chef	12.0501	1,964	\$156,325.00	\$79.60	\$139	<b>\$70</b>
Culinary Arts/Chef Training	12.0503	4,515	\$780,701.81	\$172.91	\$70	<b>\$139</b>
Restaurant, Culinary, and Catering Management/Manager	12.0504	2,121	\$37,033.37	\$17.46	\$0	\$0
Food Preparation/Professional Cooking/Kitchen Assistant	12.0505	2,770	\$750,679.78	\$271.00	\$139	\$139



**Three Years Total Extraordinary Costs / Three Years Tiered CH delivered (AY22, 23, 24) (continued)**

<b>CIP/Program Title</b>	<b>CIP</b>	<b>Total Tiered Credit Hours Delivered over 3 Years</b>	<b>Total Costs over 3 Years</b>	<b>Calculated Extra - ordinary Cost per CH</b>	<b>Current Extra - ordinary cost</b>	<b>Recommended Extraordinary rate/credit hour</b>
Welding Engineering Technology/ Technician (&)	15.0614	0	\$0.00	\$0.00	\$0	\$0
Child Care and Support Services Management	19.0708	14,823	\$167,514.92	\$11.30	\$0	\$0
Child Care Provider/Assistant	19.0709	534	\$45,137.94	\$84.53	\$0	<b>\$70</b>
Legal Administrative Assistant/Secretary	22.0301	90	\$147.22	\$1.64	\$0	\$0
Legal Assistant/Paralegal	22.0302	3,238	\$8,560.00	\$2.64	\$0	\$0
Court Reporting and Captioning/Court Reporter	22.0303	46	\$0.00	\$0.00	\$70	<b>\$0</b>
Corrections	43.0102	18	\$0.00	\$0.00	\$0	\$0
Criminal Justice/Police Science	43.0107	13,894	\$322,162.70	\$23.19	\$0	<b>\$35</b>
Security and Loss Prevention Services	43.0109	3	\$0.00	\$0.00	\$0	\$0
Fire Services Administration#	43.0202	0	\$0.00	\$0.00	\$0	\$0
Fire Science/Firefighting	43.0203	14,834	\$1,786,092.42	\$120.41	\$70	<b>\$139</b>
Crisis/Emergency/Disaster Management	43.0302	684	\$57,022.17	\$83.37	\$0	<b>\$70</b>
Forensic Science and Technology	43.0406	546	\$83,058.26	\$152.12	\$0	<b>\$139</b>
Homeland Security, Law Enforcement, Firefighting and Related Protective Services, Other^	43.9999	0	\$0.00	\$0.00	\$0	\$0
Electrical and Power Transmission Installation/Installer, General	46.0301	11,590	\$221,774.81	\$19.14	\$35	\$35
Communications Systems Installation and Repair Technology/Technician^	47.0103	0	\$0.00	\$0.00	\$0	\$0
Heavy Equipment Maintenance Technology/Technician	47.0302	550	\$302,612.63	\$550.20	\$139	\$139
Autobody/Collision and Repair Technology/Technician	47.0603	5,395	\$1,449,101.69	\$268.60	\$70	<b>\$139</b>
Automobile/Automotive Mechanics Technology/Technician	47.0604	47,114	\$4,476,333.96	\$95.01	\$70	\$70
Diesel Mechanics Technology/Technician^	47.0605	0	\$0.00	\$0.00	\$0	\$0
Small Engine Mechanics and Repair Technology/Technician*	47.0606	0	\$15,846.89	\$0.00	\$0	\$0
Airframe Mechanics and Aircraft Maintenance Technology/Technician	47.0607	12,599	\$1,337,988.35	\$106.20	\$139	\$139
Aircraft Powerplant Technology/Technician	47.0608	13,627	\$1,426,951.66	\$104.72	\$139	\$139
Avionics Maintenance Technology/Technician	47.0609	1,133	\$145,154.00	\$128.11	\$139	\$139
Motorcycle Maintenance and Repair Technology/Technician	47.0611	704	\$13,261.45	\$18.84	\$139	\$35
Medium/Heavy Vehicle and Truck Technology/Technician	47.0613	12,115	\$3,281,532.55	\$270.87	\$139	\$139
Alternative Fuel Vehicle Technology/Technician	47.0614	2,096	\$332,391.81	\$158.58	\$0	<b>\$139</b>
Machine Tool Technology/Machinist	48.0501	12,134	\$3,707,747.68	\$305.57	\$139	\$139
Sheet Metal Technology/Sheetworking #	48.0506	0	\$0.00	\$0.00	\$0	\$0
Tool and Die Technology/Technician	48.0507	1,847	\$105,774.59	\$57.27	\$0	<b>\$70</b>
Welding Technology/Welder	48.0508	65,180	\$13,049,159.28	\$200.20	\$139	\$139
Precision Production, Other (Aircraft Coatings)	48.9999	1,170	\$142,243.97	\$121.58	\$35	<b>\$139</b>
Construction/Heavy Equipment/ Earthmoving Equipment Operation	49.0202	2,891	\$1,284,923.38	\$444.46	\$139	\$139

**Three Years Total Extraordinary Costs / Three Years Tiered CH delivered (AY22, 23, 24) (continued)**

<b>CIP/Program Title</b>	<b>CIP</b>	<b>Total Tiered Credit Hours Delivered over 3 Years</b>	<b>Total Costs over 3 Years</b>	<b>Calculated Extra - ordinary Cost per CH</b>	<b>Current Extra - ordinary cost</b>	<b>Recommended Extraordinary rate/credit hour</b>
Truck and Bus Driver/Commercial Vehicle Operator and Instructor	49.0205	6,148	\$1,575,947.65	\$256.36	\$139	\$139
Railroad and Railway Transportation	49.0208	2,900	\$1,546,522.05	\$533.28	\$139	\$139
Forklift Operation/Operator	49.0209	265	\$5,999.00	\$22.64	\$0	\$35
Medical Transcription/Transcriptionist^	51.0708	0	\$0.00	\$0.00	\$0	\$0
Logistics, Materials, and Supply Chain Management	52.0203	1,670	\$10,520.00	\$6.30	\$0	\$0
Office Management and Supervision	52.0204	758	\$10,481.97	\$13.83	\$0	\$0
Accounting Technology/Technician and Bookkeeping	52.0302	7,932	\$10,863.76	\$1.37	\$0	\$0
Administrative Assistant and Secretarial Science, General	52.0401	5,357	\$11,000.00	\$2.05	\$0	\$0
General Office Occupations and Clerical Services	52.0408	1,850	\$21,058.62	\$11.38	\$0	\$0
Parts, Warehousing, and Inventory Management Operations^	52.0409	0	\$0.00	\$0.00	\$0	\$0
Fashion Merchandising	52.1902	1,651	\$23,996.60	\$14.53	\$0	\$0

(&amp;) Program offered in partnership with a university

\* New program

^ Program on Hold status

# Program is offered as Registered Apprenticeship

D. *Other Matters*

1. **Act on Proposed Amendment to MOU between Kansas State University and the Kansas State University Employees Association, Local 6400 (KSUEA) Representing Eligible Maintenance and Service Employees – KSU** **John Yeary, General Counsel**

**Summary**

*Kansas State University (KSU) requests that the Kansas Board of Regents approve a Memorandum of Agreement Addendum between the parties. Kansas State University and KSUEA are parties to an existing Memorandum of Agreement. Article 44 of the Memorandum of Agreement provides that the parties agree to reopen the agreement on an annual basis for the purpose of meeting and conferring about wages. KSU and KSUEA met on July 15, 2025, and reached tentative agreement. That tentative agreement is now before the Board for consideration. Board staff reviewed the Memorandum of Agreement Addendum for compliance with Board policy as well as state and federal law.*

**Background**

Under the Public Employer-Employee Relations Act (PEERA), State agencies are required to meet and confer with their employees' recognized bargaining units concerning employees' terms and conditions of employment. K.S.A. 75-4321 *et seq.* As the governing body subject to PEERA, the Kansas Board of Regents "must approve any proposed agreement in order to make it binding and effective."

The MOU covers approximately 500 bargaining unit employees employed in service and maintenance positions including, but not limited to plumbers, parking assistants, custodians, dining workers, animal technicians, grounds crew, and nurses. The Union has represented the service and maintenance employees since 1973.

The parties previously met on May 13 and May 20, 2025, and reached agreement on a 1.5% wage increase effective June 8, 2025. The parties also agreed to reconvene at a later date to discuss a one-time bonus.

**Summary of Proposed Changes**

In accordance with the MOA's annual wage reopening clause, and the parties' July 15, 2025, meeting, they have tentatively agreed as follows and as outlined in more detail in ATTACHMENT A:

- All current bargaining unit employees who were employed on or before December 1, 2024, and who received a calendar year 2024 performance evaluation of "Meets Expectations" or above will receive a one-time performance bonus ranging from 1%-4%, depending on their performance evaluation rating.
- The one-time bonus is payable on September 18, 2025.
- Units with additional internal funds may utilize those funds to reward employees with a rating above "Meets Expectations," at a rate of up to an additional 1%.
- The parties will reconvene in 2026 to discuss the outcome of the 2025 market-based compensation study and to negotiate its phased implementation.

**Conclusion and Recommendation**

Kansas State University requests that the Board approve the MOA Addendum negotiated and agreed to by the Parties in the course of the Parties' meet and confer session. Board staff have reviewed the amendments and determined that they are consistent with Board Policy and do not violate state or federal laws. Staff therefore recommends that the Board approve the MOA Addendum as agreed to by the parties.

**KANSAS STATE UNIVERSITY’S PROPOSAL TO  
KANSAS STATE UNIVERSITY EMPLOYEES ASSOCIATION, LOCAL 6400  
ONE-TIME BONUS**

**BACKGROUND:** Kansas State University (KSU) and Kansas State University Employee Association, Local 6400 (“Union”), collectively referred to as “the Parties” met on May 20, 2025, for the purpose of a meet and confer session. The Parties agreed to reconvene in or about June or July 2025, or when KSU had information sufficient for the Parties to negotiate the issuance of a one-time performance bonus (“Bonus”). KSU, now with sufficient information, provides the following proposal concerning the Bonus.

**ELIGIBILITY REQUIREMENTS:** To receive the one-time bonus, currently employed bargaining unit employees must have:

- Been employed by KSU, in a bargaining unit position, on or before December 1, 2024.
- Received a minimum rating of “Meets Expectations” on their 2024 calendar year performance evaluation.

**PROPOSAL:**

The one-time bonus will be based on the employee’s 2024 calendar year performance evaluation rating and paid to employees on September 18.

Employee Calendar Year 2024 Rating	Discretionary Bonus <sup>1</sup>
Meets Expectations	1% - 1.5% of FY 26 Salary
Above Meets Expectations (For Example: Exceeds Expectations or Exceptional Performance)	2% - 4% of FY 26 Salary

Other considerations: Units with additional internal funds may utilize those funds to reward employees with a rating above “Meets Expectations,” at a rate of up to an additional 1%.

**TENTATIVE AGREEMENT:**

\_\_\_\_\_  
KSU representative signature

\_\_\_\_\_  
Name Printed:

Date: \_\_\_\_\_

\_\_\_\_\_  
Kansas State University Employee  
Association, Local 6400 representative signature

\_\_\_\_\_  
Name Printed:

Date: \_\_\_\_\_

<sup>1</sup> Departments must ensure that percentages are equal for employees receiving the same performance rating.

## 2. Act on Proposed Amendments to MOU between Pittsburg State University and Pittsburg State University/Kansas National Education Association (KNEA)

### Summary

*Pittsburg State University (PSU) requests that the Kansas Board of Regents approve and execute Amendments to the Memorandum of Agreement (Agreement) between PSU, the Kansas Board of Regents, and the PSU chapter of the Kansas National Education Association (KNEA) for FY 2026. The proposed changes to the existing Agreement are to the Salaries, Duration, and articles.*

*Board staff reviewed the proposed amendments for compliance with Board policy as well as state and federal law. Staff recommends approval of the Amendments and granting the Chair authority to execute the amendments to the Agreement.*

### Background

Under the Public Employer-Employee Relations Act (PEERA), State agencies are required to meet and confer with their employees' recognized bargaining units over terms and conditions of employment.<sup>2</sup> The bargaining unit subject to this memorandum of agreement is comprised of all general department teaching faculty and library services faculty, excluding administrative personnel, department/school chairpersons/directors, non-professional employees, and temporary and part-time faculty.<sup>3</sup> The PSU/KNEA bargaining unit now represents 193 tenured or tenure-earning faculty employees.

In 2023, PSU and PSU/KNEA reached a two-year Memorandum of Agreement (Agreement) that concluded at the end of Fiscal Year 2025. Meet and confer sessions over salary and contract language began in March 2025 and concluded in August. The PSU faculty subsequently voted to approve the proposed amendments. As provided for in the Agreement and as required by PEERA, PSU and PSU/KNEA have now completed the meet and confer process, and PSU offers the below agreed-to amendments to KBOR for consideration and approval.

As the governing body under PEERA, the Kansas Board of Regents "must approve any proposed agreement in order to make it binding and effective."<sup>4</sup> The Kansas Secretary of Administration must also approve such agreements once the Board has approved them.

### Summary of Terms Amended in the Agreement Between PSU and PSU/KNEA

If approved, each unit member who achieved an overall performance appraisal rating of Exceptional in 2025 will receive a \$1000 base salary increase. PSU would also fund a 2.2% overall salary increase for all continuing unit faculty, \$70,734 in salary adjustments for promotions earned last year by unit faculty and \$50,000 for market adjustments.

All of the Articles and terms in the Agreement that the Board approved in 2024 will remain the same except for the following amendments:

### III. Academic Freedom, p.3

- A. Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution. For faculty to carry out important functions of scholarship and creative endeavors as defined in the PSU-KNEA Agreement, faculty should be

<sup>2</sup> K.S.A. 75-4321 *et seq.*

<sup>3</sup> Kansas Public Employee Relations Board, Case No. UE 2 -1974.

<sup>4</sup> *Kansas Board of Regents and Pittsburg State University v. Pittsburg State University Chapter of KNEA and PERB*, 233 Kan. 801, 812 (1983).

afforded every reasonable opportunity to carry out their research unimpeded, including but not limited to the ability to utilize all sources appropriate to their fields of study. These avenues of research may include social media or other new technologies regardless of prejudices that may exist in other fields.

- B. Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter, which has no relation to their subject. ~~Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.~~

#### IV. Salaries, p.4-14

##### A. FY ~~2025~~ 2026

For the ~~2024-2025~~ 2025-2026 academic year, it is agreed by and between the parties that those faculty salary funds for faculty included in the Meet and Confer Unit (“Unit”) shall be divided in the following proportions:

Base Salary Total	\$14,315,034	<u>\$14,659,329</u>
Sum of Adjustments	400,129 <sup>1</sup>	<u>495,393<sup>2</sup></u>
Merit Salary Increment Total	4,400 <sup>2</sup>	<u>21,220<sup>3</sup></u>
Grievance Fund	0	
 TOTAL	 \$14,719,563	 <u>\$15,175,943</u>
 Summer Session <del>2025</del> 2026		 \$1,233,763

<sup>2</sup> Of this amount, ~~\$342,129~~ \$374,659, shall be used to fund an overall ~~2.39%~~ 2.2% salary increase for each continuing unit faculty member; ~~\$58,000~~ \$70,734 shall be used to fund promotions earned in ~~2024~~ 2025; and a minimum of \$50,000 shall be used for corrections of marketplace considerations.

<sup>3</sup> ~~\$4,400~~ \$21,220 shall be distributed in the form of a \$1000 overall salary increase to each unit member who achieved an overall annual performance appraisal rating of Exceptional in ~~2024~~ 2025.”

##### C. Annual Performance Appraisal,

###### 1. Guidelines and Procedures, Procedures section, pp. 5-11

- (2) Prior to five class days after classes convene for the next Spring Semester, each faculty member will prepare a written statement of their goals and objectives for the calendar year. These goals and objectives should be relevant to, but not necessarily limited by, the departmental Strategic Plan. Faculty members who are within 24 18 months of their approved retirement date may forego preparing a written statement of goals and objectives.
- (3) Each faculty member will submit their written statement of goals and objectives to the Department Chairperson or School Director along with their annual final report of accomplishments (see (7) below) by the fifth class day after classes reconvene in the Spring Semester<sup>5</sup>. New faculty members will submit their goals and objectives within 30 class days from the date of their initial employment.
- (7) At the conclusion of the annual performance appraisal process, ~~each after consultation and attempt to achieve mutual agreement with the faculty, the final statement of goals and objectives will be approved by the department chair or school director.~~ Each faculty member and their Department Chairperson/School Director will sign a final statement of individual goals and objectives including their assignment to categories and weights for Teaching, Scholarly Activity/Creative Endeavors, and Service for the calendar year. (See (12) below.)

- (8) By the fifth class day after classes reconvene in the Spring Semester, using the university's faculty activities system, each faculty member will submit to their Department Chairperson or School Director a final report of their accomplishments during the previous calendar year. This report will be accompanied by the faculty member's proposed goals and objectives for the calendar year (see (3) above). A faculty member who wishes to be considered for the rating of Exceptional Annual Performance is expected to attach full and appropriate documentation of their accomplishments listed in the report. Other faculty are not expected to attach documentation to their accomplishment reports, ~~except for their advisement survey and student rating reports.~~ However, faculty members are required to submit reasonable documentation and/or other information regarding their accomplishment reports when requested to do so by their Chairperson or Director.

~~A tenured faculty member of the rank of University Professor, Professor, or Associate Professor who has received a rating of Meritorious or Exceptional Annual Performance for the previous year, in agreement with his/her Chairperson/Director, may forego the accomplishment report and will receive an adjectival rating of Meritorious Annual Performance. This option may not be used in any two consecutive years. Faculty members who are within 24 months of their approved retirement date may also forego the accomplishment report and will receive an adjectival rating of Meritorious Annual Performance.~~

- (17) In the event that the faculty member disagrees with the outcome of their review, the faculty member may append any comments, documents, or materials he or she desires to the final performance appraisal document within ten (10) class days of meeting with the Departmental Chairperson/School Director. These attachments will be limited to clarifications of the accomplishments listed in the faculty member's annual accomplishment report, responses to the Chairperson's/Director's evaluation of performance and to any "other information available to the chair/director" addressed in the narrative (see Sections IV.C.1.a and IV.C.1.b. (10) of this document)
- (18) The Chairperson/School Director will have 10 days to reconsider the initial rating and may choose to improve the rating. (Note: this is a new (18) and prior (18) becomes (19).)

a. Student Evaluation of Teaching, pp.11-12, para .3

During the fall and spring semesters, the course evaluation instrument will be administered in every course which comprises each faculty member's assigned teaching load. The administration of the instrument will be coordinated by the Center for Teaching, Learning and Technology. The results of the evaluations will be housed in the CTLT and all evaluations will be accessible only to the faculty member, to their department chair or school director, and to other university administrators, as necessary. Every year each faculty member will choose at least ~~one~~ two courses' results from each semester for use in their annual performance appraisal. The courses chosen should be representative of the faculty member's teaching load for the year. Faculty members in the probationary period of a tenure earning position shall provide course evaluations to their chair or director for every course in their assigned load for use in their annual performance appraisal. Faculty members who are within 24 18 months of their approved retirement date may forego the course evaluation process with approval of their departmental chair or school director.

VII. ~~Out of State Faculty Travel~~, p.18

The ~~Out of State Faculty~~ Travel funds allocated to each department will be administered by the Department Chairperson or School Director in consultation with the department/school faculty.

Any unit member's ~~OST~~ travel funds unspent or unencumbered by March 15, of each fiscal year, will be returned to the Office of the Provost and Vice President for Academic Affairs for redistribution to unit faculty within the current fiscal year.



**VIII. Safety, p. 19**

- I. furnish, within reason, the best available sanitizing safeguards and basic cleaning supplies for classrooms, meeting rooms, labs, and other working spaces (such as keyboard cleaning, hand sanitizer, wipes) for prevention of virus and flu.

**IX. Faculty Non-Reappointment Because of Cause, Financial Exigency, and/or Academic Program Discontinuance, p. 20-21**

## B. Cause, p.21, first paragraph

A review for non-reappointment will be conducted by a decision-making committee consisting of the Faculty Review Committee, the Chairperson/Director, the Dean, and the Provost and Vice President for Academic Affairs. The Faculty Review Committee again consists of three randomly selected tenured faculty<sup>8</sup> from the affected department/school and two randomly selected tenured faculty from outside this department/school. If in the ~~unanimous~~ view of six (6) out of eight (8) members of the decision-making committee, ~~of the Faculty Review Committee membership, the Chairperson/Director, the Dean, and the Provost and Vice President for Academic Affairs,~~ the performance deficiencies have not been removed or adequate progress toward improving performance has not been made during the professional development program, the faculty member may be discontinued.

**XI. Recommending and Awarding Tenure: Guidelines and Procedures, p. 27-33**

## D. Tenure Procedures

## 1. Department/School Committees, p.29

Every academic year, each Department or School will select a faculty Promotions and Tenure committee. This committee will review and consider all applications for tenure and promotions in order to provide written recommendations to the administration. To encourage thoughtful robust discussion of merits within the context of each discipline, the Department or School committees will normally meet in person face to face in a series of meetings to elect a committee chair, establish guidelines for the committee, review criteria and their charge, discuss applications, and vote on candidates. Details concerning the constitution of these committees is contained in Section XII. D. 1. of this Agreement.

**XII. Promotion, p.34-41**

## A. Promotion Criteria, p.34-35

To be considered for promotion, a faculty member shall be tenured or holding a tenure earning appointment and be able to demonstrate excellence in at least one of the three areas of: 1) teaching; 2) research, scholarship, and/or creative endeavor; 3) community, professional, and/or University service with accomplishment in the remaining two. Faculty are not expected to achieve excellence in each of the three areas, but they should be able to demonstrate professional accomplishments in all three. Faculty members shall select a primary basis for promotion from among teaching; research, and/or creative endeavor; and community, professional, and/or University service. It should be emphasized that the following criteria are broad and conceptual in nature and define a number of areas in which contributions to teaching, scholarship, and service may be made. Departmental or Program guidelines are generally more specific.

In addition to the information on promotion and tenure found in this Agreement and in Section XXIX. Appendix A. The Core of Academe, all parties should consult the department's specific criteria. Said departmental criteria should be in harmony with the statements found in this Agreement. Departmental or Program guidelines do not supersede cannot conflict with this Agreement.

### 3. Excellence in Community, Professional, and/or University Service, p. 35,

A faculty member whose contribution to the University is in the field of service should be productive in any one or a combination of the following: institutional service or professional service. The service must be performed because of competencies relevant to the faculty member's role at the University. Service provided through a vocational interest or associated with special talents not related to University appointment will not be considered. Excellence may be achieved by displaying leadership concerning in academic and other University affairs, and/or through counseling and advising academic mentoring of students in academic matters and personal problems...

#### F. Candidacy for Promotion, p. 39

All candidates for promotion in rank shall prepare a promotion dossier following a standard university-wide format. The candidate shall determine the contents of the dossier and be responsible for addressing the requirements for promotion as described above and in the relevant departmental or school criteria document. The dossier shall be confined to activities since last successful application for promotion within the time frame of current rank and should not exceed 20 pages. It may refer to supplementary materials that the candidate has submitted to the Chairperson or Director. These materials will not be sent forward unless requested by persons evaluating the dossier after the Chairperson or Director.

#### G. Promotion Committees, p.40

To encourage thoughtful robust discussion of merits within the context of each discipline, the University Promotion Committee will normally meet in person face to face in a series of meetings to elect a committee chair, establish guidelines for the committee, review criteria and their charge, discuss applications, and vote on candidates. All actions by any promotion committee, Department Chairperson/School Director, Dean or Provost and Vice President for Academic Affairs shall be communicated to the candidate prior to the next level of review. Candidates may provide responses to recommendations made by faculty promotion committees, Chairpersons/Directors, Deans, and/or the Provost and Vice President for Academic Affairs prior to the forwarding of the dossier to the President. Faculty should address such responses to the next level of review.

### XIII. The University Professor, p. 43, para. 3

To be appointed to the rank of University Professor, a faculty member must have been in the Professor or University Professor rank for a period of no less than six seven years. A faculty member can apply for this rank during or after his/her sixth seventh year in the rank of Professor or University Professor. Selection to University Professor carries with it a salary adjustment of \$5,000 for faculty who have not previously been granted the rank of University Professor and \$2,000 for faculty who previously held the rank of University Professor. All promotions and salary merit increases shall be automatically funded. Any increase in the promotion allotment shall apply to all those promoted under the current contract. All University Professorship salary adjustments remain in the base salary after the rank has expired.

#### A. Becoming a Candidate to University Professor, p. 43

The individual faculty member may become a candidate for University Professor by being nominated by any ranked faculty or by self-nomination. The candidate will be responsible for the preparation of the dossier. The dossier shall be confined to activities since last successful application for promotion within the time frame of current rank and should not exceed twenty (20) pages.

#### B. Reviewing Candidates to University Professor, p. 44

The candidate's dossier will be reviewed by the University Professors Committee, the College Deans Committee, and the Provost and Vice President for Academic Affairs. The University Professors Committee shall be composed of one elected University Professor or Professor<sup>11</sup> from Business, Education, Technology, Library Services and two from Arts and Sciences<sup>12</sup>. Committee participation is limited to two consecutive terms. Members are eligible again after not participating for one or more. The committee will elect their own chair. (If there are no University Professors or Professors in the College, an elected Associate Professor shall sit as a member of the committee.) Decisions by the University Professor Committee, the College Deans Committee and the Provost and Vice President for Academic Affairs shall be communicated to the candidate prior to the next level of review. To encourage thoughtful robust discussion of merits within the context of each discipline, the University Professors Committee will normally meet in person face to face in a series of meetings to elect a committee chair, establish guidelines for the committee, review criteria and their charge, discuss applications, and vote on candidates.

<sup>10</sup>Where there is more than one (1) (or two (2) in the case of Arts and Sciences) University Professor(s) and/or Professor(s) within a college, the committee member(s) shall be elected by all tenure earning faculty of that college. All University Professors and Professors within the college shall consist of the ballot.

C. Schedule for University Professor, p. 45

~~Candidates shall be nominated by ranked faculty or self~~ By the 3<sup>rd</sup> Friday of September

**XIX. Hours of Work, p.53-56**

A. Rationale, pp. 53-54.

1.b: other workload--which includes responsibilities for disciplinary research, scholarly activity, or creative endeavor; service to the academic community, outreach to the geographic region; academic ~~advising~~ mentoring<sup>17</sup>; and equipment and facility development and maintenance.

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<sup>17</sup> For more information on the meaning of "academic mentoring" see references to "advisement, academic advisement, or advising" in Section XXXI. Appendix A. The Core of Academe.

4.l: differences between lower division and upper division undergraduate courses will not be reflected in instructional workload on a formal basis. ~~(700-level courses are normally considered to be graduate courses except when undergraduate enrollment exceeds graduate enrollment.)~~

4.m: in split level graduate/undergraduate courses when there are six or more graduate students enrolled, the course counts as graduate workload.

B. Operational Procedures for Instructional Workload, pp. 54-56

1. The following procedures apply to the development of all instructional workload assignments:

c) The Department Chair or School Director and the faculty member, will collectively determine, with the approval of the Dean, the extent to which credit hour guidelines, contact hour guidelines,

or some mixture of both will be applied to the course offerings of the department. [Note: this is not new language. The Parties moved B.2.a to B.1.c. and moved the prior B.1.c. to B.1.d]

2. Operational procedures for assigning individual instructional workloads are as follows:

- ~~a. The department/school faculty and Chairperson/Director will collectively determine, with the approval of the Dean, the extent to which credit hour guidelines, contact hour guidelines, or some mixture of both will be applied to the course offerings of the department.~~
- ~~b) Assignment of instructional workload responsibilities involving exclusively undergraduate courses or less than six (6) credit (or nine [9] contact) hours of graduate teaching (normally courses numbered 700 level courses are normally considered to be graduate courses except when undergraduate enrollment exceeds graduate enrollment — see XIX A.4.1 above for exceptions) per academic year shall be as follows:~~
  - a) i) for those faculty teaching exclusively credit hour undergraduate courses, the instructional workload shall not exceed twenty-four- (24) credit hours per academic year;
  - b) ii) for those faculty teaching exclusively contact hour undergraduate courses, the instructional workload shall not exceed forty (40) contact hours per academic year; and
  - c) iii) for those faculty teaching a mixture of credit and contact hour undergraduate courses, the instructional workload shall not exceed thirty-six (36) converted hours<sup>17</sup> per academic year;
- ~~d) e) Assignments of instructional workload responsibilities involving for faculty teaching a mixture of credit hour undergraduate and at least six (6) credit hours (or nine (9) contact hours) of graduate courses, the instructional workload shall not exceed twenty-one (21) credit hours per academic year; teaching (normally numbered 700 level courses are normally considered to be graduate courses except when undergraduate enrollment exceeds graduate enrollment — see XIX A.4.1 above for exceptions) during an academic year will result in a downward adjustment of the maximum instructional workload as follows:~~
  - e) i) for those faculty teaching fifteen (15) to eighteen (18) credit hours of graduate courses (or contact hour or mixed credit and contact hour equivalent) the instructional workload shall not exceed eighteen (18) hours<sup>19</sup> per academic year;
  - ii) for those faculty teaching exclusively contact hour graduate courses, the instructional workload shall not exceed thirty (30) contact hours per academic year; and
  - f) iii) for those faculty teaching a mixture of credit and contact hour graduate courses, the instructional workload shall not exceed thirty-six (36) ~~twenty-eight (28)~~ converted<sup>20</sup> hours per academic year.
  - g) for those faculty teaching twelve (12) credit hours of graduate courses (or the contact hour or mixed credit and contact hour or converted hour equivalent) the instructional workload shall be either eighteen (18) or twenty-one (21) hours consistent with the general principles in Section XIX. Hours of Work, A. Rationale.

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<sup>19</sup>Or, for those faculty teaching graduate contact hour courses, the instructional workload shall not exceed thirty (30) contact hours.

**XXV. Sabbatical Leave and Leave Without Pay Guidelines and Procedures, pp.71-74****A. Policy and Guidelines, p. 71**

Sabbatical leave may, upon the recommendation of the President and the approval of the Board of Regents, be granted for the purpose of pursuing advanced study; scholarly activities research, scholarship, and/or creative endeavor; or securing appropriate industrial or professional experience, and such leave shall not be granted for a period of less than one semester nor for a period of more than one year, with reimbursement being made according to the following schedule...

**1.1. Provisions**

8. Chairpersons/Directors, Deans, and the ~~Faculty Affairs Committee~~ Sabbatical Leave Committee will use the following guidelines in evaluating sabbatical leaves and planned leaves without pay requests.
  - f. The plans for the sabbatical leave or planned leave without pay must be specific regarding as to not only the project to be undertaken and but the details of how, where, and with whom the leave will be carried out. Travel is not a requirement or appropriate criterion for approval of a sabbatical leave or planned leave without pay.
  - g. Plans for the leave must identify demonstrate adequate resources needed to carry out the objectives of the leave in terms of time, equipment, materials or other relevant resources; literature sources, appropriate location(s), and, if appropriate, sources of expertise.
  - h. The leave must be demonstrably beneficial to the professional responsibilities of the faculty member and to the academic community in terms of research, scholarship or creative endeavor, publication, professional service, and/or other professional development.
  - i. ~~The leave must be demonstrably beneficial to the University and its academic community.~~

Chairpersons and Deans are expected to evaluate requests for leaves on their professional development merit, on their administrative feasibility (staffing, funding, assignments, etc.) as well as on the criteria noted above.

The ~~Faculty Affairs~~ Sabbatical Leave Committee will evaluate leave requests utilizing the contract criteria noted and the professional development merit of the leave proposed.

2. Sabbatical Leave Committee. [Note: This is a new section.]  
During the fall semester, the Sabbatical Leave Committee shall be formed from the university faculty (all those possessing rank, excluding departmental chairs/school directors who shall not serve). Those applying for sabbatical are not eligible to serve that year. The Sabbatical Leave Committee shall consist of a minimum of five (5) members and must include one member from each College for every twenty (20) tenured or tenure track faculty\* in that College. Each College will be represented by a minimum of 1 committee member. Colleges will elect faculty from a ballot of all eligible faculty members. To encourage thoughtful robust discussion of merits within the context of each discipline, the Sabbatical Leave Committee will normally meet in person face to face in a series of meetings to elect a committee chair, establish guidelines for the committee, review criteria and their charge, discuss applications, and vote on candidates.

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Asterisk represents footnote: Colleges with thirty-five (35) or more tenured or tenure track faculty round up for a total of forty (40) resulting in two (2) committee members.

~~3.~~ Procedures, p. 73 [Note: This changes section A, subsection J to Section A, subsection 3]

The application for sabbatical leave or planned leave without pay should be completed and submitted to the Department Chairperson/School Director or equivalent. Some departments/schools have sabbatical leave and/or professional development committees that should review and endorse the application if appropriate...

The request is sent to the ~~Faculty Affairs~~ Sabbatical Leave Committee where it is reviewed, ranked, and then forwarded to the Provost and Vice President for Academic Affairs who forwards it to the President with a recommendation...

First Friday of October: Sabbatical leave requests forwarded to ~~Faculty Affairs~~ Sabbatical Leave Committee"

**XXVII. Post-Tenure Review**, pp.76-77.

A. Purpose and Principles, p. 76, para. 3

Tenure is the academic community's chief guarantee of academic freedom – both the freedom of the teacher to teach and the freedom of the researcher to research without undue or inappropriate external pressures. Thus, it is ultimately a guarantee of the student's freedom to learn. Nothing in this procedure should be construed as an attempt to alter the contractual relationship between the professor and the university or to alter the nature of tenure as traditionally conceived and legally defined in the American academic community. Nor is this procedure intended as a mechanism for reevaluating or revalidating tenure. Thus, a tenured professor cannot be required to remake his or her case for tenure or otherwise to reassume the burden of proof that he or she bore in the original tenure proceedings. ~~This procedure is not disciplinary. While post-tenure review is not meant to be disciplinary, tenured faculty are not exempt from either annual performance appraisals and ratings or the faculty remediation procedures outlined in Section XXVIII. Faculty Remediation Process.~~

B. Procedures, p. 76, para. 1

Comprehensive annual evaluations are conducted in the academic unit (in most cases, the department or school) in which the faculty member resides. ~~These evaluations are annually reviewed as prescribed. In every seventh year following the grant of tenure or promotion, or following the most recent post-tenure review, the annual reviews and other relevant materials from the previous six years for each tenured professor will again be analyzed by the departmental chair or director to evaluate the faculty member's long-term level of performance. A post-tenure review will occur in every sixth year following the grant of tenure or promotion, the most recent post-tenure review, or a successful review and designation as University Professor. The post-tenure review file shall contain the following information: unit's approved criteria for teaching, scholarship and service, optional brief narrative statement [3 pages], a current curriculum vitae, annual evaluations for the most recent six years."~~

**XXX. Faculty Notification of Student Academic Progress**, p. 83. [Note: This is the same language, but the section is now moved before XXXI. Duration]

**XXXI. Duration**, p. 82, para. 1:

Sections IV.A. and IV.B. of this Agreement shall be effective from July 1, 2025 through June 30, 2026. All remaining portions of this Agreement shall be effective ~~from July 1, 2023 through June 30, 2025.~~ from July 1, 2025 through June 30, 2028...

**XXII. Appendix A: The Core of Academe, p.84**

- A. Definition of Teaching, Scholarly Activity, and Service, page 84  
Teaching: Program Planning, Instruction, Evaluation, and Advisement\*.

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Asterisk represents footnote: \*for the purposes of this contract references to academic advisement or advising are synonymous with academic mentoring.

Pittsburg State University and KNEA made corrections throughout the Agreement for formatting, grammar, typos, and any updates to the University structure.

**Conclusion and Recommendation**

Pittsburg State University requests that the Board approve these amendments to the Agreement reached through meet and confer processes. Board staff have reviewed the amendments and determined that they are consistent with Board Policy and do not violate state or federal laws. Staff therefore recommends that the Board approve the amendments and authorize the Chair to execute the Amended Agreement on behalf of the Board.



### 3. Act on Request to Appoint Members to the EPSCoR Program Review Committee **Rusty Monhollon,** VP Academic Affairs

#### Summary

*The Guidelines for Coordination, Oversight, and Fiscal Management of the Experimental Program to Stimulate Competitive Research (EPSCoR), were approved in June 2011 and include the requirement to appoint a committee to review proposals for state funding. Staff requests the Board appoint one member and reappoint two members to the EPSCoR Program Review Committee.*

#### Background

The Experimental Program to Stimulate Competitive Research (EPSCoR) is a federal program that encourages university partnerships with industry. The program is designed to stimulate sustainable science and technology infrastructure improvements in states that historically have received a disproportionately low per-capita average of federal research dollars. The Legislature provides matching funds for the Experimental Program to Stimulate Competitive Research (EPSCoR) and Companion programs and has assigned responsibility for the oversight of the state's matching funds to the Kansas Board of Regents. The Board began its oversight of the matching funds in 2011, after the Kansas Technology Enterprise Corporation (KTEC) was dissolved by the Legislature.

The annual appropriation for state matching funds is approximately \$1.0 million. The purpose of state matching funds is to increase the competitiveness of proposals submitted to EPSCoR programs. Once EPSCoR obligations are met, state matching funds may be used for Companion programs.

The Board appoints a seven-member EPSCoR Program Review Committee comprising five members representing industry and academia. The two remaining members are *ex officio*, with one appointed by the Department of Commerce and one appointed by the Kansas Board of Regents. This Committee is responsible for reviewing proposals, considering Kansas research and development priorities, and making recommendations to the Board regarding the suitability of projects for state matching funds.

#### Request to Appoint New Member

The following individual, representing academia, has agreed to serve as a member of the EPSCoR Program Review Committee, subject to Board approval, for a three-year term appointment expiring on June 30, 2028.

Wolfram Zueckert, Ph.D.  
Professor, Microbiology, Molecular Genetics and Immunology  
The University of Kansas School of Medicine

#### Request to Appoint Members to a Second Term

The following individuals, representing the industry, have agreed to serve second terms as members of the EPSCoR Program Review Committee, subject to Board approval, with their new three-year term appointments expiring on June 30, 2028.

Randy Gorton, P.E., PTOE  
Vice President, Public Works Services  
BHC

Sam V. Kaplan, Ph. D.  
Chief Operating Officer  
Pinnacle Technology

Once these appointments are approved, one vacancy will remain. Efforts to fill it are ongoing and will be submitted for approval once candidates are identified.

#### Staff Recommendation

Staff recommends approval of the proposed appointments to the EPSCoR Program Review Committee.

**4. Act on Appointment to the Postsecondary Technical Education Authority      April White, VP  
Workforce Development**

**Summary**

*In October 2010, the Board established guidelines governing the terms of service for its appointments to the Technical Education Authority (TEA). Keith Humphrey has served on the TEA since July 1, 2021, and Board staff recommends his reappointment through June 30, 2027.*

Keith Humphrey is the President and CEO of Jet AirWerks, LLC, an FAA-certified Part 145 Repair Station in Arkansas City, Kansas. He and his family relocated to the area for its skilled workforce, proximity to GE Aviation facilities, and high quality of life. Mr. Humphrey and his wife, Thérèse, live in Derby, Kansas, and have six children and five grandchildren.

With over 40 years of global aviation experience, Mr. Humphrey brings expertise in jet engine overhaul, on-wing maintenance, aftermarket sales, component repair, strategic planning, and marketing. His company has established aviation technical scholarships at WSU Tech and Cowley College to support aspiring aviation maintenance professionals.

He is a lifetime member of American Legion Post 408 and VFW Men's Auxiliary 7253, and has previously served with the Wichita Independent Business Association, Wichita Regional Chamber of Commerce, Wichita Aero Club, Kansas Leukemia & Lymphoma Society Board of Trustees, Arkansas City Area Chamber of Commerce Board, and as Board President of the Derby Community Foundation.

Mr. Humphrey has served on the Technical Education Authority since July 1, 2021. Board staff recommends his reappointment through June 30, 2027.

**BOARD PROCESS FOR APPOINTING MEMBERS TO THE TECHNICAL EDUCATION AUTHORITY**

- All four Board appointments should continue to serve at the will and pleasure of the Board, with the expectation of a period of service not to exceed three years, or until the particular appointee's successor is named.
- An individual should not be appointed to serve more than two three-year periods, for a total of six years.
- Board appointments should be staggered, to preserve continuity.
- Of the Board's four appointments, the periods of service should be as follows:
  - Board members, or designees, July 1 through June 30
  - Community college rep, January 1 through December 31
  - Technical college rep, January 1 through December 31
- When naming a Board member, or designee, the Chair and Vice Chair of the Board will work with the Board of Regents to identify two individuals to serve.
- When naming a community college representative, the Board President and CEO shall work with a representative of the Kansas Association of Community College Trustees to identify one or more individuals meeting the statutory criteria, and the Board President and CEO will then submit an individual's name to the Board for consideration.
- When naming a technical college representative, the Board President and CEO shall work with a representative of the Kansas Technical College Association to identify one or more individuals meeting the statutory criteria, and the Board President and CEO will then submit an individual's name to the Board for consideration.
- The Board should generally make appointments to the TEA in the time frame of its regular meetings in September or October (for January appointments) and March or April (for June appointments).

**5. Act on Appointments to the Various Board Regent Benson, Chair  
Committees and the Washburn Board of Regents**

**Summary**

*Chair Benson has communicated with members of the Board about serving on various committees on behalf of the Board. A list of those proposed appointments is included below for Board approval.*

<b>Committee</b>	<b>Regent</b>	<b>Start</b>	<b>End</b>
Board Academic Affairs Standing Committee	Alysia Johnston, Chair	9/1/2025	6/30/2026
Board Academic Affairs Standing Committee	Pamela Ammar	9/1/2025	6/30/2026
Board Academic Affairs Standing Committee	Blake Benson	9/1/2025	6/30/2026
Board Academic Affairs Standing Committee	Diana Mendoza	9/1/2025	6/30/2026
Board Fiscal Affairs & Audit Standing Committee	John Dicus, Chair	9/1/2025	6/30/2026
Board Fiscal Affairs & Audit Standing Committee	Kathy Wolfe Moore	9/1/2025	6/30/2026
Board Fiscal Affairs & Audit Standing Committee	Neelima Parasker	9/1/2025	6/30/2026
Board Governance Committee	Blake Benson, Chair	9/1/2025	6/30/2026
Board Governance Committee	Diana Mendoza	9/1/2025	6/30/2026
Board Governance Committee	Alysia Johnston	9/1/2025	6/30/2026
Board Governance Committee	Neelima Parasker	9/1/2025	6/30/2026
Literacy Advisory Committee	Vacant		6/30/2029
Midwestern Higher Education Compact	Pamela Ammar	9/1/2025	6/30/2026
Retirement Plan Committee	Blake Benson	9/1/2025	6/30/2026
Transfer and Articulation Advisory Council	Alysia Johnston	9/1/2025	6/30/2026
Washburn University Board of Trustees	John Dicus	9/1/2025	8/31/2026

# DISCUSSION AGENDA

## VI. Consideration of Discussion Agenda

### A. Academic Affairs

#### 1. Recognize Faculty and Staff of the Year Awardees

Regent Johnston

**Rusty Monhollon,**  
**VP Academic Affairs**

#### Summary

*Last spring, updates were made to Board Policy (Ch. II.C.9.), which establishes the Faculty of the Year Awards and the Staff of the Year Awards for the state universities and the University of Kansas Medical Center (KUMC). An additional category for faculty awardees was added, as was consideration for the new Staff of the Year Awards. The Board approved the nominations in June and is recognizing awardees today.*

#### Background

Last spring, [Board Policy](#) on the Faculty of the Year Awards (Ch. II.C.9) was updated to include an additional category for non-tenure-track faculty. The policy was also updated to include Staff of the Year Awards. Last June, the Board approved the nominations for the Faculty of the Year Awards and the Staff of the Year Awards. Awardees are invited to be recognized at this September Board meeting. The lists of awardees and short biographies follow.

FACULTY OF THE YEAR AWARDS			
Institution	Tenured	Tenure-Track	Non-Tenure Track
FHSU	Dr. Lexey Bartlett, Professor of English	Dr. Jennifer Bechard, Assistant Professor of Pedagogy, PK-12 Teaching & Coaching	Dr. Linda Mayer, Instructor of Education, English as a Second Language
KSU	Dr. Gabe Kerr, Professor of Math	Dr. Logan L. Britton, Assistant Professor in Agricultural Economics	Chad Bailey, Instructor in Electronic and Computer Engineering
KU	Dr. Vitaly Chernetsky, Professor in Slavic, German, & Eurasian Studies	No nomination	Dr. David O. Johnson, Associate Teaching Professor in Electrical Engineering & Computer Science
KUMC	Dr. Sufi Thomas, Associate Professor of Otolaryngology	Dr. Dinesh Mudaranthakam, Assistant Professor in Biostatistics and Data Science	Dr. Laurie Steen, Clinical Assistant Professor in Occupational Therapy Education
PSU	Dr. Karen Johnson, Professor of Nursing	Dr. Megan Westhoff, Assistant Professor in Communication	Dr. Kristopher Mijares, Instructor of Chemistry
WSU	Dr. Lisa Parcell, Associate Professor of Communication	Dr. Erin O'Bryan, Assistant Professor of Communications Sciences & Disorders	Marco Hernandez, Assistant Teaching Professor of Print Media

#### Dr. Lexey Bartlett, Professor of English, Fort Hays State University

Since joining FHSU in 2005, Dr. Bartlett has regularly offered a wide range of courses for majors in British Literature, Classical and World Mythology, Literary Theory, and Literature of Crime, as well as General Education courses in literature and writing. She has been recognized with multiple student-nominated teaching awards, including being a Finalist for the Pilot Award, FHSU's top faculty teaching award, as well as being a Fischli Excellence in Higher Education honoree and a Mortarboard Top Professor.

Dr. Bartlett's most recent publications in the area of detective fiction include an article in *Clues: A Journal of Detection* and a book article on James Ellroy. She has also served as the Area Chair for Mystery/Detective Fiction

and Disability Studies for the Southwest Popular and American Culture Association since 2013. Dr. Bartlett is currently the President of the Board of Directors for Sigma Tau Delta. She has also served as Faculty Senate Secretary and chairing and serving on numerous department, college, and university committees.

**Dr. Jennifer Bechard, Assistant Professor of Pedagogy, PK-12 Teaching & Coaching, Fort Hays State University**

Dr. Jennifer Bechard has served as a faculty member at Fort Hays State University since 2020. She brings deep expertise in pedagogy, health education, and the psychology of physical activity. Her extensive teaching portfolio spans undergraduate and graduate coursework, and she is deeply involved in teacher preparation and program assessment. Prior to her academic career, Dr. Bechard gained valuable experience as a K–12 physical education and health teacher.

Dr. Bechard is a nationally recognized presenter, contributor to professional journals, and an active member of professional organizations, such as the Society of Health and Physical Educators (SHAPE) America and the Kansas Association for Health, Physical Education, Recreation and Dance (KAHPERD), where she currently serves as President. She is a passionate advocate for quality physical education, community engagement, and student mentorship, exemplified by her leadership in initiatives like the PE for Homeschool Families program and multiple professional and student-focused workshops. Her dedication has earned her multiple awards, including the 2025 Outstanding Service Award for the College of Health and Behavioral Sciences and the 2024 KAHPERD Young Professional of the Year. Dr. Bechard's commitment to advancing health and physical education continues to shape both academic programs and community outreach efforts across Kansas and beyond.

**Dr. Linda Mayer, Instructor of Education, English as a Second Language, Fort Hays State University**

Dr. Mayer spent more than 25 years teaching in preK-12 public and private schools before earning her Ph.D. in Education from Northcentral University in 2017 and joining FHSU in 2021. Dr. Mayer was also an officer of the Army Reserves for ten years early in her teaching career. As a non-tenure track instructor, Dr. Mayer has only recently begun to expand her professional interests into research and is furthering research from her dissertation on co-teaching to expand the knowledge base of best practices for classroom teachers and paraeducators to work together for the benefit of their students.

In addition to teaching multiple courses every semester (including summers and intersessions), Dr. Mayer coordinates the ESOL graduate program. Her students often acknowledge her compassion and commitment, and her colleagues consider her a valuable and trusted member of the professional community.

**Dr. Gabe Kerr, Professor of Math, Kansas State University**

Dr. Gabriel Kerr, Professor in the Department of Mathematics at Kansas State University, has been instrumental in the successful adoption of the KBOR Math Pathways program. Since joining K-State in 2013, he has balanced active research with significant contributions to teaching and service. As Undergraduate Program Director, Dr. Kerr led efforts to implement Math Pathways, helping launch pilot courses in Fall 2025 and establishing the Quantitative Learning Center. His development of new enrollment metrics and tools, including ALEKS, streamlined course registration for incoming Engineering students, preventing enrollment issues for hundreds of students. Dr. Kerr's leadership has had a lasting impact on both student success and enrollment at K-State.

**Dr. Logan L. Britton, Assistant Professor in Agricultural Economics, Kansas State University**

Logan Britton, Assistant Professor of Agricultural Economics at Kansas State University, has excelled in teaching, research, service, and extension during the 2023-2024 academic year. He teaches six courses annually, consistently ranking among K-State's top instructors, and integrates experiential learning using tools like Excel, Power BI, and AnyLogistix. His research on critical agricultural issues resulted in five peer-reviewed publications and over \$2 million in funding. Britton also contributes to departmental committees and organizes workshops on pedagogy and AI. His outreach includes extension articles and presentations on specialty livestock marketing,

benefiting rural economies. In recognition of his efforts, he received the 2024 NACTA Educator Award and the 2023 USDA Early Career Award.

**Chad Bailey, Instructor in Electronic and Computer Engineering, Kansas State University**

Chad Bailey, Instructor in Electronic and Computer Engineering at Kansas State University, excels in teaching, research, and student mentorship. He plays a key role in developing K-State's Robotics and Autonomous Systems program, focused on agricultural innovation, and recently earned a patent. Bailey actively mentors students and leads K-12 summer programs to promote youth technical education. His dedication to student success and service to K-State and the broader community reflects his commitment to growth and innovation.

**Dr. Vitaly Chernetsky, Professor in Slavic, German, & Eurasian Studies, University of Kansas**

Professor Vitaly Chernetsky joined the Slavic Department at KU in Fall 2013 and served as Director of the Center for Russian, East European & Eurasian Studies at KU from 2015-2020. His research focuses on modern and contemporary cultures (literature, film, popular culture) of Ukraine, Russia, Central and Eastern Europe. Dr. Chernetsky is the author of the book *Mapping Postcommunist Cultures: Russia and Ukraine in the Context of Globalization* (2007), of five edited or co-edited volumes, and of numerous articles and reviews. A book in Ukrainian, *Intersections and Breakthroughs: Ukrainian Literature and Cinema between the Global and the Local*, is forthcoming. His published translations from Ukrainian and Russian into English include two novels, two poetry collections, and numerous shorter literary works, scholarly articles, and historical documents.

Dr. Chernetsky is a past president of the American Association for Ukrainian Studies (2009-2018) and more recently of the Association for Slavic, East European, and Eurasian Studies (2024-2025), and is the current President of the Shevchenko Scientific Society in the US. He is also the editor of the Ukrainian Studies book series at Academic Studies Press.

**Dr. David O. Johnson, Associate Teaching Professor in Electrical Engineering & Computer Science, University of Kansas**

Dr. David O. Johnson is an Associate Teaching Professor in the Department of Electrical Engineering and Computer Science (EECS) at KU. He was just promoted to Teaching Professor, effective Fall 2025. Dr. Johnson serves as the primary faculty advisor for six student clubs and organizations. Under his leadership as Accreditation Committee Chair, the EECS Department has successfully renewed the six-year accreditation of its four undergraduate degrees in Spring 2025.

Dr. Johnson teaches a wide range of courses in the EECS Department, such as Introduction to Digital Logic Design; Circuits, Sensors, Instrumentation; Software Engineering I and II; Programming Paradigms; Introduction to Machine Learning; Discrete Structures; Cybersecurity Design; and Computer Science Design. He serves as the graduate advisor for 17 M.S. students in Computer Science. His peer-reviewed publications include 14 journal papers and 10 conference papers. He has recently published a book titled "Basic Human-Robot Interaction." Finally, he received the 2025 EECS Man Cheong Kong Teaching Award, which is voted on each year by the graduating seniors in Computer Science.

**Dr. Sufi Thomas, Associate Professor of Otolaryngology, University of Kansas Medical Center**

Dr. Sufi Thomas serves as the Co-Leader of the Cancer Biology Program at the KU Cancer Center and assumes the role of Associate Director of Basic Research of the Cancer Center in July 2025.

At KUMC, Dr. Thomas is a passionate educator and mentor, where she guides postdoctoral fellows, graduate students, and undergraduates. She was recently recognized with the inaugural Downs & Hamilton Biological Science Award. Her innovative work has led to over 90 peer-reviewed publications, multiple patents, and direct influence on clinical trial development; shaping the global understanding of tumor-stroma interactions and therapeutic targeting strategies. She is the incoming Chair of the Basic Science and Translational Research Service for the American Head and Neck Society and the President-elect of Women in Medicine and Science at KUMC.



**Dr. Dinesh Mudaranthakam, Assistant Professor in Biostatistics and Data Science, University of Kansas Medical Center**

Dr. Dinesh Pal Mudaranthakam is an Assistant Professor in the Department of Biostatistics & Data Science at KUMC, where he also serves as Co-Director of the Biostatistics and Informatics Shared Resource at the KU Cancer Center and Assistant Director of the KU Alzheimer's Disease Center.

At KUMC, Dr. Mudaranthakam has created and taught multiple graduate-level courses while developing a new specialization in Informatics within the Health Data Science program. He has developed several digital platforms and tools, such as the Clinical Trial Finder, ONCO-NET, and CARE Assist App, that have streamlined research processes and improved patient navigation and outcomes. He also chairs the Data and Informatics Committee at KUMC's Rural Health Center. Dr. Mudaranthakam's work has influenced public policy, advanced clinical research participation across Kansas, and garnered numerous federal grants, including from the National Institutes of Health and the National Cancer Institute.

**Dr. Laurie Steen, Clinical Assistant Professor in Occupational Therapy Education, University of Kansas Medical Center**

Dr. Laurie Steen is Director of the Post Professional Doctoral Program and JayStart Faculty Director. She became a licensed and board-certified occupational therapist in 2002 and brings over two decades of clinical and academic excellence. Dr. Steen teaches courses in anatomy, analysis and adaptations, and occupational performance, facilitates doctoral capstone experiences, and leads innovative service-learning projects for underserved communities through JaySTART, a student-run pro bono therapy clinic. In the Driving and Mobility Services Clinic, she integrates advanced simulation technology with hands-on student learning and clinical care.

Dr. Steen won the 2012 and 2021 Bonnie Danley Fieldwork Educator of the Year Award and the 2023 Joyce Jones Faculty Award, selected by students for outstanding educational impact. She is deeply involved in departmental service, including admissions, scholarship review, and the development of mindfulness-based student support programs.

**Dr. Karen Johnson, Professor of Nursing, Pittsburg State University**

Dr. Karen Johnson has been a nationally certified nurse educator since 2018. She teaches a wide range of courses in the nursing curriculum, which she has enhanced through innovative course redesign, competency-based assessments, and integration of interprofessional education. Her revisions have led to measurable improvements in student outcomes and licensure exam performance. She carries a substantial advising load, supporting 30 to 60 students annually, and has mentored over 20 Doctor of Nursing Practice (DNP) scholarly projects. Her clinical experience as a practicing Family Nurse Practitioner in rural Kansas directly enriches her teaching and serves as a powerful model of professional engagement for her students.

Dr. Johnson has served seven years as Graduate Program Coordinator and currently as BSN Program Coordinator. She served as President of the Faculty Senate during the 2022–2023 academic year. Her scholarly work focuses on clinical education and instructional innovation, including ongoing research on simulation in nursing education. She has presented at regional and national conferences and published in journals such as *The Kansas Nurse* and *Midwest Quarterly*. She also served as principal investigator on a federally funded AIDS education initiative.

**Dr. Megan Westhoff, Assistant Professor in Communication, Pittsburg State University**

Dr. Megan Westhoff teaches and directs in the university's Theatre program. She recently led the Theatre program through its milestone 10th season at the Bicknell Family Center for the Arts, culminating in a successful production of *Love/Sick*, an event that reengaged PSU alumni, strengthened community ties and highlighted the long-term impact of her work in the performing arts.

Dr. Westhoff's interdisciplinary presentation, "Artificial Intelligence as a Design Component in the Stage Production of *Mrs. Dalloway*," delivered at the PSU AI Symposium, reflects her commitment to merging



contemporary innovation with traditional artistic practice. She is a recipient of the College of Arts and Sciences Excellence in Teaching Award, recognizing her dynamic and student-centered instructional approach. She contributes to student recruitment through “Rumble in the Jungle” events and serves as a Career Champion with the Career Development Office, mentoring students in professional readiness. Dr. Westhoff’s contributions have significantly elevated the visibility and quality of the Theatre program while advancing PSU’s mission in the arts, education, and student success.

**Dr. Kristopher Mijares, Instructor of Chemistry, Pittsburg State University**

Dr. Kristopher Mijares plays a vital role in delivering foundational science education to a wide range of students, particularly those in pre-nursing and allied health fields. At PSU, he teaches high-enrollment General Education and upper-division chemistry courses, including lecture and laboratory sections of Introductory Chemistry. His teaching is recognized for being inclusive, clear, and highly supportive—traits consistently praised in student evaluations.

Dr. Mijares provides extensive academic support outside of scheduled class time, often tutoring multiple students at once. He also serves as faculty advisor to the Chemistry Club, organizing science outreach, charity drives, and student professional development activities. Dr. Mijares also maintains key instrumentation such as NMR spectrometers, coordinates safety training, and participates in recruitment initiatives that reached more than 2,300 prospective students over the past year.

**Dr. Lisa Parcell, Associate Professor of Communication, Wichita State University**

Dr. Lisa Mullikin Parcell is the Betty and Oliver Elliott Associate Professor of Communication in the Elliott School of Communication at Wichita State University. She serves as the Communication Graduate Coordinator, the Director of the Public Speaking Foundational Course, and Co-Director of The Research Partnership (TRP). Dr. Parcell teaches a variety of courses at the undergraduate and graduate level, most of which have a strong emphasis in applied learning. Her applied marketing research with TRP brings in around \$200,000 per year through contracts with businesses, non-profits, and government agencies. Dr. Parcell also publishes in two of the leading media history journals, *Journalism History* and *American Journalism*, where she focuses on advertising and public relations of branded food products in the first half of the twentieth century.

**Dr. Erin O'Bryan, Assistant Professor of Communications Sciences & Disorders, Wichita State University**

Dr. Erin L. O'Bryan is the Director of the Wichita Adult Language Lab, a member of the Institute for Rehabilitation Medicine and Assistive Technology (IRMAT), and a research speech-language pathologist at the Robert J. Dole VA Medical Center in Wichita. Dr. O'Bryan’s clinical research advances the use of music and person-centered storytelling in speech therapy for people with *aphasia*, a loss of language and communication abilities that frequently results from a stroke. In her lab, 24 stroke survivors have received aphasia therapy through research refining evidence-based methods, and 43 WSU students have worked with these participants, gaining valuable clinical experience.

Dr. O'Bryan has published seven peer-reviewed journal articles and secured \$44,664 in funding for her research and scholarly work. Her research has been featured in the nationally known Aphasia Access Conversations podcast series and in the evidence-based periodical *The Informed SLP*. Dr. O'Bryan serves on state, national, and international conference planning committees, an editorial board, and the CHP Faculty/Staff Affairs Committee.

**Marco Hernandez, Assistant Teaching Professor of Print Media, Wichita State University**

Marco Hernandez is a Mexican educator and artist serving as an Assistant Teaching Professor of Print Media and Foundations Coordinator at Wichita State University. His artwork has been exhibited nationally and internationally, with shows in Mexico, Canada, Colombia, Poland, and Croatia. He has received multiple recognitions for his creative work, including juried awards, fellowships, grants, and solo exhibition invitations. At Wichita State University, Mr. Hernandez has also been honored for his teaching, receiving awards such as the

Faculty of Excellence in Special Fine Arts Endeavor, Faculty of Excellence in Creative/Scholarly Activity, and the Outstanding Hispanic Faculty Member Award.

Beyond the classroom, Mr. Hernandez actively contributes to university committees, student organizations, and community art initiatives. Committed to elevating the arts and inspiring others, his work is deeply influenced by his cultural background and reflects his dedication to a lifelong career as both an artist and educator.

STAFF OF THE YEAR AWARD	
Institution	Staff Nominee
FHSU	No nomination
KSU	Richard Becker, Director of Infrastructure Security Architecture
KU	No nomination
KUMC	No nomination
PSU	Jamie Rink, Director of Student Financial Assistance
WSU	Dr. Christopher Leonard, Director of Counseling and Psychological Services

#### **Richard Becker, Director of Infrastructure Security Architecture, Kansas State University**

Richard Becker, Director of Infrastructure Security, is a driving force behind K-State's cybersecurity transformation. In the wake of last January's cyber incident, Richard led a bold initiative to block all inbound internet traffic to campus endpoints, dramatically strengthening our defenses. At the Biodiversity Research Institute, he tailored this effort to fortify our border firewall, dedicating nights, weekends, and much of his summer to the project. His swift, seamless execution minimized disruption while maximizing protection. Richard's work has significantly reduced our cyber risk and set a university-wide standard for security. His expertise, commitment, and impact make him truly deserving of the KBOR Staff of the Year Award.

#### **Jamie Rink, Director of Student Financial Assistance, Pittsburg State University**

Jamie, Director of Student Financial Assistance at Pittsburg State University, is known for her unwavering dedication to student success and belonging. Despite a demanding role, she consistently goes above and beyond to support students and families—personally resolving financial aid issues, offering after-hours help, and ensuring no student is penalized. Her compassionate outreach, including assisting non-English-speaking families, reflects her deep commitment. Jamie played a key role in launching the Great Gorilla scholarship program, expanding access to financial aid for hundreds of students. A passionate Pitt State supporter, she's also instrumental in supporting student-athletes and consistently works beyond regular hours to meet student needs. Jamie's dedication to going above and beyond in supporting students demonstrates why she is deserving of the KBOR Staff of the Year award.

#### **Christopher Leonard, Director of Counseling and Psychological Services, Wichita State University**

Dr. Leonard, Director of Counseling and Psychological Services (CAPS) at Wichita State University, has revolutionized campus mental health care through innovative, data-driven leadership. He created a responsive model that adapts to student needs, expanded access and services, and seamlessly transitioned CAPS to virtual care during the pandemic. He fosters cross-campus collaboration and empowers his team to lead and innovate. Dr. Leonard is an active member of the WSU Staff Senate, the Kansas Behavioral Sciences Regulatory Board for psychologists, and the National Advisory Committee for College Counseling Mental Health. He is organizing an inaugural statewide conference for higher education mental health professionals on the WSU campus. Through these roles, he contributes his expertise to advance mental health workforce development and advocate for systemic improvements in mental health care. His vision, dedication, and leadership make him deserving of the KBOR Staff of the Year Award.

## 2. Act on Request to Approve AAS in Food & Feed Provost Mendez Manufacturing – KSU

### Summary

*Universities may apply for approval of new academic programs following the guidelines in the Kansas Board of Regents Policy Manual. Kansas State University has submitted an application for approval and the proposing academic unit has responded to all of the requirements of the program approval process. The Kansas Association of Community Colleges has sent a letter outlining concerns with the proposal (Appendix IV) and K-State has provided a response (Appendix V). The Technical Education Authority (TEA) has also provided a letter outlining concerns with the proposal, which is included as Appendix VI. The Board Academic Affairs Standing Committee, the Council of Presidents, and the Council of Chief Academic Officers recommend approval.*

### I. General Information

<b>A. Institution</b>	Kansas State University
<b>B. Program Identification</b>	
Degree Level:	Associate
Program Title:	Food and Feed Manufacturing
Degree to be Offered:	Associate of Applied Science
Responsible Department or Unit:	College of Agriculture/Department of Grain Science and Industry
CIP Code:	1.1002 Food Technology and Processing
Modality:	Hybrid
Proposed Implementation Date:	Fall 2025

Total Number of Semester Credit Hours for the Degree: 60

### II. Clinical Sites: Does this program require the use of Clinical Sites? No

### III. Justification

The demand for a skilled workforce to fill supervisory, operational, and technical roles in the milling, baking, feed, and pet food industries is immense, and no other institution in the United States is meeting this need comprehensively. Currently, Kansas State University trains leaders for these industries. However, the creation of an Associate of Applied Science (AAS) degree in food and feed manufacturing would directly address the industry's labor shortages by providing practical, targeted education.

This program would serve two important demographics. First, it would offer a pathway for existing industry professionals seeking to enhance their knowledge and skills while maintaining their current employment. With the flexibility of an online AAS program and core courses designed as five-week online courses or one-week in-person practicums, these professionals can advance their careers with minimal disruption to their work schedules. Second, the program would appeal to students who prefer to enter the workforce quickly through a two-year technical degree, rather than pursuing a traditional four-year degree. These graduates would be well-prepared to step into the workforce immediately, filling critical roles in feed manufacturing and related fields.

Having more educated and highly qualified employees directly benefits the industry. A more skilled workforce leads to greater operational efficiency, innovation, and overall success for companies in this sector.

### IV. Program Demand

#### A. Survey of Student Interest

A survey was not conducted to address student demand. However, an industry survey was conducted to seek guidance on the development of this program. The survey received 78 responses across the Feed, Pet Food,

Milling, Baking, and Grain Elevator industries. The industry response provided support for this program in training areas of industry knowledge, quality, management, leadership, equipment identification/operation, basic/applied math, ingredient identification, written communication, oral communication, computer application, data management, supervision, employee safety, regulatory, equipment & facility maintenance, food/feed safety. See Appendix I for industry support letters.

## **B. Market Analysis**

The industry market analysis report was conducted by the K-State Market Intelligence & Analysis Team. The data in this report is from Lightcast™, a labor market analytics company that curates and maintains comprehensive labor market data sets. The degree completion data are from IPEDS, reported by CIP code. Labor data is from Quarterly Census of Employment Wages from the Bureau of Labor Statistics and Bureau of Economic Analysis. The regions analyzed include Arkansas, Colorado, Illinois, Iowa, Kansas, Missouri, Nebraska, Oklahoma, and Texas. To provide further analysis in food and feed manufacturing, we used five metrics:

- Regional Unique Job Postings (2019-2023)
- Projected Industry Growth (2023-2032)
- Top Ten Job Titles (2023)
- Top Ten Companies by Unique Job Postings (2023)
- Example Job Postings with Company, Location, and Salary Information (2023)

The five industries reviewed are:

1. Grain Processing Industry
2. Flour and Grain Milling Industry
3. Feed Industry
4. Baking Industry
5. Pet Food Industry

Completions for associate-level programs in grain/feed processing increased nationwide from 2013 to 2022 (IPEDS). Nationally, total completions fluctuated but increased over 350% during that time. Outside of 2016, there were zero online program completions nationwide and within the nine-state region. Although total nationwide completions are growing, the same is not true for the nine-state region (Arkansas, Colorado, Illinois, Iowa, Kansas, Missouri, Nebraska, Oklahoma, Texas) which decreased 66.7% from 2013 to 2022. In 2022, associate degrees accounted for 27 completions, while there were 56 bachelor's completions and 86 awards of less than one year. Only one institution in Kansas, Garden City Community College, reported associate degree completions in 2022 under the 01.0401 CIP code.

Job postings were filtered to include data on Feed Mill Operators, Feed Mill Managers, and Feed Mill Supervisors, the three job titles that we found were most relevant. The nationwide job postings growth for these positions has been over 41% since 2019, but the overall number of jobs is not very high. Feed Mill Operators was the job title with the most postings, tallying 493 last year. Feed Mill Operators also had the largest percent growth (66.6%) in postings from 2019 to 2023. The top employers recruiting for these types of positions include cattle feeders and large companies in the food industry like Tyson Foods, Con Agra, and Smithfield Foods.

A data point of note is that Iowa had the most job postings in the U.S. in 2023, with the rest of the Central U.S. showing demand for these workers, as well. Some of the top requested skills within job postings include agriculture, milling, warehousing and automation. A few of the top growing skills from 2023 revolve around workplace safety. They included hazard analysis and critical control points, preventative maintenance, and safety culture.

There were no associate degrees in grain science, milling, or a combination of the two in the market research scan of similar programs in the nation. The list of similar programs includes three certificates, one minor, and a Career Studies Certificate program. Of these five programs, four of them are in feed milling and only one is offered

online. Based on this scan, there is little to no competition in the associate's degree programs in grain or milling science.

## V. Projected Enrollment for the Initial Three Years of the Program

Year	Total Headcount Per Year		Total Sem Credit Hrs Per Year	
	Full- Time	Part- Time	Full- Time	Part- Time
Implementation	10	20	150	120
Year 2	20	30	300	180
Year 3	35	40	525	240

## VI. Employment

Data from the K-State Market Intelligence & Analysis team using the Lightcast Analyst tool determined the current employment opportunities for Unique Job Postings within a nine-state region from 2019-2023. Unique job postings were searched for soybean and other oilseed processing, fats and oils refining and blending, flour milling, rice milling, wet corn milling, breakfast cereal manufacturing, animal food manufacturing, dog or cat food manufacturing, bread and bakery product manufacturing. Across these unique job postings within a nine-state region there were 1,074 jobs posted in 2023.

- For the grain processing industry (soybean and other oilseed processing and fats and oils refining and blending), in 2023 there were 80 total unique postings with +122.2% change in five-year regional postings and a median salary of \$64,800. Example employment opportunities included industrial technicians and operations assistant.
- For the flour and grain milling industry (flour milling, rice milling, wet corn milling, breakfast cereal manufacturing), in 2023 there were 111 total unique postings with +311% change in five-year regional postings and a median salary of \$58,900. Example employment opportunities included maintenance technician-millwright and maintenance control specialist.
- For the feed industry (animal food manufacturing), in 2023 there were 459 total unique postings with +59.4% change in five-year regional postings and a median salary of \$59,600. Example employment opportunities included Millwright/maintenance mechanic, processing technician, and laboratory technician.
- For the pet food industry (dog or cat food manufacturing), in 2023 there were 124 total unique postings with +359.3% change in five-year regional postings and a median salary of \$57,300. Example employment opportunities included filler operator, laboratory technician, and automation controls technician.
- For the baking industry (bread and bakery product manufacturing), in 2023 there were 300 total unique postings with +10% change in five-year regional postings and a median salary of \$64,300. Example employment opportunities included production supervisors, maintenance lead, mechanical/electrical technician.

## VII. Admission and Curriculum

### D. Admission Criteria

Qualified Admission criteria are used, as this program does not have separate admission requirements.

### E. Curriculum

The 61-credit AAS in Food and Feed Manufacturing program is designed to equip students with the knowledge and skills necessary for a successful career in the grain, food, and feed industries. The curriculum prepares learners for both entry-level and supervisory positions in these rapidly advancing sectors. In addition to offering a solid technical foundation in areas such as ingredient purchasing, equipment maintenance, and operation, and facility oversight, the program emphasizes invaluable hands-on learning experiences.



This curriculum accommodates two types of learners: 1) current industry professionals seeking to earn their degree online while maintaining their jobs, and 2) traditional students aiming to complete a two-year technical degree to quickly enter the food and feed manufacturing or grain processing workforce. To support these diverse needs, core classes are structured in five-week, one-hour modules, allowing for greater flexibility.

Beyond technical training, our curriculum addresses additional skills that industry surveys indicate employers seek in candidates. Applied skills and professional specialization are emphasized, particularly through courses focusing on employee safety, food and feed safety, computer applications, and specialized areas relevant to food and feed manufacturing, including agronomy, animal science, agricultural safety, mechanical systems, entomology, food science, and others. Flexibility is also built into the specialization electives to allow for high school students to take advantage of completing targeted courses for free while in high school to help meet degree requirements. The flexible "Specialization Electives" component reflects the diverse areas within modern food and feed manufacturing, ensuring that our approach is tailored to the various career possibilities available to AAS graduates.

The program requires a total of 18 credits in core Food and Feed Manufacturing (FFM) major courses, supplemented by three sections within the major support courses: 9 credits focused on specialization, 6 credits dedicated to major support (computer applications and employee safety), and 12 credits in management electives. The content needed for the 18 credit hours of core FFM major courses currently resides within the Department of Grain Science and Industry at Kansas State University. This content will be retooled for online delivery and to focus on the key pieces of technical education needed for this target audience.

Recognizing the importance of business operations and management skills, we require students to complete 12 credits in "Management Electives." Additionally, effective communication and applied mathematics are critical skills sought by employers, leading to requirements in the KBOR general education curriculum, including courses in English, Communication, and Math.

The remaining credits consist of 4-5 credits in Natural Science and Physical Sciences and 3 credits in Arts and Humanities or Social and Behavioral Science, providing a well-rounded education. These courses lay a solid foundation in basic science and the humanities while allowing students to explore a wide range of topics that can significantly influence their career trajectories.

In addition to the AAS FFM degree, FFM certificates will be in place by Fall 2025. These certificates are designed to provide students with a credential they can present to employers even before completing their associate's degree. This is particularly valuable for students who may need to pause their education or want to demonstrate their skills to prospective employers partway through their studies. Additionally, all course requirements for the certificate will apply directly toward the completion of the Associate of Applied Science (AAS) degree. Offering these certificates strengthens the stackable credential pathway (see Appendix II), recognized by the Kansas Board of Regents (KBOR), helping students build their academic and professional profiles step-by-step. For the non-traditional place-bound student, we also hope to develop microcredentials in the future that will not only enhance skills in their current position through professional development, but that will also provide a pathway of stackable credentials (see Appendix III) that could lead to a certificate or ultimately an associate's degree.

#### Year 1: Fall

#### SCH = Semester Credit Hours

Course #	Course Name	SCH
CORE 1	K-State CORE 1 - English - Select 1 course from the list (i.e., ENGL 100 - Expository Writing I)	3
CORE 3	K-State CORE 3 - Mathematics & Statistics - Select 1 course from the list (i.e., STAT 225 - Intro to Statistics)	3
ASMS 120	Intro to Food & Feed Manufacturing Employee Safety	1

**Year 1: Fall (continued)****SCH = Semester Credit Hours**

ASMS 220	Employee Safety in Grain Handling Facilities	1
ASMS 221*	Safety Applications Practicum	1
FFM 101	Orientation to Food & Feed Manufacturing	1
FFM 110	Intro to Grain & Food Manufacturing Industries	1
FFM 111	Intro to Feed & Pet Food Manufacturing Industries	1
FFM 120	Ingredient ID & Quality: Cereal Grains	1
FFM 121	Ingredient ID & Quality: Oil Seeds & Legumes	1
FFM 122	Ingredient ID & Quality: Co-products & Additives	1
<b>Select 1 course:</b>		
FFM 159*/169*/179*	Practicum: Intro to Milling/Intro to Baking/Intro to Feed & Pet Food	1

**Year 1: Spring**

Course #	Course Name	SCH
CORE 2	K-State CORE 2 - Communication - Select 1 course from the list (i.e., COMM 106 - Public Speaking I)	3
CORE 5 or CORE 6	K-State CORE 5 - Social & Behavioral Science <i>or</i> K-State CORE 6 - Arts & Humanities - Select 1 course from the list	3
CA Elective	Computer Applications Elective - ASI 290 or CIS	1-3
<b>Select 1 group:</b>		3
FFM 150/151/152	Milling: Preparing Grains/Milling Process/Milling Specialty Grains	
FFM 160/161/162	Baking: Bakery Ingredients/ Bakery Processes/Baking Products	
FFM 170/171/172	Feed & Pet Food: Feed Processing/Pet Food Processing/ Finished Feed and Pet Food Quality Assurance	
Specialization Elective Course	See Departmental List**	3

**Year 2: Fall**

Course #	Course Name	SCH
CORE 4	K-State CORE 4 - Natural & Physical Sciences - Select 1 course, with lab, from the list (i.e., AGRON 120 & 121, Crop Science)	4
LEAD 212 <i>or</i> MANGT 220	Introduction to Leadership Concepts or Principles of Management	3
FFM 210	Food & Feed Manufacturing Equipment Maintenance	1
<b>Select 1 course:</b>		
FFM 215/216/217	Maintenance Programs: Milling Specific/Baking Specific/Feed & Pet Food Specific	1
<b>Select 1 course:</b>		
FFM 225*/226*/227*	Equipment Maintenance Practicum: Milling/Baking/Feed	1
Specialization Elective Course	See Departmental List**	3
Management Elective Course	See Departmental List**	3



**Year 2: Spring**

Course #	Course Name	SCH
FFM 250	Advanced Food & Feed Manufacturing Management	1
<b>Select 1 course:</b>		
FFM 251/261/271	Advanced Management: Milling/Baking/Feed & Pet Food	1
<b>Select 1 course:</b>		
FFM 252*/262*/272*	Advanced Manufacturing Management Practicum: Milling/Baking/Feed & Pet Food	1
FFM 280	Intro to Food & Feed Safety	1
<b>Select 1 course:</b>		
FFM 285/287	Food Safety Principles in Milling and Baking/Advanced Feed & Pet Food Safety	1
Specialization Elective Course	See Departmental List**	3
Management Elective Course	See Departmental List**	3
Management Elective Course	See Departmental List**	3
Free Electives	If needed to reach 60 total hours	0-2

**Total Number of Semester Credit Hours ..... 60**

**\*\* Departmental List:**

<b>Management Electives:</b>		<b>12</b>
<b>Select 1 Course:</b>		
LEAD 212	Intro to Leadership Concepts	3
MANGT 220	Principles of Management	3
<b>Select 9 Hours:</b>		
ACCTG AGEC BUS ENTRP FINAN LEAD MANGT MIS MKTG SALES		
<b>Specialization Electives:</b>		<b>9</b>
<b>Select 9 Hours:</b>		
AGRON AGTEC ASI ASMS ATM ECET ENTOM FDSCI FFM FNDH GRSC IMSE MET		

**VIII. Core Faculty**

Note: \*\*\* Next to Faculty Name Denotes Director of the Program, if applicable

FTE: 1.0 FTE = Full-Time Equivalency Devoted to Program

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Dr. Chad Paulk***	Associate Professor	PhD	Y	Feed Science, Monogastric Nutrition, Ingredient Quality and Safety	0.17
New Program Coordinator	Instructor	TBD	N	Online Course Delivery	1.0
Jason Watt	Instructor	BS	N	9 yrs experience in milling education; 7 yrs practical milling industry experience	0.17
Aaron Clanton	Instructor	MBA	N	5 yrs experience teaching at K-State; 20 yrs experience - bakery industry; 13 yrs experience teaching all aspects of AIB Internationals baking curriculum.	0.04

Fran Churchill	Instructor	MS	N	12 yrs experience milling education; 20 yrs practical milling industry experience	0.13
Huseyin Dogan	Instructor	BS	N	Associate Engineer, 21 yrs experience teaching for Department of Grain Science. Mechanical Engineer - 30 yrs experience - project management, design, power distribution, & trouble shooting.	0.08
Dr. Julia Pezzali	Assistant Professor	PhD	Y	Pet Food Processing, Pet Food Nutrition	0.04
Paul Blodget	Instructor/ Flour Mill Manager	BS	N	Current Instructor and Program Manager - Hal Ross Flour Mill. Over 20 yrs practical milling experience	0.21
Dr. Mitch Ricketts	Professor	PhD	Y	Agriculture Safety & Health; Board Certified Safety Professional - over 30 yrs experience in safety, health, & environmental management	0.10
Bakery Science Faculty	TBD	TBD	Y/N	A core Bakery Science Faculty member will have FTE repartitioned to account for this additional teaching responsibility.	0.29
Feed Science Faculty	TBD	PhD	Y	A core Feed Science Faculty member will have FTE repartitioned to account for this additional teaching responsibility.	0.21
Pet Food Science Faculty	TBD	PhD	Y	A core Pet Food Science Faculty member will have FTE repartitioned to account for this additional teaching responsibility	0.08

Number of graduate assistants assigned to this program ..... **0**

## IX. Expenditure and Funding Sources

<b>A. EXPENDITURES</b>	First FY	Second FY	Third FY
<b>1. Personnel – Reassigned or Existing Positions</b>			
Faculty	\$ 104,000	-	-
Administrators ( <i>other than instruction time</i> )		\$ 65,000	\$ 65,000
Graduate Assistants	-	-	-
Support Staff for Administration ( <i>e.g., secretarial</i> )	-	-	-
Fringe Benefits ( <i>total for all groups</i> )		21,450	21,450
Other Personnel Costs	-	-	-
<b>Total Existing Personnel Costs – Reassigned or Existing</b>	<b>\$ 104,000</b>	<b>\$ 86,450</b>	<b>\$ 86,450</b>
<b>2. Personnel – New Positions</b>			
Faculty	-	-	-
Administrators ( <i>other than instruction time</i> )	\$ 65,000		
Graduate Assistants	-	-	-
Support Staff for Administration ( <i>e.g., secretarial</i> )	-	-	-
Fringe Benefits ( <i>total for all groups</i> )	21,450		
Other Personnel Costs	-	-	-
<b>Total Existing Personnel Costs – New Positions</b>	<b>\$ 86,450</b>	-	-
<b>3. Start-up Costs - One-Time Expenses</b>			
Library/learning resources	-	-	-
Equipment/Technology	-	-	-

Physical Facilities: Construction or Renovation	-	-	-
Other	-	-	-
<b>Total Start-up Costs</b>	-	-	-
<b>4. Operating Costs – Recurring Expenses</b>			
Supplies/Expenses	\$ 12,500	\$ 12,500	\$ 12,500
Library/learning resources	-	-	-
Equipment/Technology	-	-	-
Travel	-	-	-
Other	103,700	103,700	103,700
<b>Total Operating Costs</b>	116,200	116,200	116,200
<b>GRAND TOTAL COSTS</b>	\$ 306,650	\$ 202,650	\$ 202,650

<b>B. FUNDING SOURCES</b> (projected as appropriate)	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds	-	\$ 109,291	\$ 194,294	\$ 309,657
Student Fees	-	-	-	-
Other Sources	-	-	-	-
<b>GRAND TOTAL FUNDING</b>	-	\$ 109,291	\$ 194,294	\$ 309,657
<b>F. Projected Surplus/Deficit (+/-)</b> (Grand Total Funding <i>minus</i> Grand Total Costs)		<b>- \$ 197,359</b>	<b>- \$ 8,356</b>	<b>\$ 107, 007</b>

## X. Expenditures and Funding Sources Explanations

### A. Expenditures

#### 1. Personnel – Reassigned or Existing Positions

The Department of Grain Science and Industry has ten faculty with various extension and teaching responsibilities that adequately cover the diverse discipline. Therefore, all FFM course offerings are offered as part of current appointments. Percent time dedication varies with faculty member roles and ranges from 0.08 to 0.29 FTE.

- The First FY expense for \$104,000 will be designated to cover the summer salary of three tenured track professors who are on nine-month appointments for course development. These will be a one-time expense.
- A total of three tenured track professors and five instructors will be reassigned to AAS FFM courses. With addition of the new workload policy at Kansas State University, there are gaps in teaching load responsibilities for these faculty that can be used to meet the AAS teaching needs. In addition, current online service courses, such as GRSC 101, will be removed and restructured as FFM 110, 111, 120, 121, 122.

#### 2. Personnel – New Positions

One Program Coordinator will be hired as an administrator and content manager for the AAS in Food and Feed Manufacturing. The annual salary for the Program Coordinator will be \$65,000. Fringe benefit of \$21,450 were calculated at the standard university rate of 30%.

#### 3. Start-up Costs – One-Time Expenses

As previously defined, the one-time expense will be related to personnel. A total of three tenured track professors and five instructors will be reassigned to AAS courses. With addition of the new workload policy at Kansas State University, there are gaps in teaching load responsibilities for these faculty that can be used to meet the AAS teaching needs. In addition, current online service courses, such as GRSC 101, will be removed and restructured as FFM 110, 111, 120, 121, 122.

#### 4. Operating Costs – Recurring Expenses

We also require funds for supplies/expenses associated with office materials, instruction, IT support, and promotion and marketing activities (\$12,500/yr). In addition, we will offer ten practicum courses and this will require operation of the flour mill, baking lab, test kitchens, feed mill, and pet food processing labs. For each of these courses it will cost approximately \$10,000 in operations and supplies (total \$103,700 per year).

#### B. Revenue: Funding Sources

Student tuition revenue has been calculated at \$404.78/credit hour – the standard in-state tuition rate for undergraduate courses. The total number of credit hours per year is based on the projected enrollment and anticipated credit hours for full-time and part-time students.

Fiscal year	Total credit hours	Cost per credit hour	Total revenue
First FY	270	\$404.78	\$109,291
Second FY	480	\$404.78	\$194,294
Third FY	765	\$404.78	\$309,657

#### D. Projected Surplus/Deficit

The projected surplus by year three reflects the difference between Total Funding and Total Expenses.

#### XI. References

U.S. Bureau of Labor Statistics. (n.d.) *Quarterly census of employment and wages*. Available from <https://www.bls.gov/cew/>

U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) (2022). Available from <https://nces.ed.gov/ipeds/datacenter>.



---

Dr. Kyle Coble  
Director of Nutritional Services  
JBS Live Pork, LLC  
Greeley, CO

August 18<sup>th</sup>, 2024

Associate of Applied Sciences (AAS) in Food and Feed Manufacturing  
Kansas State University  
Manhattan, KS

Dear Department and Faculty Member(s):

I am writing this letter in support of your proposed development of the academic program and curriculum for an Associates Degree of Applied Sciences (AAS) in Food and Feed Manufacturing. This extended learning opportunity for many in our industry is needed, desired, and essential to the continuation of adding skilled labor to the feed manufacturing workforce.

Nearly 4 years ago, Dr. Chad Paulk, Dr. Charles Stark, and I develop the "JBS Master Milling Course". It covers the areas of basic feed milling, quality control, maintenance and even some personal development in feed milling. This was developed out of necessity to create growth opportunities for our front-line workers who were thirsty for a chance to move up in the business and for a better future that would accompany them for their lives beyond.

This reality of need unfortunately came full force before the program was developed. Just weeks prior to moving this concept into a reality, an employee of mine whom had been at the company for 42 years at the same mill, even after building it, said "my father told me all I would ever be was a feed mill operator and that was all I ever was. No one ever cared enough to develop me or help me fulfill my potential in an industry I loved". While this person was proud of their tenure, they were not happy with the outcome of their career – it had become a job they did for decades. Only having overseen the Feed Operations for JBS Live Pork for less than a year and our company only owning that location for slightly longer, it shook me to the core. From that point forward, I vowed to never put our employees in that position and born was the JBS Master Milling Course.

The course overall has been a success, but it has not been without its challenges. While post graduate trained and completing a PhD, I am not a trained educator and at times the development has struggled to keep pace. The demands of an industry job tug at time and priorities to keep the business going versus personal development is a reality. Students need prompt replies and consistent engagement. When we have had up to 25 students across 3 classes at one time, they need a professional that is an educator in the area of milling science and a program whose focus and core is exactly what this AAS would provide. To top this all, even after a monetary bonus was provided for class completions, most did not want to do "without getting a college degree".

Selfishly, I cannot explain in words what this would mean to JBS Live Pork's Feed Milling Team. It would expand our established program into an option that students and industry professionals could carry on with and add academic merit to their futures that allow them to turn a job into a career. This program would be one of a kind in our industry, and no one is better at that than Kansas State Grain Science.

I thank you for reading this letter and hearing our position as you deeply consider the futures and careers of not only our employees, but the industry and families they are made of.

Sincerely,  
*Kyle Coble*  
Dr. Kyle Coble

---

1770 Promontory Circle • Greeley, CO 80634 • 970-506-8000 • [jbsfoodsgroup.com](http://jbsfoodsgroup.com)

Appendix I



November 1, 2024

Faculty and Administration  
Kansas State University  
Manhattan, KS 66506

RE: Support for the Associate of Applied Sciences (AAS) in Food and Feed  
Manufacturing

Dear Faculty and Administration,

We are writing to express our strong support for the proposed development of the Associate of Applied Science (AAS) in Food and Feed Manufacturing curriculum at Kansas State University. This initiative will provide opportunities for potential students looking to enter the grain milling industry as a future career.

As both the food and feed manufacturing sectors continue to grow, a significant need has emerged for professionals adept in both technical and operational sides of running a mill. The AAS program aligns with this demand and provides instruction and experience in grain milling, preparing a pool of skilled employees ready to contribute effectively early in their careers.

Hill's Pet Nutrition acknowledges the potential this program holds. By offering this targeted training, current and future employees will be able to bring expertise to mills throughout Kansas, reflective of the state's position as a grain production leader.





Furthermore, the program supports local economies by sustaining the long-term viability of Kansas-based grain mills and other related food and feed manufacturing businesses. It provides students with pathways to gain education and hands-on experience, retaining talent within the state and providing a continuous pipeline of skilled workers.

Thank you for your consideration of this addition to Kansas State University's educational offerings. We eagerly anticipate the success of the AAS in Food and Feed Manufacturing program and are confident in the substantial impact it will have on the industry.

Sincerely,

A handwritten signature in blue ink, appearing to read 'N. Rozzi'.

Nicholas L. Rozzi, Ph.D.  
Vice President, Product Development  
Hill's Pet Nutrition  
1035 NE 43rd Street  
Topeka KS 66617





Dr. Chad Paulk  
Associate Professor  
Feed Science and Management in the Department of Grain Science and Industry  
Kansas State University  
Shellenberger 313  
Manhattan KS, 66506

### **Proposed AAS in Food and Feed Manufacturing Program**

Dear Dr. Paulk,

Founded in 1909, the American Feed Industry Association (AFIA), based in Arlington, Va., is the world's largest organization devoted exclusively to representing the business, legislative and regulatory interests of the U.S. animal food industry and its suppliers. The organization's membership is comprised of over 650 domestic and international companies that represent the total feed industry—manufacturers of commercial and integrated feed and pet food, ingredient suppliers, pharmaceutical companies, industry support and equipment manufacturers. AFIA's members manufacture more than 75% of the feed and 70% of the non-whole grain ingredients used in the country.

The AFIA was thrilled to hear that you are proposing to develop an Associate of Applied Sciences (AAS) in Food and Feed Manufacturing. An AAS degree in feed manufacturing will help meet some current needs in our industry labor requirements. There are existing industry professionals seeking to earn a degree online while maintaining their current employment. This type of program will help those individuals increase their knowledge base and advance their careers. There are also students that would like to complete a two-year technical degree and enter the workforce quickly rather than pursue a traditional four-year degree. The type of degree program that you are proposing to develop will help provide highly qualified potential employees to work in our feed manufacturing facilities. A more educated employee always equates to a more qualified employee. A more qualified labor force is good for our industry.

The AFIA whole-heartedly supports the development of this program!

Yours Sincerely,

**Gary Huddleston**  
Director of Feed Manufacturing and Regulatory Affairs

***Our Industry. Our Passion. Our Voice.***

American Feed Industry Association • 2101 Wilson Blvd., Suite 810, Arlington VA 22201 USA  
T: (703) 524-0810 • F: (703) 524-1921 • [afia@afia.org](mailto:afia@afia.org) • [afia.org](http://afia.org)



August 30, 2024

Department of Grain Science and Industry  
Kansas State University  
Suite 201 Shellenberger Hall  
1301 Mid-Campus Dr  
Manhattan, KS 66506

Dear Department of Grains Science and Industry:

I am writing on behalf of the North American Millers' Association (NAMA) in support of the Kansas State University Department of Grain Science and Industry application to offer an Associate of Applied Science (AAS) in Food and Feed Manufacturing

NAMA represents millers of wheat, corn, oats, and rye across the continental United States, Puerto Rico, and Canada. Our members take raw grain and, through grinding and crushing, create flour and other products that are used to make favorite foods.

Kansas State University currently offers the only Bachelor of Science degree in milling in the United States. Our industry fully supports the current program, but we also recognize that the needs of today's learners and employers are broader than four-year degree programs.

As the only fully operational training center in the United States, Kansas State has a unique opportunity to utilize existing resources and staff to expand its mission and enrollment. Our hope is that currently working employees will be able to advance their careers by earning an AAS degree while working full-time. The program would also offer students from Kansas and around the country specialized training for jobs with excellent compensation and professional growth opportunities.

The milling industry, like other manufacturers located in rural America, must look at new ways to expand our talent pipeline. An AAS in Food and Feed Manufacturing offered by Kansas State could play an important role in workforce development for the future.

Sincerely,

Jane DeMarchi  
President

1400 Crystal Drive, Suite 650 • Arlington, VA 22202

TEL: 202.484.2200 • [namamillers.org](http://namamillers.org) • [generalinfo@namamillers.org](mailto:generalinfo@namamillers.org)



October 4, 2024

Chad Paulk  
Associate Professor, Department of Grain Science and Industry  
Kansas State University

Dr. Paulk,

We appreciate the chance to express our support for the proposed Associate of Applied Science in Food and Feed Manufacturing (AAS). At Cargill, our values--do the right thing, put people first and reach higher--guide us in all aspects of our business. These values guide how we attract and retain the talent that we employ in our production facilities. We believe that it is in the best interest of our current and future team members to have access to a wide variety of educational opportunities. As we look at our talent in our food and feed production facilities, we recognize that not every supervisory and management position would require a traditional four-year degree. We do still value the investment that our team members make in their education and will continue to seek out employees with four-year degrees. At the same time, we also recognize the importance of education options that fit the life circumstances of our employees who do not wish or are not able to invest in a four-year degree.

The AAS program that you are proposing will be a valuable addition to the education options of our current and future employees. We could certainly see this as a degree track that would help us to meet the demands for entry level supervisory employees in our production facilities. We also appreciate the fact that this could be a great option for some of our current employees to further their education as they continue their employment. We appreciate the work that you and your department have done to propose this AAS program. Cargill is supportive of the development of such programs, and they will help to improve the ability of our team members to prepare for future roles and to grow in existing roles at Cargill.

Thank you for consideration of these comments and please let us know if you need anything else to support your efforts.

My Regards,

Scott J. Eilert, Ph.D.  
VP, Responsible Sourcing Program Director  
Cargill Protein and Salt

825 E. Douglas

Wichita, KS 67202

316-291-2119

**Josh Flohr, Ph.D.**

To the Department of Grain Science and Industry,

Seaboard Foods is a leading integrated food company in the United States, producing premium pork and other protein products for domestic and international markets. With our deep roots in the Midwest, particularly in Kansas, where many of our operations are based, we are committed to fostering strong relationships within the state. Our facilities in Kansas play a vital role in our supply chain, making it one of our key production hubs.

We are pleased to hear about your proposal to develop an Associate of Applied Sciences (AAS) in Food and Feed Manufacturing. This AAS degree will help address the current labor market needs in our industry, particularly by providing targeted education and hands-on training for students who are eager to join the workforce. Many individuals in the industry are seeking opportunities to advance their careers by enhancing their knowledge while continuing their employment. This program would be an excellent resource for such professionals to upskill and contribute even more effectively to their organizations.

Additionally, as a company with strong ties to Kansas, this program is especially valuable to us. By creating opportunities for Kansas students and professionals to receive technical education close to home, the program will help sustain a robust local labor force that can support the continued growth of the state's food and feed manufacturing industries. Furthermore, this program offers a valuable pathway for students aiming to quickly enter the workforce with a two-year technical degree. The skills and qualifications gained through this degree will prepare them to succeed in various roles within the feed manufacturing sector, ensuring that we have access to well-trained and educated employees ready to thrive in our Kansas facilities.

Seaboard Foods fully supports the development of this program. A better-educated workforce will directly benefit both our company and the broader Kansas economy. We are confident that this initiative will enhance the availability of qualified employees and contribute to the overall success of food and feed manufacturing operations across the country and within our state.

Sincerely,



Josh Flohr

Senior Director of Technical and Veterinary Services

Seaboard Foods



August 29, 2024

To whom it may concern:

This letter is written in support of the proposed Associate of Applied Sciences in Food and Feed Manufacturing at Kansas State University. This proposed program offers the potential to positively impact and influence livestock, grain and feed manufacturing industries.

There is a large void in our industry of professionals that already possess technical skills and knowledge of grain and feed manufacturing. Therefore, it's difficult to easily find and place supervisory or managerial roles in mills. This program offers a great opportunity to offer additional training to current employees, as well as greater pool of talent in our industries.

I fully support the proposed program and the potential impact it will have.

Thanks,

Chance Williams, PhD  
Senior Nutritional Services Director  
Wayne-Sanderson Farms





August 26, 2024

Kansas Board of Regents  
1000 SW Jackson Street, Suite 520  
Topeka, KS 66612

Dear Members of the Kansas Board of Regents,

I am writing to express Ardent Mills' enthusiastic support for the proposed Associate of Applied Science (AAS) in Food and Feed Manufacturing program being proposed by the Department of Grain Science at Kansas State University. As a leading flour milling company with a long-standing commitment to the state of Kansas, we recognize the significant benefits that this program will bring to both the local workforce and the industry as a whole.

Kansas has a storied history in flour milling and agriculture, and it is imperative that we continue to nurture and develop this vital sector. The AAS in Food and Feed Manufacturing aligns perfectly with the needs of our industry and the opportunities available to Kansas students. This program will serve as a critical bridge between education and industry, addressing the growing demand for skilled professionals in the food and feed manufacturing sector.

The benefits of this program are manifold:

1. **Enhancing Workforce Skills:** The AAS program will provide current and future employees with specialized training that is directly applicable to their roles within the industry. By equipping them with advanced knowledge and practical skills, the program ensures that our workforce remains competitive and adept in a rapidly evolving field.
2. **Fulfilling Industry Needs:** As the food and feed manufacturing sector continues to grow, there is an increasing need for trained professionals who understand both the technical and operational aspects of the industry. This program will help fill that need by developing a pool of highly qualified candidates ready to contribute effectively from day one.
3. **Supporting Local Economies:** By fostering a skilled workforce, the AAS program will support the long-term viability of Kansas flour mills and other food and feed manufacturing businesses. This not only helps our company but also strengthens the overall economic health of the state.
4. **Creating Pathways for Students:** The program offers a valuable opportunity for Kansas students to gain relevant education and hands-on experience, which can lead to rewarding careers within the state. By providing a clear pathway from education to employment, the

[ArdentMills.com](https://www.ArdentMills.com)



program will help retain talent within Kansas and ensure a steady pipeline of skilled workers for the future.

At Ardent Mills, we are committed to supporting educational initiatives that align with our industry's needs and contribute to the growth of the local economy. We believe that the AAS in Food and Feed Manufacturing is a significant step forward in achieving these goals and are proud to lend our support to this initiative.

Thank you for considering this valuable addition to the educational landscape of Kansas. We are confident that the program will make a lasting impact and look forward to witnessing its success.

Sincerely,

A handwritten signature in black ink, appearing to read "T. Anderson", written over a light gray circular background.

**Troy Anderson**  
*Vice President | Operations*  
Cell: 316-200-2041

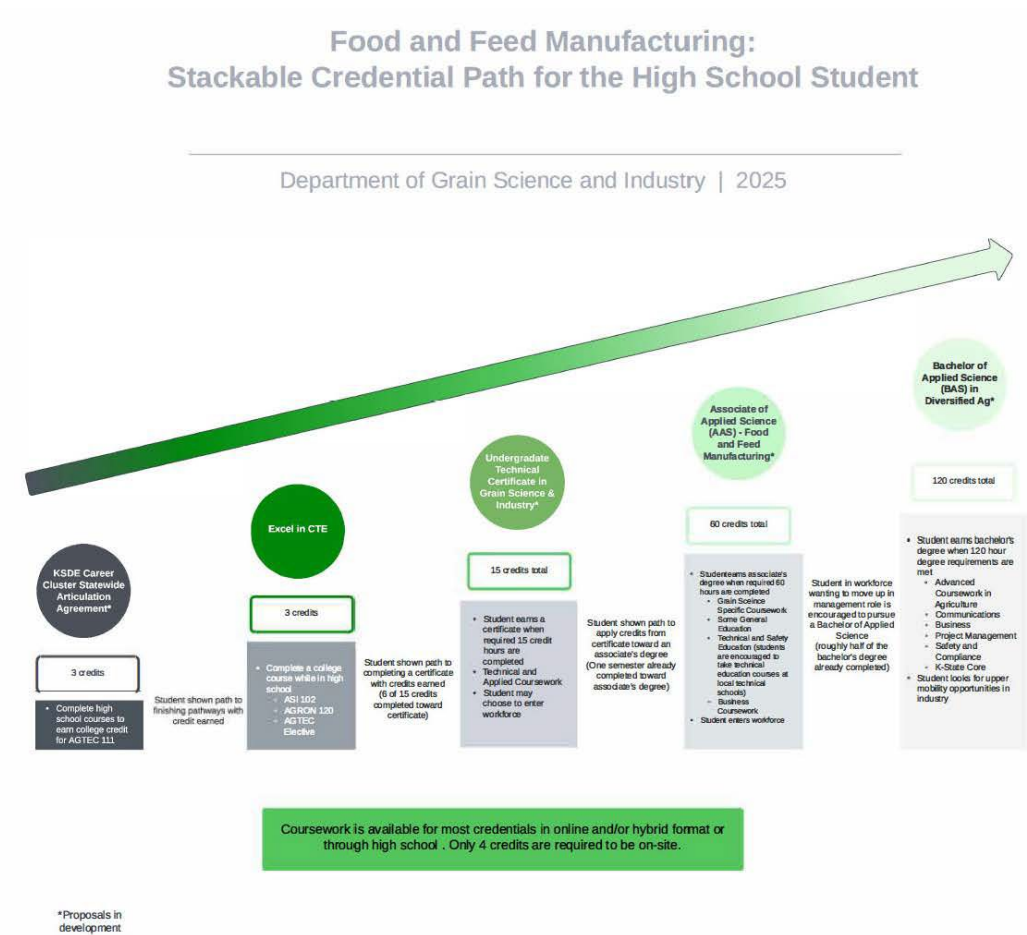
[ardentmills.com](http://ardentmills.com)



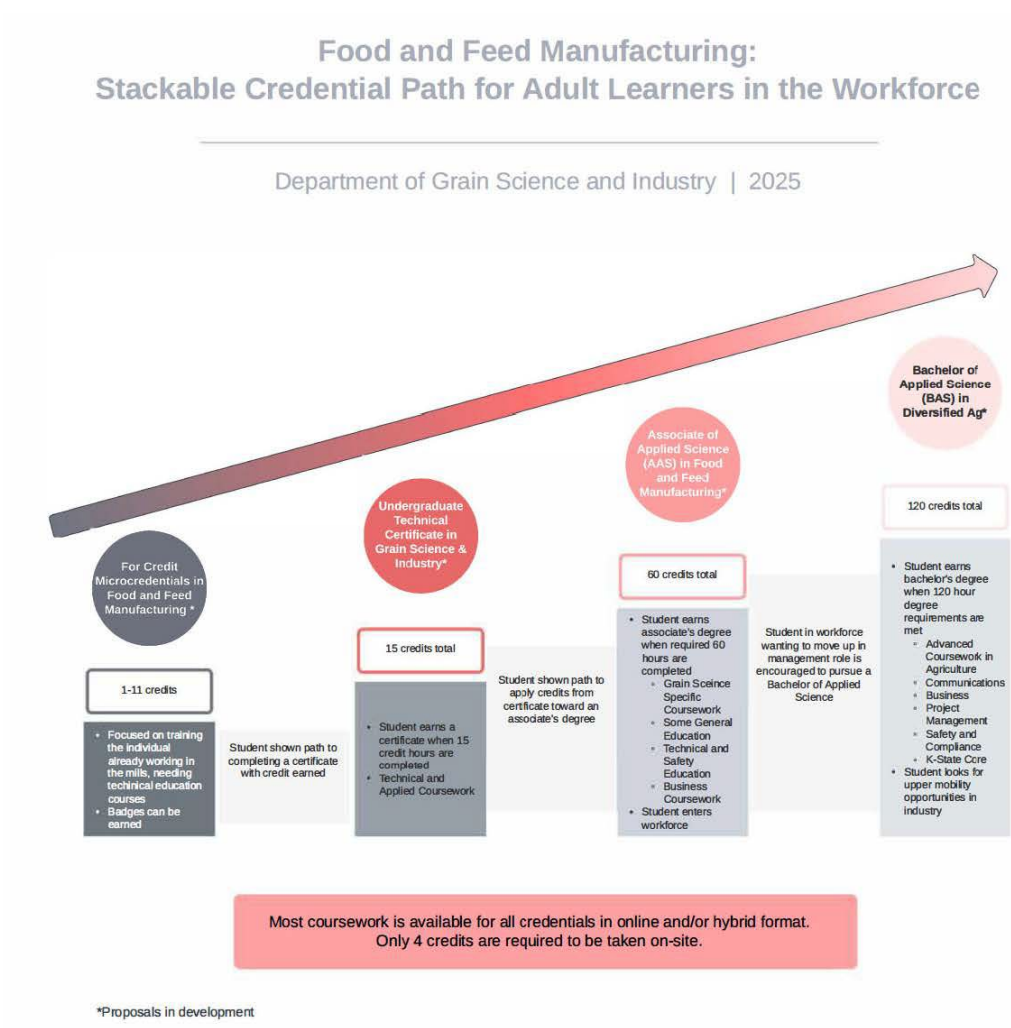
ArdentMills.com



Appendix II:



Appendix III:



# KANSAS STATE UNIVERSITY

Complete as of 9/16/2024

**Degree:** Associate of Applied Science  
**Major:** Food and Feed Manufacturing

**Distinctive Requirements for Degree Program**  
**To Declare Major:**

**To Prepare for First Semester:**

First Year				
SEMIESTER 1		Critical	Recommended	Kansas State Core CREDITS
Requirement #1: English	Select 1 course from the list (i.e. ENGL 100 - Expository Writing I)			010 3
Requirement #2: Mathematics & Statistics	Select 1 course from the list (i.e. STAT 225 - Intro to Statistics)			030 3
ASMS 120	Intro to Food & Feed Manufacturing Employee Safety			1
ASMS 220	Employee Safety in Grain Handling Facilities			1
ASMS 221*	Safety Applications			1
FFM 100	Orientation to Food & Feed Manufacturing			1
FFM 110	Intro to Grain & Food Manufacturing Industries			1
FFM 111	Intro to Feed & Pet Food Manufacturing Industries			1
FFM 120	Ingredient ID & Quality: Cereal Grains			1
FFM 121	Ingredient ID & Quality: Oil Seeds & Legumes			1
FFM 122	Ingredient ID & Quality: Co-products & Additives			1
Select 1 course:				
FFM 150*/165*/175*	Practicum: Intro to Milling/Intro to Baking/Intro to Feed & Pet Food			1
Total Credits				16
SEMIESTER 2		Critical	Recommended	Kansas State Core CREDITS
Requirement #3: Communication	Select 1 course from the list (i.e. COMM 106 - Public Speaking I)			020 3
Requirement #4: Social & Behavioral Science or #5: Arts & Humanities	Select 1 course from the list			050 or 060 3
Consumer Applications Course	Select 1 course: ASI 200 or CRS			1-3
Select 1 group:				3
FFM 150/151/152	Milling: Preparing Grains/Milling Process/Milling Specialty Grains			
FFM 160/161/162	Baking: Baking Ingredients/Baking Process/Baking Products			
FFM 170/171/172	Feed & Pet Food: Feed Processing/Pet Food Processing/Finished Feed & Pet Food Quality Assurance			
Specialization Elective Course	See Departmental List			3
Total Credits				13-15
Second Year				
SEMIESTER 1		Critical	Recommended	Kansas State Core CREDITS
Requirement #6: Natural & Physical Sciences	Select 1 course from the list (i.e. AGRON 120 & 121, Crop Science)			040 4
LEAD 212 or MANOT 220	Introduction to Leadership Concepts or Principles of Management			3
FFM 210	Food & Feed Manufacturing Equipment Maintenance			1
Select 1 course:				
FFM 215/16/217	Preventative & Predictive Maintenance: Milling Specific/Baking Specific/Feed & Pet Food Specific			1
Select 1 course:				
FFM 225*/226*/227*	Equipment Maintenance Practicum: Milling/Baking/Feed & Pet Food			1
Specialization Elective Course	See Departmental List			3
Management Elective Course	See Departmental List			3
Total Credits				16
SEMIESTER 2		Critical	Recommended	Kansas State Core CREDITS
FFM 230	Advanced Food & Feed Manufacturing Management			1
Select 1 course:				
FFM 231*/261*/271*	Advanced Management: Milling/Baking/Feed & Pet Food			1
Select 1 course:				
FFM 232/262/272	Advanced Manufacturing Management Practicum: Milling/Baking/Feed & Pet Food			1
FFM 280	Intro to Food & Feed Safety			1
Select 1 course:				
FFM 285/287	Food Safety Principles in Milling and Baking/Advanced Feed & Pet Food Safety			1
Specialization Elective Course	See Departmental List			3
Management Elective Course	See Departmental List			3
Management Elective Course	See Departmental List			3
Free Elective	If needed to reach 60 total hours			0-2
Total Credits				14-16
Program Total Credits:				60

\*On-Site Course

## Appendix IV

KANSAS ASSOCIATION OF  
COMMUNITY COLLEGES

April 14, 2025

Dr. Blake Flanders  
President and CEO  
Kansas Board of Regents

Dear Dr. Flanders,

The 19 Kansas community colleges are grateful for the opportunity to share our thoughts regarding Kansas State University's (K-State) proposal to offer an Associate of Applied Science (AAS) degree in Food and Feed Manufacturing. For decades, awarding Associate Degrees has been the purview of Kansas community colleges. This proposal is different from the last few proposals for Associates degrees in that this degree is not intended to be a transfer degree. It is an AAS, which will generally not transfer, and be applicable to a Bachelor's degree. The community and technical college's mission is squarely in the area that K-State is trying to stray into. The community colleges would be happy to explore adding this program if demand exists at both the local and state level, as is required by KBOR program proposals ([KBOR Policy Manual p. 25](#)). While letters of support were submitted for this proposal, most of the letters had a common theme which could be described as stating that the company was pleased to hear about the program. There was no strong mention anywhere in any letter that there was a demand for an AAS degree, no numbers of employees that would be hired, and many of the letters were from out-of-state companies.

Community colleges became aware of K-State's effort to bring this program forward about a year ago. Immediately, Executive Director Heather Morgan reached out to K-State for a conversation and expressed concern that K-State would advance this proposal without discussing how to partner with community colleges prior to advancing this program. That conversation happened with Executive Vice President Marshall Stewart who connected her with an Assistant Dean of Agriculture. At that time, the Assistant Dean at K-State expressed that there was industry demand, that they were open to partnerships, and that they would initiate further discussions as the program developed and prior to going to the faculty senate for approval. **However, after this conversation there was no further communication.** During the initial conversation with K-State significant industry demand was stated repeatedly as the reason they wanted to start this program. However, during the period after our conversation, in which more "industry feedback" was being sought by K-State, community colleges noted that [feedback for this program was sought through a post on LinkedIn](#). They also noticed that the feedback was being solicited through a survey that was open to anyone for a response. If robust industry demand had already been obtained, as was stated in preliminary discussions, this would be an unusual practice and certainly not a disciplined survey approach

required by KBOR policy. This type of industry feedback is not the formal process most programs go through, nor is it accepted for any AAS degree that would be approved through the Technical Education Authority (TEA) and KBOR for a community or technical college AAS degree. Additionally, the Technical Education Authority requires actual letters of support stating how the company will hire, interview, or work with graduates, and the colleges must also reach out to collaborate with other colleges prior to bringing the program forward. In this case, it appears that none of this occurred.

The community colleges unanimously oppose this program and are disappointed collaboration from K-State did not come to fruition. This situation will impact the trust between the colleges and K-State in future potential partnerships. Multiple community colleges have programs or courses similar to what is being proposed. Most community colleges could deliver many of the courses outlined in the proposal submitted to KBOR. Community colleges who have similar programs or were in areas where this may be of demand in the state expressed a desire and willingness to develop additional courses and work in partnership with K-State on any 200-level specialty courses needed where K-State believes they have specific expertise.

In closing, from a community college perspective, we believe it is important for colleges to seek collaborations and efficiencies in areas that allow students access to the knowledge needed to advance their careers in the least expensive and most accessible formats possible. K-State should not be allowed to enter the AAS space but should be encouraged to partner with community colleges to offer an AAS in this area if industry demand exists. We stand ready to partner and hope that this situation serves as an example for future new programs that collaboration is required rather than just creating new programs when existing resources could be deployed to meet the students' needs in specific content areas.

Sincerely, on behalf of Kansas Community College Presidents and Trustees,



Heather Morgan, Executive Director  
Kansas Association of Community Colleges



Seth Macon Carter, Ed.D., President  
Colby Community College



Appendix V



May 4, 2025

Dr. Blake Flanders  
President and CEO  
Kansas Board of Regents

Dear Dr. Flanders,

Kansas State University offers the following response to the letter from Heather Morgan and Dr. Seth Macon Carter on behalf of the Kansas Association of Community Colleges, dated April 14, 2025.

The new Associate of Applied Science in Feed and Food Manufacturing developed by K-State was a direct response to a request from the Feed Manufacturing industry. K-State is one of only a few universities nationally with teaching and research programs in milling and feed and pet food manufacturing. While we are striving to increase the number of Bachelor of Science graduates in Milling Science and Management and Feed and Pet Food Science, the industry has also asked that we develop an associate's degree to meet their needs for additional highly skilled employees with specific training in feed milling. Some companies have indicated they intend to immediately enroll some of their current employees at company expense.

The College of Agriculture has no interest in developing associate's degree programs that duplicate existing offerings, or that Kansas community colleges could develop. K-State is uniquely positioned to offer the proposed associate's degree because of our unique infrastructure and human capital in this area.

For example, our Bioprocessing and Industrial Value-Added Products Innovation Center has unique, commercial-scale equipment such as extruders used in manufacturing of fish diets and pet food. K-State's Hal Ross Flour Mill, completed in 2006 at a cost of \$12 million, and O.H. Kruse Feed Technology Innovation Center, completed in 2013 at a cost of \$16 million, are unique, commercial-scale teaching and research facilities found nowhere else in the state. In fact, no universities in neighboring states have these types of feed or flour mills, designed specifically for teaching and research.

In addition, K-State's Department of Grain Science and Industry has eighteen faculty with specialized, unique training in all aspects of feed and food manufacturing. No other university in the nation has this capacity and expertise. Our International Grains Program

108 Anderson Hall, Manhattan, KS 66506-0113 | (785) 532-6224 | fax: (785) 532-6507 | [k-state.edu/provost](http://k-state.edu/provost)



Office of the Provost and  
Executive Vice President

offers short courses in milling and feed processing attended by industry professionals from all over the world, because no other institution has the same capacity for education in this area.

The only other U.S. universities with any capacity to deliver a program such as the one proposed are North Carolina State University, North Dakota State University, and Iowa State University. If the proposed program is not approved, industry stakeholders have indicated they will work with one of those universities to develop a similar associate's degree program. North Carolina State University already offers associate's degrees in agriculture, so they would be the most likely partner. It's worth noting that our facilities and our faculty are funded by the very companies who are requesting this new program. If we can not deliver on their workforce needs, they will likely direct their financial support to universities that can.

Regarding communication, Dr. Dan Moser, Associate Dean in the K-State College of Agriculture, spoke by Zoom about the program with Ms. Morgan in May of 2024. During that visit, Dr. Moser offered to join a meeting of the Kansas Association of Community Colleges, to share information about the program under development. No invitation was extended, but the offer to meet with the group still stands. If community colleges wish to develop equivalent courses to any of those developed for program, we can certainly accept them in the program. However, it's unlikely that the unique faculty or facility needs of those courses will be available at community colleges as they currently are at K-State.

We greatly value our partnership with Kansas community colleges, and in no way want to duplicate their efforts. This is a one-time unique program which leverages existing facilities and expertise to serve an industry which is a significant part of the Kansas economy, and has generously supported K-State.

Sincerely,

A handwritten signature in black ink, appearing to read "JPM", written over a light blue horizontal line.

Jesse Perez Mendez  
Provost and Executive Vice President  
Kansas State University



## Appendix VI



## KANSAS BOARD OF REGENTS

May 15, 2025

Director Samantha Christy-Dangermond  
 Kanas Board of Regents – Academic Affairs Unit  
 1000 SW Jackson Street, Suite 520  
 Topeka, KS 66612

Director Christy-Dangermond,

As Chair of the Kansas Postsecondary Technical Education Authority (TEA), please accept this letter as my opposition to the proposed Associate of Applied Science (AAS) degree in Food and Feed Manufacturing submitted by Kansas State University (KSU).

This opposition is based on three primary concerns:

1. Board Policy Regarding associate degree Offerings by Universities
2. Compliance with AAS Program Criteria
3. Lack of TEA Involvement in the Program Development and Review Process

#### Board Policy on associate degree Offerings by State Universities

Board policy (Chapter II, Section 7, Subsection i) clearly states: “The roles of the state universities and the state’s community colleges and technical colleges should be clearly differentiated. Therefore, with the exception of an associate degree as detailed in Chapter II.A.7.i.ii, the Board of Regents discourages the state universities from offering associate degrees in academic or technical programs where the baccalaureate is available...”

KSU currently offers four baccalaureate degrees within its Department of Grain Science and Industry. Approving an AAS program in the same field is inconsistent with the policy’s intent to preserve program differentiation between university and technical/community college sectors.

The application cites industry demand as the driver of this program. However, it indicates that much of this demand originates in Iowa. Review of Lightcast data, using the occupation codes (19-1012 and 19-4013) associated with the provided CIP Code (01.1002), identified only three unique job postings in Kansas over the past five years. Additionally, Cowley Community College was approached by industry in 2019 to develop a milling program, which has already graduated 39 students in the last three years—further demonstrating that capacity exists within the current system to meet demand.

#### Program Alignment with AAS Degree Criteria

Board policy (Chapter III, Section 9, Subsection c) defines an associate in applied science degree as requiring:

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- A total of 60 to 68 credit hours.
- At least 15 credit hours of general education; and
- A minimum of 30 credit hours of specialized technical content.

The program proposal presented to the Council of Chief Academic Officers on May 14, 2025, includes only 27 credit hours of technical coursework—18 in core content and 9 in the area of specialization. The proposal itself acknowledges that only 9 credit hours constitute specialized content, falling short of the 30-credit-hour requirement. This indicates the program is not yet in alignment with board-defined AAS standards.

#### Lack of TEA Involvement in University Technical Program Development

Per K.S.A. 74-32,402, the TEA is delegated the authority to: “Coordinate state-wide planning for postsecondary technical education, new postsecondary technical education programs, and contract training...”

This includes collaboration with state agencies, federal bodies, and Kansas business and industry. However, recent trends show that technical programs developed by universities are often moving forward without input from the TEA, community colleges, or technical colleges. I do not believe this is a deliberate exclusion, but rather a gap in evolving procedures that requires attention and coordination moving forward.

In summary, I oppose the proposed AAS in Food and Feed Manufacturing at KSU for the following reasons:

- It contradicts Board policy discouraging associate degree offerings at universities where related baccalaureates exist.
- It does not meet the credit hour requirements defined for AAS degrees.
- It was developed without sufficient coordination with the TEA or relevant stakeholders in the technical education system.

I urge the Board to uphold the integrity of established policies and processes that foster collaboration and system-wide alignment.

Thank you for your time and thoughtful consideration of these concerns.



Ray Frederick,  
Chair, Kansas Postsecondary Technical Education Authority

Cc: Dr. Blake Flanders

**Kansas State University – AAS in Food & Feed Manufacturing Program & Employment Analysis – Provided by Board Staff**

**1. Market Share Figures**

There are no other associate programs in the state that share the same **Classification of Instructional Program (CIP) code (01.1002) as this proposed program**. However, Cowley Community College offers certificate programs with this specific CIP. Numbers of completers are shared below.

Number of Certificates in Food Technology & Processing Completers by Year						
Institution	2019	2020	2021	2022	2023	Total
Cowley Community College	N/A	N/A	8	6	4	18

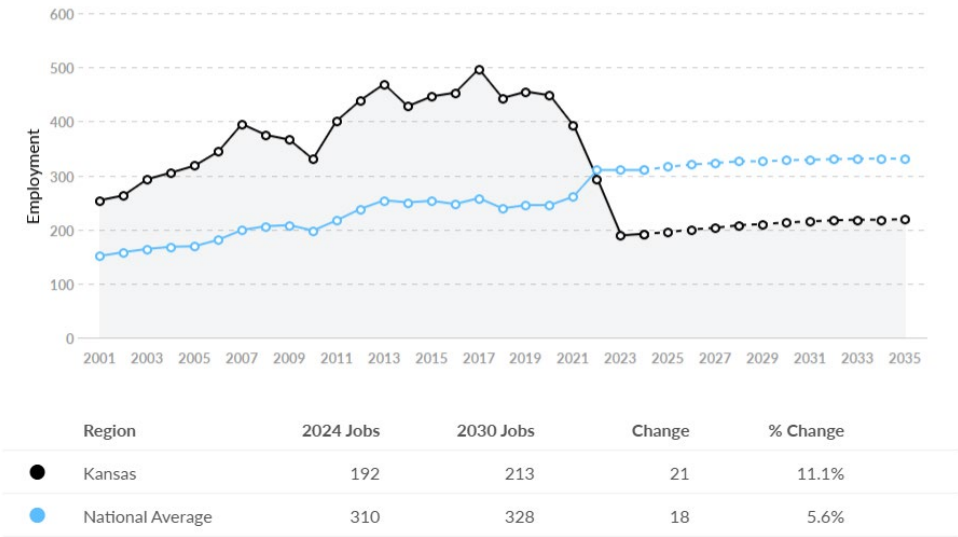
**2. State & National Projections for Employment Linked to the Proposed Degree Program**

There are two “target occupations” as identified by Lightcast for this program of study:

- 6. Food Scientists & Technologists
- 7. Food Science Technicians

**Regional Employment Is Lower Than the National Average**

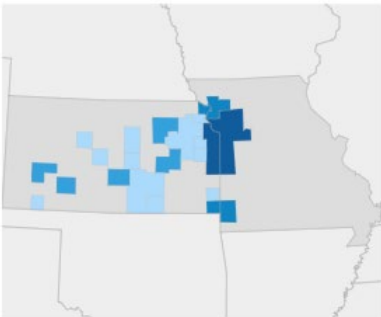
An average area of this size typically has 310\* jobs, while there are 192 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.



\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Kansas. In other words, the values represent the national average adjusted for region size.

3. Kansas Geographical Information on Projected Employment Linked to the Degree Program Proposal

Regional Breakdown

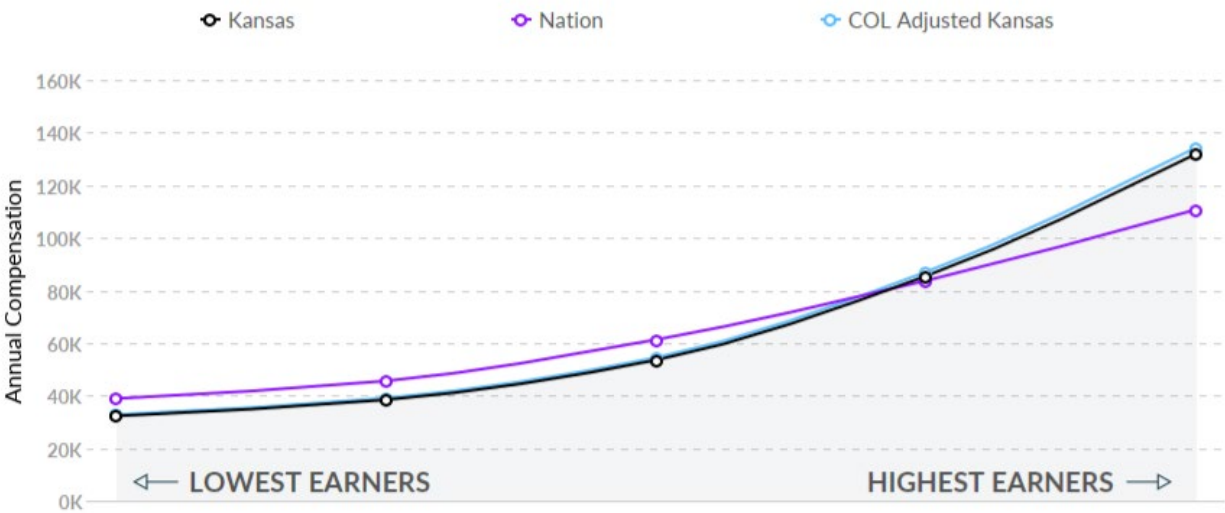


MSA	2024 Jobs
Kansas City, MO-KS	132
St. Joseph, MO-KS	30
Joplin, MO-KS	28
Manhattan, KS	17
Hutchinson, KS	12

4. 2023 Regional & National Employment Wage Information Linked to the Degree Program Proposal

Regional Compensation Is 13% Lower Than National Compensation

For your occupations, the 2023 median wage in Kansas is \$53,483, while the national median wage is \$61,246.



5. Minimum Education Breakdown for Jobs Posted March 2024 – March 2025

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	6	0	5%
Associate's degree	11	0	9%
Bachelor's degree	63	3	50%
Master's degree	6	25	5%
Ph.D. or professional degree	5	13	4%

6. References

Lightcast. (n.d.). *Program Overview*. Retrieved April 14, 2025, from [https://analyst.lightcast.io/analyst/?t=4p8dq#h=24jdmyeeFSQ7t1r1-Z1MSVQjdG&page=program\\_market\\_demand&vertical=standard&nation=us](https://analyst.lightcast.io/analyst/?t=4p8dq#h=24jdmyeeFSQ7t1r1-Z1MSVQjdG&page=program_market_demand&vertical=standard&nation=us)

Lightcast. (n.d.). *Occupation Overview*. Retrieved April 14, 2025, from [https://analyst.lightcast.io/analyst/?t=4p8dq#h=1BBIfLjwEQ.S9OERSRbsTmadDo0&page=occupation\\_s\\_napshot&vertical=standard&nation=us](https://analyst.lightcast.io/analyst/?t=4p8dq#h=1BBIfLjwEQ.S9OERSRbsTmadDo0&page=occupation_s_napshot&vertical=standard&nation=us)

Lightcast. (n.d.). *Job Posting Analytics*. Retrieved April 14, 2025, from [https://analyst.lightcast.io/analyst/?t=4p8dq#h=6QjAljOhjNGGzou0QWubcZCp0Vd&page=postings\\_report&vertical=standard&nation=us](https://analyst.lightcast.io/analyst/?t=4p8dq#h=6QjAljOhjNGGzou0QWubcZCp0Vd&page=postings_report&vertical=standard&nation=us)

**B. Fiscal Affairs & Audit**

Regent Dicus

**1. Discuss and Act on Board's Unified State Appropriations Request**

**Elaine Frisbie, VP Finance & Administration**

**Summary**

*The Kansas Higher Education Coordination Act requires the Board of Regents to present to the Governor and Legislature a unified request for state appropriations to postsecondary education each year. The statutory deadline for submission of the Board's budget request is October 1. The Board will discuss and approve the unified appropriation request for FY 2027 (July 1, 2026 – June 30, 2027).*

**Guiding Principle**

The Higher Education Coordination Act provides that the Kansas Board of Regents shall “serve as the representative of the public postsecondary educational system before the Governor and the Kansas Legislature” (K.S.A. 74-3202c(b)(1)) and “develop a unified budget for state funding of postsecondary educational institutions and present such budget to the governor and the legislature each year and receive and allocate the state funds appropriated for funding of postsecondary educational institutions in accordance with legislative directives...” (K.S.A. 74-3202c (b)(6)). This statute provides the foundation for an approach to state funding that reflects a system-wide focus on requesting and advocating for state investment in public postsecondary education, which includes the 32 public institutions of higher education governed or coordinated by the Board, as well as the state’s student financial aid programs and the operations of the Board of Regents’ Office.

**Key Themes**

- All new funding is subject to the Board’s statutory performance agreement process, by which institutions demonstrate movement on implementing high impact practices to support the Board’s goal of improving student outcomes.
- The public postsecondary education system continuously engages in the reporting of meaningful, uniform financial and performance data to provide the basis for demonstrating accountability; measuring the adequacy of funding; and developing data which portray the financial condition of each sector/institution in a relevant manner.
- The Board advocates for the system before the Governor and Legislature emphasizing the following themes:
  - Kansas public higher education is a system of 32 institutions representing a collective \$4.7 billion enterprise, financed through a mix of state, local, student, federal, and private revenue sources. While state support represents less than one-fourth of total revenues for the system (according to FY 2023 IPEDS finance data), that support is a critical component for: ensuring access to a postsecondary credential is affordable to Kansans; leveraging other funding sources; as well as financing those activities not likely to garner interest from donors.
  - The Kansas higher education system is a major engine of economic growth, both as an educator of the workforce and as an employer. Failure to adequately sustain it will ultimately limit the economic potential of Kansas.
- The Kansas public higher education system is committed to affordability, attainment and workforce goals that ensure the state’s higher education system meets the needs of Kansans and Kansas.

**Board Policy**

Board policy (II,F,1b) provides the structure from which the Board’s unified appropriation request is developed:

- b Legislative Requests and Proposed Legislation (Also see FISCAL MANAGEMENT AND BUSINESS ADMINISTRATION)
  - i All requests for funds, programs, changes in legislation and new legislation affecting the Board and system institutions shall be submitted to the Board for consideration no later than the November meeting of the Board. Emergency situations may warrant special exceptions, but to the extent possible, no request for legislation during the ongoing legislative session shall be submitted after the March



meeting of the Board. Non-budgetary legislative items shall be submitted by the government relations officer of the institution to the Board's director of government relations and shall contain actual bill language when possible. Requests for funds, programs, changes in legislation and new legislation that are approved by the Board shall be included in the Board's annual legislative proposals. Requests that are not approved by the Board shall not be submitted to the Legislature for introduction.

- ii Once approval has been granted, all institutions are authorized to work for these requests and each institution is expected to support the entire request. Conversely, all institutions (referring to the public universities, community colleges and technical colleges) are prohibited from requesting or working for additional legislation or funds.
- iii When legislation having an effect on the operation of the higher education system, proposed by someone or some group other than the Board, is brought to the Board's attention, it shall be the responsibility of the Board to make a decision as to whether the position of the system is that of support, non-support, or opposition.

#### **Schedule for Developing Unified Request for FY 2027 State Appropriations**

April 2025 Board Meeting	Board's first read of capital improvement requests for KBOR and state universities
May 2025 Board Meeting	Board acts on capital improvement requests for submission July 1
Early July 2025	Division of the Budget issued FY 2027 allocations and budget instructions to state agencies
Late July 2025	Board conducted budget workshop to discuss requests from across the System for inclusion in the FY 2027 budget request
September 15, 2025	State Universities submit base budgets to Division of the Budget
September 2025 Board Meeting	Board finalizes unified appropriations request
October 1, 2025	Board's unified appropriation request for FY 2027 enhancements is incorporated into the Board of Regents' budget and submitted to Division of the Budget
October – December 2025	Interim Legislative Committee Meetings to Review FY 2027 Budget Requests from State Agencies
January 12, 2026	2026 Legislature convenes

#### **Recent State Support of the Postsecondary System**

The Legislature has increased its support of postsecondary education in recent years – including investments in student financial aid, operating support to institutions, student success initiatives, academic programs essential to creating the state's workforce as well as capital improvement projects—both for new construction and addressing campus deferred maintenance needs. Several trend tables of state appropriations to postsecondary education are provided to give the reader context in which to place the Board's potential unified appropriation request for FY 2027.

#### **Student Financial Aid**

As of FY 2026, the Board of Regents has responsibility for administration of 21 student financial assistance programs totaling \$71.6 million in state funding. As recently as FY 2022, state funding for the aid programs totaled only \$26.0 million. With adoption of the Board's strategic plan with a primary focus on student affordability, the Board began advocating for enhancing the state's investment in student financial assistance resulting in greater support of students.

A trend table of appropriations for the student financial aid programs administered by the Board Office from FY 2022 through FY 2027 is provided below. The programs are awarded based on financial need or academic merit, with ten of the programs carrying a service requirement that require intensive attention by staff to monitor each student's compliance with service agreements over a multi-year timeline.



<b>State General Fund Appropriations</b>						
<b>Student Financial Assistance Programs Administered by Kansas Board of Regents</b>						
	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>FY 2026</b>	<b>Allocated FY 2027</b>
Kansas Comprehensive Grant <sup>†</sup>	16,258,338	35,258,338	35,258,338	40,258,338	40,258,338	40,258,338
State Scholarship <sup>†</sup>	1,035,919	1,035,919	3,035,919	1,035,919	1,035,919	1,035,919
<i>Distinguished Scholarship (up to \$25,000 may be used from the State Scholarship appropriation)</i>						
Military Service Scholarship	500,314	500,314	500,314	500,314	500,314	500,314
Tuition Waivers (Hero's Scholarship) <sup>†</sup>	350,000	500,000	500,000	2,200,000	2,950,000	2,950,000
Ethnic Minority Scholarship <sup>†*</sup>	296,498	296,498	296,498	--	--	--
Kansas Education Opportunity Grant	--	--	--	1,996,498	1,996,498	1,700,000
Career Work-Study Program	546,813	546,813	546,813	546,813	546,813	546,813
<i>Dental Education Opportunity Scholarship (by reciprocal agreement, Kansas resident students pay in-state tuition at UMKC)</i>						
Governor's Scholarship	20,000	20,000	20,000	20,000	20,000	20,000
Career Technical Education Workforce	114,075	114,075	114,075	114,075	--	--
Computer Science Preservice Ed Grants	--	1,000,000	1,000,000	1,000,000	--	--
<b>Programs with a Service Requirement:</b>						
Promise Act Service Scholarship <sup>†</sup>	--	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000
Adult Learner Grant <sup>††*</sup>	--	--	1,000,000	1,000,000	1,000,000	1,000,000
National Guard Tuition Assistance <sup>†</sup>	4,400,000	5,400,000	5,400,000	5,400,000	5,400,000	5,400,000
National Guard EMERGE Scholarship <sup>†</sup>	--	--	--	1,100,000	2,200,000	2,200,000
ROTC Service Scholarship	175,335	175,335	175,335	175,335	175,335	175,335
Teacher Service Scholarship <sup>†</sup>	1,547,023	3,094,046	3,094,046	3,094,046	3,094,046	--
Nursing Service Scholarship <sup>†</sup>	417,255	417,255	417,255	1,417,255	1,417,255	1,417,255
Nurse Educator Grant <sup>†</sup>	188,126	188,126	188,126	188,126	188,126	188,126
Optometry Education Program	107,089	107,089	107,089	107,089	107,089	107,089
Osteopathic Service Scholarship	--	--	--	2,200,000	1,000,000	1,000,000
<b>Total - State Appropriations</b>	<b>\$ 25,956,785</b>	<b>\$ 58,653,808</b>	<b>\$ 61,653,808</b>	<b>\$ 72,353,808</b>	<b>\$ 71,889,733</b>	<b>\$ 68,499,189</b>
<sup>†</sup> Students attending private nonprofit institutions or <sup>†</sup> private nonprofit institutions exclusively offering competency-based programs are eligible for awards.						
<sup>*</sup> Program was repealed by 2024 Legislature and replaced by Kansas Education Opportunity Grant.						
<sup>†</sup> Financed by a transfer from the State General Fund in lieu of an appropriation.						

In addition to the programs administered by the Board of Regents, the KU Medical Center and Kansas State University Veterinary Medical Center receive state appropriations for service scholarships for physicians and veterinarians to work in Kansas upon graduation in return for the financial support. State funding for need based aid for public university students has also been added in recent years, \$21.8 million in FY 2024, and \$24.3 million in FY 2025 and FY 2026 which has benefitted students at the state universities as well as Washburn University.

### Coordinated Institutions

Washburn University receives a state grant to support operation of the institution in accordance with K.S.A. 13-13a43. Washburn has also received state funding for student need-based aid, student success initiatives, cybersecurity and IT improvements, as well as capital projects, including demolition of obsolete facilities. The 19 community colleges, six technical colleges and the Washburn Institute of Technology receive state aid according to different statutes and by legislative tradition, including state aid to subsidize a portion of the cost to deliver technical ("tiered") and general education ("non-tiered") courses to traditional postsecondary students and to high school students (Excel in CTE as well as tiered and non-tiered courses).

<b>Appropriations for State Aid to Coordinated Institutions</b>						
<b>State General Fund (SGF) and Economic Development Initiatives Fund (EDIF)</b>						
	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>FY 2026</b>	<b>Allocated FY 2027</b>
<b>Washburn University:</b>						
Municipal University Operating Grant	13,110,987	14,000,000	14,000,000	14,270,000	17,570,000	17,570,000
Share of Need Based Aid for Kansas Students	700,000	--	1,784,260	1,989,025	1,989,025	1,989,025
Share of Student Success Initiatives	--	--	1,037,700	1,037,700	634,000	--
Share of Kansas Nursing Initiative	146,034	99,956	100,900	206,550	166,821	166,821
Share of University IT/Cybersecurity Improvements	--	--	--	446,696	--	--
Share of University Facility Demolition	--	750,000	750,000	750,000	--	--
Manufacturing Training Center	--	--	--	3,000,000	--	--
Share of Kansas Campus Restoration Act	--	--	--	--	92,350	100,000
<b>Total - Washburn University</b>		<b>\$14,849,956</b>	<b>\$17,672,860</b>	<b>\$21,699,971</b>	<b>\$20,452,196</b>	<b>\$19,825,846</b>
<b>Community &amp; Technical Colleges:</b>						
Non-Tiered Course Credit Hour Grant #	79,995,039	95,407,915	95,407,915	89,190,371	88,361,538	88,361,538
Postsecondary Tiered Technical Education State Aid #	60,967,448	66,064,478	66,064,478	62,497,184	66,453,525	66,453,525
Tuition for Technical Education ("SB 155") #	37,350,000	39,850,000	39,850,000	43,521,328	47,050,000	47,050,000
Career Tech Education Capital Outlay (SGF/EDIF) *	2,619,311	7,419,311	7,419,311	7,419,311	--	7,419,311
Capital Outlay for Colleges not Eligible in Statute	--	--	5,000,000	5,000,000	--	--
Capital Outlay for All Colleges	--	--	--	--	12,419,311	--
Tech Equipment at Comm. Colleges and Washburn Tech	398,475	398,475	398,475	398,475	--	--
Tech Innovation & Internship Program (EDIF)	179,284	179,284	179,284	179,284	--	--
Community & Technical College Competitive Grants (EDIF)	500,000	500,000	500,000	500,000	--	--
GED Accelerator	125,000	125,000	125,000	--	--	--
Share of Kansas Nursing Initiative	574,238	584,417	807,942	1,493,609	1,419,652	1,419,652
Operating Grants to Technical Colleges	--	--	10,500,000	10,500,000	7,000,000	--
Apprenticeships/Business Partnerships**	--	--	14,300,000	14,300,000	14,300,000	--
Student Success Initiatives**	--	--	--	17,500,000	10,500,000	--
Colleges' Cybersecurity and IT Improvements	--	--	6,500,000	6,500,000	--	--
Share of Kansas Campus Restoration Act	--	--	--	--	2,401,100	2,600,000
<b>Total - Community &amp; Technical Colleges</b>	<b>\$192,043,795</b>	<b>\$210,528,880</b>	<b>\$247,052,405</b>	<b>\$258,999,562</b>	<b>\$249,905,126</b>	<b>\$220,304,026</b>

Amounts shown are from the State General Fund, unless otherwise noted.

# Amounts distributed are calculated by the Instructional Cost Model and distributed in compliance with legislative provisos attached to appropriation language.

\* Grant is distributed only to the colleges identified in K.S.A. 74-32,413.

\*\* Proviso requires community colleges to have months cash on hand equal to or less than six months to be eligible for the state aid in FY 2026.

## State Universities and Board of Regents' Office

The state universities and the Board of Regents' Office have benefitted from targeted state appropriations in recent years as well, including support for student success initiatives, several years of IT and cybersecurity improvements, expansion of academic offerings, the Board's capital renewal initiative, and various construction projects such as the KU Medical Center's Cancer Center, new and renovated space for nursing programs at Emporia State University and Fort Hays State University, a new business school for Pittsburg State University, and the Wichita Biomedical Campus. A table on the following page shows the trend of support from appropriated state funding sources for the state universities and Board Office.

<b>Highlights of State Appropriations to State Universities and Board of Regents</b>						
	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>FY 2026</b>	<b>Allocated FY 2027</b>
University Operating Expenses	641,725,498	727,430,717	724,089,520	735,543,696	811,596,268	804,268,337
Student Financial Aid	15,306,171	6,028,171	27,251,171	34,546,406	34,546,406	34,546,406
IT/Cybersecurity Improvements	--	20,000,000	4,990,000	5,055,908	--	--
Student Success "Playbooks"	--	--	8,500,000	8,500,000	5,193,300	--
Capital Renewal Initiative	--	35,000,000	20,000,000	20,000,000	--	--
Kansas Campus Restoration Act	--	--	--	--	27,706,550	30,000,000
Educational Building Fund/Transfer	44,000,000	41,000,000	50,000,000	62,000,000	58,500,000	56,000,000
Economic Development Initiatives Fund	1,301,204	1,301,204	1,314,928	1,322,313	--	--
State Water Plan Fund	26,841	26,841	26,841	26,841	1,740,000	1,755,726
Kan-Grow Engineering Act	10,500,000	10,500,000	10,500,000	10,500,000	10,500,000	10,500,000
State University Facility Demolition	--	9,250,000	9,250,000	4,250,000	--	--
Blueprint for Literacy	--	--	--	10,000,000	--	--
<b>Total of Items Shown</b>	<b>\$712,859,714</b>	<b>\$850,536,933</b>	<b>\$855,922,460</b>	<b>\$891,745,164</b>	<b>\$949,782,524</b>	<b>\$937,070,469</b>

### FY 2027 Budget Allocations

The Division of the Budget has statutory responsibility for administering the details of state's budget process. For agencies to submit budgets in a consistent format, the Division provides agencies with budget instructions, cost indices to follow in developing out-year cost estimates, and budget allocations, which are limits set on what agencies can request from statewide funding sources, primarily the State General Fund (SGF). The Budget Division uses an incremental "base +/-" process, starting with the current year's legislative appropriations, adding any out-year appropriations already made by the Legislature, and then removing what they considered one-time items and adjusting for planned expenses, such as fringe benefit cost increases or other costs that should be recognized in an agency's base budget. Anything beyond the base allocation must be shown in the budget as an enhancement.

For the Regents System (the Board of Regents Office and the nine state agencies representing the state universities), items totaling a net of \$50.1 million appropriated by the 2025 Legislature for FY 2026 were removed from the allocation for the FY 2027 base budgets, as detailed on the chart below.

FY 2027 State General Fund Allocation Calculations as Provided by Division of the Budget					
	FY 2026 Legislative Appropriations	+ Legislative 2.5% Pay Plan	+ Agency-Specific Adjustments	+ Fringe Benefit Adjustments <sup>†</sup>	= FY 2027 Allocation
University of Kansas	\$188,805,957	\$3,652,267	\$ --	\$1,148,151	\$193,606,375
KU Medical Center	128,809,453	2,166,866	--	839,303	131,815,622
Kansas State University	149,501,999	2,397,980	1,750	863,043	152,764,772
KSU Vet Med Center	20,309,008	359,519	--	99,583	20,768,110
KSU Extension/Ag Research	57,576,244	1,204,087	--	392,662	59,172,993
Wichita State University	118,397,682	1,692,078	(5,000,000)	591,522	115,681,282
Emporia State University	47,497,963	815,485	1,600,000	434,716	50,348,164
Pittsburg State University	52,823,480	1,049,506	3,800,000	416,744	58,089,730
Fort Hays State University	50,792,976	994,889	4,400,000	379,830	56,567,695
Kansas Board of Regents	368,366,103	106,107	(54,923,798)	36,242	313,584,654
<b>Total</b>	<b>\$1,182,880,865</b>	<b>\$14,438,784</b>	<b>(\$50,122,048)</b>	<b>\$5,201,796</b>	<b>\$1,152,399,397</b>
KBOR will also receive transfers from the State General Fund for the Adult Learner Grant Act, the Kansas Campus Restoration Act and for replacement of the property tax mill levy for the Educational Building Fund, which are not shown here.					
<sup>†</sup> Adjustments reflect the SGF portion of the planned 7.8% health insurance premium increase.					
Detail of Agency-Specific Adjustments:					
Category	Agency	Item	Amount		
Capital	KSU	Debt Service Adjustment	1,750		
Workforce Development	WSU	Aviation Research	(5,000,000)		
University Operating	ESU	Legal Expenses	(2,200,000)		
University Operating	ESU/FHSU/PSU	Reflect Regional Growth & Development in University's Base	12,000,000		
University Operating	KBOR	Reflect Regional Growth & Development in University's Base	(12,000,000)		
Student Support	KBOR	Public Universities' Student Success Investment	(5,827,300)		
Student Support	KBOR	Two-Year Colleges' Student Success Investment	(10,500,000)		
Workforce Development	KBOR	Two-Year Colleges' Apprenticeships/Business Partnerships	(14,300,000)		
Capital	KBOR	Capital Outlay State Aid to Colleges	(5,000,000)		
Workforce Development	KBOR	Technical Colleges' Operating Grants	(7,000,000)		
Student Aid	KBOR	Repeal of Ethnic Minority Scholarship	(296,498)		
Total of Agency-Specific Adjustments			(\$50,122,048)		

### FY 2027 Budget Enhancements

Amounts approved by the Board of Regents for inclusion in the unified appropriations request will be incorporated as enhancements in the Board's FY 2027 budget.

## 2. Receive Kansas Campus Restoration Act (KCRA) State University CFO's Plans from State Universities – System

### Summary

*As required by the Kansas Campus Restoration Act (K.S.A. 76-7,153 et seq.) the state universities have developed and submitted their FY 2026 – FY 2031 campus restoration plans for approval. The Board initially approved allocation of the FY 2026 KCRA funds at the December 2024 meeting contingent upon the assessment of each university's multi-year project plan and approved a reduced allocation to the state universities at the May 2025 meeting taking into account legislative action on the budget. In FY 2027, the state universities will increase their contributions to the maintenance assessment to the equivalent of 1.5 percent of the replacement value for mission critical facilities, previously estimated to total \$131.6 million. The KCRA money will play an important role, in combination with the universities' resources and the Educational Building Fund, in continuing the Board's successful capital renewal initiative. Staff recommends approval of the Universities' plans as submitted and for future allocation of KCRA funds to utilize the same formula used to allocate the Educational Building Fund for consistency and campus planning purposes.*

### Background

The Board of Regents' strategic plan features three main priorities: helping Kansas families, supporting Kansas businesses, and advancing the state's economic prosperity. The Board's facilities renewal initiative to maintain and revitalize the campuses of the state universities advances all these important priorities.

The buildings and campuses of the state universities provide the physical environment where learning and research occur to support educational achievement and fulfill the missions of the institutions. These facilities also contribute to creating a sense of place and community; help with recruitment and retention of students, faculty, and staff; and inspire ongoing participation of alumni and donors.

The universities' substantial portfolio of facilities comprises a major portion of the State of Kansas' building inventory. In total, there are currently 1,134 facilities and 39 million square feet of space in use by the universities, situated on approximately 27,000 acres across the state with an estimated total replacement value of almost \$13.5 billion. Of those facilities, 489 are designated "mission critical" (i.e., predominantly used for academic and/or research functions) with 21.4 million gross square feet, and an average age of 52 years. The mission critical facilities have an estimated current replacement value of \$8.4 billion and an estimated current renewal cost of \$1.57 billion to bring the facilities to a "state of good repair" (structurally sound, safe, and functional).

As stewards of these state assets, the campuses must continually update their facilities to be competitive in their recruitment of students, to meet the expectations of their university community, and to stay up to date with changing technologies and campus needs. The demands of managing aging facilities and infrastructure increasingly requires a strategic approach to campus planning decision making. The universities must plan and prioritize when to repair or renovate existing facilities and when to replace obsolete structures with a new building. The state universities face significant challenges to provide state of the art facilities that serve their institutional missions effectively and optimally. A combination of renewal and repair of existing facilities, preservation and renovation, divestment of unsuitable buildings, and the construction of new structures all play a role in the revitalization effort.

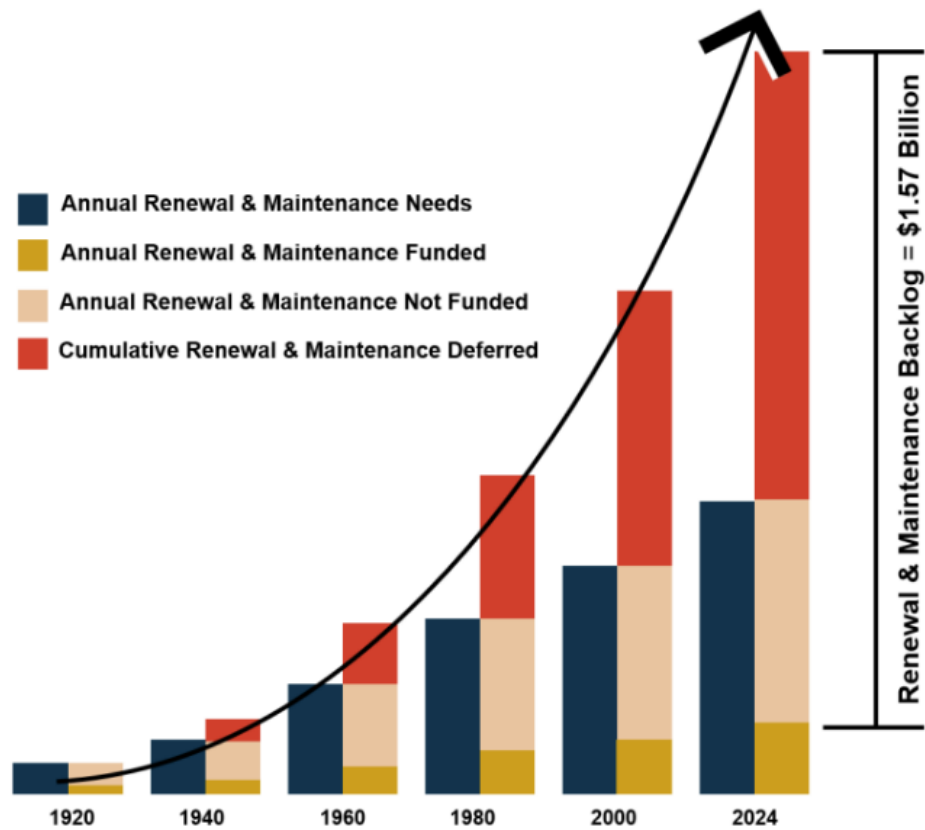
One important aspect of the Board's capital renewal initiative is the devotion of universities' resource to addressing maintenance of mission critical buildings and infrastructure. The Board has adopted a maintenance assessment standard for mission critical buildings starting in FY 2023 at 0.25 percent of replacement value, ramping up to 2.0 percent by FY 2028 to ensure the universities are setting aside and reinvesting resources annually for maintenance and renewal projects. Amounts noted in the table below exceed the combination of KCRA and EBF revenues in FY 2026 and the replacement value and maintenance assessment data will be refreshed this Fall and reported to the Board in December.

Maintenance Assessment - Systemwide  
(RV Dollars in Billions)

Fiscal Year	Replacement Value (RV)	Maintenance Assessment %	Maintenance Assessment \$
2023	\$7.721	0.25%	\$19,301,533
2024	\$8.314	0.50%	\$41,569,968
2025	\$8.433	0.75%	\$63,243,845
2026	\$8.601	1.00%	\$86,011,629
2027	\$8.773	1.50%	\$131,597,793
2028	\$8.949	2.00%	\$178,972,998
2029	\$9.128	2.00%	\$182,552,458
2030	\$9.310	2.00%	\$186,203,508
2031	\$9.496	2.00%	\$189,927,578
2032	\$9.686	2.00%	\$193,726,129

Data reported as of December 2024.

Capital Renewal and Maintenance Backlog Over Time



Board of Regents’ Capital Renewal Initiative

After years of reports that highlighted the growing backlog of capital renewal (building systems replacement) and maintenance projects needed at the state universities, the Board of Regents decided in 2019 that more focused attention must be directed at solving the chronic problem of deferred building renewal and maintenance. As an initial step toward that objective, the Board commissioned two systemwide studies: one to survey and assess the condition of mission critical buildings and the other to take stock of utilization rates for academic instructional



spaces and offices. Both efforts were conducted by reputable, third-party consultants using industry standard methodologies during 2020. The findings of the facilities condition assessment showed that the estimated maintenance backlog for mission critical buildings was approximately \$1.2 billion. (That backlog has now increased to an estimated \$1.57 billion, as of the end of FY 2024, largely due to the continued aging out of existing building systems, as well as the effect of inflation on construction costs.) Results of the space utilization study indicated that utilization of classrooms and instructional space across the system generally fell below nationally recognized target efficiency metrics, identifying opportunity space that could potentially be repurposed or taken out of service.

The Board's facilities renewal initiative began as a bedrock goal in 2021. It was determined that in combination with Educational Building Fund revenue and the annual maintenance expenditures of the universities required by Board policy beginning in FY 2023, an additional state funding source was a critical component for long-term success. The Board adopted new facilities policy in 2021 to execute on the initiative, a proactive step in revitalizing campus facilities across the system. Highlights of the initiative include the following:

- Establishing a maintenance assessment for all mission critical buildings starting in FY 2023 at 0.25 percent of replacement value, ramping up to 2.0 percent by FY 2028 to ensure the universities are setting aside and reinvesting resources annually for renewal and maintenance projects;
- Rigorous data collections to track building and space inventory to support strategic campus planning and project development and prioritization;
- Requiring state universities to provide a structured and detailed plan to demonstrate how maintenance over the life of the building will be financed when proposing a new facility; and
- Enacting incentives to divest, repurpose, replace, and/or raze obsolete buildings to revitalize and right-size campuses with facilities optimally suitable to their functions to support the universities' missions for the coming decades.

### **Educational Building Fund (EBF)**

The EBF was first established by the 1941 Legislature and has been a primary and stable source of state funds for building projects at the state universities. Income to the fund has been derived from a one mill, statewide levy on property subject to ad valorem taxation. According to language in the statute, the tax levy shall be for the use and benefit of the state institutions of higher education. The EBF is appropriated to the Board for distribution among the campuses according to a formula developed in 2007, with an emphasis on rehabilitation and repair type projects for the eligible mission critical facilities and the infrastructure that directly supports these buildings.

SB 35 was enacted in April 2025 changing the source of financing of the Kansas Educational Building Fund (EBF) from a statewide property tax levy to a demand transfer of the state general fund. Starting in FY 2027, \$56 million will be transferred. This is less than the total amount allocated to the universities in each of the previous two fiscal years: \$62 million in FY 2025, and \$58.5 million in FY 2026. The amount transferred for each year after FY 2027 will be the amount transferred the previous year, plus the average percentage change in statewide valuation of all property for the preceding ten years, but not less than zero.

Through the budget process, the universities submit their five-year capital plans to the Board for approval and to the Joint Committee on State Building Construction, as required by state law. Board policy determines how the state universities may use their EBF allocations. The state universities provide reports to the Board on how the funds were used for rehabilitation and repair projects on an annual basis each December.



The Board’s annual capital improvement appropriation from the Educational Building Fund (EBF) for state university facilities capital renewal provides critical funding for maintenance of the mission critical facilities; however, EBF revenues are not sufficient to cover their facility renewal, repair, and maintenance needs.

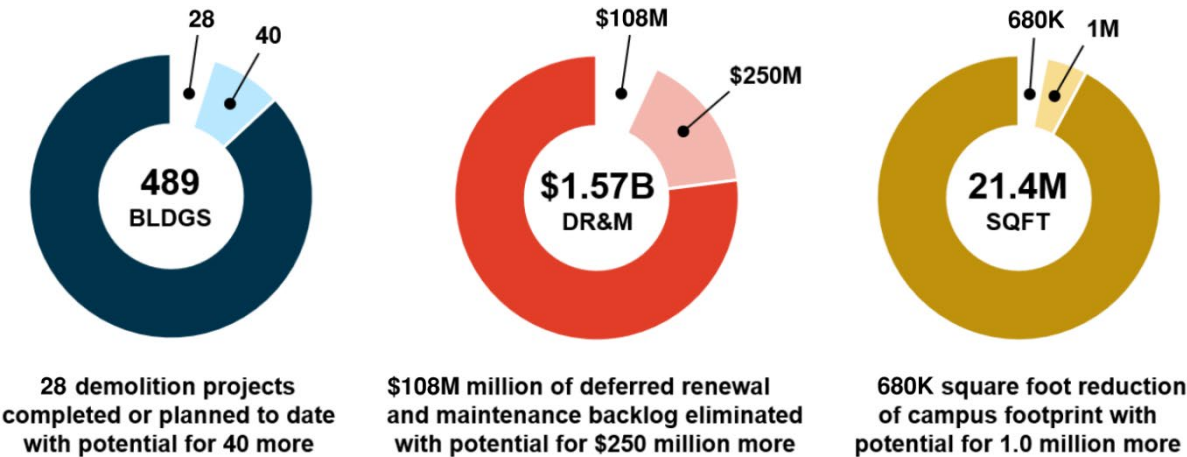
**Other Funding Sources for Capital Renewal Projects**

In partnership with the Governor and Legislature, the Board’s capital renewal initiative received additional support with \$75.0 million appropriated over the first three years for capital renewal and maintenance of mission critical buildings on public university campuses (\$35.0 million in FY 2023, and \$20.0 million in FY 2024 and in FY 2025) requiring a \$1-for-\$1 matching university expenditure.

**Demolition of Obsolete Facilities**

The Legislature also appropriated \$25.0 million over three years for the demolition of obsolete buildings on public university campuses (\$10.0 million in both FY 2023 and FY 2024 and \$5.0 million in FY 2025, with \$750,000 in each year dedicated to Washburn University).

To date, the state universities have completed or planned 28 projects and have identified approximately 40 more potentially obsolete buildings that may be candidates for future demolition that would eliminate approximately another \$250 million of the \$1.57 billion deferred capital renewal and maintenance backlog for mission critical buildings. The additional facilities will not be publicly identified until the necessary campus planning and communications can occur. This process will take several years to realize.



**Kansas Campus Restoration Act (KCRA)**

FY 2026 marks the first of a six-year capital renewal investment enacted by the 2024 Legislature (SB 18) to address the facility needs of public institutions of higher education in Kansas. Beginning in FY 2026, \$32.7 million would be transferred from the State General Fund to the Kansas Campus Restoration Fund to the Board of Regents. In Fiscal Years 2026 through 2031, the Board would distribute an aggregate amount of \$30 million to the state universities and credit \$100,000 to each public community college, technical college, institute of technology and municipal university. All expenditures from the fund by the state universities require a match of nonstate money on a \$1-for-\$1 basis from the institution or private money. Expenditures for demolition or razing of an obsolete state university buildings or facilities on campus shall not require a match. Expenditures from the fund by the coordinated institutions do not require a match. The 2025 Legislature reduced the amount of funding available for the Act in FY 2026 to \$30.2 million.

The state universities will apply this state investment to reduce deferred maintenance and to raze obsolete buildings. As required by the bill, the state universities will develop and submit to the Board their plans for rehabilitating, remodeling, or renovating their mission critical facilities to bring them to a state of good repair. Their plan must also include a list of facilities for demolition and is subject to approval by the Board of Regents. The plan will encourage, and the Board may require, a reduction of total campus square footage in a project associated with the plan.

This major undertaking requires leadership, partnership, commitment, collaboration and creativity, and the hard work of thousands of individuals in the public and private sectors who contribute their talents and energy to sustain and revitalize the state university campuses for generations to come.

### **Staff Recommendation**

Staff recommends the Board approve the Universities' Kansas Campus Restoration Act plans and consider maintaining the standard formula for allocation of all KCRA funds for FY 2026 – FY 2031.

### **KANSAS CAMPUS RESTORATION ACT FUND ALLOCATION SUMMARY**

Projected allocations of KCRA funds for FY 2026 – FY 2031 amount to approximately \$177.7 million, not including the university matching funds required for renewal projects.

Agency	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Total
KU	\$ 7,444,734	\$ 8,061,000	\$ 8,061,000	\$ 8,061,000	\$ 8,061,000	\$ 8,061,000	\$ 47,749,734
KUMC	3,116,990	3,375,000	3,375,000	3,375,000	3,375,000	3,375,000	\$ 19,991,990
KSU	8,284,240	8,970,000	8,970,000	8,970,000	8,970,000	8,970,000	\$ 53,134,240
WSU	3,042,183	3,294,000	3,294,000	3,294,000	3,294,000	3,294,000	\$ 19,512,183
ESU	1,673,486	1,812,000	1,812,000	1,812,000	1,812,000	1,812,000	\$ 10,733,486
PSU	2,044,752	2,214,000	2,214,000	2,214,000	2,214,000	2,214,000	\$ 13,114,752
FHSU	2,100,165	2,274,000	2,274,000	2,274,000	2,274,000	2,274,000	\$ 13,470,165
<b>Total</b>	<b>\$ 27,706,550</b>	<b>\$ 30,000,000</b>	<b>\$ 30,000,000</b>	<b>\$ 30,000,000</b>	<b>\$ 30,000,000</b>	<b>\$ 30,000,000</b>	<b>\$ 177,706,550</b>

The following tables summarize each university's campus restoration plans for six years. Generally, projects that will be completed first are shown at the top of each university's list.

**UNIVERSITY OF KANSAS (KU)**

<b>Project Type</b>	<b>Project Title</b>	<b>Estimated Total Project Cost</b>	<b>KCRA Funds</b>	<b>University Match Funds</b>
Rehab & Repair	Snow Hall Generator Replacement	\$ 300,000	\$ -	\$ 300,000
Rehab & Repair	Strong Hall Inverter & Generator Replacement	325,000	-	325,000
Rehab & Repair	Campus Lighting Improvements	250,000	-	250,000
Rehab & Repair	Budig Hall Dry Transformer Replacement	591,005	591,005	-
Remodeling	Research & Scholarly Space Improvements	1,000,000	1,000,000	-
Rehab & Repair	Malott Hall Elevator 58B Modernization	445,000	445,000	-
Rehab & Repair	Budig Hall Elevators 039B & 039C Modernization	499,999	499,999	-
Rehab & Repair	Campus Site Drainage Improvements	49,450	-	49,450
Rehab & Repair	Campus Grounds Accessibility Improvements	800,000	800,000	-
Remodeling	Fraser Hall Classroom 224 Renovation	150,000	-	150,000
Remodeling	Fraser Hall Classroom 212 Renovation	150,000	-	150,000
Remodeling	Summerfield Hall Classroom 427 Renovation	400,000	-	400,000
Remodeling	Campus Classroom Seating Replacement	239,000	-	239,000
Rehab & Repair	Campus Classroom Renovations	911,000	-	911,000
Rehab & Repair	Hambleton Hall Roof Replacement	400,000	400,000	-
Rehab & Repair	Watson Library Roof Repairs	20,000	-	20,000
Rehab & Repair	Smith Hall Roof Repairs	30,000	-	30,000
Rehab & Repair	Fraser Hall Flagpoles Replacement	250,000	250,000	-
Rehab & Repair	Price Computing Center Air Conditioning Improvement	350,000	-	350,000
Rehab & Repair	Malott Hall Window Replacement	700,000	100,000	600,000
Rehab & Repair	Chiller Building #1 Restoration	2,000,000	500,000	400,000
Rehab & Repair	West Campus Medium Voltage Electrical Service Upgrade	2,200,000	-	1,200,000
Rehab & Repair	Lindley Hall Storm Sewer Repairs	200,000	-	200,000
Rehab & Repair	Twente Hall Steam System Improvement	80,000	80,000	-
Rehab & Repair	Snow Hall Hot Water Pump Replacement	200,000	-	200,000
Rehab & Repair	Lindley Hall Information Technology Upgrade	600,000	-	600,000
Rehab & Repair	Lindley Hall General Flooring Replacement & Repaint	1,200,000	1,200,000	-
Rehab & Repair	Lindley Hall Corridor & Public Space Improvements	1,400,000	350,000	600,000
Rehab & Repair	Campus Grounds Closed-Circuit Television Camera Upgrades	100,000	-	100,000
Rehab & Repair	Snow Hall Tuckpoint Clean & Seal	800,000	800,000	-
Rehab & Repair	Bridwell Lab Fire Alarm System Replacement	150,000	150,000	-
Rehab & Repair	Campus Lighting Improvements	250,000	-	250,000
Rehab & Repair	Research & Scholarly Space Improvements	1,000,000	1,000,000	-
Rehab & Repair	Power Plant Boiler Feed Pump 1 Recirculation Control Replacement	30,000	-	30,000
Rehab & Repair	Multidisciplinary Research Building (MRB) Reverse Osmosis Unit Installation	181,000	181,000	-

**UNIVERSITY OF KANSAS (KU) (continued)**

<b>Project Type</b>	<b>Project Title</b>	<b>Estimated Total Project Cost</b>	<b>KCRA Funds</b>	<b>University Match Funds</b>
Rehab & Repair	Campus Elevator Maintenance & Repairs	1,000,000	500,000	500,000
Rehab & Repair	Campus Roadway Maintenance & Repairs	2,200,000	500,000	-
Remodeling	Lindley Hall Classroom 317 Renovation	180,000	-	180,000
Remodeling	Lindley Hall Classroom 400 Renovation	400,000	-	400,000
Remodeling	Campus Classroom Improvements	1,220,000	-	1,220,000
Rehab & Repair	Campus Roof Repairs & Replacement	700,000	550,000	150,000
Rehab & Repair	Strong Hall Chilled Water Conversion	2,500,000	1,000,000	500,000
Rehab & Repair	Spooner Hall HVAC Improvement	1,400,000	1,400,000	-
Rehab & Repair	Chiller Building #1 Restoration	3,000,000	1,000,000	1,000,000
Rehab & Repair	Multidisciplinary Research Building (MRB) Steam Tunnel & Insulation	820,000	-	820,000
Rehab & Repair	Dyche Hall Condensation Piping Replacement	1,100,000	-	750,000
Rehab & Repair	Malott Hall Sanitary & Vent Stack Replacement	800,000	800,000	-
Remodeling	Campus Space Renovations	1,000,000	-	1,000,000
Remodeling	Center for Environmentally Beneficial Catalysis (CEBC) Suite Renovation	200,000	200,000	-
Rehab & Repair	Campus Grounds Closed-Circuit Television Camera Upgrades	300,000	-	300,000
Rehab & Repair	Campus Fire Protection Maintenance & Repairs	7,850,000	-	4,850,000
Rehab & Repair	Campus Electrical Improvements	2,900,000	1,500,000	300,000
Rehab & Repair	Campus Building Infrastructure Improvements	8,200,000	4,750,000	1,300,000
Rehab & Repair	Campus Roadway Maintenance & Repairs	7,150,000	900,000	2,800,000
Remodeling	Campus Classroom Improvements	7,200,000	-	7,200,000
Rehab & Repair	Campus Lighting Improvements	2,550,000	-	2,550,000
Rehab & Repair	Campus Roof Replacement & Repairs	6,100,000	2,700,000	3,300,000
Rehab & Repair	Campus HVAC Improvements	38,500,000	19,502,730	6,216,284
Rehab & Repair	Campus Site Utilities Maintenance & Repairs	5,600,000	2,300,000	2,700,000
Rehab & Repair	Campus Window Repairs Replacement	1,750,000	1,000,000	-
Rehab & Repair	Campus Plumbing Maintenance & Repairs	2,900,000	800,000	-
Rehab & Repair	Campus Power Plant Improvements	1,159,000	-	1,159,000
Rehab & Repair	Campus Communication & Security Improvements	1,200,000	-	1,200,000
	<b>TOTAL</b>	<b>\$ 128,130,454</b>	<b>\$ 47,749,734</b>	<b>\$ 47,749,734</b>

**UNIVERSITY OF KANSAS MEDICAL CENTER (KUMC)**

<b>Project Type</b>	<b>Project Title</b>	<b>Estimated Total Project Cost</b>	<b>KCRA Funds</b>	<b>University Match Funds</b>
Rehab & Repair	Campus Building & Infrastructure Improvements (FY 2023 Completed Project Carryover)	\$ 10,196,448	\$ -	\$ 6,259,847
Rehab & Repair	Campus Building & Infrastructure Improvements (FY 2024 Completed Project Carryover)	13,269,419	-	11,018,532
Rehab & Repair	Campus Building & Infrastructure Improvements (FY 2025 Completed Project Carryover)	10,792,452	-	8,542,471
Demolition	Sudler Elevator Demolition	187,899	187,899	-
Rehab & Repair	Wescoe B & C Window Replacement	781,000	781,000	-
Rehab & Repair	Campus Structural Repairs	1,900,000	1,900,000	-
Rehab & Repair	Applegate Energy Center (AEC) Electrical Upgrades	1,250,000	1,250,000	-
Demolition	Olathe Demolition Preparation Work	150,000	-	150,000
Rehab & Repair	Wescoe C Structural Repair	1,087,000	-	1,087,000
Remodeling	Clinical Research Center (CRC) Imaging Suite Remodel	7,931,396	2,366,101	5,565,295
Rehab & Repair	Lied Heating Hot Water System Replacement	1,600,000	-	1,600,000
Remodeling	Sudler 1st Floor Renovation	400,771	-	400,771
Rehab & Repair	Applegate Energy Center (AEC) Cooling Tower Component Replacement	100,000	-	100,000
Rehab & Repair	Applegate Energy Center (AEC) Chiller Overhaul	90,000	-	90,000
Rehab & Repair	Campus Electrical Improvements	75,341	-	75,341
Rehab & Repair	Campus Building Exterior Maintenance & Repairs	318,300	-	318,300
Rehab & Repair	Campus Site Utilities Maintenance & Repairs	40,000	-	40,000
Remodeling	Campus Window Repairs & Replacement	2,620,000	2,620,000	-
Remodeling	Campus Fire Alarm & Sprinkler Upgrades	1,006,000	1,006,000	-
Remodeling	Wescoe Ground through 4th Floor Remodel	17,500,000	9,880,990	7,619,010
Remodeling	Sudler Ground through 3rd Floor & 5th Floor Remodel	15,000,000	-	15,000,000
Rehab & Repair	Campus Site Utilities Maintenance & Repairs	40,000	-	40,000
Remodeling	Campus Window Repairs & Replacement	2,620,000	2,620,000	-
Remodeling	Campus Fire Alarm & Sprinkler Upgrades	1,006,000	1,006,000	-
	<b>TOTAL</b>	<b>\$ 86,296,026</b>	<b>\$ 19,991,990</b>	<b>\$ 57,866,567</b>

**KANSAS STATE UNIVERSITY (KSU)**

<b>Project Type</b>	<b>Project Title</b>	<b>Estimated Total Project Cost</b>	<b>KCRA Funds</b>	<b>University Match Funds</b>
Remodeling	BIVAP Innovation Center Renovation Building Infrastructure & Lab Improvements	\$ 17,085,000	\$ 6,338,447	\$ 10,746,553
Remodeling	Strong Complex Renovation Utility & Infrastructure Improvements	4,750,000	792,306	3,957,694
Remodeling	Seaton Central (APD) Renovations Building Infrastructure Improvements	6,500,000	2,746,660	3,753,340
Remodeling	Seaton 057 Large Lecture Classroom Renovation Building Infrastructure Improvements	1,000,000	422,563	577,437
Rehab & Repair	Justin Hall Applied Learning Lab & HVAC Renovation Building Infrastructure & Lab Improvements	10,000,000	4,225,631	5,774,369
Remodeling	Salina Unmanned Aerial Systems Building Renovation - Building Infrastructure Improvements	1,500,000	750,000	750,000
Rehab & Repair	CVM Trotter 2nd Floor Student Lab Renovation Building Infrastructure & Lab Improvements	7,762,112	838,005	6,924,107
Remodeling	Wildcat One-Stop (S. Kedzie Hall) Building Infrastructure Improvements	20,000,000	8,451,262	11,548,738
Rehab & Repair	Salina College Center Roof & HVAC Replacement Building Infrastructure Improvements	500,000	250,000	250,000
Rehab & Repair	Anderson Hall Exterior Improvements Building Exterior Maintenance & Repairs	42,000,000	21,000,000	21,000,000
Remodeling	Salina Technology Center Building Renovation Building Infrastructure Improvements	5,438,732	2,719,366	2,719,366
Demolition	Raze Shellenberger Hall & Feed Technology Bldg.	4,600,000	4,600,000	-
	<b>TOTAL</b>	<b>\$ 121,135,844</b>	<b>\$ 53,134,240</b>	<b>\$ 68,001,604</b>

**WICHITA STATE UNIVERSITY (WSU)**

<b>Project Type</b>	<b>Project Title</b>	<b>Estimated Total Project Cost</b>	<b>KCRA Funds</b>	<b>University Match Funds</b>
Remodeling	Marcus Welcome Center Addition & Interior Upgrades (FY 2024 Completed Project Carryover)	\$ 5,593,000	\$ -	\$ 5,593,000
Remodeling	Shocker Success Center (FY 2025 Completed Project Carryover)	18,617,000	-	18,617,000
Rehab & Repair	Henrion Hall HVAC Improvements Phase 3 & 4	4,700,000	2,200,000	400,000
Remodeling	Media Resources Center Ulrich Museum Storage Room Renovations	600,000	600,000	-
Rehab & Repair	Central Energy Plant Chiller Replacement Phase 1	1,400,000	1,400,000	-
Rehab & Repair	McKnight Arts Center Ulrich Museum Loading Dock Repair/Improvements	710,000	710,000	-
Remodeling	Ahlberg Hall Renovation for College of Applied Studies Relocation	4,600,000	4,600,000	-
Rehab & Repair	Campus Building Controls Improvements	3,500,000	3,500,000	-
Rehab & Repair	Campus Elevator Maintenance & Repairs	2,500,000	2,500,000	-
Rehab & Repair	Campus Site Utilities Maintenance & Repairs	1,500,000	1,500,000	-
Rehab & Repair	Campus HVAC Improvements	2,500,000	2,500,000	-
	<b>TOTAL</b>	<b>\$ 46,220,000</b>	<b>\$ 19,510,000</b>	<b>\$ 24,610,000</b>



**EMPORIA STATE UNIVERSITY (ESU)**

<b>Project Type</b>	<b>Project Title</b>	<b>Estimated Total Project Cost</b>	<b>KCRA Funds</b>	<b>University Match Funds</b>
Rehab & Repair	Campus Fire Protection Maintenance & Repairs	\$ 2,015,720	\$ 957,860	\$ 1,057,860
Rehab & Repair	Campus HVAC Improvements	5,761,418	3,277,754	2,483,664
Rehab & Repair	Campus Roof Repairs & Replacement	1,695,040	833,520	861,520
Rehab & Repair	Campus Electrical Maintenance & Repairs	2,150,345	1,171,865	978,480
Rehab & Repair	Campus Hazardous Material Abatement	992,090	434,880	557,210
Rehab & Repair	Campus Life Safety & Code Compliance	1,429,873	953,000	476,873
Rehab & Repair	Campus Plumbing Maintenance & Repairs	1,081,089	508,427	572,662
Rehab & Repair	Campus Roadway Maintenance & Repairs	967,737	455,500	512,237
Rehab & Repair	Campus Building Exterior Maintenance & Repairs	1,761,050	709,200	1,051,850
Remodeling	Campus Building Interior Maintenance & Repairs	3,612,610	1,431,480	2,181,130
	<b>TOTAL</b>	<b>\$ 21,466,972</b>	<b>\$ 10,733,486</b>	<b>\$ 10,733,486</b>

**PITTSBURG STATE UNIVERSITY (PSU)**

<b>Project Type</b>	<b>Project Title</b>	<b>Estimated Total Project Cost</b>	<b>KCRA Funds</b>	<b>University Match Funds</b>
New Construction (Replacement Building)	Gorilla Rising Kelce College of Business	\$ 34,000,000	\$ -	\$ 21,500,000
Rehab & Repair	Crossland Technology Center Boiler Replacement	280,000	280,000	-
Rehab & Repair	Grubbs Hall Roof Replacement	175,000	175,000	-
Rehab & Repair	Horace Mann Roof Recover	62,500	62,500	-
Rehab & Repair	Heckert Wells Hall & Yates Hall Renovations & Addition	52,750,000	11,100,000	41,650,000
Demolition	Kelce Center Demolition & Site Utility Modifications	2,000,000	1,000,000	-
Rehab & Repair	Family & Consumer Sciences Roof Replacement	220,000	220,000	-
Rehab & Repair	Hughes Hall Roof Replacement	240,000	240,000	-
Demolition	Student Health Center (OLD) Demolition	60,000	37,252	-
	<b>TOTAL</b>	<b>\$ 89,787,500</b>	<b>\$ 13,114,752</b>	<b>\$ 63,150,000</b>

**FORT HAYS STATE UNIVERSITY (FHSU)**

<b>Project Type</b>	<b>Project Title</b>	<b>Estimated Total Project Cost</b>	<b>KCRA Funds</b>	<b>University Match Funds</b>
Remodeling	Forsyth Library Renovation (Includes FY 2025 Completed Project Carryover)	\$ 27,700,000	\$ -	\$ 13,470,165
Rehab & Repair	Tomanek Hall Air Conditioning Improvements	4,420,000	4,374,165	-
Rehab & Repair	Cunningham Hall Rooftop HVAC Replacements	2,850,000	2,274,000	-
Remodeling	Malloy Hall Renovation	6,500,000	2,274,000	-
Rehab & Repair	Beach Hall Sternberg Museum HVAC	5,000,000	2,274,000	-
Remodeling	Sheridan Hall Beach Schmidt Performing Arts Center Improvements	6,000,000	2,274,000	-
	<b>TOTAL</b>	<b>\$ 52,470,000</b>	<b>\$ 13,470,165</b>	<b>\$ 13,470,165</b>

**3. Act on Kansas State University Master Plan****President Linton**

Board policy requires each state university to “maintain a Campus Master Plan that documents concepts and guiding principles for future land use and development of campus facilities and infrastructure in support of the institution’s mission and strategic plan. Each state university shall submit a new Campus Master Plan at least once every ten years for Board review and approval.” In 2024, the Board approved new campus plans for WSU (June), KU and KUMC (September), and FHSU (November). ESU and PSU have made significant progress in the development of their new campus plans, thanks to the dedicated efforts of their teams. With recent changes in leadership, both institutions will take the opportunity to revisit and refine their plans before presenting them to the Board for approval.

Kansas State University requests approval of the 2025 Campus Master Plan. The Next-Gen Campus Master Plan encompasses the Manhattan, Olathe, and Salina campuses to establish a vision for future development as One K-State. Planning began in 2024 as an 18-month collaborative effort shaped by input from thousands of stakeholders. Ongoing data collection and research efforts served to inform decisions and ensured alignment with university goals. Task forces organized around strategic themes helped develop principles to guide future choices. The process incorporated priorities and ideas from across K-State which were further shaped by feedback from the Executive Leadership Team and the broader university community. The plan represents a forward-looking roadmap to guide the development and transformation of K-State’s physical campuses over the next decade.

C. Other Matters

1. Act on Request to Revise Institutional Mission President Linton  
Statement – KSU

**Summary**

*Kansas State University requests a revision to its institutional mission statement. This document includes the University's current Mission Statement and the proposed revision. Staff recommends approval of the revised statement.*

**Background**

The Higher Education Coordination Act assigns the Kansas Board of Regents the responsibility to review institutional missions. Kansas State University's mission statement appears in the Kansas Board of Regents Policy Manual and was last revised in December 2008.

The university is requesting a revision to its mission statement in order to comply with the Board's statement on diversity and multiculturalism (Chapter II.F). The modification is proposed to ensure the mission statement meets expectations outlined in Section 161 of Senate Bill 125, which the Kansas legislature passed and the Governor signed into law in 2025, while also continuing the university's mission of meeting the needs of all students.

**Proposed Amendment**

The mission of Kansas State University is to foster excellent teaching, research, and service that develop a highly skilled and educated citizenry necessary to advancing the well-being of Kansas, the nation, and the international community. The university embraces ~~diversity~~ all, encourages engagement and is committed to the discovery of knowledge, the education of undergraduate and graduate students, and improvement in the quality of life and standard of living of those we serve.

Kansas State University is a comprehensive, research, land-grant institution serving students and the people of Kansas, the nation, and the world. Since its founding in 1863, the university has evolved into a modern institution of higher education, committed to quality programs, and responsive to a rapidly changing world and the aspirations of an increasingly diverse society. Together with other major comprehensive universities, K-State shares responsibilities for developing human potential, expanding knowledge, enriching cultural expression, and extending its expertise to individuals, business, education, and government. These responsibilities are addressed through an array of undergraduate and graduate degree programs, research and creative activities, and outreach and public service programs. In addition, its land-grant mandate, based on federal and state legislation, establishes a focus to its instructional, research, and extension activities which is unique among the Regents' institutions.

Through quality teaching, the university is committed to provide all students with opportunities to develop the knowledge, understanding, and skills characteristic of an educated person. It is also pledged to prepare students for successful employment or advanced studies through a variety of disciplinary and professional degree programs. To meet these intentions, the institution dedicates itself to providing academic and extracurricular learning experiences which promote and value both excellence and cultural diversity. K-State prepares its students to be informed, productive, and responsible citizens who actively participate in advancing cultural, educational, economic, scientific, and socio-political undertakings.

Research and other creative endeavors comprise an essential component of K-State's mission. All faculty members contribute to the discovery and dissemination of new knowledge, applications, and products. These efforts, supported by public and private resources, are conducted in an atmosphere of open inquiry and academic freedom. Basic to the pursuit of this mission is the university's commitment to broad-based programs in graduate education at both the master's and doctoral levels.

Faculty, staff, and administrators share their expertise through service to the university and disciplinary organizations via outreach, engagement, and extension-related activities. Their work provides support to numerous projects related to the goals, missions or aspirations of the departments, colleges of the university, and to the members of the professional community. Through outreach and engagement initiatives, partnerships are established with various stakeholders to translate knowledge and basic research into applications that address public needs. These service activities are integrally related to the land-grant mission.

Extension is governed by Kansas statutes that empower elected county councils and district governing boards with authority and responsibility to assess needs and conduct a local educational program in cooperation with Kansas State University and the United States Department of Agriculture. A network of local extension professionals and volunteers link Kansas State University faculty, the National Cooperative Extension System to the USDA, which produces high-quality educational programs.

**Staff Recommendation**

Staff recommends approval of the proposed revision to the Kansas State University mission statement.

**2. Act on Request to Approve Granting of Honorary President Muma  
Doctorate – WSU**

# DISCUSSION AGENDA

**VII. Consideration of Discussion Agenda**

*A. Academic Affairs*

Regent Johnston

1. Receive Update on Higher Learning Commission Guidelines for Reduced-Credit Bachelor’s Programs

Rusty Monhollon, VP Academic Affairs

**Summary**

*In September 2024, the Higher Learning Commission (HLC) released guidelines and an application process for HLC-accredited colleges and universities to offer “reduced credit bachelor’s degrees,” sometimes called accelerated or three-year bachelor’s degrees. The other regional accreditors have taken similar steps.*

*Current Board policy states that a bachelor’s degree requires at least 120 credit hours, which prevents Kansas public institutions of higher education from offering an RCBD. Kansas State University has submitted a proposal for a bachelor’s degree with fewer credits than current policy allows and has requested a waiver from the Board’s policy on bachelor’s degree credit hour requirements.*

*This issue paper provides an overview of the proliferation of RCBD’s nationally, identifies issues for the Board’s consideration regarding the value and demand for RCBDs, and seeks to clarify what—if any—steps to take to account for this new degree.*

**Background**

Over the past decade, the Board of Regents has sought ways to lower the cost of a bachelor’s degree by increasing “on-time” (four-year) graduation rates. In 2017, the Board directed state universities to reduce all baccalaureate programs to 120 credit hours or seek an exception for programs requiring more than 120. In 2019, the Board approved the new credit requirements and exceptions. The percentage of programs with more than 120 required credit hours decreased from 67 percent to 8 percent.

For about 15 years, some have argued for the creation of a bachelor’s degree requiring fewer than 120 credit hours, claiming it would save time and money, and also meet growing workforce demands. Since 2020, this movement has gained momentum. In September 2024, the Higher Learning Commission (HLC), which accredits Kansas colleges and universities, released guidelines and an application process for offering “reduced-credit bachelor’s degrees.” The HLC defines a reduced-credit degree program as one where the number of credit hours needed to complete the program is less than the usual minimum program length specified in HLC’s Assumed Practices. Institutions offering a degree program under this shorter duration must explain and justify the difference. HLC-accredited institutions will use the “substantive change” process to ensure these degrees meet HLC’s Criteria for Accreditation, a process that usually requires about eight months to complete.

Among the factors the HLC will consider in deciding whether to approve new programs include:

- Rigor and quality of the program.
- Resources are being put in place to support student success.
- Evidence that the program will further an institution’s mission and serve its student populations.
- Evidence that the institution evaluated the implications of the reduced-credit degree format—such as transfer, licensure, employment, and others—and has strategies to address any potential limitations.
- Plans for communicating with prospective and current students to ensure transparency in all aspects of the program.
- Plans for evaluating and reviewing student learning outcomes.

Informally, staff were aware of system institutions' interest in these new degrees. However, only last month did an institution submit a formal proposal for a reduced-credit bachelor's degree.

### Emergence of Reduced-Credit Bachelor's Degrees

Only a few years ago, the nation's regional accreditors were not willing to approve bachelor's degrees with fewer than 120 credit hours. Now, they all have established guidelines for their institutions, and many have approved reduced-credit bachelor's degrees. In 2023, Brigham Young University-Idaho and Ensign College in Utah became the first to receive approval from their accreditor to offer a reduced-credit bachelor's degree. Currently, nearly 60 institutions of higher education offer or plan to offer similar programs, although most have not yet received approval from their accrediting body. For example, the University of Maine system recently approved five online reduced-credit programs, which still need approval by the New England Commission on Higher Education (NECHE). Likewise, the Utah System of Higher Education is urging the state's public institutions to offer "bachelor's of applied studies," a new degree category for programs ranging from 90 to 120 credit hours.

The Higher Learning Commission has approved several reduced-credit bachelor's degrees. The table below lists HLC-accredited institutions that have been approved to offer reduced-credit bachelor's degrees since March 2025.

Institution	State	Required Credit Hours	Program Name
Manchester University	IN	98	Bachelor of Science in Applied Pre-Athletic Training
Manchester University	IN	92	Bachelor of Science in Applied Pre-Physical Therapy
Upper Iowa University	IA	90	Bachelor of Science in Business Administration
College of Creative Studies	MI	90	Bachelor of Arts in Fashion Business Management
Kettering University	MI	99	Bachelor of Science in Semiconductor Materials & Devices
Moody Bible Institute	IL	90	Bachelor of Science in Business Administration
Northwood University	MI	90	Bachelor of Science in Applied Cybersecurity
National American University	SD	135 quarter hours	Bachelor of Science in Information Technology
Yavapai College [Community]	AZ	92	Bachelor of Applied Science in Business

### Current Status in Kansas

The state of Indiana last year passed a law requiring public higher education institutions to offer at least one reduced-credit bachelor's degree by this fall. Indiana is somewhat an exception, however, as in many states, including Kansas, state laws or policies make it difficult—if not impossible—for institutions to develop and offer these programs.

The Board Academic Affairs Standing Committee asked Academic Affairs staff last spring to begin gathering information for the Board's consideration of whether to approve reduced-credit bachelor's degrees. Last month, Kansas State University submitted a proposal for a reduced-credit bachelor's degree in Uncrewed Aircraft Systems to be offered at the Salina campus. K-State also is requesting that the Board waive its policy regarding the requirements for a bachelor's degree.

The proposal is currently on hold because there are issues that we believe must be addressed first. Current Board policy defines a bachelor's degree as requiring at least 120 credit hours of study. A reduced-credit bachelor's degree is still considered a bachelor's degree. The recommended course of action is first to modify our current policy or create a new policy specifically for this type of degree before considering approval of pending proposals.



Below are several questions staff have identified meant to stimulate discussion about the reduced-credit bachelor's degree and its place in Kansas public higher education.

1. Does a reduced-credit bachelor's degree have value?
  - a. Will business and industry accept this new degree?
  - b. What is the perception of the degree in academic circles?
  - c. Would the value of reduced-credit bachelor's degrees be enhanced if we required them to have a clear connection to workforce needs and demands, and if so, should we consider a new approval process?
  - d. Should we give these new degrees a title that distinguishes them clearly from traditional bachelor's degrees, such as "undergraduate specialist" or "workforce specialist"?
2. Does a reduced-credit bachelor's degree devalue traditional bachelor's degrees?
3. Should we pilot a few select programs to gauge student demand and workforce interest?
4. What policy parameters should we put around a reduced-credit bachelor's degree?
  - a. Should we specify a range of required credit hours, say between 90 and 105?
  - b. Should all 34-35 hours of the Systemwide General Education be required?
  - c. Will Math Pathways apply to these degrees in the same way it applies to traditional bachelor's programs?
  - d. Would we modify the recommended number of upper-division credits (which currently is 45) because the new degree would erode the credit hour transfer value of an associate degree?
5. How will these new degrees be recorded on student transcripts, so they can be distinguished from traditional bachelor's programs?
6. Is the Board open to waiving its policy to allow for a reduced-credit bachelor's degree proposal while we develop a new policy?

### **Next Steps**

The Board Academic Affairs Standing Committee has directed KBOR staff, in consultation with the institutions, to determine whether a policy specifically for reduced-credit bachelor's degrees is needed, and if so, develop a policy for the delivery of the degree.

## 2. Act on Kansas State University's Request to Waive Bachelor's Degree Requirements

### Summary

*Kansas State University has submitted a proposal to offer a reduced-credit bachelor's degree in Uncrewed Aircraft Systems to be offered at the Salina campus. The proposed degree requires 93 semester credit hours to complete. KBOR policy defines bachelor's degrees as consisting of a minimum of 120 semester credit hours, as well as at least 45 upper-division credit hours and a "distinct specialization" or "major." K-State is requesting that the Board waive its policy regarding the requirements for a bachelor's degree.*

### Background

Kansas State University has proposed a reduced-credit bachelor's degree in "Uncrewed Aircraft Systems," to be offered at the Salina campus. The proposed degree requires 93 semester credit hours to complete.

KBOR policy defines bachelor's degrees as consisting of

- at least four academic years of full-time postsecondary study consisting of courses totaling 120 semester credit hours in the liberal arts, sciences or professional fields;
- a minimum of 45 semester credit hours in upper division courses; and
- "distinct specialization, i.e., a "major," which should entail approximately the equivalent of one academic year of work in the main subject plus one academic year in related subjects, or two academic years in closely related subjects within a liberal arts interdisciplinary program."

Kansas State is requesting that the Board waive its policy on bachelor's degrees so that this proposal can move through the approval process.

### Discussion

Kansas State believes the waiver is warranted for two reasons. It points out that the Higher Learning Commission (HLC) allows, under certain conditions, institutions to offer reduced-credit bachelor's degrees. Kansas State also cites the rapidly expanding industry and its needs for workers with advanced technical skills. Kansas State includes letters of support from five "leading UAS companies," one of which is located in Seneca, Kansas.

The Board Academic Affairs Standing Committee (BAASC) discussed the proposed reduced-credit bachelor's degree and Kansas State's waiver request at its September 3, 2025, virtual meeting. BAASC did not take action on Kansas State's request and instead voted that the full Board take up the request at its September meeting.

### Recommendation

Staff recommends the Board deny Kansas State's waiver request.

### 3. Receive Report on Program Accreditation

#### Summary

*Board policy states “The Vice President for Academic Affairs shall provide the Board with a report on the accreditation status of the Regents universities and their accredited programs. The report shall include information on a) whether the institution or the program is accredited for the full term of accreditation and b) whether the institution or the program has received full accreditation status or is on probationary status” (Ch. II.A.7.ii.). Reports from each state university are attached. Staff recommends acceptance of the report.*

#### Background

Accreditation is a process certifying that institutions and programs have met a specified set of standards. There are two broad types of accreditations in postsecondary education: institutional accreditation and the specialized accreditation of academic units or programs.

The accreditation of postsecondary institutions occurs through a system of accrediting bodies approved by the U.S. Department of Education. Public postsecondary institutions in Kansas are accredited by the Higher Learning Commission (HLC), one of six regional accreditors in the United States.

The specialized accreditation of academic units or programs occurs through a system of accrediting organizations based in academic disciplines. The U.S. Department of Education provides oversight through its review of federally recognized accrediting agencies. In a few instances, state regulatory agencies accredit academic programs. For example, both the Kansas State Board of Education and the Council for the Accreditation of Educator Preparation accredit teacher education programs. Program accreditation is most prevalent in professional programs, such as architecture, engineering, nursing, law, and teacher education.

#### 2024 Accreditation Report

The Board of Regents compiles a report on the accreditation status of the state universities and various programs within each that have specialized accreditation once every four years. These reports, attached, show that each university is fully accredited by the Higher Learning Commission. In addition, they list the accreditation status of individual programs at each institution. Although program accreditors often award accreditation at a higher level, we list each program by its Classification of Instructional Programs (CIP) code to maintain consistency with the Board’s Program Review Report. For example, the Association to Advance Collegiate Schools of Business (AACSB) accredits business schools. If an institution’s school of business is awarded AACSB accreditation, each program residing in the school is covered by this accreditation. However, rather than indicate “School of Business” on the list, each program, such as accounting, management, marketing, and others, is listed separately for distinction. Further, we count each separate CIP and award level as a program here, consistent with the Board’s Program Review process.

In summary,

- Emporia State University reports 38 programs accredited by their respective specialized accrediting bodies. Of the 38 accredited programs, nine are in the School of Applied Health Sciences, eight are in The Teachers College, and seven are in the School of Science & Mathematics. Accounting and Business Administration programs are accredited by AACSB International.
- Fort Hays State University reports 20 programs accredited or recognized by specialized accrediting bodies. Of the 20 programs, eight are in the College of Health and Behavioral Sciences, and seven are in the College of Education. The University’s Information Networking and Telecommunications program is designated as a National Center of Excellence in Cyber Defense Education.

- Kansas State University reports 58 programs accredited by licensed, approved, certified, or registered specialized bodies. Ten programs from either the College of Engineering or the College of Technology and Aviation have full accreditation from the Accreditation Board for Engineering and Technology (ABET). Eleven programs within the College of Arts and Sciences are fully accredited by various organizations. Additionally, the AACSB accredits the Accounting and Business Administration programs at K-State.
- Pittsburg State University reports 38 programs accredited by specialized accrediting agencies. Of the 38, nine are in the College of Arts & Sciences, and nine are in the College of Education. Six programs, all from the College of Technology, have full accreditation from ABET. Accounting and Business Administration programs are accredited by AACSB.
- The University of Kansas reports 64 programs accredited by specialized accrediting agencies. Fifteen of these programs are in the School of Education & Human Sciences. The School of Engineering, the College of Liberal Arts and Sciences, and the School of Professional Studies house eleven programs fully accredited by ABET, Inc. Additionally, the AACSB accredits the Accounting and Business Administration programs.
- The University of Kansas Medical Center reports 23 programs accredited or approved by specialized accrediting agencies. Additionally, 64 residency and fellowship programs are appropriately accredited or approved on the Kansas City campus, and 13 are approved through the Wichita campus.
- Wichita State University reports 61 programs accredited by specialized accrediting agencies. Of the 61, 11 are in the College of Applied Studies, and ten are in the College of Health Professions. Nine programs in the School of Engineering are fully accredited by ABET, and Accounting and Business Administration programs are accredited by AACSB.

A listing of the accrediting agencies and their acronyms is included in supporting materials.

**Staff Recommendation**

Staff recommends acceptance of this report.

#### 4. Act on Request to Change Accreditation Policy

##### Summary

*Senate Bill 78, passed during the last legislative session, requires the governing body of each postsecondary educational institution in Kansas to regularly review and update accreditation policies. As such, KBOR Staff proposes changes to Board Policy on Accreditation (Ch. III.A.12.) to ensure alignment with the legislation.*

##### Background

The Kansas Legislature passed Senate Bill 78 during the last legislative session, which requires the governing body of each postsecondary educational institution in Kansas to regularly review and update accreditation policies and prohibits accrediting agencies from compelling institutions to violate state laws. SB 78 provides that on or before December 31, 2025, each governing body of a postsecondary educational institution shall:

- 1) Identify the accrediting agencies or associations eligible to accredit such institution. Any such agencies or associations shall be agencies or associations recognized by the United States Department of Education in the database maintained by such department; and
- 2) update the policies and practices on accreditation of such institution to ensure that the institution may freely pursue accreditation by any accrediting agency or association identified pursuant to paragraph (1) that is appropriate for the programs offered by such institution.

Board Staff reviewed Board Policy on Accreditation (Ch. III.A.12.) and have identified necessary updates to the policy to align with SB 78.

##### Policy Amendments

The proposed policy amendments that will ensure compliance with SB 78 are detailed below.

#### CHAPTER III: COORDINATION - STATE UNIVERSITIES, COMMUNITY COLLEGES, TECHNICAL COLLEGES, WASHBURN UNIVERSITY AND/OR THE WASHBURN INSTITUTE OF TECHNOLOGY

##### A ACADEMIC AFFAIRS

##### 12 ACCREDITATION OF DEGREE GRANTING INSTITUTIONS

It is the policy of the Board of Regents that all public post-secondary institutions conferring college degrees achieve and maintain accredited status ~~with a nationally recognized accrediting agency for higher education in the United States.~~ A public post-secondary institution may freely pursue accreditation by any accrediting agency or association that is: (a) recognized by the United States Department of Education in the database maintained by such department; and (b) appropriate for the programs offered by the institution.

Any public post-secondary institution that has not achieved or does not maintain accredited status ~~with a nationally recognized such accreditor~~ an accrediting agency or association that is recognized by the United States Department of Education in the database maintained by such department may be subject to loss of degree granting authority.

Each public post-secondary institution pursuing institutional accreditation shall continue to comply with all standards established by the institution's current accrediting agency; and shall submit an end of fiscal year report to the Board of Regents confirming adequate progress toward accredited status, including as applicable any supporting documentation.

##### Recommendation

Board Staff recommend approval.

B. Fiscal Affairs & Audit

Regent Dicus

1. Receive Information on Distribution of FY 2026 State Appropriations for Community Colleges – System

Elaine Frisbie, VP  
Finance & Administration

Summary and Recommendation

*The Legislature finalized its State General Fund appropriations for FY 2026 in 2025 Senate Bill 125. Provisions attached to two of the Board of Regents’ FY 2026 appropriations required the Board of Regents to first gather information on the amount of cash reserves at the 19 community colleges as of June 30, 2025, to determine the colleges’ eligibility for the state aid. The community colleges each certified their estimated cash reserves in July and the Board of Regents has certified the amounts to the Director of Accounts & Reports, as required by the legislation. The 18 eligible colleges have each received their FY 2026 state aid as detailed in the tables below. Johnson County Community College was the only college to have cash on hand in excess of six months and found not eligible for a total of \$5,183,628. Once audited financial statements are received by the Board Office for FY 2025 in the coming months, colleges’ eligibility for the state aid will be verified.*

**Business & Industry and Apprenticeship Distributions – Community Colleges**

2025 Senate Bill 125 appropriates \$14.3 million for the two-year colleges to develop apprenticeships, business and industry outreach and programing to meet the emerging needs of Kansas businesses. The TEA was advised of the amounts distributed to the technical colleges in May. In accordance with the proviso specifying each college’s state aid, the community colleges shall receive the amounts reflected in the table below.

*And provided further,* That each community college shall be eligible to receive the specified amount from the two-year college business/industry and apprenticeship act account during the fiscal year ending June 30, 2026, upon certification by the chief executive officer of the state board of regents to the director of accounts and reports that the cash on hand of the community college is equal to or less than six months for the fiscal year ending June 30, 2025: *And provided further,* That at the same time the above agency transmits such certification to the director of accounts and reports, the above agency shall transmit a copy to the director of legislative research and the director of the budget: *And provided further,* That if a community college is found to have cash on hand greater than six months for the fiscal year ending June 30, 2025, and is therefore not eligible to receive the specified amount from the two-year college business/industry and apprenticeship act account for the fiscal year ending June 30, 2026, the board of trustees of such community college may within 30 days adopt a resolution that either reduces the current year tax levy on the taxable tangible property of the community college district or provides a property tax rebate to the taxpayers within the community college district that is equal to the amount required for the community college to be eligible to receive the specified amount from the two-year college business/industry and apprenticeship act account in the fiscal year ending June 30, 2026: *And provided further,* That upon notice by the county treasurer of the county in which the community college is located that such taxpayer relief has been provided, the chief executive officer of the state board of regents may certify the community college is eligible to receive the specified amount from the two-year college business/industry and apprenticeship act account for the fiscal year ending June 30, 2026.



<b>Business &amp; Industry and Apprenticeship Distributions – Community Colleges</b>			
<b>Institution</b>	<b>FY 2025 State Aid</b>	<b>FY 2026 State Aid</b>	<b>Increase/ (Decrease)</b>
Allen County Community College	\$ 379,013	\$ 316,423	\$ (62,590)
Barton County Community College	957,062	998,958	41,896
Butler Community College	1,375,757	1,309,893	(65,864)
Cloud County Community College	308,397	307,278	(1,119)
Coffeyville Community College	345,267	323,739	(21,528)
Colby Community College	313,084	307,887	(5,197)
Cowley County Community College	531,493	509,081	(22,412)
Dodge City Community College	385,574	377,086	(8,488)
Fort Scott Community College	335,581	303,620	(31,961)
Garden City Community College	464,627	448,113	(16,514)
Highland Community College	465,564	445,980	(19,584)
Hutchinson Community College	1,027,678	996,214	(31,464)
Independence Community College	191,225	189,915	(1,310)
Johnson County Community College	2,930,552	0	(2,930,552)
Kansas City Kansas Community College	911,131	910,249	(882)
Labette Community College	264,028	270,392	6,364
Neosho County Community College	307,460	325,263	17,803
Pratt Community College	275,589	291,121	15,532
Seward County Community College	320,271	360,015	39,744
<b>Total</b>	<b>\$ 12,089,353</b>	<b>\$ 8,991,227</b>	<b>\$ (3,098,126)</b>

#### **Student Success Initiatives Distributions - Community Colleges**

2025 Senate Bill 125 appropriates \$10,500,000 to the Board of Regents for the two-year colleges to be used for initiatives that increase student success. In accordance with the proviso specifying each college's state aid, the community colleges shall receive the amounts reflected in the table below.

*And provided further,* That each community college shall be eligible to receive the specified amount from two-year college student success initiatives account during the fiscal year ending June 30, 2026, upon certification by the chief executive officer of the state board of regents to the director of accounts and reports that the cash on hand of the community college is equal to or less than six months for the fiscal year ending June 30, 2025: *And provided further,* That at the same time the above agency transmits such certification to the director of accounts and reports, the above agency shall transmit a copy to the director of legislative research and the director of the budget: *And provided further,* That if a community college is found to have cash on hand greater than six months for the fiscal year ending June 30, 2025, and is therefore not eligible to receive the specified amount from the two-year college student success initiatives account for the fiscal year ending June 30, 2026, the board of trustees of such community college may within 30 days adopt a resolution that either reduces the current year tax levy on the taxable tangible property of the community college district or provides a property tax rebate to the taxpayers within the community college district that is equal to the amount required for the community college to be eligible to receive the specified amount from the two-year college business/industry and apprenticeship act account in the fiscal year ending June 30, 2026: *And provided further,* That upon notice by the county treasurer of the county in which the community college is located that such taxpayer relief has been provided, the chief executive officer of the state board of regents may certify the community college is eligible

to receive the specified amount from the two-year college student success initiatives account for the fiscal year ending June 30, 2026.

<b>Student Success Initiatives Distributions – Community Colleges</b>			
<b>Institution</b>	<b>FY 2025 State Aid</b>	<b>FY 2026 State Aid</b>	<b>Increase/ (Decrease)</b>
Allen County Community College	\$ 463,827	\$ 232,339	\$ (231,488)
Barton County Community College	1,171,230	733,500	(437,730)
Butler Community College	1,683,619	961,810	(721,809)
Cloud County Community College	377,409	225,624	(151,785)
Coffeyville Community College	422,530	237,711	(184,819)
Colby Community College	383,145	226,071	(157,074)
Cowley County Community College	650,428	373,801	(276,627)
Dodge City Community College	471,857	276,881	(194,976)
Fort Scott Community College	410,676	222,938	(187,738)
Garden City Community College	568,599	329,034	(239,565)
Highland Community College	569,746	327,467	(242,279)
Hutchinson Community College	1,257,648	731,486	(526,162)
Independence Community College	234,017	139,448	(94,569)
Johnson County Community College	3,586,340	--	(3,586,340)
Kansas City Kansas Community College	1,115,020	668,365	(446,655)
Labette Community College	323,111	198,540	(124,571)
Neosho County Community College	376,262	238,830	(137,432)
Pratt Community College	337,259	213,760	(123,499)
Seward County Community College	391,939	264,347	(127,592)
<b>Total</b>	<b>\$ 14,794,662</b>	<b>\$ 6,601,952</b>	<b>\$ (8,192,710)</b>

**2. Act on Distribution of FY 2026 Appropriations for Technical Education (Excel in Career Technical Education Initiative and AO-K Proviso)**

**Summary**

*The Excel in CTE Initiative provides state-financed college tuition for high school students in approved postsecondary technical education courses for students earning industry-recognized credentials in high-demand occupations. While enrollments at individual colleges varied widely, overall Excel in CTE student headcounts grew 8.6 percent in FY 2025 compared to FY 2024 while calculated state aid costs grew 13.0 percent. As has been the case for the past four years, a proviso was applied to the appropriation requiring payments for this program to be made to the institutions within a specified timeframe for FY 2026.*

*As the amount available for the Excel in CTE Initiative will not cover the calculated costs for enrollment activity in FY 2026, the amounts to be distributed are recommended to be pro-rated in a manner proportional to the \$6.1 million shortfall (11.5 percent for Excel in CTE). As the state funding for the AO-K program is sourced from the Excel in CTE appropriation, the distribution of the state aid is similarly pro-rated by \$512,845. The Board of Regents has no state funding available for the GED Accelerator or for students in the AO-K to Work program to receive up to \$500 for course materials. Amounts displayed are to document each institution’s calculated costs for state aid under state law. In total, state appropriations for the four programs fall short by \$6,197,532 for FY 2026.*

*The Postsecondary Technical Education Authority approved the amounts as shown below at the meeting on September 11, 2025. Staff recommends Board approval of the allocations as outlined below, and requests authorization to make necessary subsequent technical corrections if any error is discovered. Staff will report back if any such corrections are needed. The distribution amounts set forth in the following tables do not reflect the Board’s assessment of each institution’s performance pursuant to K.S.A. 74-3202d(e) and thus the actual distribution to an institution, in accordance with the performance agreement process, may be less than the amount set forth in the tables for that institution.*

**Excel in CTE and Accelerating Opportunity: Kansas**

K.S.A. 72-3819, known as the Excel in CTE Initiative, provides state-financed college tuition for high school students in postsecondary technical education courses and (when funding is appropriated) incentives to school districts for students earning industry-recognized credentials in high-demand occupations. Funding for the initiative that reimburses colleges for the cost to deliver the programs is provided through an appropriation to the Board of Regents Office. The appropriation language also provides a tuition subsidy for adults without a GED who are enrolled in technical courses in designated Accelerating Opportunity: Kansas (AO-K) approved pathways.

For FY 2026, the Board of Regents has available \$47,050,000 for high school students’ postsecondary technical course tuition and for tuition for adults without a GED who are enrolled in technical courses in designated Accelerating Opportunity: Kansas (AO-K) approved pathways. Amounts noted in the next two tables reflect the actual Academic Year 2025 enrollments and calculated state aid costs for the student enrollments.

Separate tables are attached to the issue paper to provide student headcount and student credit hours for Excel in CTE activity over FY 2020 through FY 2025 for each institution.

**FY 2026 Distributions**

From the program’s inception through FY 2021, funding for the tuition portion of the Excel in CTE program was distributed twice a year, based on student enrollments submitted to the Kansas Higher Education Data System by the institutions in special data collections specific to the programs. Funds were distributed in January based on Fall enrollment data and in June based on Spring enrollment data. The 2021 Legislature enacted a new proviso, which has been repeated annually since then:

*And provided further,* That during the fiscal year ending June 30, 2026, not later than 60 days following the class start date, expenditures shall be made by the above agency from such account for tuition reimbursement.

To comply with this expenditure timing requirement, a change was required for the basis of how the funds are distributed, and when funds are distributed to institutions. Rather than increasing the number of data collections and making multiple payments throughout the semester to institutions with their multiple unique class start dates, the funds are distributed based on institutions’ share of the prior year enrollments in the eligible programs. This process makes the distribution of the state funds manageable for both the institutions and the Board Office and aligns with the methodology of most distributions.

August 11, 2025	Earliest Class Start Date Fall 2025 Semester (Flint Hills Technical College)
September 5, 2025	Deadline for College Presidents to Certify Academic Year 2024 Data
September 8-10, 2025	Board of Regents Staff Computes State Aid Costs for Affected Programs
September 11, 2025	Postsecondary Technical Education Authority Meets to Review and Approve Distributions
September 17-18, 2025	Board of Regents Meets to Review and Approve Distributions
October 10, 2025	Deadline for Payments to Colleges According to Legislative Proviso

**Recommendation**

Institutions submitted and certified their full Academic Year 2025 data collection by September 5th. As amounts available for Excel in CTE and AO-K will not cover the calculated costs for enrollment activity in FY 2025, the amounts to be distributed are pro-rated in a manner proportional to the shortfall. As the state funding for the AO-K program is sourced from the Excel in CTE appropriation, the distribution of the state aid is similarly pro-rated according to each college’s share of the state aid calculated total.

Staff have reviewed the information submitted by the institutions and recommends approval of the amounts noted below and requests approval to make necessary technical corrections should an error be identified. The distribution amounts set forth in the following tables do not reflect the Board’s assessment of each institution’s performance pursuant to K.S.A. 74-3202d(e) and thus the actual distribution to an institution, in accordance with the performance agreement process, may be less than the amount set forth in the tables for that institution.

**Excel in Career Technical Education**

<b>Institution</b>	<b>FY 2026 Calculation</b>	<b>FY 2026 State Aid</b>
Allen County Community College	\$ 984,968	\$ 871,605
Barton County Community College	695,015	615,023
Butler Community College	981,464	868,504
Cloud County Community College	666,271	589,588
Coffeyville Community College	1,403,461	1,241,932
Colby Community College	359,317	317,962
Cowley County Community College	1,684,772	1,490,866
Dodge City Community College	1,658,841	1,467,919
Flint Hills Technical College	3,202,167	2,833,619
Fort Hays Tech   North Central	789,253	698,415
Fort Hays Tech   Northwest	985,034	871,663
Fort Scott Community College	1,341,334	1,186,955
Garden City Community College	1,047,759	927,169
Highland Community College	2,443,443	2,162,219
Hutchinson Community College	3,382,777	2,993,442
Independence Community College	191,748	169,680
Johnson County Community College	2,852,939	2,524,585
Kansas City Kansas Community College	3,323,415	2,940,912
Labette Community College	599,880	530,838
Manhattan Area Technical College	1,001,665	886,380
Neosho County Community College	2,212,911	1,958,220
Pratt Community College	573,558	507,545
Salina Area Technical College	1,689,615	1,495,152
Seward County Community College	1,334,135	1,180,585
Washburn University Institute of Technology	6,276,213	5,553,863
Wichita State University Campus of Applied Sciences and Technology	10,907,946	9,652,514
<b>Total</b>	<b>\$ 52,589,901</b>	<b>\$ 46,537,155</b>

**Accelerating Opportunity: Kansas**

<b>Institution</b>	<b>FY 2026 Calculation</b>	<b>FY 2026 State Aid</b>
Allen County Community College	\$ --	\$ --
Barton County Community College	--	--
Butler Community College	36,612	32,348
Cloud County Community College	--	--
Coffeyville Community College	--	--
Colby Community College	69,016	60,978
Cowley County Community College	2,418	2,136
Dodge City Community College	--	--
Flint Hills Technical College	--	--
Fort Hays Tech   North Central	--	--
Fort Hays Tech   Northwest	--	--
Fort Scott Community College	--	--
Garden City Community College	37,932	33,514
Highland Community College	27,555	24,346
Hutchinson Community College	6,029	5,327
Independence Community College	--	--
Johnson County Community College	25,701	22,708
Kansas City Kansas Community College	2,015	1,780
Labette Community College	--	--
Manhattan Area Technical College	--	--
Neosho County Community College	--	--
Pratt Community College	--	--
Salina Area Technical College	10,200	9,012
Seward County Community College	34,739	30,693
Washburn University Institute of Technology	91,537	80,876
Wichita State University Campus of Applied Sciences and Technology	236,691	209,127
<b>Total</b>	<b>\$ 580,445</b>	<b>\$ 512,845</b>



**Postsecondary Education Performance-Based Incentives Fund (GED Accelerator)**

The Board of Regents administers the Postsecondary Education Performance-Based Incentives Fund (known as the GED Accelerator Initiative), per K.S.A. 74-32,434. This fund provides incentives to eligible institutions—community colleges, technical colleges, and Washburn Institute of Technology—for adults seeking and earning a GED/high school equivalency diploma and/or an identified industry credential while enrolled in an eligible postsecondary technical education program.

Eligible institutions can receive:

- \$170 for each adult enrolled in a postsecondary technical program while pursuing a GED/high school equivalency diploma (\$150 of which must be used for the GED/high school equivalency tests);
- \$500 for each adult earning a GED/high school equivalency diploma; and
- \$1,000 for each adult earning an identified industry credential while enrolled in an eligible postsecondary technical education program.

For participants enrolled in the program in AY 2025 the calculated costs total \$54,540; however, the Board of Regents has no state appropriation to pay for the college incentives.

The GED Accelerator was initially financed with a transfer of \$1.9 million from the State General Fund in Section 143(f) of 2015 House Substitute for Senate Bill 112. In FY 2017, \$900,000 was transferred back to the State General Fund. The remaining \$1.0 million has been spent down over time and at present, the fund has a zero balance. Despite the Board's request for state funding in FY 2026, the Legislature made no appropriation for this statutory program.

**Postsecondary Education Performance-Based Incentives Fund – GED Accelerator**

<b>Institution</b>	<b>FY 2026 Calculations</b>	<b>FY 2026 State Aid</b>
Allen County Community College	\$ --	\$ --
Barton County Community College	--	--
Butler Community College	1,190	--
Cloud County Community College	--	--
Coffeyville Community College	--	--
Colby Community College	9,690	--
Cowley County Community College	--	--
Dodge City Community College	--	--
Flint Hills Technical College	--	--
Fort Hays Tech   North Central	--	--
Fort Hays Tech   Northwest		
Fort Scott Community College	--	--
Garden City Community College	9,380	--
Highland Community College	2,350	--
Hutchinson Community College	1,010	--
Independence Community College	--	--
Johnson County Community College	7,020	--
Kansas City Kansas Community College	1,670	--
Labette Community College	--	--
Manhattan Area Technical College	--	--
Neosho County Community College	--	--
Pratt Community College	--	--
Salina Area Technical College	1,840	--
Seward County Community College	7,680	--
Washburn University Institute of Technology	10,530	--
Wichita State University Campus of Applied Sciences and Technology	2,180	--
<b>Total</b>	<b>\$ 54,540</b>	<b>\$ --</b>

**Accelerating Opportunity: Kansas (AO-K) Books, Tools, Personal Materials, and Industry Exams**

K.S.A. 74-32,267, enacted in 2019, established the Accelerating Opportunity: Kansas (AO-K) to Work program to assist students in obtaining a high school equivalency and becoming ready for transferable college-level courses while earning an industry credential. The 2023 Legislature passed Senate Substitute for HB 2060 to amend the AO-K to Work program to permit state funds to be used for books and related materials, up to \$500 per student per institution over their lifetime. However, the 2023 legislation limited the \$500 to only students pursuing the specific High School Equivalency (HSE) created by the statute, and precluded AO-K GED students from benefitting from the financial assistance.

Provisions enacted by the 2024 Legislature clarify all AO-K students are eligible for the AO-K payment as a \$500 lifetime benefit and removed language requiring the subtraction of other aid from the amount awarded for this benefit. No state appropriation has ever been made for the benefit.

**AO-K State Payment for Books, Tools, Personal Materials, and Industry Exams**

<b>Institution</b>	<b>FY 2026 Calculations</b>	<b>FY 2026 State Aid</b>
Allen County Community College	\$ --	\$ --
Barton County Community College	--	--
Butler Community College	1,414	--
Cloud County Community College	--	--
Coffeyville Community College	--	--
Colby Community College	--	--
Cowley County Community College	420	--
Dodge City Community College	--	--
Flint Hills Technical College	--	--
Fort Hays Tech North Central	--	--
Fort Hays Tech   Northwest	--	--
Fort Scott Community College	--	--
Garden City Community College	8,933	--
Highland Community College	--	--
Hutchinson Community College	--	--
Independence Community College	--	--
Johnson County Community College	--	--
Kansas City Kansas Community College	--	--
Labette Community College	--	--
Manhattan Area Technical College	--	--
Neosho County Community College	--	--
Pratt Community College	--	--
Salina Area Technical College	--	--
Seward County Community College	--	--
Washburn University Institute of Technology	7,685	--
Wichita State University Campus of Applied Sciences and Technology	4,194	--
<b>Total</b>	<b>\$ 22,646</b>	<b>\$ --</b>

### 3. Discuss and Act on Board Policy Amendments – Chad Bristow, System Director of Facilities

#### Summary

*At the April 2025 Fiscal Affairs and Audit Standing Committee meeting, amendments to KBOR facilities policy were discussed with the objective of potentially streamlining the Board's approval process for a range of capital projects. Given the impact of construction inflation, Regents had expressed concern in the months prior that unnecessarily lengthy approval processes might add cost to projects in an already challenging market.*

#### Background

In 2019, the Board of Regents decided more focused attention must be directed toward facilities capital renewal and the chronic issue of deferred maintenance on the campuses of the state universities. Throughout 2020, facilities condition assessments and space utilization studies were completed for hundreds of academic mission critical buildings across the system. The results confirmed the necessity to develop a structured plan to reverse the trend. At the February 2021 meeting, the Board introduced and discussed concepts for a new facilities policy framework that would support an effective facilities renewal program. By June 2021, the Board adopted a policy that established an annual two percent (2%) maintenance assessment for all mission critical buildings. Since 2021, the Board has updated its facilities policy several times to support the long-term success of the initiative.

The Governor and the Legislature supported the KBOR capital renewal initiative with appropriations of state funding in FY 2023, FY 2024, and FY 2025. The Kansas Campus Restoration Act (KCRA) was enacted by the 2024 Legislature and will transfer funds annually from the State General Fund in FY 2026 through FY 2031. Over time, the combination of the Educational Building Fund, KCRA funding, and required university matching funds add up to a best practices level of annual reinvestment in campus facilities that will reduce the deferred renewal and maintenance liability.

Adjustments to Board facilities policy can improve the balance between productivity, value, and accountability ensuring the success of the KBOR facilities initiative and revitalization of the university campuses. The proposed adjustments below include:

- Increasing university CEOs' authority to approve projects without further Board approval to \$1,500,000 from the current \$500,000 level. Board approval of such projects' initial program statements would still be required if new space is being added.
- Delegating to the Board President and CEO authority to approve amendments to the five-year capital plan and program statements for projects under \$10,000,000. Board approval would still be required for such projects' initial program statements and initial inclusion in the capital plan.

#### Staff Recommendations

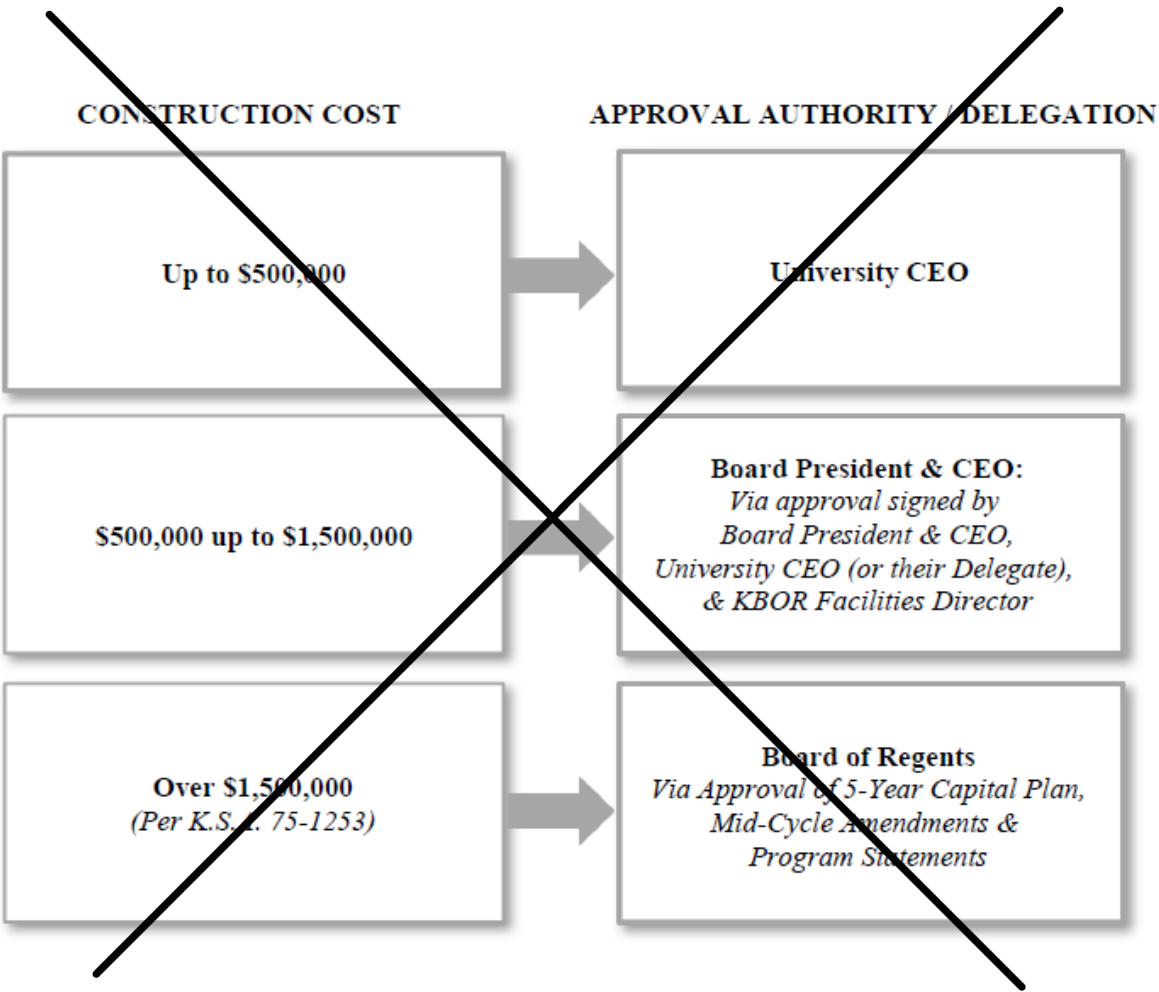
In response to the Fiscal Affairs and Audit Committee's discussion with the Universities and feedback provided at the April 2025 meeting, updates and additions to the Board's Policy Manual Chapter II, Section E "Facilities" are presented for consideration and discussion as follows. New proposed language is underlined. Language recommended to be deleted is shown with a strikethrough.

E FACILITIES

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2 SUMMARY OF APPROVAL REQUIREMENTS

a Capital Projects Approval





	Expected Total Construction Cost			
	Under \$1,500,000 (no new space)	Under \$1,500,000 (new space)	\$1,500,000 to under \$10,000,000	\$10,000,000 or greater
<b>5-Year Capital Plan</b>	N/A	N/A	Board of Regents	Board of Regents
<b>Off-cycle addition to 5-Year Capital Plan (new project)</b>	N/A	N/A	Board of Regents	Board of Regents
<b>Off-cycle amendment to 5-Year Capital Plan (previously approved project)</b>	N/A	N/A	Board President and CEO	Board of Regents
<b>Program Statement (initial)</b>	N/A	Board of Regents	Board of Regents	Board of Regents
<b>Program Statement (amendment)</b>	N/A	Board President and CEO	Board President and CEO	Board of Regents
<b>Selection of Design Professional (standard)</b>	State Building Advisory Commission*	State Building Advisory Commission*	State Building Advisory Commission	State Building Advisory Commission
<b>Selection of Design Professional (alternative, if authorized)</b>	University or Endowment/Foundation	University or Endowment/Foundation	University or Endowment/Foundation	University or Endowment/Foundation
<b>Design Development Plans</b>	N/A	Board President and CEO	Board President and CEO	Board President and CEO

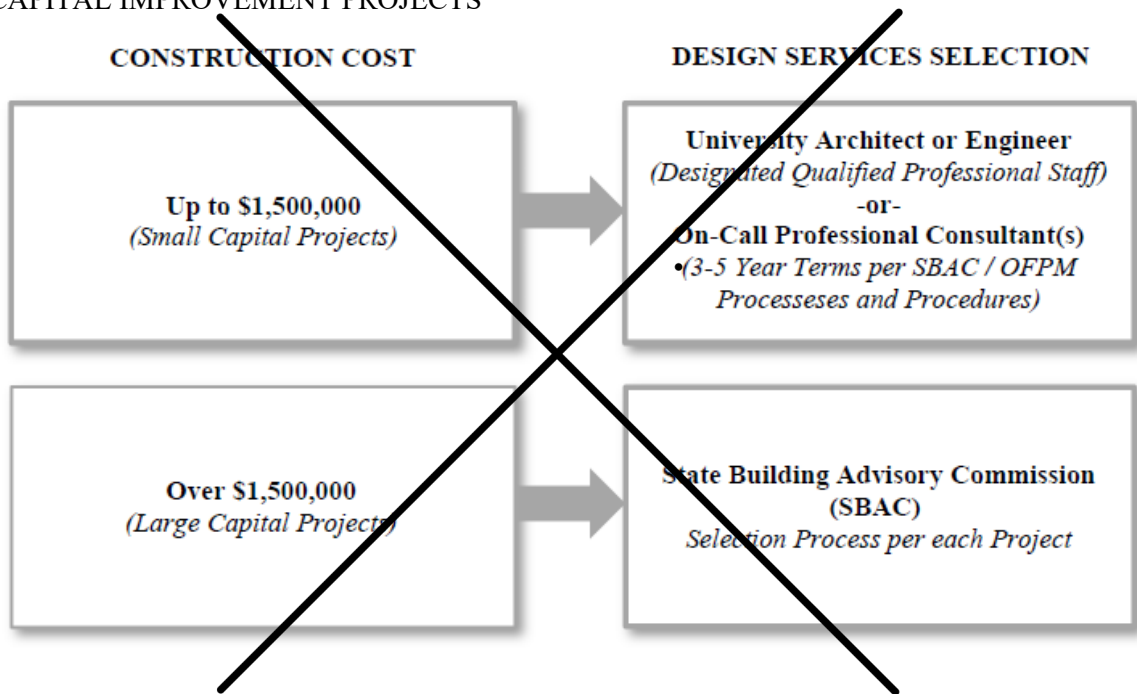
\*For projects less than \$1,500,000, the university may utilize an on-call design professional shortlisted by the State Building Advisory Commission and selected through the state process. Alternatively, the university may utilize properly licensed university or State of Kansas staff.

Additional Notes:

- Approval requirements are applicable to all university projects with state funding or on state-owned property except for ~~projects~~ those done in partnership with private developers which require only Board approval and, ~~but which~~ are not included in the five-year capital plan.
- All projects with construction costs \$1.5 million and greater are included in the university's five-year capital plan.
- Design Development plans must be approved by the Board President and CEO via signed memorandum.
- Joint Committee on State Building Construction (JCSBC) must be advised of all project expenditures.

~~b — Architect & Engineer Selection (Projects with State Funding)~~

3 CAPITAL IMPROVEMENT PROJECTS



a Definitions

- i Large capital improvement projects are those that are expected to equal or exceed \$1,500,000 in estimated construction costs, regardless of funding source, including: new construction, building additions, major renovation, remodeling or alterations, demolition of structures, annual maintenance, deferred maintenance, rehabilitation and repair, fixed equipment replacement, and utility or infrastructure projects. ~~“Total project costs” include project soft costs.~~ Any large capital improvement project located on state property is governed by the applicable and relevant processes and policies for capital improvements established by the State of Kansas and the Kansas Board of Regents, regardless of funding source.
- ii Small (or On-Call) capital improvement projects are those that are expected to be less than \$1,500,000 in estimated construction costs, regardless of funding source, including: new construction, building additions, renovation, remodeling or alterations, demolition of structures, annual maintenance, deferred maintenance, rehabilitation and repair, fixed equipment replacement, and utility or infrastructure projects. ~~“Total project costs” include project soft costs.~~ Any small capital improvement project located on state property is governed by the applicable and relevant processes and policies for capital improvements established by the State of Kansas and the Kansas Board of Regents, regardless of funding source.
- iii Educational Building Fund (EBF) means the fund created pursuant to K.S.A. 76-6b01 et seq. and funded by the annual mill levy authorized by Article 6, Section 6 of the Kansas Constitution.

## b Process

## i Large Capital Improvement Projects

(1) *Initial Request:* Each state university shall submit initial concept requests for authorization of large capital improvement projects within the university's five-year capital plan submitted to the Board for consideration on March 1 of each year, utilizing the Kansas Division of Budget forms. Typically, Board review of each five-year capital plan will take place in April with Board approval in May of each year. Each approved five-year capital plan shall be filed with the appropriate state offices on or before July 1st in the format determined by the State Budget Director. Upon Board approval of the five-year capital plan, and prior to proceeding with selection of an architect and/or engineer for design services, each university shall submit for ~~Board~~ review and approval, as outlined in 3.b.i(5), a written program statement for each project. ~~Each request approved by the Board shall be filed with the appropriate state offices on or before July 1st in the format determined by the State Budget Director.~~ No state university shall pursue gubernatorial or legislative approval of any large capital improvement project without prior Board approval.

(2) *New Space:* ~~All large capital improvement projects consisting of proposals for new buildings or major additions on state-owned property; shall include detailed plans for facility maintenance, utilizing the Board's standard calculation worksheet template(s), as part of the program statement. For all new construction projects and additions on state property, a~~ That structured plan shall demonstrate a commitment for how and from what proposed revenues maintenance over the projected life of the building will be financed, consistent with existing university facilities. Such plan will be incorporated within the overall maintenance plan for the university. The plan shall consider building type, complexity, and function and shall use the Board's standard calculation worksheet template(s) for identifying, worksheet for calculating the maintenance and operating costs. Such costs shall be determined by industry standard methods and shall consider building type, complexity, and function. Maintenance expenditures and plans shall be reviewed by the Board annually. ~~Such annual maintenance and operating plans shall be included in the program statement and shall adhere to standards prescribed by the Board's Director of Facilities.~~

(3) *Amendments* to the university's five-year capital plan ~~current year capital improvements project list~~ may be submitted to the Board at any times other than those specified above. Following ~~Board~~ approval, the state universities shall be responsible for advising the Joint Committee on State Building Construction of amendments ~~after the capital plans are due at the Budget Office on July 1st of each year.~~ All amendments adding new projects must be approved by the Board. Amendments to previously approved projects must be approved by the Board, except that the Board President and Chief Executive Officer may approve any amendment when the estimated construction costs after such amendment will be less than \$10,000,000.

(4) *Licensed Professional Consultants:* ~~The design~~ Design and construction administration for all ~~new buildings and major renovations~~ capital improvements on state property shall be performed by licensed professional consultants retained in accordance with Kansas statutes. Such services shall not be obtained until a A written program statement has been approved in accordance with this policy. ~~for each building project shall be submitted and approved by the Board and by the Legislature or Joint Committee on State Building Construction, as set forth in section E.3.b.i.5., before such services are obtained.~~

(5) *Program Statements*: Minimum requirements for program statements include goals and objectives, detailed project scope and description, project budget (indicating estimated total project development costs in line-item format), project schedules, and project delivery method. For projects creating new space, the program statement must also include a list of spaces with detailed descriptions, area summaries, functional criteria, room data sheets, justification and impact of the additional space on overall campus space, the projected design life of the building (in years) and completion of the maintenance assessment worksheet and the revenue sources proposed for maintenance and operations over the life of the facility. Additional information that the state university deems necessary may also be included. ¶

¶  
~~Board approval of program statements are only required for large capital projects, except in the case where a small capital project is a new building or addition. All initial program statements shall be approved by the Board. The Board President and Chief Executive Officer may approve amended program statements when the estimated construction costs after such amendment will be less than \$10,000,000.~~ At the time of the request for approval of a program statement, the state university shall submit, to the Board's Director of Facilities, a statement identifying the procurement method that it intends to utilize to execute the project, or, if the project will be completed by an endowment association or research foundation as defined in K.S.A. 76-756 or 76-759, a statement demonstrating that the project is authorized by K.S.A. 76-757 or K.S.A. 76-759. For reference purposes, a summary of state university procurement methods and endowment association and research foundation project authorization is set out in subsection II.E.3.d. below. The state university shall provide further notification if the procurement method or project authorization changes.

(6) *Design Development Plans*: Following Legislative and Board approval of a specific capital improvement project, design development plans for a building or project and the location of the new building shall be submitted to the President and Chief Executive Officer for review and approval before final plans are prepared. The Board President and Chief Executive Officer, upon the recommendation of the Director of Facilities, may approve design development plans on behalf of the Board by issuance of a signed memorandum. Board approval of design development plans ~~are-is only~~ required for only large capital projects, except in the case where a small capital project is a new building or addition that adds new space.

## ii Small Capital Improvement Projects

Authority to approve projects costing less than ~~\$1,500,000~~ \$500,000 in construction costs is delegated to the state university chief executive officer. ~~Upon written request of the university's chief executive officer, and with concurrence of the Board's Director of Facilities, the Board President and Chief Executive Officer has the authority to authorize projects with construction that equal or exceed \$500,000 but are less than \$1,500,000.~~ The large capital projects requirements for Licensed Professional Consultants also apply for small capital projects. Large capital project requirements for Program Statement, Design Development Plans, and Maintenance Assessment shall apply to those small capital projects that consist of new buildings or additions that add new space.

C. Other Matters

1. **Discuss Board Member Conflict of Interest John Yeary, Disclosure Statements and Act on Actual or Apparent Conflicts General Counsel**

**Summary**

*In accordance with Board policy, Regents have reported their actual and apparent conflicts of interest on forms provided to them by Board staff. A summary of those reports is before the Board for review and determination of whether any restrictions should be placed on the reported activities.*

*Staff recommends approving continued membership of Regents on the boards identified in the disclosures because service on the boards is required by law, is not subject to the Board's conflict of interest policy or has been determined to be more beneficial to an institution than potentially harmful to the Board or the System. Board approval of continued service of these Regents on these boards should be conditioned on the Regents recognizing that their duty is first and foremost to the Kansas Board of Regents and that if any actual conflict does arise, they will take appropriate action to manage or remedy the conflict.*

*Regarding the contracts/transactions in which Regents have reported interests, staff recommends directing the involved Regents to excuse themselves from participating on behalf of the Board in matters involving or related to those contracts or transactions, or as otherwise recommended by the Board Governance Committee.*

**Background**

Board of Regents policy governing Board member conflicts of interest calls for disclosure of certain transactional interests, memberships, and affiliations, and provides that the Board will review the disclosures and make participation determinations at its September meeting.

Disclosure forms were provided to Board members prior to the July 2025 retreat for completion and return to the Board President and CEO. All forms have been completed, received, and reviewed by President Flanders and the Board's general counsel and will be reviewed by the Governance Committee at the Committee's September 17 meeting. A summary of the disclosures (responses to any question answered in the affirmative) is provided below.

In accordance with Board policy, the Board is to now:

- Include the reported interests in the minutes of a Board meeting; and
- With regard to each reported membership or affiliation on a governing board or affiliated corporation, make a determination regarding the permissibility of accepting or continuing to serve in such capacity; and
- With regard to each contract or transaction, direct the involved Regent to excuse himself or herself from participating on behalf of the Board in actions involving that contract or transaction.

**Memberships and Affiliations**

Board policy requires that the Board, together with the involved Regent, "make a determination regarding the permissibility of accepting or retaining such an appointment in accordance with the following guidelines:

"(i) If an independent observer, having knowledge of all the relevant circumstances, would reasonably conclude that the Board member has an actual or apparent conflict of interest in holding such a position, the Board member should not accept or retain the position;

“(ii) If, however, involvement by the Board member would bring compelling benefit to the institution, the Board may approve such involvement subject to any conditions the Board deems appropriate to assure both propriety and the appearance of propriety.”

The reported and known memberships and affiliations to be reviewed by the Board pursuant to the above-quoted provision, along with a description of the entity or activity and rationale to approve continued service of these Regents on these boards, are as follows:

1. One Regent will serve on the *governing* board of an institution that is *coordinated* by the Board:
  - Regent Dicus will serve as the Kansas Board of Regents appointee to the Board of Regents of Washburn University pursuant to statutory requirement.
2. Three Regents have reported service on the *governing* board of a non-controlled *affiliated corporation* of an *institution* that is *governed* by the Board:
  - Regent Dicus serves as a Trustee and Investment Committee member of the KU Endowment Association, a non-controlled affiliated corporation of the University of Kansas.
  - Regent Benson serves as a Member of the Executive Board of the Pittsburg State University Foundation, a non-controlled affiliated corporation of Pittsburg State University.
  - Regent Ammar is the Board Chair-Elect of the Wichita State University Foundation and Alumni Engagement, a non-controlled affiliated corporation of Wichita State University.
3. One Regent has reported service on an *advisory* board of an *institution* that is *governed* by the Board:
  - Regent Dicus serves as a Board member of the University of Kansas School of Business Dean’s Advisory Board.
4. One Regent has reported service on a *non-governing* board of an *affiliated corporation* of an *institution* that is *coordinated* by the Board.
  - Regent Dicus serves as a Trustee of the Washburn University Foundation Board, a non-governing board of the Washburn University Foundation.
5. One Regent has reported service on the governing board of an entity created by Governor Executive Order and of an organization created to assist an office within the Department of Commerce.
  - Regent Parasker serves as a member of KansasWorks, an advisory board originally created by Executive Order 15-06 to assist in establishing and coordinating workforce programs in the State of Kansas including, but not limited to, the implementation of the Workforce Innovation and Opportunity Act; and on the Kansas Apprenticeship Council, created to assist the Apprenticeship Registration Office to actively grow a robust system that supports apprenticeship, stakeholders, sponsors, apprentices and intermediaries.

Staff recommends approving Regents Dicus,’ Benson’s, Parasker’s, and Ammar’s continued service on these boards. K.S.A. 13-13a04(a)(4) provides that one member of the Washburn University Board of Regents shall be a member of the Kansas Board of Regents. As this is a statutorily required appointment, it is not considered a conflict for purposes of the Board’s policy. Service on the board of an affiliated corporation that exists to conduct research or raise and manage funds for its respective educational institution is generally in line with the Board’s mission and goals, would be unlikely to constitute an actual conflict of interest, and is more likely to be beneficial to an institution than potentially harmful to the Board or the System.

Because the University of Kansas School of Business Board of Advisors is an advisory board rather than the governing board for the University or one of its affiliated corporations, service on this board is not subject to the Board of Regents’ conflict of interest policy. Similarly, the Washburn University Foundation Board of Trustees is not a governing board of the Foundation, so service on this board is not subject to the Board’s conflict of interest



policy. Service on the KansasWorks Board and the Kansas Apprenticeship Council likewise do not fall under the Board's conflict policy. Board approval of Regents Dicus', Benson's, Parasker's, and Ammar's continued service on these boards should nevertheless be conditioned on their recognition that their duty is first and foremost to the Kansas Board of Regents and that if any actual conflict does arise, they will take appropriate action to manage or remedy the conflict.

### **Contracts or Transactions**

Board policy states that "no member of the Board having such interest shall participate on behalf of the Board in the authorization of any such contract or transaction."

The contracts or transactions in which a Regent has reported a direct or indirect interest are as follows:

Four Regents have reported an interest in an entity that has entered one or more contracts or transactions with one or more *institutions* that are *governed* or *coordinated* by the Board:

- Regent Benson is employed by the Pittsburg Area Chamber of Commerce, which occasionally has business transactions with Pittsburg State University.
- Regent Benson is member of the Board of Directors for the Crawford County Career and Technical Education Center, a non-profit entity that works with the Wichita State University Campus of Applied Sciences and Technology.
- Regent Mendoza is a Doctoral Student at Kansas State University.
- Regent Parasker has a 100% ownership interest in SnapIT Solutions, a limited liability company that conducts trainings for which the Board of Regents provides certificates of approval to offer in Kansas and is a partner in Nilofer Venture Holdings which holds related intellectual property.

Staff recommends directing Regent Benson to excuse himself from participating on behalf of the Board in matters involving or related to any contract or transaction between the Pittsburg Area Chamber of Commerce and Pittsburg State University; directing Regent Benson to excuse himself from participating on behalf of the Board in matters involving; any contract or transaction between the Crawford County Career and Technical Education Center and Wichita State University Campus of Applied Sciences and Technology; directing Regent Parasker to excuse herself from participating on behalf of the Board in matters involving, impacting, or related to SnapIT or Nilofer Venture Holdings. It is noted that the Board of Regents generally would not be asked to approve any activity surrounding a technical college's transactions with a career and technical education center. Staff recommends directing Regent Mendoza to excuse herself from any Board action directly impacting the programs in which she is enrolled.

## 2. Receive Plan to Update the Board's Strategic Plan, President Flanders Building a Future

### Summary

*Building a Future was adopted in 2020 as the Kansas public higher education system's strategic plan. Five years in, the plan has demonstrated measurable success in supporting Kansas families, businesses, and statewide prosperity. To ensure continued relevance and impact, the Board could consider a strategic refresh of the plan.*

### Background

The Board of Regents adopted *Building a Future* as the Kansas public higher education system's strategic plan in 2020. Five years since the plan's adoption, the system can point to numerous metrics that show *Building a Future* is making a difference for Kansas families and businesses and helping create prosperity in the state. To ensure that it continues to meet the needs of Kansans, the Board could consider a review and refresh that makes necessary adjustments and additions to *Building a Future*.

*Building a Future* centers the work of the system on serving Kansas families, supporting Kansas businesses, and growing the Kansas economy. Within each of these pillars are areas of focus that inform the Regents' strategic goals and initiatives.

### Strategic Plan Areas of Focus

*Building a Future* prioritizes progress in the following areas:

#### Family Pillar

- *Affordability*: The system is focused on practices that ensure cost does not present a barrier to earning a credential.
- *Access*: Kansas institutions are working to provide equal opportunity for all students regardless of background or circumstance.
- *Success*: Kansas colleges and universities are striving to help students successfully earn their credentials and enter jobs with sustaining wages.

#### Business Pillar

- *Talent Pipeline*: The system is working with business and industry to meet the talent needs of employers today and in the future.
- *Innovation*: Kansas universities are leveraging their unique research and innovation capabilities to give Kansas businesses a competitive advantage.

#### Prosperity Pillar

- *Economic Development Activities*: The Regents are committed to the economic revitalization of Kansas by engaging in intentional efforts to help businesses create jobs and invest in the state.
- *Community and State Benefits*: Education beyond high school creates prosperity in Kansas that goes well beyond financial benefits including improved health outcomes, increased volunteerism, and lower incarceration rates.

In addition to these areas of focus, the Board has included its Facilities Renewal initiative as part of the strategic plan.

### Proposed Update Overview

The purpose of the strategic plan refresh is to align the plan with the current needs and expectations of Kansans. The update will make targeted changes based on stakeholder feedback and evolving economic and educational

landscapes. Finally, the feedback will help strengthen underdeveloped areas of the plan, particularly Pillars II (Businesses) and III (Prosperity).

The Board office will hold focus groups with families and businesses to gain feedback from Kansans on how higher education is supporting their needs and will incorporate changes. Following these focus groups, Board staff will present the results to the Governance Committee and to the System Council of Presidents. The Board office will solicit feedback and present any recommended adjustments to the plan to the Governance Committee.

Concurrently to this work, the Board's Data, Research and Planning (DRP) team will continue its update of the Building a Future dashboard. This update is focused on presenting a more focused first view of the metrics along with a reorganization of the expanded metrics.

### **Stakeholder Engagement: Focus Groups**

In 2018, the Board held focus groups in ten communities across Kansas to support initial development of the strategic plan. Since the refresh is narrower in scope, it would use a more limited number of focus groups (two to four communities). While the focus groups with business leaders would be best in-person, focus groups with parents and students could be held via a webinar format that includes survey questions.

- **Families:** In 2018, the Board office met with high school students and parents in numerous communities. For the refresh, we propose to instead hold three meetings virtually with the following groups:
  - Students at four-year institutions and their parents
  - Students at two-year institutions and their parents
  - High school students and their parents
 By including active students instead of only prospective ones, we will obtain better feedback on student success initiatives as well as a more complete picture of affordability efforts.
- **Businesses:** The Board office could hold focus groups in Wichita and the Kansas City area, along with one or two other regional communities. The focus of these would be on obtaining feedback on the talent pipeline, innovation, and economic development.

### **Dashboard Update**

An update to the strategic plan dashboard has been ongoing based on the Board's discussion at the 2024 retreat. This update includes a significant reorganization of the metrics currently in the dashboard and the addition of a few key metrics.

It also will create a high-level landing page to give Regents, system leaders, stakeholders and interested parties a snapshot of the ten most important metrics.

*Building a Future* does not currently contain many metrics for Pillar II and has none for Pillar III. The refresh should consider which metrics should be looked at for these pillars moving forward.

### **Proposed Timeline**

A potential timeline for the strategic plan refresh:

- August 2025: Work with partners to identify focus group participant lists and schedule dates for sessions
- September 2025: Develop presentations and surveys for focus groups
- October 2025: Conduct focus groups
- November 2025: Feedback presented to Governance Committee and SCOPs
- December 2025 - January 2026: Develop draft recommendations with feedback from System
- January - April 2026: Governance Committee considers recommendations and makes additional updates; DRP begins work on adding Pillar II and III metrics to dashboard
- May - June 2026: Board votes on any proposed updates to plan

**3. Discuss and Adopt Board Goals for 2025-2026****Regent Benson, Chair****Summary**

*The Board first adopted Building a Future as the system's strategic plan in June 2020. The plan focuses on how colleges and universities can best serve Kansas families and businesses and advance the state's economic prosperity. Since the adoption of Building a Future, the Regents have based their annual goals for the system upon the strategic plan.*

*The proposed goals listed below were identified by the Board at the July retreat and are ready for final action.*

**Background**

The Board adopted *Building a Future* as the strategic plan for the Kansas public higher education system in June 2020. The plan recognizes the unique capabilities of colleges and universities to create prosperity for Kansas.

*Building a Future* centers the work of the system on serving Kansas families, supporting Kansas businesses, and growing the Kansas economy. Within each of these pillars are areas of focus that inform the Regents' strategic goals and initiatives.

**Areas of Focus**

*Building a Future* prioritizes progress in the following areas:

**Family Pillar**

- *Affordability*: The system is focused on practices that ensure cost does not present a barrier to earning a credential.
- *Access*: Kansas institutions are working to provide equal opportunity for all students regardless of background or circumstance.
- *Success*: Kansas colleges and universities are striving to help students successfully earn their credentials and enter jobs with sustaining wages.

**Business Pillar**

- *Talent Pipeline*: The system is working with business and industry to meet the talent needs of employers today and in the future.
- *Innovation*: Kansas universities are leveraging their unique research and innovation capabilities to give Kansas businesses a competitive advantage.

**Prosperity Pillar**

- *Economic Development Activities*: The Regents are committed to the economic revitalization of Kansas by engaging in intentional efforts to help businesses create jobs and invest in the state.
- *Community and State Benefits*: Education beyond high school creates prosperity in Kansas that goes well beyond financial benefits including improved health outcomes, increased volunteerism, and lower incarceration rates.

In addition to these areas of focus, the Board has included its Facilities Renewal initiative as part of the strategic plan.

**2025-2026 Proposed Board Goals**

1. Board staff will lead a structured review and update of the ***Building a Future Strategic Plan***, incorporating stakeholder feedback, emerging trends, and performance metrics to ensure continued relevance and impact of public higher education institutions across Kansas.

2. The Board's Academic Affairs Standing Committee will collaborate with faculty and academic leadership to conduct a comprehensive review of **Tenure, Post-Tenure Review**, and **Instructional Workload** policies at the state universities. This initiative aims to ensure these frameworks support academic innovation, faculty development, and student success.
3. The Board will initiate a study on **three-year baccalaureate degree models**, analyzing approaches from other states, systems, and institutions. The goal is to assess feasibility, identify opportunities for innovation, and ensure Kansas universities remain competitive and responsive to student and workforce needs.
4. State universities will submit a report detailing current initiatives, research, and instructional strategies related to **Artificial Intelligence (AI)**. This effort will help identify best practices, foster collaboration, and position Kansas institutions as leaders in AI-driven education and workforce development.

The Board and system have several goals that will continue from previous years, including initiatives such as, expansion of early college initiatives; strategic plan dashboard redesign; implementation of the student success playbooks; increase adoption of Open Educational Resources; and development and reporting of industry-recognized alternative credentials.

## VIII. Adjournment

# AGENDA

**Academic Affairs Standing Committee**  
**September 17, 2025**  
**10:45 a.m. – 11:45 a.m.**

The Board Academic Affairs Standing Committee (BAASC) will meet in the Kathy Rupp Conference Room, located in the Curtis State Office Building at 1000 SW Jackson, Suite 520, Topeka, Kansas, 66612. To the extent possible, a virtual option will be provided to accommodate those who prefer not to attend in person.

- I. Call to Order** Regent Johnston, Chair
  - A. Roll Call and Introductions
  - B. Approve Minutes from September 3, 2025, Meeting
  
- II. Board Consent Items**  
No items
  
- III. Board Discussion Agenda Items**  
No items
  
- IV. Other Matters**
  - A. Take Action on GED Score for Systemwide Mathematics Placement Measures Jennifer Bonds-Raacke
  - B. Take Action on GED Score for Systemwide English Placement Measures Sam Christy-Dangermond
  - C. Academic Affairs Updates Academic Affairs Staff
  
- V. Announcements**  
Next BAASC Meeting – September 30, 2025
  
- VI. Adjournment**



# MINUTES

**Academic Affairs Standing Committee**  
**September 3, 2025**

Regent Alysia Johnston called the September 3, 2025, Board Academic Affairs Standing Committee meeting to order at 10:30 a.m. The meeting was held via Zoom.

MEMBERS PRESENT: Regent Diana Mendoza Regent Alysia Johnston

## APPROVAL OF MINUTES

Regent Mendoza moved that the minutes of the June 11, 2025, meeting be approved. Regent Johnston seconded, and the motion carried unanimously.

## BOARD CONSENT ITEMS

## REQUEST FOR APPROVAL MS IN COMPUTATIONAL BIOLOGY - KU

Provost Barbara Bichelmeyer presented the proposal for a Master of Science in Computational Biology at the University of Kansas. KU currently offers a doctoral program in this field, which lacks a corresponding master's degree. Professor Joanna Slusky provided an overview, emphasizing the interdisciplinary nature of computational biology and its applications in pharmaceuticals, agriculture, and biotechnology. She noted the program's integration of artificial intelligence and its alignment with industry needs. The proposed master's would serve students who complete coursework but opt not to pursue a PhD. Following the discussion, Regent Mendoza moved to approve the program. Regent Johnston seconded, and the motion carried unanimously.

## REQUEST FOR APPROVAL AAS IN FOOD &amp; FEED MANUFACTURING - KSU

Provost Jesse Mendez introduced Dr. Dan Moser, Associate Dean for Academic Programs, College of Agriculture, Kansas State University. Dr. Moser described the development of an articulation agreement with Cowley Community College, enabling students to transfer certificate credits toward an Associate of Applied Science degree. President Michelle Schoon of Cowley College provided additional context, noting differences in technical and general education requirements between the institutions. Regent Johnston moved to approve the program and recommended it be placed on the full Board's discussion agenda due to its unique nature. Regent Mendoza seconded, and the motion carried unanimously.

## REQUEST TO CHANGE ACCREDITATION POLICY

Director of Academic Affairs Sam Christy-Dangermond presented proposed changes to the Board's accreditation policy to align with Kansas statutes (Senate Bill 78). The revisions allow institutions to pursue accreditation from any agency recognized by the U.S. Department of Education. The committee discussed implications for institutional flexibility and future accrediting bodies. Regent Johnston moved to approve the policy change. Regent Mendoza seconded, and the motion carried unanimously.

## RECEIVE PROGRAM ACCREDITATION REPORT

Director Christy-Dangermond provided a summary of the program accreditation report, covering institutional and program-level accreditations across Kansas state universities. Highlights included the number of accredited programs at each institution and the role of the KBOR program inventory database in maintaining accreditation data. Regent Johnston moved to accept the report. Regent Mendoza seconded, and the motion carried unanimously.

**OTHER MATTERS****REDUCED-CREDIT BACCALAUREATE DEGREE**

Vice President for Academic Affairs Rusty Monhollon initiated a discussion regarding the emerging trend of reduced-credit baccalaureate degrees, which typically require fewer than the standard 120 credit hours. He noted that Kansas State University had submitted a proposal for such a degree in Uncrewed Aircraft Systems, intended for delivery at the Salina campus. However, the current Board policy defines a baccalaureate degree as requiring at least 120 credit hours, and no specific policy exists to accommodate reduced-credit baccalaureate degrees. Vice President Monhollon emphasized that while the proposed degree remains a baccalaureate in nature, the absence of a formal policy presents challenges for approval. He recommended that the Board first address the policy implications before considering the proposal. Regent Mendoza expressed interest in exploring the concept further, citing similar developments in other states. The Committee raised questions about the implications of waiving the existing policy and the potential impact on institutions. Regent Johnston agreed that the proposal from Kansas State was strong but emphasized the importance of establishing a policy framework before moving forward. Provost Mendez expressed concern over losing an opportunity to get ahead of other states and requested that the proposal be allowed to proceed to COCAO on September 17 for a First Reading. Following the discussion, Regent Johnston moved to recommend that Academic Affairs staff develop a policy to address reduced-credit baccalaureate degrees and in the meantime, push the request to waive the current policy for KSU's program proposal to the full Board on September 17. Regent Mendoza seconded, and the motion carried unanimously.

**TENURE, POST-TENURE, AND WORKLOAD POLICIES**

Vice President Monhollon provided an update on the Board's ongoing review of tenure, post-tenure, and workload policies, a process initiated earlier this year at the direction of BAASC. He noted that the topic was discussed at the July Board retreat, where there was consensus around strengthening these policies to protect and preserve tenure across Kansas institutions. Following the retreat, Vice President Monhollon convened meetings with provosts and faculty senate presidents from each university and the medical center to gather input. Based on these conversations, staff prioritized revisions to the workload policy as a foundational step. A revised draft was developed using research from comparable systems and included elements commonly found in other states' policies, along with new provisions aimed at reinforcing the Board's commitment to tenure. The first draft was circulated to provosts for feedback, and a second version was sent to both provosts and faculty senate presidents on August 22. Feedback is expected by September 5. Vice President Monhollon shared that a joint meeting with provosts and faculty senate presidents is scheduled for September 17 to review the revised draft and assess readiness for broader consideration. The updated policy could be presented to BAASC at its September 30 virtual meeting, with the Board potentially considering it at its November meeting.

**ACADEMIC AFFAIRS UPDATES**

Vice President Monhollon requested that this item be tabled until the September 17 meeting due to the time constraints of this meeting.

**ANNOUNCEMENTS**

The next BAASC meeting will be held on September 17, 2025.

**ADJOURNMENT**

Regent Johnston moved that the meeting be adjourned. Regent Mendoza seconded, and the motion carried. The meeting adjourned at 11:26 a.m.

# AGENDA

**Fiscal Affairs and Audit Standing Committee**  
**Wednesday, September 17, 2025**  
**10:15 am – 11:15 am**

The Fiscal Affairs and Audit Standing Committee will meet in the Board Room, located in the Curtis State Office Building at 1000 SW Jackson, Suite 520, Topeka, Kansas, 66612.

## **I. Old Business**

- A. Approve minutes of Committee meeting on June 11, 2025
- B. Follow up on questions raised during agenda call

## **II. New Business**

- A. Receive External Management Review for Fort Hays State University  
*Mike Lowry, Senior Vice President, Allen Gibbs & Houlik*
- B. Adopt Committee Organization, Agenda and Work Plan
- C. Receive Overview of FY 2026 Board of Regents Office Budget (**FAA 26-01**)  
*Becky Pottebaum, KBOR Director for Finance & Administration*
- D. Receive KBOR Internal Audit for Alumni Account  
*Becky Pottebaum, KBOR Director for Finance & Administration*
- E. Review Board Agenda Items under Fiscal Affairs
- F. Monitor Progress on Kansas Campus Restoration Act (**FAA 26-08** standing item)
- G. Review Audit Findings (**FAA 26-09** standing item)
- H. Other Committee Business

## **III. Other Committee Items of Consideration**

# MINUTES

## **Fiscal Affairs and Audit Standing Committee June 11, 2025**

The June 11, 2025, meeting of the Fiscal Affairs & Audit Committee was called to order by Chair Benson at 10:23 a.m. The meeting was held in the Board Office located in the Curtis State Office Building, 1000 S.W. Jackson, Suite 520, Topeka, Kansas. *Proper notice was given according to law.*

MEMBERS PRESENT:      Regent Blake Benson, Chair                      Regent Jon Rolph  
                                    Regent John Dicus                                      Regent Wint Winter

### **Approve minutes of the May 14, 2025, Committee meeting**

Regent Rolph moved to approve the minutes of the May 14, 2025, meeting. Following the second of Regent Dicus, the motion was unanimously approved.

### **Review Board Agenda Items under Fiscal Affairs**

Regent Rolph moved to recommend the tuition and fee increases as laid out in the proposal. Following a second by Regent Winter, the motion was unanimously approved.

The Committee reviewed initial suggestions for FY 2027 unified appropriation requests. Vice President for Finance and Administration Elaine Frisbie shared that cybersecurity, student success playbooks, and under market employee pay were among the top concerns going into FY 2027.

University Chief Financial Officers echoed the concerns listed above and noted research funding as an additional concern. They emphasized that funding the Campus Restoration Act at the statutory level is critical for philanthropic donors to see a level of commitment from the state that incentivizes the private match funding.

Chair Benson asked if student success funding has translated into financial success. Chief Financial Officers responded that there have been notable increases in retention rates and tuition revenue since implementation.

Vice President Frisbie highlighted items from the Unified Appropriations Request list. Jeff DeWitt, University of Kansas Chief Financial Officer, emphasized concerns regarding research funding and the importance of discussing this matter at the state level.

### **FAA 25-09 Monitor Progress on State University Capital Renewal Initiative and Campus Restoration Act**

Director of Facilities Chad Bristow shared that the universities are finalizing long-term plans to be brought before the Board at the September meeting. There will also be a first read of a facilities policy update to streamline approval processes. He added that universities are working to add campus infrastructure condition assessments to building data. Vice President Frisbie added that universities have benefited from the application of infrastructure data when scanning the market for property insurance.

### **Adjournment**

Chair Benson thanked Regents Rolph and Winter for their service to the committee, and adjourned the meeting at 11:02 a.m.

# AGENDA

**Governance Committee**  
**September 17, 2025**  
**9:15 a.m. – 10:00 a.m.**

- I. Approve: Minutes from June 11, 2025
- II. Review Governance Committee work plan for Fiscal Year 2026
- III. Review Board Member conflict of interest disclosures and make recommendations to address any actual or perceived conflicts
- IV. Consider proposed updates to Board regulations not being worked by another committee: Kansas Nursing Service Scholarship Program

# MINUTES

## Governance Committee June 11, 2025

The Kansas Board of Regents Governance Committee met on Wednesday, June 11, 2025. Chair Ice called the meeting to order at 9:02 a.m. Proper notice was given according to the law.

MEMBERS PRESENT:      Carl Ice, Chair                      Blake Benson  
                                 Jon Rolph                              Diana Mendoza

### MINUTES

Regent Rolph moved to approve the minutes of the Committee's May 14, 2025 meeting. Regent Benson seconded the motion. The motion carried.

### REVIEW WICHITA STATE UNIVERSITY POLICIES REGARDING CAMPUS GROUNDS AND FACILITIES

Wichita State University General Counsel Stacia Boden reviewed updates to WSU's policies regarding posters and the use of campus grounds. In a process spanning approximately two years, a committee made up of a cross-section of campus stakeholders reviewed and crafted updates to the policies. In doing so, the committee endeavored to ensure alignment with university process and compliance with First Amendment precedent. The committee also reviewed similar policies of Kansas institutions and other institutions across the country.

Although the review was thorough, much of the updates comprise modernizing departments and titles and moving from paper to electronic forms. In the use of campus grounds policy, the policy prohibits camping and obstructing buildings, and addresses material distribution, noise levels, and the University's right to require additional security at an event. The focus is on event time, place, manner, and scheduling. The policy adds a restriction that events must occur between 7 a.m. and 7 p.m.

General Counsel Boden stated that from her office's perspective, the primary focus was compliance. She assured the committee with the strongest confidence that the updated policies comply with state and federal law and Board policy.

Regent Ice observed that WSU conducted a thoughtful review. Regent Benson asked if WSU encountered any trends or new issues when reviewing other institutions' policies. General Counsel Boden said that encampments are a current topic. She stated that when drafting these policies, there is a balance between the need to protect free speech and the need to prevent harm to others and disruption of services.

Regent Rolph asked how WSU selected 7 p.m. as the event cut-off. General Counsel Boden stated that the prevailing factor was the recommendation of the University Police Department based on shifts and the availability resources.

### EXECUTIVE SESSION AND ADJOURNMENT

At 9:15 a.m., Regent Rolph moved that the Governance Committee recess into executive session to discuss personnel matters of non-elected personnel. The subject of the executive session would be CEO compensation, and the purpose was to protect the privacy of the individual employees involved. The session would include the Committee members, General Counsel John Yeary, and Director for Finance and Administration Becky Pottebaum. The session would last approximately 30 minutes, and the Committee would return to open session at 9:45 a.m. Regent Benson seconded the motion. The motion carried and the Committee recessed into executive session.



At 9:45 a.m., the Committee returned to open session and Regent Rolph moved to extend the executive session for 20 minutes to 10:05 a.m. Regent Mendoza seconded the motion and the motion carried.

At 10:05 a.m., the Committee returned to open session and Regent Rolph moved to extend the executive session for five minutes to 10:10 a.m. Regent Mendoza seconded the motion and the motion carried.

At 10:10 a.m., the Committee returned to open session and adjourned.

# AGENDA

**System Council of Presidents  
September 17, 2025  
10:30 a.m.**

- I. Approve Minutes of the June 11, 2025 Meeting
- II. Report from System Council of Chief Academic Officers: Mickey McCloud, Ph.D.
- III. Reduced-Credit Bachelor's Programs
- IV. Board Budget Request
- V. Other Matters

# MINUTES

## System Council of Presidents June 11, 2025

At 10:30 a.m., President Seth Carter called the System Council of Presidents meeting to order at the Curtis State Office Building (CSOB), 1000 SW Jackson, Suite 530, Topeka, KS 66612, in the indicated meeting room. Addresses for offsite meetings can be obtained by contacting the Kansas Board of Regents office at 785-430-4240.

MEMBERS PRESENT: President Seth Carter, Colby College, Chair  
President James Genandt, Manhattan Tech  
Interim President Doug Ball, Pittsburg State University  
Chancellor Doug Girod, University of Kansas  
President Tisa Mason, Fort Hays State University  
President Rick Muma, Wichita State University  
President Richard Linton, Kansas State University  
President Ken Hush, Emporia State University

### **APPROVAL OF MINUTES**

Chancellor Girod moved that the minutes of the May 14, 2025, meeting be approved. Following the second of President Linton, the motion carried.

**REPORT FROM SYSTEM COUNCIL OF CHIEF ACADEMIC OFFICERS:** Mickey McCloud, Executive Vice President/Provost Johnson County Community College

- Renewal of the state Accuplacer contract, maintaining a discounted rate of \$2.15 per test.
- Acknowledgement of staff transitions; Misty Knox is departing for Concordia School District.
- Upcoming Kansas Council of Instructional Administrators meetings.
- Dr. McCloud may be stepping down as SCOCOA president.

**DISCUSSION ON SYSTEM EFFORT TO REDUCE FINANCIAL AID FRAUD:** Blake Flanders, President and CEO

- Dr. Flanders raised concerns about increasing financial aid fraud.
- No formal system-wide effort yet.
- Institutions shared awareness and mitigation strategies.
- Emphasis on federal compliance and evolving fraud tactics.

**FY 2027 BUDGET:** Blake Flanders, President and CEO

- Preliminary budget requests published in the Board book.
- Revenue improvements noted, but overall budget remains tight.
- Focus:
  - Protecting existing funding streams.
  - Modest asks for compensation and cybersecurity.
  - Cybersecurity flagged as a recurring, not one-time, expense.

### **ADJOURNMENT**

The meeting was adjourned at 10:45 a.m. by President Seth Carter.

# AGENDA

**Council of Presidents  
September 17, 2025  
10:30 a.m. or adjournment of SCOPS**

- I. Approve minutes of the June 11, 2025 meeting
- II. Report from Council of Chief Academic Officers: Brent Thomas, Ph.D.
  - a. Tenure Discussion
- III. Report from Council of Student Affairs Officers: Taylor (TK) Kriley, Ed.D.
- IV. Report from Council of Government Relations Officers: Gregory Schneider, Ph.D.
- V. Report from Council for Research and Economic Development (CRED): Cory Falldine
- VI. Report from Council of Chief Business Officers: Angela Wolgram
- VII. Other matters

# MINUTES

## Council of Presidents June 11, 2025

At 10:48 a.m., Interim President Doug Ball called the Council of Presidents meeting to order at the Curtis State Office Building (CSOB), 1000 SW Jackson, Suite 530, Topeka, KS 66612, in the indicated meeting room. Addresses for offsite meetings can be obtained by contacting the Kansas Board of Regents office at 785-430-4240.

**MEMBERS PRESENT:** Interim President Doug Ball, Pittsburg State University  
Chancellor Doug Girod, University of Kansas  
President Tisa Mason, Fort Hays State University  
President Rick Muma, Wichita State University  
President Richard Linton, Kansas State University  
President Ken Hush, Emporia State University

### **APPROVAL OF MINUTES**

President Hush moved that the minutes of the May 14, 2025, meeting be approved. Following the second of President Linton, the motion carried.

### **REPORT FROM COUNCIL OF CHIEF ACADEMIC OFFICERS:** Dr. Susan Bon, J.D., Ph.D.

- Faculty Senate continues tuition assistance discussions.
- Faculty/Staff awards progressing.
- Act on Request to Approve MS in Computational Biology – KU (if approved by COCAO)
- Act on Request to Approve BS in Statistics – KU (if approved by COCAO)

### **REPORT FROM COUNCIL OF STUDENT AFFAIRS OFFICERS:** Dr. Karl Stumo, Ed.D.

- Orientation and registration underway across campuses.
- Stable enrollment trends.
- Challenges with the international student visa scheduling.
- Monitoring federal changes to Pell/SEOG grants and ID verification.
- Celebration of the retirement of Terry Hall (WSU)

### **REPORT FROM COUNCIL OF GOVERNMENT RELATIONS OFFICERS & RESEARCH AND ECONOMIC DEVELOPMENT (CRED):** Dr. Shawn Naccarato, M.P.A, J.D., PhD.

- Budget expectations should be managed due to tight revenue and election year.
- Economic Development & Research group finalizing annual report.
- Emporia State to assume leadership next.
- Emphasis on realistic and marketable budget asks.

### **REPORT FROM COUNCIL OF CHIEF BUSINESS OFFICERS:** Doug Ball

- Reviewed preliminary budget requests; common themes include:
  - Salaries
  - Cybersecurity

- Financial aid and student success
- Items Approved:
  - David Miller (Wichita State) as chair of Student Insurance Advisory Committee.
  - Reappointment of 3 campus reps to the committee.
  - Preparing materials for summer Board retreat and budget workshop.

**RETIREMENT PLAN COMMITTEE:** Becky Pottebaum

- Act on Nomination of President Muma for another 3-year term (7/1/2025-6/30/2028)

**ADJOURNMENT**

The meeting was adjourned at 10:59 a.m. by Interim President Ball.



# AGENDA

**System Council of Chief Academic Officers**  
**Wednesday, September 17, 2025**  
**8:30 – 9:00 a.m.**

The System Council of Chief Academic Officers (SCOCAO) will meet virtually via Zoom. An in-person option will be available at the Curtis State Office Building at 1000 SW Jackson, Suite 530, Topeka, Kansas, 66612.

- |             |   |                        |
|-------------|---|------------------------|
| <b>I.</b>   | <b>Call to Order</b>                    | Mickey McCloud         |
|             | A. Roll Call and Introductions          |                        |
|             | B. Approve Minutes from June 11, 2025   |                        |
| <b>II.</b>  | <b>Systemwide Updates</b>               |                        |
|             | A. Reduced-Credit Baccalaureate Degrees | Rusty Monhollon        |
|             | B. 2025 KCOG Conference and TAAC Update | Jennifer Seymour       |
| <b>III.</b> | <b>Other Matters</b>                    |                        |
|             | Update on Online Proctoring Contract    | Sam Christy-Dangermond |
| <b>IV.</b>  | <b>Announcements</b>                    |                        |
|             | Academic Affairs Updates                | Academic Affairs Staff |
| <b>V.</b>   | <b>Adjournment</b>                      |                        |

# MINUTES

## System Council of Chief Academic Officers April 16, 2025

The June 11, 2025, meeting of the System Council of Chief Academic Officers was called to order by Co-Chair Mickey McCloud at 8:30 a.m. The meeting was held virtually through Zoom, with an in-person option available in Suite 530, located in the Curtis State Office Building, 1000 S.W. Jackson, Topeka, KS 66612.

### MEMBERS PRESENT:

Brandon Galm, Cloud County CC	Barbara Bichelmeyer, KU	John Fritch, Washburn
Mickey McCloud, JCCC	Jason Sharp, Labette CC	Monica Lounsbery, WSU
Brent Thomas, ESU	Susan Bon, PSU	Jennifer Seymour, WSU Tech
Jill Arensdorf, FHSU	Luke Dowell, Seward CC	Rusty Monhollon, KBOR ( <i>ex officio</i> )

### APPROVAL OF MINUTES

Luke Dowell moved that the minutes of the May 14, 2025, meeting be approved. Brandon Glam seconded, and the motion carried unanimously.

### OTHER MATTERS

#### ACADEMIC AFFAIRS UPDATES

Director for Academic Affairs Sam Christy-Dangermond shared that the contract with Accuplacer has been renewed through June 30, 2028. The fee will be increasing to \$2.15 per exam for participating institutions. It is recommended that the two-year institutions use Accuplacer as a primary placement exam. That does not discourage the use of multiple placement measures. Any institution that ceases to use the Accuplacer exam as its primary placement exam must notify Accuplacer within fifteen days. Any institution not using the Accuplacer exam as its primary exam will not be eligible for the discounted pricing. An email will be sent to CAOs with the contract details.

Vice President for Academic Affairs Rusty Monhollon shared that Associate Director Mistie Knox will be leaving the Kansas Board of Regents. The Council expressed congratulations and appreciation for her service.

### ANNOUNCEMENTS

Co-chair Mickey McCloud shared a few reminders, including Executive Implementation Teams member submission requests were due by June 2, Performance Agreements Listening Session follow-up surveys are due by June 23, KBOR Institutional OER survey is due by June 27, and Performance Reports are due by July 1. The next SCOCOA meeting will be in September 2025.

### ADJOURNMENT

Barbara Bichelmeyer moved that the meeting be adjourned. Jesse Mendez seconded, and the motion carried. The meeting adjourned at 8:41 a.m.

# AGENDA

**Council of Chief Academic Officers**  
**Wednesday, May 14, 2025**  
**9:00 a.m. – 10:00 a.m.**  
**or upon adjournment of SCOCAO**

The Council of Chief Academic Officers (COCAO) will meet virtually via Zoom. An in-person option will be available at the Curtis State Office Building at 1000 SW Jackson, Suite 530, Topeka, Kansas, 66612.

**I. Call to Order**

- A. Roll Call & Introductions
- B. Approve Minutes from June 11, 2025

**II. Council of Faculty Senate President's Update**

Rochelle Rowley

**III. First Readings**

- |   |                         |
|---|-------------------------|
| A. BS in Cybersecurity  | Brent Thomas, ESU       |
| B. BA in Religious Education & Community Engagement                       | Jill Arensdorf, FHSU    |
| C. BA/BGS in Intelligence & National Security Studies                     | Barbara Bichelmeyer, KU |
| D. BS in Diversified Agriculture  | Jesse Mendez, K-State   |
| E. BAS in Uncrewed Aircraft Systems (Reduced-Credit Baccalaureate degree) | Jesse Mendez, K-State   |

**IV. Second Readings**

No Items

**V. Other Matters**

- |   |                       |
|---|-----------------------|
| A. Request to merge the Institute of Interdisciplinary Studies into the School of Library & Information Management and Library Archives                         | Brent Thomas, ESU     |
| B. Request to change name of Department of Grain Science & Industry to Department of Grain and Food Science   | Jesse Mendez, K-State |
| C. Request to change name of BS in Agricultural Technology Management to BS in Engineering Technology Management  | Jesse Mendez, K-State |
| D. Request to change name of BS in Hospitality Management to BS in Event & Hospitality Management   | Jesse Mendez, K-State |
| E. Request to change name of MS in Nutrition, Dietetics, & Sensory Sciences to MS in Food, Nutrition, & Health  | Jesse Mendez, K-State |
| F. Creating a Center for Business and Talent Development (Informational Item – No Approval Required)  | Susan Bon, PSU        |
| G. Discuss Opportunities (new degree programs, partnerships, strategic initiatives, etc.) that Universities are considering or planning to pursue in the future | COCAO Members         |

**VI. Announcements**

Next COCAO Meeting – November 19, 2025 (Virtual)

**VII. Adjournment**

# MINUTES

## Council of Chief Academic Officers June 11, 2025

The June 11, 2025, meeting of Council of Chief Academic Officers was called to order by chair Susan Bon at 8:47 a.m. The meeting was held virtually through Zoom, with an in-person option available in Suite 530, located in the Curtis State Office Building, 1000 S.W. Jackson, Topeka, KS 66612.

### MEMBERS PRESENT:

Jesse Mendez, KSU	Barbara Bichelmeyer, KU	John Fritch, Washburn
Brent Thomas, ESU	Robert Klein, KUMC	Monica Lounsbery, WSU
Jill Arensdorf, FHSU	Susan Bon, PSU	Rusty Monhollon, KBOR ( <i>ex officio</i> )

### APPROVAL OF MINUTES

Jesse Mendez moved that the minutes of the May 14, 2025, meeting be approved. Jill Arensdorf seconded, and the motion carried unanimously.

### COUNCIL OF FACULTY SENATE PRESIDENTS UPDATE

Council of Faculty Senate Presidents Chair Rochelle Rowley provided an update on recent activities. The tuition assistance program remains under review, with additional data being collected. A further update will be shared once more information becomes available. Nearly all institutions have submitted nominations for the Faculty of the Year Award. In the upcoming academic year, the Council will review policies related to the International Baccalaureate program to assess whether the current scoring appropriately qualifies for college credit. The Council will also monitor any new legislation that may impact higher education.

### SECOND READING

#### BS IN STATISTICS – KU

The proposal for the BS in Statistics has been tabled for the time being and is expected to be presented for a second reading in September.

#### MS IN COMPUTATIONAL BIOLOGY - KU

Barbara Bichelmeyer shared an overview of the proposal for an MS in Computational Biology. KU offers a doctoral program in Computational Biology. This doctoral program is the only program in the College of Liberal Arts and Sciences with no corresponding master's program as a stair-step. Jill Arensdorf moved to approve the MS in Computational Biology at KU. Jesse Mendez seconded, and the motion carried unanimously.

### OTHER MATTERS

#### ACADEMIC AFFAIRS UPDATES

Director Sam Christy-Dangermond shared that there have been a few formatting changes to the Program Proposal template, which is available on the website. She requested that any future proposals be submitted using the updated template.

**DISCUSS OPPORTUNITIES THAT UNIVERSITIES ARE CONSIDERING OR PLANNING TO PURSUE IN THE FUTURE**

Jill Arensdorf shared that FHSU would have a new Bachelor of Arts degree proposal in the fall. Susan Bon shared that PSU may also have a proposal in the fall regarding a new partnership with Wuhan Polytechnic University (WHPU).

**ANNOUNCEMENTS**

Chair Susan Bon provided a reminder that the next COCAO meeting will be held in September 2025 and that Brent Thomas will be the chair for AY26.

**ADJOURNMENT**

Barbara Bichelmeyer moved that the meeting be adjourned. Jesse Mendez seconded, and the motion carried. The meeting adjourned at 8:55 a.m.



## CURRENT FISCAL YEAR MEETING DATES

Meeting Dates	Meeting Type	Due Date for Final University Agenda Materials (12 PM)
July 28-30, 2025	Board Retreat	
July 30, 2025	Special Board Meeting	
September 3, 2025	Special Board Meeting	
September 17-18, 2025	Board Meeting	August 27, 2025
October 15-16, 2025	Campus Visit (KU)	October 2, 2025
November 19, 2025	Virtual Board Meeting	October 29, 2025
November 20, 2025	Campus Visit (FHSU)	November 6, 2025
December 17-18, 2025	Board Meeting	November 24, 2025
January 14-15, 2026	Board Meeting	December 22, 2025
February 11-12, 2026	Board Meeting	January 21, 2026
March 11-12, 2026	Board Meeting	February 18, 2026
April 15, 2026	Campus Visit (ESU)	April 2, 2026
May 20-21, 2026	Board Meeting	April 29, 2026
June 17-18, 2026	Board Meeting	May 27, 2026