

**JUNE 11 – 12, 2025**

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

2024-2025  
Carl Ice, Chair  
Jon Rolph, Vice Chair

**KANSAS BOARD OF REGENT MEMBERS:**

Blake Benson	John Dicus	Carl Ice
Alysia Johnston	Diana Mendoza	Neelima Parasker
Jon Rolph	Wint Winter	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

# BOARD GOALS 2024-2025

*Approved by the Kansas Board of Regents*



## Goals

### **Pillar One: Family – Access and Affordability**

1. Expand access by creating opportunities for Kansas high school juniors and seniors to earn at least 15 credit hours of college courses at no cost to the student.
2. Improve systemwide transfer of associate degrees by ensuring courses transfer as degree requirements.

### **Pillar One: Family – Access and Success**

3. Continue implementation of the Student Success Playbooks with a focus on expanding Open Educational Resource adoption, Apply Kansas initiatives, FAFSA completion and a review of activities at the community and technical colleges.

### **Pillar One: Family – Success and Pillar Two: Business – Talent Pipeline**

4. Successfully launch the Kansas Blueprint for Literacy Initiative.
5. Gather recommendations from universities and develop a framework and definitions for reporting industry-recognized alternative credentials awarded by the public universities.

### **Pillar Three: Prosperity**

6. Develop a systemwide research initiative that leverages the combined resources and expertise of universities to attract businesses, serve as economic engines, create opportunity for Kansans, and uplift the state and its communities.

### **Bedrock Governance Goal**

7. Establish information technology, cybersecurity and enterprise risk management policies for state universities.

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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.

## Wednesday, June 11, 2025

Time	Committee/Activity	Location
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 - 10:00 am	Governance Committee	Kathy Rupp Room <a href="#">Livestream</a>
10:15 am - Noon	Fiscal Affairs & Audit Standing Committee	Board Room <a href="#">Livestream</a>
10:30 am - 11:00 am	System Council of Presidents	Suite 530
11:00 am - Adjournment	Council of Presidents	Suite 530
11:00 am - Noon	Academic Affairs Standing Committee	Kathy Rupp Room <a href="#">Livestream</a>
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
1:00 pm - 1:30 pm	Reception <i>Regent Ice, Regent Winter, &amp; Regent Rolph</i>	Board Office Lobby
1:30 pm	Board of Regents Meeting	Board Room <a href="#">Livestream</a>
6:00 pm	Dinner <i>Board of Regents, President Flanders, and State University CEOs</i>	Topeka Country Club 2700 SW Buchanan

## Thursday, June 12, 2025

Time	Committee/Activity	Location
8:00 am	Board of Regents Meeting	Board 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, June 11, 2025

- |  |   |       |
|--|---|-------|
| <b>I. Call To Order</b>  | Regent Ice, Chair                             |       |
| <br>   |   |       |
| <b>II. Approval of Minutes</b>   |   |       |
| A. May 14-15, 2025 Meeting   |   | p. 7  |
| B. May 27, 2025 Meeting  |   | p. 16 |
| <br>   |   |       |
| <b>III. Introductions and Reports</b>  |   |       |
| A. <i>Introductions</i>  |   |       |
| B. <i>Report from the Chair</i>  | Regent Ice, 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                          |       |
| <br>   |   |       |
| <b>IV. Standing Committee Reports</b>  |   |       |
| A. <i>Academic Affairs</i>   | Regent Mendoza                                |       |
| B. <i>Fiscal Affairs &amp; Audit</i>   | Regent Benson                                 |       |
| C. <i>Governance</i>   | Regent Ice, Chair                             |       |
| <br>   |   |       |
| <b>V. Approval of Consent Agenda</b>   |   |       |
| A. <i>Academic Affairs</i>   |   |       |
| 1. Act on Request to Approve BS in Nuclear Engineering — KSU   | Provost Mendez                                | p. 17 |
| 2. Act on Nominations for KBOR Faculty of the Year Awards and KBOR Staff of the Year Awards  | Rusty Monhollon<br>VP Academic Affairs        | p. 29 |
| B. <i>Fiscal Affairs &amp; Audit</i>   |   |       |
| 1. Receive Information on Distribution of FY 2026 State Appropriations to Community Colleges, Technical Colleges, and Washburn Institute of Technology | Elaine Frisbie<br>VP Finance & Administration | p. 33 |
| 2. Act on Distribution of FY 2025 State Appropriation for Technical Education  |   | p. 39 |
| 3. Act on Request to Amend the FY 2025 Capital Improvement Plan and Approve Program Statement for Heckert/Yates Science Lab Renovations — PSU          | Chad Bristow,<br>Director of Facilities       | p. 41 |
| 4. Act on Request to Approve Lease of Real Property (Besse Hotel) — PSU  |   | p. 42 |

5. Act on Request to Approve Lease of Real Property to Kansas Bureau of Investigation — PSU p. 42
6. Act on Request to Amend the FY 2025 Capital Improvement Plan and Approve Program Statement for Leasure Hall Renovation — KSU p. 43
7. Act on Request to Approve Program Statement for Construction of Storage Building for the Biosecurity Research Institute at Pat Roberts Hall — KSU p. 43
8. 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 p. 44  
John Yeary,  
General Counsel
9. 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 p. 45
10. Act on Proposed Amendments to Memorandum of Agreement between Wichita State University and American Federation of Teachers Local 6405 — WSU p. 47
- C. *Technical Education Authority*
  1. Act on State Technology Internship Grant p. 49  
April White  
VP, Workforce Development
  2. Act on Request(s) for Degree and/or Certificate Programs from Community Colleges and Technical Colleges: HVAC (47.0201) — Washburn University Institute of Technology; Construction Technology (46.0201) — Garden City Community College; Electrical Technology (46.0302) — Garden City Community College; Industrial Maintenance Technology (47.0303) — Independence Community College; Early Childhood Education (19.0709) — Manhattan Area Technical College; Plumbing Technology (46.0503) — Manhattan Area Technical College p. 51
  3. Act on New Excel in CTE Fees: HVAC (47.0201) — Washburn University Institute of Technology; Industrial Maintenance Technology (47.0303) — Independence Community College; Electrical Technology (46.0302) Fee Updated — Fort Hays Tech | Northwest p. 64

4. Act on New Promise Act Programs: HVAC (47.0201) — Washburn University Institute of Technology; Construction Technology (46.0201) — Garden City Community College; Electrical Technology (46.0302) — Garden City Community College; Industrial Maintenance Technology (47.0303) — Independence Community College; Early Childhood Education (19.0709) — Manhattan Area Technical College; Plumbing Technology (46.0503) — Manhattan Area Technical College p. 66
5. Act on AY2026 List for Career Technical Education Credentials and Transition Incentive for Employment Success Act (SB 123) p. 68

*D. Retirement Plan Committee*

1. Act on Appointments to the Retirement Plan Committee p. 69  
Becky Pottebaum,  
Director Finance &  
Administration

**VI. Consideration of Discussion Agenda**

*A. Academic Affairs*

1. Act on Program Review Recommendations — KSU, KU, & KUMC p. 71  
Regent Mendoza  
Rusty Monhollon  
VP Academic Affairs
2. Act on Request to Change Qualified Admissions — KSU p. 77  
Provost Mendez

*B. Fiscal Affairs & Audit*

1. Act on State University Tuition and Fee Proposals for FY 2026 p. 79  
Regent Benson  
Elaine Frisbie, VP,  
Finance & Administration
  - Pittsburg State University
  - Emporia State University
  - Fort Hays State University
  - Wichita State University
  - Kansas State University
  - University of Kansas
2. Receive Proposals for the FY 2027 Unified Appropriation Request p. 81

*C. Other Matters*

1. 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” p. 84  
Elaine Frisbie, VP,  
Finance & Administration
2. Receive Report on Pillar III: Advancing Economic Prosperity — KU p. 87  
April White, Vice President of  
Workforce Development  
Chancellor Girod

- |    |   |                  |              |
|----|---|------------------|--------------|
| 3. | Act on Request to Name a Program — KSU                                | President Linton | <i>p. 87</i> |
| 4. | Act on Request to Name an Academic Unit — WSU                         | President Muma   | <i>p. 87</i> |
| 5. | Ratify Appointment of Interim President of Pittsburg State University | Chair Ice        | <i>p. 87</i> |

**VII. Executive Session**

Board of Regents – Personnel Matters Relating to Non-Elected Personnel

**Thursday, June 12, 2025**

**VIII. Executive Session**

Board of Regents – Personnel Matters Relating to Non-Elected Personnel

**IX. Consideration of Discussion Agenda**

*A. Other Matters*

- |    |                                 |           |              |
|----|---------------------------------|-----------|--------------|
| 1. | Act on FY 2026 CEO Compensation | Chair Ice | <i>p. 87</i> |
|----|---------------------------------|-----------|--------------|

**X. Adjournment**



# MINUTES OF PREVIOUS MEETINGS

## I. Call To Order

Regent Ice, Chair

## II. Approval of Minutes

### A. May 14-15, 2025 Meeting

The meeting was called to order by Chair Carl Ice at 1:20 p.m. on May 14, 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 April 16-17, 2025 meeting and May 8, 2025 special meeting. Regent Parasker seconded the motion. The motion carried.

### INTRODUCTIONS

President Linton introduced KSU Student Government Association President Brady Kappelmann; Student Government Association Government Relations Director Lauren Wolter; and Faculty Senate President-Elect Sarah Luly.

President Muma thanked Matthew Muether, WSU's outgoing Faculty Senate President, and introduced incoming President Chris Stone. President Muma also introduced incoming Student Body President Jia Wen Wang and incoming Student Body Vice President Amy Nguyen.

### GENERAL REPORTS

#### REPORT FROM CHAIR

Chair Ice congratulated everyone graduating from Kansas public higher education institutions this month. The Regents attended commencement ceremonies this weekend and will attend others over the upcoming weekend. The Regents are excited to attend the ceremonies and to celebrate the new graduates.

Chair Ice noted that the Board held a campus visit at Pittsburg State University following the Board meeting last month. He thanked President Shipp and his staff for hosting the Board and said that the Board appreciated the time of the students, faculty, and campus leaders with whom they met.

Chair Ice observed that this is President Shipp's final Board meeting before he leaves PSU. He said that the Board is honored and pleased to have had the opportunity to serve with President Shipp. Chair Ice wished President Shipp luck in his new role.

#### REPORT FROM PRESIDENT AND CEO

President Flanders reported that he and Regent Dicus attended a welcome celebration for Fiserv, which has been recruited to Kansas. Fiserv is bringing in 2,000 jobs with an average wage of \$100,000. It will take the whole system to accommodate those employment needs.

President Flanders has been invited to provide an update on the healthcare workforce pipeline at the Kansas Hospital Association's annual retreat. The system needs to think about how to address that labor market demand.

President Flanders concluded by noting that the system is dealing with several federal executive orders that address higher education, such as orders concerning accreditation and transparency on foreign influence. The scope and impact of these orders is being examined.

Regent Benson commented that the Fiserv project and projects like it underscore the higher education system's importance to economic development.

#### REPORT FROM COUNCIL OF FACULTY SENATE PRESIDENTS

Norman Philipp, Chair of the Council of Faculty Senate Presidents, reported that six institutions will submit candidates for the Faculty of the Year Award. The seventh institution is prepared to do so next year. He thanked the Board for hearing faculty input and its work to update the policy. The Council's proposed tuition assistance policy is being reviewed.

#### REPORT FROM STUDENTS' ADVISORY COMMITTEE

Hannah Eckstein, Chair of the Students' Advisory Committee, thanked the Regents for their attentiveness to student concerns. She also thanked the university business officers for including the students in the discussion of tuition and fee proposals. Chair Eckstein then recognized the outgoing student government presidents.

Incoming Students' Advisory Committee Chair Azwad Arif thanked the outgoing presidents and recognized the incoming presidents. He reported that the Committee's retreat is tentatively scheduled for September 5.

#### STANDING COMMITTEE AND OTHER REPORTS

##### ACADEMIC AFFAIRS

Regent Mendoza, Chair of the Board Academic Affairs Standing Committee, reported that the Committee met on April 30 and approved five programs for the Board's consideration. Those programs are on the Board's consent agenda this afternoon. At the April 30 meeting, the Committee also received background information on program review, discussed program review metrics and minimum requirements, and received annual reports on credit for prior learning and dual credit.

At this morning's meeting, Associate Director of Academic Affairs Mistie Knox shared the All-Star High School Award Recognitions with the Committee. The Committee then received program review reports from KU, KU Medical Center, and KSU. The universities shared their program review processes and ideas for improvement for the future, as well as recommendations for select programs. This information will be shared with the full Board at the June 11 meeting. The Committee asked KU and KSU to take a closer look at departmental efficiencies and requested that the institutions share the steps they are taking to boost enrollment in under-enrolled master's and doctoral programs. The Committee requested a follow-up report in December.

##### FISCAL AFFAIRS AND AUDIT

Regent Benson, Chair of the Fiscal Affairs and Audit Committee, reported that the Committee had an agenda call on April 29 and met this morning. The Johnson County Education Research Triangle budgets and the other fiscal items on this afternoon's consent agenda were previously reviewed by the Committee.

At this morning's meeting, the Committee heard the state universities' tuition and fee proposals. Regent Benson reflected that care and attention went into the requests, and the Committee was pleased to hear how hard every campus worked to keep students' needs in mind. The Committee was particularly impressed with the attention paid by the student government leaders in gathering feedback from their fellow students, including one in the form of a referendum vote, on how to allocate precious student fee revenue and weighing whether an increase should be advanced through the process. The Committee heard from each campus about their efforts to minimize any increase in rates while advocating for the services they believe are most needed to benefit the most students and amplify the university's operation. The business officers and their campus teams also have difficult decisions to make, and the Committee commended them on navigating this age of great uncertainty in higher education. The

university CEO's will give brief presentations this afternoon, and the Board will have the coming weeks to ask further questions of the campuses should any Regent need more information or background on the universities' proposals before the Board acts at the June meeting.

Regent Benson noted that the proposals are on the Board's website with the agenda materials for anyone who wishes to review them, and the recording of the Committee's meeting can be found on the Board's YouTube channel.

#### GOVERNANCE

Chair Ice reported that the Governance Committee met this morning, recessing 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 Benson seconded the motion. The motion carried and the following items were approved:

##### Academic Affairs

##### ACT ON REQUEST TO APPROVE M.ED. IN APPLIED BEHAVIORAL ANALYSIS – WSU

Wichita State University received approval to offer a Master of Education degree in applied behavioral analysis.

##### ACT ON REQUEST TO APPROVE MS IN FORENSIC BIOLOGY – WSU

Wichita State University received approval to offer a Master of Science degree in forensic biology.

##### ACT ON REQUEST TO APPROVE MS IN FORENSIC FIREARMS – WSU

Wichita State University received approval to offer a Master of Science degree in forensic firearms.

##### ACT ON REQUEST TO APPROVE BBA IN SUPPLY CHAIN MANAGEMENT – PSU

Pittsburg State University received approval to offer a Bachelor of Business Administration degree in supply chain management.

##### ACT ON REQUEST TO APPROVE BS IN INDUSTRIAL DISTRIBUTION – PSU

Pittsburg State University received approval to offer a Bachelor of Science degree in industrial distribution.

##### Fiscal Affairs and Audit

##### ACT ON JOHNSON COUNTY RESEARCH TRIANGLE (JCERT) FY 2026 BUDGETS – KU, KUMC, AND KSU

The Board approved FY 2026 JCERT budgets for operation of the Business, Education, Science and Technology (BEST) Building and degree program at KU's Edwards Campus in Overland Park; the Clinical Research Center at the KU Medical Center in Fairway; and the KSU Innovation Campus in Olathe.

##### ACT ON DISTRIBUTION OF FY 2026 APPROPRIATION FOR PUBLIC UNIVERSITY STUDENT SUCCESS PLAYBOOKS – SYSTEM

The Board approved the following distribution of \$5.8 million appropriated by 2025 Senate Bill 125 for FY 2026 for Public University Student Success Playbooks:

University of Kansas	\$ 1,221,900
Kansas State University	\$ 1,221,900
Wichita State University	\$ 916,500
Emporia State University	\$ 611,000
Pittsburg State University	\$ 611,000
Fort Hays State University	\$ 611,000
Washburn University	\$ 634,000
<b>Total</b>	<b>\$ 5,827,300</b>

RECEIVE INFORMATION ON ALLOCATION OF APPROPRIATION FOR REGIONAL STATE UNIVERSITIES – FISCAL YEAR 2026

2025 Senate Bill 125 appropriates \$12.0 million to the Board for Fiscal Year 2026 for regional growth and development funding. The legislation directs that the amount be distributed as follows:

Fort Hays State University	\$ 4,400,000
Emporia State University	\$ 3,800,000
Pittsburg State University	\$ 3,800,000
<b>Total</b>	<b>\$ 12,000,000</b>

ACT ON FY 2026 NURSING GRANT AWARDS

The Board approved the following Fiscal Year 2026 Kansas Nursing Initiative grant awards:

**Accreditation Support**

Barclay College	\$ 2,500
Coffeyville Community College	\$ 16,121
Salina Area Technical College	\$ 25,200
Washburn Institute of Technology	\$ 118,560
Seward County Community College	\$ 89,860
Wichita State University Campus of Applied Sciences and Technology	\$ 66,140

**Full Application**

Baker University	\$ 185,496
Barton Community College	\$ 112,946
Benedictine College	\$ 161,988
Bethel College	\$ 69,268
Butler Community College	\$ 34,047
Cloud County Community College	\$ 128,992
Colby Community College	\$ 79,562
Dodge City Community College	\$ 137,266
Emporia State University	\$ 80,268
Fort Hays State University	\$ 291,700
Fort Hays Tech   North Central – Beloit	\$ 62,105
Fort Hays Tech   North Central – Hays	\$ 23,526
Fort Scott Community College	\$ 30,099
Garden City Community College	\$ 50,000
Hesston College	\$ 44,068
Highland Community College	\$ 24,550
Hutchinson Community College	\$ 31,005
Johnson County Community College	\$ 74,652

Kansas City Kansas Community College	\$ 63,304
Kansas Wesleyan University	\$ 32,758
Labette Community College	\$ 35,259
Manhattan Area Technical College	\$ 119,260
MidAmerica Nazarene University	\$ 80,983
Neosho County Community College	\$ 97,198
Newman University	\$ 90,956
Ottawa University	\$ 186,672
Pittsburg State University	\$ 290,608
University of Kansas	\$ 146,575
University of St. Mary	\$ 274,960
Washburn University	\$ 166,821
Wichita State University	\$ 200,859

Technical Education Authority

ACT ON REQUEST FOR DEGREE AND/OR CERTIFICATE PROGRAMS: TECHNICAL CERTIFICATE A, B, & AAS IN INDUSTRIAL MAINTENANCE TECHNOLOGY – MANHATTAN AREA TECHNICAL COLLEGE

Manhattan Area Technical College received approval to offer the following program:

- Industrial Maintenance Technology (47.0303) – Technical Certificate A/20 credit hours, Technical Certificate B/38 credit hours, and Associate of Applied Science/60 credit hours.

ACT ON PROMISE ACT PROGRAM: TECHNICAL CERTIFICATE A, B, & AAS IN INDUSTRIAL MAINTENANCE TECHNOLOGY – MANHATTAN AREA TECHNICAL COLLEGE

The Board designated the following as an eligible program under the Kansas Promise Scholarship Act:

- Manhattan Area Technical College: Industrial Maintenance Technology (47.0303).

ACT ON 2025-2026 EXCEL IN CTE QUALIFYING CREDENTIALS

The Board approved the credential list for 2024-2025.

(List on file with official minutes.)

**CONSIDERATION OF DISCUSSION AGENDA**

Academic Affairs

RECEIVE THE 2025 APPLY KANSAS ALL STAR HIGH SCHOOL AWARD WINNERS

Mistie Knox, Associate Director of Academic Affairs, presented the 2025 All Star High School award winners. High schools receive recognition for completing a college application event, a FAFSA event, and a senior/national signing day during the academic year.

(Presentation on file with official minutes.)

**BREAK**

Chair Ice called for a break at 1:50 p.m. The meeting resumed at 2:18 p.m.

**ADDITIONAL ITEM**

Chair Ice announced that the Board will take up an additional item on today's agenda after the Board leadership election to delegate authority to name an interim Pittsburg State University president.

Fiscal Affairs and AuditRECEIVE STATE UNIVERSITY TUITION AND FEE PROPOSALS FOR FY 2026 (FIRST READ)

Regent Benson reminded the Board that this is a first reading of the universities' tuition and fee proposals for Fiscal Year 2026. Elaine Frisbie, Vice President for Finance and Administration, briefed the Board on the university tuition and fee proposal materials. She noted that tuition revenue has risen approximately 13.6 percent on average since Fiscal Year 2020, less than the rate of inflation.

The University CEOs presented the universities' proposals (President Shipp introduced Provost Susan Bon, who presented PSU's proposal). The presenters discussed the rationale for the proposals and the processes involved in preparing them.

The Regents inquired into various aspects of the proposals. For example, with respect to ESU's proposal to hold tuition and fees flat, Regent Rolph inquired about future increases that could be larger than they would be after several years of no increases. President Hush responded that ESU's goal is to keep tuition and fees at their current level indefinitely, and that the university's model builds in inflation, wage increases, and a three-percent enrollment downside.

Regarding WSU's proposal, Regent Parasker inquired whether the university considered any measures to reduce the cost of books, which is a concern voiced by the students. President Muma said that work has been done on open education resource utilization and that there has been a decrease in students' costs, but did not have a precise figure. President Muma said students can determine which courses utilize OER materials prior to course selection.

With respect to KU's proposal, Chancellor Girod reported that despite less state support, KU can maintain lower rates than the University of Missouri due to administrative efficiencies. He also noted that proposed adjustments to the federal indirect expense rate would have a huge impact on the university. In response to an inquiry from Regent Winter, the Chancellor acknowledged pressure from other states' increased investments in higher education.

(University FY 2026 Proposals and Presentations on file with official minutes.)

ACT ON DISTRIBUTION OF NEED BASED AID FOR PUBLIC UNIVERSITIES – FISCAL YEAR 2026

Elaine Frisbie, Vice President for Finance and Administration, presented the proposed distribution of \$2.5 million appropriated by 2024 House Bill 2551 for need based aid for the state universities and Washburn university in 2026. This \$2.5 million appropriation in each of Fiscal Year 2024 and 2025 represents approximately the amount of monies the public universities lost when the Legislature required Kansas Comprehensive Grant funding to be divided in half between the public universities and the private independent institutions. Universities will receive the same funding they received in FY 2025 when amounts the Legislature appropriated directly to universities are aggregated with the distribution of the \$2.5 million appropriation.

Regent Rolph moved that the funds be distributed as proposed. Regent Benson seconded the motion, and the Board approved the following distribution:

<b>FY 2026 Need Based Aid at Public Universities</b>			
	<b>2024 HB 2551</b>	<b>2025 SB 125</b>	<b>Total Available</b>
Emporia State University	\$ 140,917	\$ 1,227,910	\$ 1,368,827
Fort Hays State University	\$ 405,969	\$ 3,537,490	\$ 3,943,459
Kansas State University	\$ 453,307	\$ 3,949,980	\$ 4,403,287
Pittsburg State University	\$ 208,748	\$ 1,818,970	\$ 2,027,718



University of Kansas	\$ 470,427	\$ 4,099,160	\$ 4,569,587
KU Medical Center	\$ 128,550	\$ 1,120,150	\$ 1,248,700
Wichita State University	\$ 487,317	\$ 4,246,340	\$ 4,733,657
Washburn University (via KBOR)	\$ 204,765	\$ 1,784,260	\$ 1,989,025
<b>Total</b>	<b>\$ 2,500,000</b>	<b>\$ 21,784,260</b>	<b>\$ 24,284,260</b>

#### RECEIVE INFORMATION ON CERTIFICATION PROCESS AND TIMELINE FOR CERTAIN STATE AID – COMMUNITY COLLEGES

Elaine Frisbie, Vice President for Finance and Administration, discussed a budget proviso conditioning the distribution of amounts appropriated to the Board for the Two-Year College Business/Industry and Apprenticeship Act and the Two-Year College Student Success Initiatives. Under the proviso, community colleges are eligible to receive the funds during Fiscal Year 2026 if the Board president and CEO certifies to the state 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." An ineligible community college may nevertheless receive the funds if the Board President and CEO certifies that the college has provided a property tax rebate of the amount by which the college exceeded the maximum cash on hand.

To expedite distribution of the state aid, the colleges will provide preliminary data from their financial systems in August. When FY 2025 audits are complete, the data will be refreshed, and the colleges' eligibility will be reconfirmed. A college must return state aid if the audited financial data reflects a change in eligibility status. Board staff will develop a template for the colleges to complete with the necessary information to verify cash on hand as of June 30, 2025. Vice President Frisbie described the timeline for the verification process and the distribution of funds to eligible colleges.

#### ACT ON CAPITAL IMPROVEMENT REQUESTS FOR FY 2027 AND FIVE-YEAR PLANS – SYSTEM

Director of Facilities Chad Bristow presented the capital improvement requests for Fiscal Year 2027 and the five-year plans for the system. Director Bristow highlighted the process of reviewing and acting on the Universities' requests each spring, as mandated by Kansas law. Director Bristow noted that the documents included updates reflecting amendments approved at the April meeting, and any subsequent amendments would be incorporated before submission to the Division of the Budget. The projected capital improvement expenditures for FY 2027 total approximately \$732 million spread across 163 projects.

Regent Benson moved to approve the capital improvement requests and five-year plans as presented. Regent Rolph seconded the motion. The motion carried.

#### ACT ON REVISION TO ALLOCATION OF FY 2026 CAMPUS RESTORATION ACT FUND – SYSTEM

Director of Facilities Chad Bristow presented the proposed allocation of Campus Restoration Act funds for Fiscal Year 2026. He noted the Legislature reduced FY 2026 funding to \$30.2 million (from \$32.7 million), with instructions to prorate the amounts allocated to each university. President Linton asked if there is a time limit to spend the funds once allocated. Director Bristow noted that the statute is silent on that point.

Regent Johnston moved to approve the proposed allocation. Regent Wolfe Moore seconded the motion. The motion carried and the following allocation was approved:

<b>Allocation of Kansas Campus Restoration Act Fund for FY 2026</b>			
	<b>% of Total</b>	<b>Original Allocation</b>	<b>Revised Allocation</b>
University of Kansas	26.87	\$ 8,061,000	\$ 7,444,734
University of Kansas Medical Center	11.25	\$ 3,375,000	\$ 3,116,990

Kansas State University	29.90	\$ 8,970,000	\$ 8,284,240
Wichita State University	10.98	\$ 3,294,000	\$ 3,042,183
Emporia State University	6.04	\$ 1,812,000	\$ 1,673,486
Pittsburg State University	7.38	\$ 2,214,000	\$ 2,044,752
Fort Hays State University	7.58	\$ 2,274,000	\$ 2,100,165
<b>Total</b>	<b>100.00</b>	<b>\$ 30,000,000</b>	<b>\$ 27,706,550</b>

(Presentation on file with official minutes.)

#### UNIVERSITY CAMPUS MASTER PLAN – PITTSBURG STATE UNIVERSITY

President Shipp introduced Doug Ball, PSU Vice President for Business, Finance, and Facilities, who discussed the master plan. PSU focused on ensuring connectivity between the facility master plan and other university planning efforts. The master plan contains a summary of key elements of the plan. Vice President Ball touched on selected larger projects, such as those occurring in downtown Pittsburg. He noted one element of the master plan is improving connectivity between campus and the downtown facilities. As to projects on the main campus, Ball highlighted a significant renovation of two science lab facilities; a planned diesel heavy equipment and hybrid electric vehicle lab; and proposed upgrades to student dining facilities. In addition, he highlighted research-related projects such as the Tyler Prove Out facility, the proposed KBI facility. He also noted athletic facility upgrades to the outdoor track complex and soccer complex. Vice President Ball described PSU's three-phase demolition plan to improve space utilization and discussed the university's six-year maintenance plan and its increased emphasis on preventative maintenance.

President Flanders thanked PSU and its facilities team. He noted that he appreciates the shift away from fix-on-fail planning that he has observed across the system over the last five years. He said that the amount of data, planning, and strategic alignment now available is reflected in PSU's plan and that he appreciates all the work. Chair Ice echoed President Flanders' comments.

(Presentation on file with official minutes.)

#### Other Matters

##### ACT ON REQUEST TO NAME A FACILITY – PITTSBURG STATE UNIVERSITY

President Shipp presented a request to name the Office of Sustainability within Pittsburg State University's Overman Student Center the "James R. Triplett Office of Sustainability."

Regent Benson moved to approve the request, and Regent Winter seconded the motion. The motion carried.

##### ELECT FY 2026 BOARD CHAIR AND VICE CHAIR

Regent Dicus nominated Regent Benson to serve as Board Chair for Fiscal Year 2026. Regent Winter seconded the nomination. The Board elected Regent Benson to serve as Chair.

Regent Johnston nominated Regent Mendoza to serve as Board Vice Chair for Fiscal Year 2026. Regent Wolfe Moore seconded the nomination. The Board elected Regent Mendoza to serve as Vice Chair.

Regent Benson thanked Chair Ice for his leadership this year.

##### DELEGATE AUTHORITY TO NAME INTERIM PRESIDENT

Regent Rolph moved that the Board delegate to Regent Benson the authority to appoint an interim Pittsburg State University president. Regent Parasker seconded the motion, and the motion carried.



**EXECUTIVE SESSION AND ADJOURNMENT**

At 3:35 p.m., Regent Rolph moved that the Board recess into executive session for one hour and fifteen minutes to discuss personnel matters of nonelected personnel. The subject of the executive session is a regular, annual CEO evaluation, preparation for one or more CEO evaluations, and discussion of a personnel matter. The purpose of the executive session is to protect the privacy of the individual employees involved. The executive session will begin at 3:45 p.m. and the open session of the Board will resume at 5:00 p.m. Regent Dicus seconded the motion, and the motion carried.

At 5:00 p.m., the Board returned to open session and Regent Johnston moved to extend the executive session to 5:15 p.m. Regent Parasker seconded the motion. The motion carried.

At 5:15 p.m., the Board returned to open session and adjourned.

**Thursday, May 15, 2025**

The meeting was called to order by Chair Carl Ice at 8:36 a.m. on Thursday, May 15, 2025, in the Kathy Rupp 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

At 8:36 a.m., Regent Rolph moved that the Board recess into executive session for three hours and thirty minutes to discuss personnel matters of nonelected personnel. The subject of the executive session is CEO compensation, a regular annual CEO evaluation, and preparation for one or more CEO evaluations. The purpose of the executive session is to protect the privacy of the individual employees involved. The open session of the Board will resume at 12:05 p.m. Regent Benson seconded the motion, and the motion carried.

At 12:05 p.m., the Board returned to open session and Regent Rolph moved to extend the executive session to 1:30 p.m. Regent Johnston seconded the motion and the motion carried.

At 1:30 p.m., the Board returned to open session and Regent Rolph moved to extend the executive session to 2:00 p.m. Regent Mendoza seconded the motion and the motion carried.

At 2:00 p.m., the Board returned to open session and Regent Rolph moved the extend the executive session to 2:05 p.m. Regent Ice seconded the motion and the motion carried.

At 2:05 p.m., the Board returned to open session and adjourned.

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Blake Flanders, President and CEO

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Carl Ice, Chair

*B. May 27, 2025 Special Meeting*

The Board of Regents met virtually for a special meeting on Tuesday, May 27, 2025, via Zoom. The meeting was called to order by Regent Benson at 4:01 p.m. Proper notice was given according to the law.

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

**EXECUTIVE SESSION**

At 4:03 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 preparation for one or more CEO evaluations, and the purpose was to protect the privacy of the individual Board employees involved. The executive session would last 45 minutes, and would include members of the Board, Board President and CEO Blake Flanders, and General Counsel John Yearly. The open meeting of the Board would resume at 4:50 p.m. Regent Benson seconded the motion, and the motion carried.

**ADJOURN**

At 4:50 p.m., the Board returned to open session and adjourned.

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Blake Flanders, President and CEO

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Carl Ice, Chair

# REPORTS AND CONSENT AGENDA

## III. Introductions and Reports

- |   |                                 |
|---|---------------------------------|
| A. Introductions                                    |                                 |
| B. Report from the Chair                            | Regent Ice, Chair               |
| C. Report from the President & CEO                  | Blake Flanders, President & CEO |
| D. Report from Council of Faculty Senate Presidents | Rochelle Rowley, ESU            |

## IV. Standing Committee Reports

- |                           |                   |
|---------------------------|-------------------|
| A. Academic Affairs       | Regent Mendoza    |
| B. Fiscal Affairs & Audit | Regent Benson     |
| C. Governance             | Regent Ice, Chair |

## V. Approval of Consent Agenda

- |  |                |
|--|----------------|
| A. Academic Affairs                                    |                |
| 1. Act on Request to Approve BS in Nuclear Engineering | Provost Mendez |
| — 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. Please note, K-State has requested to require 123 hours for this program, which the Board Academic Affairs Standing Committee has approved, in accordance with Board Policy. 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

- |   |   |
|---|---|
| <b>A. Institution</b>                                 | Kansas State University                                     |
| <b>B. Program Identification</b>                      |   |
| Degree Level:   | Bachelor's Program  |
| Program Title:  | Nuclear Engineering   |
| Degree to be Offered:                                 | Bachelor of Science in Nuclear Engineering                  |
| Responsible Department or Unit:                       | Alan Levin Department of Mechanical and Nuclear Engineering |
| CIP Code:   | 14.2301   |
| Modality:   | Face-to-Face  |
| Proposed Implementation Date:                         | Fall 2025   |
| Total Number of Semester Credit Hours for the Degree: | 123   |

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

## III. Justification

Kansas State University (KSU) has a rich tradition in the field of nuclear engineering. In 1952, KSU established a nuclear engineering curriculum in the Department of Chemical Engineering, followed in 1958 by the creation of a dedicated Department of Nuclear Engineering. In 1964, KSU's nuclear engineering program was the first in the nation to gain accreditation. Over the next 30 years, KSU graduated many nuclear engineers who went on to become national and world leaders in the field. Due to a nationwide decline in perceived demand for nuclear engineers, KSU joined many other universities in discontinuing its Bachelor of Science (BS) in Nuclear Engineering (NE) program in 1996. However, KSU preserved nuclear engineering education at the undergraduate

level by creating the NE Option, a subplan for the BS in Mechanical Engineering (ME) program. The NE Option presently consists of four technical elective courses in the junior and senior years: Radiation Protection and Shielding, Principles of Radiation Detection, Nuclear Reactor Theory, and Nuclear Reactor Laboratory. All students pursuing the BS ME degree are required to take an introductory course in nuclear engineering, and an elective course on nuclear reactor operations is available for students who wish to gain experience with the KSU Research Reactor, a federally licensed non-power reactor facility. KSU has the only nuclear engineering program at any level in the State of Kansas.

Demand for the NE Option has increased considerably in recent years, likely driven by availability of generous academic scholarships, student and parent recognition of degree versatility, and employer demand. In the period 2017-2024, an average of 10 students per year graduated after completing the NE Option subplan. An average of 22 students were enrolled each semester in the first course of the NE Option, Radiation Protection and Shielding, with 30 students enrolled in Fall 2024. Estimates based on the number of students who have declared the NE Option indicate a BS NE student body of between 70 and 90 students in AY 2025-2026, with further growth fueled by dedicated recruiting that is not presently available to the NE Option and increased employer demand as nuclear power takes a more prominent role in the US energy mix.

In response to feedback from the Mechanical and Nuclear Engineering Industrial Advisory Board, input from NE Option graduates, and informal discussions with current students, nuclear engineering faculty explored the possibility of modifying the existing NE Option subplan to produce a KBOR-compliant, ABET-accreditable BS NE program. Minor modifications to the NE Option subplan of the BS ME degree were required, mainly to meet program specific requirements imposed by ABET. In the process, two credit-hours were eliminated from the curriculum, reducing the required number of credit-hours to complete the degree from 125 to 123. Most importantly, the proposed BS NE program requires no additional faculty and conservative estimates indicate that the program will be immediately profitable for KSU.

It is also important to note that BS NE and BS ME degree programs include some similar coursework, which is typical for these degrees at other universities. Under existing BS ME program policies and proposed BS NE program policies, a student could obtain the BS ME and BS NE in as few as 131 credit-hours and in four years. Therefore, students will have a clear path to obtaining the BS ME degree while also obtaining the BS NE degree. This is likely to be of increased interest to students prior to BS NE degree ABET accreditation, which is anticipated to occur in 2029.

#### **IV. Program Demand: Market Analysis**

The primary customers for this major are expected to be on-campus students who plan to enter the nuclear engineering workforce in Kansas or at other locations in the United States. KSU has the only nuclear engineering program in Kansas at any level and is poised to become a regional leader in undergraduate nuclear engineering education. Similar undergraduate programs exist at Colorado School of Mines (n.d.) and Missouri University of Science and Technology (n.d.), but there are no colleges or universities offering BS NE degrees in Nebraska, South or North Dakota, Minnesota, Iowa, Oklahoma, or Arkansas. Oklahoma State University (n.d.) and the University of Texas-Austin offer a nuclear engineering minor (n.d.). Texas A&M University offers the BS NE degree (n.d.), but many students from Texas seek engineering degrees at Kansas State University for various reasons. The University of New Mexico offers a BS NE degree (n.d.), as well.

Demand for nuclear engineering courses at KSU as judged by enrollment in the NE Option subplan has been substantially increasing over the last few years. From 2019-2021, an average of 35 students each academic year pursued the NE Option subplan. Over the last few years, that number has increased to 58 students in AY 2023-2024, representing an increase of more than 65%. This increase in students pursuing the NE Option is likely related to the availability of scholarships for nuclear engineering students, through professional organizations such as the American Nuclear Society (n.d.) and federal agencies such as the US Department of Energy (Nuclear Energy University Programs, n.d.), and the recent bipartisan recognition (U.S. Senate Committee on Environment

& Public Works, 2024) that nuclear power must play a prominent role in baseload power generation as demand for electrical power continues to increase in the United States and across the world.

#### **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	83	0	450	0
Year 2	87	0	468	0
Year 3	90	0	486	0

NE Option enrollment for students classified as juniors or seniors was 22 in 2021, 26 in 2022, and 41 in 2023. We expect that the growth trends would continue and then level off, with projected numbers of 50 in AY2026, 55 in AY2027, 58 in AY2028, and 60 in AY2029.

The total headcount in the proposed program in AY26, AY27, and AY28, was estimated by multiplying the projected numbers for these years based on junior/senior NE option students by a factor of 1.5. This factor accounts for freshmen and sophomore contributions to the headcount while conservatively accounting for students who enter the program greater than freshman status due to transfer credits and current students who may elect to remain in the NE Option.

Only required NE courses were included in the calculation of total semester credit hours per year shown above. These values were calculated by assuming that 20% of the headcount takes each required NE course each year. This conservatively assumes an average time to graduation of 5 years. The proposed program is designed for students to complete the BS NE degree in 4 years with reasonable courseloads each semester.

#### **VI. Employment**

Nuclear engineering is a versatile discipline with graduates that work in the commercial power, government, defense, and health sectors of the economy. Within the State of Kansas and the greater Kansas City metropolitan area, nuclear engineers work for entities including Honeywell Kansas City National Security Campus, Wolf Creek Nuclear Operating Corporation, Evergy, Enercon, Kiewit, Burns and McDonnell, Kansas Department of Health and Environment, and Radiation Detection Technologies, Inc., a Manhattan, Kansas-based small business that was founded out of the KSU Semiconductor Materials and Radiological Technologies Laboratory. Across the country, nuclear engineering graduates from KSU work at NASA's Lyndon B. Johnson Space Center, Westinghouse, General Electric-Hitachi, Nebraska Department of Health and Human Services, Bettis Atomic Power Laboratory, Los Alamos National Laboratory, Idaho National Laboratory, Naval Information Warfare Systems Center Pacific, and Oak Ridge National Laboratory, among others.

The US Bureau of Labor and Statistics (BLS) Occupational Outlook Handbook (2023) indicates a small decline in the number of nuclear engineering positions over the next decade; however, the job outlook predicts about 700 openings for nuclear engineers per year on average over the period of 2023-2033, driven by retirements in the nuclear engineering workforce. BLS estimates do not account for the requisite expansion of nuclear power in the US to meet increasing demand, driven higher by data centers feeding the on-going AI boom. For example, nuclear electric power generation jobs increased by nearly 1600 in 2023 alone (U.S. Department of Energy, 2024), far outpacing the BLS outlook. Furthermore, a recent US Department of Energy report (2024) on advanced nuclear power commercial deployment indicates that a workforce of nearly 400,000 people is required to meet US Government nuclear energy production goals by 2050. A large fraction of that workforce will consist of nuclear engineers who work on design, licensing, and operation of nuclear power plants. Nuclear engineers are well-compensated, with 2023 median pay of \$125,460 per year for roles that typically require only a bachelor's degree and no work experience in a related occupation (U.S. Bureau of Labor Statistics, 2023). In summary, demand for nuclear engineers is certain to remain strong and is likely to increase substantially over the next decade, and nuclear engineering salaries are likely to remain very high relative to other engineering disciplines.

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

The admission criteria are the same as those of the [KSU Carl R. Ice College of Engineering](#).

**B. Curriculum****Year 1: Fall****SCH = Semester Credit Hours**

Course #	Course Name	SCH
ME 212	Engineering Graphics	2
MATH 220	Analytic Geometry and Calculus I (KSC 030)	4
DEN 160	Engineering Orientation	1
DEN 161	Engineering Problem Solving	1
CHM 210	Chemistry I	4
ENGL 100	Expository Writing I (KSC 010)	3
	Total Hours	15

**Year 1: Spring**

Course #	Course Name	SCH
MATH 221	Analytic Geometry and Calculus II	4
PHYS 213	Engineering Physics I (KSC 040)	5
CHE 354	Basic Concepts in Materials Science and Engineering	1
CHE 355	Fundamentals of Mechanical Properties	1
COMM 106	Public Speaking (KSC 020)	3
ENGL 200	Expository Writing II (KSC 010)	3
	Total Hours	17

**Year 2: Fall**

Course #	Course Name	SCH
CIS 209	Computer Programming for Engineers (Python)	3
MATH 222	Analytic Geometry and Calculus III	4
PHYS 214	Engineering Physics II	5
NE 495	Elements of Nuclear Engineering	3
	Total Hours	15

**Year 2: Spring**

Course #	Course Name	SCH
	Social & Behavioral Sciences Requirement (KSC 050) *	3
MATH 340	Differential Equations	4
CE 333	Statics	3
ME 513	Thermodynamics	3
NE 415	Introduction to Engineering Analysis	3
	Total Hours	16

**Year 3: Fall**

Course #	Course Name	SCH
	Social & Behavioral Sciences Requirement (KSC 050) *	3
CE 533	Mechanics of Materials	3
ME 512	Dynamics	3
ECE 519	Electric Circuits for Engineers	3
NE 690	Radiation Protection and Shielding	3
	Total Hours	15

**Year 3: Spring**

Course #	Course Name	SCH
	Arts & Humanities Requirement (KSC 060) **	3
	Restricted Technical Elective ***	3
ME 571	Fluid Mechanics	3
NE 650	Nuclear Fuel Cycles +	3
NE 612	Principles of Radiation Detection	3
	Total Hours	15

**Year 4: Fall**

Course #	Course Name	SCH
ME 573	Heat Transfer	3
ME 574	Interdisciplinary Industrial Design Project I	3
NE 640	Nuclear Reactor Thermal Hydraulics	3
NE 630	Nuclear Reactor Theory	3
	Free Electives {Institutionally Designated Area} (KSC 070)	3
	Total Hours	15

**Year 4: Spring**

Course #	Course Name	SCH
	Arts & Humanities Requirement (KSC 060) **	3
NE 585	Nuclear Engineering Design Projects +	3
NE 648	Nuclear Reactor Laboratory	3
	Free Electives {Institutionally Designated Area} (KSC 070)	3
	Nuclear Engineering Elective ++	3
	Total Hours	15

- \* Any two courses meeting KSC-5 requirements may be taken
- \*\* Any two courses meeting KSC-6 requirements may be taken
- \*\*\* Any course from the restricted elective list may be taken
- + New course not yet in undergraduate catalog
- ++ Any course from the nuclear engineering elective list may be taken

**Total Number of Semester Credit Hours ..... 123**

***To graduate with a Bachelor of Science in nuclear engineering, students must have a  $\geq 2.200$  GPA in all ME/NE classes  $\geq 400$  level taken for undergraduate credit at Kansas State University. Course grades that have been removed by the K-State Retake policy will not apply to this GPA calculation.***

**\*\*\*List of restricted electives**

- NE at or above the 300 level
- ME at or above the 500 level (except ME 519)
- BAE at or above the 200 level
- BME at or above the 200 level
- CE at or above the 200 level (except CE 202, CE 212, CE 530)
- CHE at or above the 200 level
- CIS at or above the 200 level
- ECE at or above the 200 level
- ENVE at or above the 200 level
- IMSE at or above the 200 level

- MATH at or above the 500 level
- CHM at or above the 230 level
- PHYS at or above the 325 level
- BIOL at or above the 190 level
- BIOCH at or above the 250 level
- STAT at or above the 500 level
- GEOL at or above the 360 level

**++List of nuclear engineering electives**

- NE at or above the 600 level
- ME 777: Monte Carlo Methods
- ME 760: Engineering Analysis I



**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
Amir Bahadori*	Associate Professor	PhD	Y	Radiation Protection	0.1875
Ronnie Brockhoff	Teaching Associate Professor	PhD	N	Radiation Transport	0.25
Anna Iskhakova	Research Assistant Professor	PhD	N	Thermal Hydraulics Nuclear Fuels	0.125
Arsen Iskhakov	Assistant Professor	PhD	Y	Thermal Hydraulics	0.125
Douglas McGregor	University Distinguished Professor	PhD	Y	Radiation Detection Nuclear Materials	0.125
Walter McNeil	Associate Professor	PhD	Y	Radiation Detection Systems	0.125
Jeremy Roberts	Associate Professor	PhD	Y	Reactor Physics	0.4375

Number of graduate assistants assigned to this program ..... **1 (existing)****IX. Expenditure and Funding Sources**

A. EXPENDITURES	First FY	Second FY	Third FY
<b>1. Personnel – Reassigned or Existing Positions</b>			
Faculty	\$ -	\$ -	\$ 155,900
Administrators ( <i>other than instruction time</i> )	\$ -	\$ -	\$ -
Graduate Assistants	\$ -	\$ -	\$ 26,500
Support Staff for Administration ( <i>e.g., secretarial</i> )	\$ -	\$ -	\$ -
Fringe Benefits ( <i>total for all groups</i> )	\$ -	\$ -	\$ 55,200
Other Personnel Costs	\$ -	\$ -	\$ -
<b>Total Existing Personnel Costs – Reassigned or Existing</b>	\$ 224,000	\$ 230,800	\$ 237,600
<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>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	\$ -	\$ -	\$ -



Library/learning resources	\$ -	\$ -	\$ -
Equipment/Technology	\$ -	\$ -	\$ -
Travel	\$ -	\$ -	\$ -
Other	\$ -	\$ -	\$ -
<b>Total Operating Costs</b>	\$ -	\$ -	\$ -
<b>GRAND TOTAL COSTS</b>	<b>\$ 224,000</b>	<b>\$ 230,800</b>	<b>\$ 237,600</b>

<b>B. FUNDING SOURCES</b> (projected as appropriate)	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds		\$ 216,000	\$ 235,800	\$ 257,100
Student Fees		\$ 47,500	\$ 49,400	\$ 51,300
Other Sources		\$ -	\$ -	\$ -
<b>GRAND TOTAL FUNDING</b>		\$ 263,500	\$ 285,200	\$ 308,400
<b>C. Projected Surplus/Deficit (+/-)</b> (Grand Total Funding <i>minus</i> Grand Total Costs)		<b>\$ 39,500</b>	<b>\$ 54,400</b>	<b>\$ 70,800</b>

## **X. Expenditures and Funding Sources Explanations**

### **A. Expenditures**

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

The faculty members identified in Section VIII, Core Faculty, will contribute the stated fractional FTE to the program. The cost to the program was estimated by multiplying the salary and associated fringe for each faculty member by the stated fractional FTE. For Ronnie Brockhoff, this number was multiplied by 0.2 to account for the fact that NE 495, Elements of Nuclear Engineering, will be taken by both BS ME and BS NE students for the foreseeable future, and approximately 20% of the students each year are anticipated to be BS NE students. All current salaries were inflated by 3% per year to account for cost-of-living adjustments, including for AY 2025-2026. Fringe was estimated as 33% of salary.

One GTA with an AY 2025-2026 salary of \$25,000 will be allocated to the program. This salary was inflated by 3% per year to account for cost-of-living adjustments. Fringe was estimated as 14% of salary for the GTA.

All values presented in the table were rounded to the nearest \$100.

#### **2. Personnel – New Positions**

No new positions required for this program.

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

No start-up costs required for this program.

#### **4. Operating Costs – Recurring Expenses**

No recurring expenses required for this program. Existing nuclear engineering laboratories are being maintained by the Alan Levin Department of Mechanical Engineering using departmental funds.

### **B. Revenue: Funding Sources**

The AY 2024-2025 base tuition rate for undergraduate students at KSU is \$341.42 per credit hour for in-state status and \$919.65 per credit hour for out-of-state status (Kansas State University, 2024). Engineering fees are \$105.60 per credit hour for both in-state and out-of-state students (Kansas State University, 2024). For the purposes of computing tuition revenue, we assume that 80% of BS NE students have in-state status while 20% of

BS NE students have out-of-state status, roughly corresponding to data from the most recent KSU Carl R. Ice College of Engineering fact book (Kansas State University College of Engineering, 2024).

An inflation rate of 5% is applied to base tuition, including for AY 2025-2026, corresponding to recent historical trends (Kansas State University College of Engineering, 2024). Engineering fees have not changed in recent years and are conservatively assumed to remain constant through the first three years of the program.

### C. Projected Surplus/Deficit

Even under conservative assumptions, the proposed program will be immediately profitable, with a growing profit margin over the first three years. The return-on-investment is projected to grow from 18% in the first year to 30% in the third year. The program is projected to be profitable with a minimum enrollment of about 70 students.

## XI. References

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**Kansas State University – BS in Nuclear Engineering  
Program & Employment Analysis – Provided by Board Staff**

**1. Market Share Figures**

There are no other baccalaureate programs in the state that share the same Classification of Instructional Program (CIP) code (14.2301) as this proposed program.

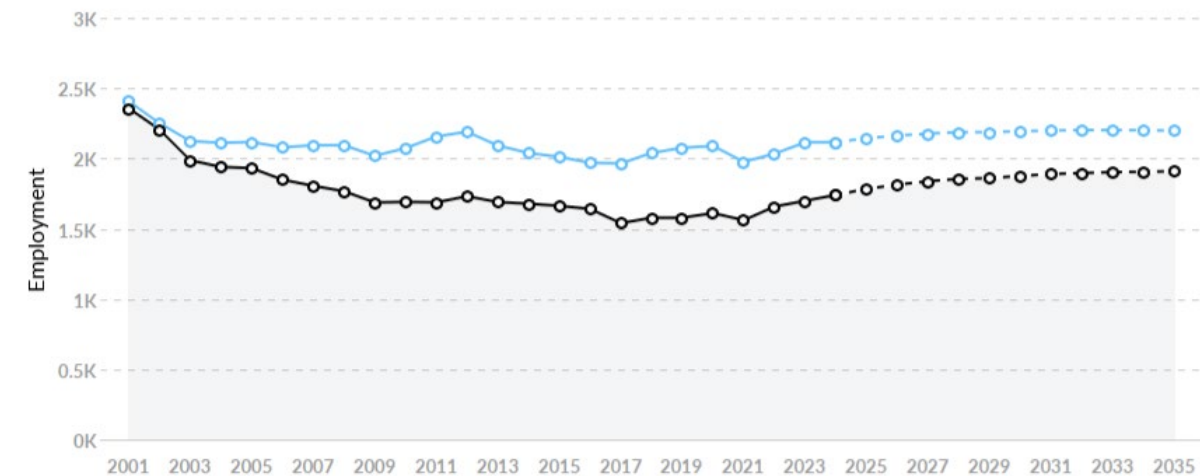
**2. State & National Projections for Employment Linked to the Proposed Degree Program**

There are two “target occupations” as identified by Lightcast for this program of study:

- 1. Architectural and Engineering Managers
- 2. Nuclear Engineers

**Regional Employment Is Lower Than the National Average**

An average area of this size typically has 2,116\* jobs, while there are 1,741 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.

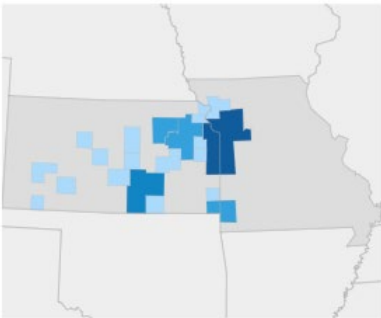


Region	2024 Jobs	2030 Jobs	Change	% Change
● Kansas	1,741	1,876	135	7.7%
● National Average	2,116	2,194	78	3.7%

\*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

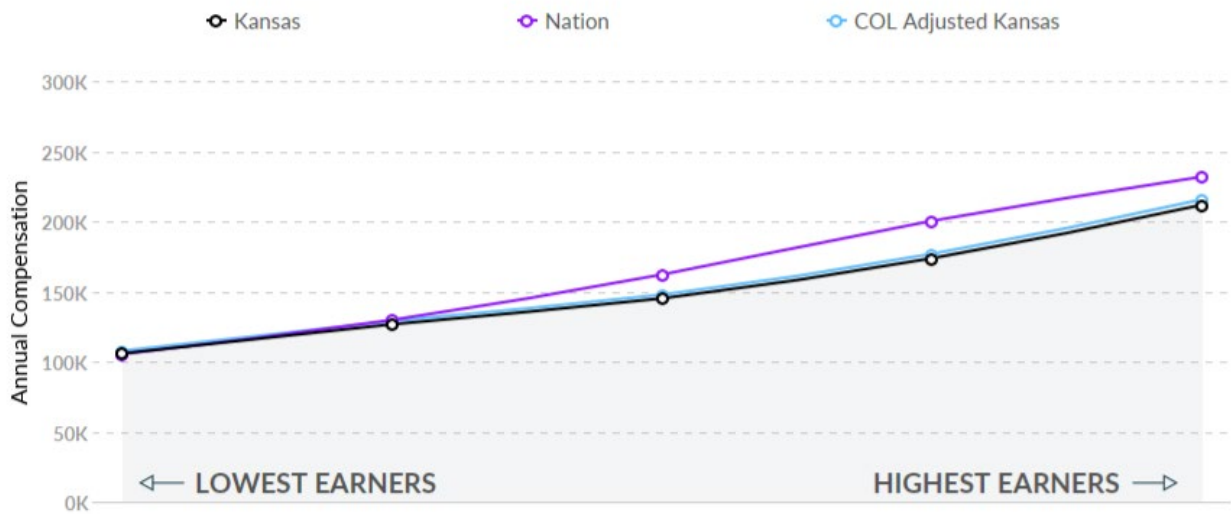


MSA	2024 Jobs
Kansas City, MO-KS	1,180
Wichita, KS	434
Joplin, MO-KS	70
Topeka, KS	52
Manhattan, KS	44

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 2023 median wage in Kansas is \$145,005, while the national median wage is \$162,015.



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	52	0	4%
Associate's degree	35	1	2%
Bachelor's degree	959	58	67%
Master's degree	18	265	1%
Ph.D. or professional degree	6	29	0%

6. References

Lightcast. (n.d.). *Program Overview*. Retrieved April 22, 2025, from [https://analyst.lightcast.io/analyst/?t=4pM1b#h=1xT8LrcjWxc.DCI.yPK5.2okHHZ&page=program\\_mark&et\\_demand&vertical=standard&nation=us](https://analyst.lightcast.io/analyst/?t=4pM1b#h=1xT8LrcjWxc.DCI.yPK5.2okHHZ&page=program_mark&et_demand&vertical=standard&nation=us)

Lightcast. (n.d.). *Occupation Overview*. Retrieved April 22, 2025, from [https://analyst.lightcast.io/analyst/?t=4pM1b#h=47oQ57bjGVl.Zo9BdYJ7X0ggKvN&page=occupation\\_s&napshot&vertical=standard&nation=us](https://analyst.lightcast.io/analyst/?t=4pM1b#h=47oQ57bjGVl.Zo9BdYJ7X0ggKvN&page=occupation_s&napshot&vertical=standard&nation=us)

Lightcast. (n.d.). *Job Posting Analytics*. Retrieved April 22, 2025, from [https://analyst.lightcast.io/analyst/?t=4pM1b#h=4aephZXEgaVtaQQvnK35jtBimDH&page=postings\\_report&vertical=standard&nation=us](https://analyst.lightcast.io/analyst/?t=4pM1b#h=4aephZXEgaVtaQQvnK35jtBimDH&page=postings_report&vertical=standard&nation=us)

**2. Act on Nominations for KBOR Faculty of the Year Awards and KBOR Staff of the Year Awards** **Rusty Monhollon**  
**VP Academic Affairs**

**Summary**

*Board policy establishes the Faculty of the Year Award for the state universities and the University of Kansas Medical Center (KUMC), whereby one tenured, one tenure track, and one non-tenure track faculty member at each institution is honored with the award. Five of the state universities and KUMC use a set of common criteria that the Board President & CEO approved, as required by Board policy. As such, these institutions are submitting nominations for the Board's consideration.*

*Additionally, Board policy was updated recently to add the Staff of the Year Award for the state universities and KUMC, whereby one staff member from each institution is honored with the award. Due to the timing of this policy update, three state universities have submitted nominations for the Board's consideration.*

**Background**

In January of 2003, the Board adopted a policy ([Ch. II.C.9.](#)) outlining the Faculty of the Year Award to recognize excellence in teaching, research, and service in university faculty. In March of 2025, the policy was updated to expand the categories of faculty eligible for the award, and to add new Staff of the Year Awards, as well. For Faculty of the Year, Board policy indicates,

*In order to recognize and encourage excellence in teaching, research, and service among university faculty, the Board may, on an annual basis, present an award to one tenured, one tenure-track, and one full-time non-tenure-track faculty member at each state educational institution and the University of Kansas Medical Center. . . . The criteria shall seek to identify faculty members who have excelled in their university responsibilities (including teaching, research, extension, libraries, clinical duties, service, and other roles) over the preceding academic year and have exemplified excellence and commitment to the mission of the institution.*

After the policy was updated in March, the criteria for this award were updated and approved by each institution except for Emporia State University. In accordance with policy, the updated criteria were submitted to the Board President and Chief Executive Officer for review, resulting in his approval. Those criteria are included at the end of this paper. Emporia State University (ESU) will submit criteria for the award over the next year. The remaining institutions have submitted nominations for the Faculty of the Year Award.

The policy was also updated on March 12, 2025, to include a Staff of the Year Award. For this award, policy indicates,

*In order to recognize and encourage excellence among university staff, the Board may, on an annual basis, present an award to one staff member at each state educational institution and the University of Kansas Medical Center. To assist the Board in identifying appropriate recipients for each award, the President or Chancellor of each state university and the University of Kansas Medical Center shall annually identify one staff member at each state university and the University of Kansas Medical Center to recommend to the Board for recognition . . .*

Both awards require nominations be submitted to the Board by the time of the May Board meeting for Board review. However, given the timing of this policy update, not all institutions have had the time to develop nominations for the new Staff of the Year Award; three universities have submitted nominations.

**Request**

FHSU, KSU, KU, KUMC, PSU, and WSU have submitted nominations for the Faculty of the Year Award in alignment with Board policy. KSU, PSU, and WSU have also submitted nominations for the Staff of the Year

Award in alignment with Board policy. All nominations are included in a separate packet provided to the Board and are summarized below.

FACULTY OF THE YEAR AWARD			
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 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

STAFF OF THE YEAR AWARD	
Institution	Staff Nominee
KSU	Richard Becker, Director of Infrastructure Security Architecture
PSU	Jamie Rink, Director of Student Financial Assistance
WSU	Dr. Christopher Leonard, Director of Counseling and Psychological Services

### Recommendation

Board staff recommends approval of the nominations.



### **Criteria for the Annual Kansas Board of Regents Faculty of the Year Award**

#### **Nominees**

Eligibility is restricted to faculty meeting the following requirements:

- Full-time, tenured, or tenure-track faculty
- Demonstrate one's teaching, scholarship/research, and service over the preceding academic year\* have exemplified excellence and commitment to the mission of the institution. (*confirmed by the dean of their respective college*)
- Have not received the annual KBOR Faculty of the Year Award in the previous two (2) years.

#### **Nominations**

Nominations must adhere to the following guidelines to be accepted:

- Nominations may only be submitted by a faculty senator employed at the same institution as the nominee during the preceding academic year.\*
- A faculty senator may submit two nominations per year, one for a tenured faculty and one for a tenure-track faculty.

#### **Submission**

- Nominations must be submitted to the "Faculty Senate KBOR Faculty of the Year Awards Committee." See first bullet under **Selection**.
- Nominations are due by March 15<sup>th</sup> of the awarding year.<sup>#</sup>
- Nomination includes nominee's name, academic department, and distribution of their workload for the academic year in which they are being nominated.
- Nomination includes the nominator's name, academic department, and position held at their institution.
- A summary not to exceed 500 words of the nominee's accomplishments, including evidence to support the nomination.
- It is at the discretion of each institution if additional materials may be required.

Suggested examples of supporting materials/evidence:

<b>Scholarship/ Research</b>	<ul style="list-style-type: none"> <li>• Papers, monographs, or other publications</li> <li>• Works in progress</li> <li>• Juried or invited exhibitions.</li> <li>• Reviews of creative work</li> </ul>
<b>Service</b>	<ul style="list-style-type: none"> <li>• University Service (Conducting educational studies/investigations; Outreach; Board of Regents System; University-wide or College-wide; Departmental)</li> <li>• Offices held in academic, professional, and scholarly societies</li> <li>• Public and/or governmental service activities</li> <li>• Consulting activities</li> <li>• Community service</li> </ul>
<b>Teaching</b>	<ul style="list-style-type: none"> <li>• Course load data</li> <li>• Master's degree committee memberships</li> <li>• Theses directed or student advising</li> <li>• Preparation of instructional media</li> <li>• Institutes, workshops, and other programs attended</li> </ul>

#### **Selection**

- The Faculty Senate at each institution shall have a committee consisting of current full-time faculty (including the Faculty Senate President as ex-officio member) to collect and review the applications for the KBOR Faculty of the Year Awards (KBOR Award Committee). This committee will verify with the dean of the respective college that the nominee is in good standing with the university and their academic

department, that the nominee's teaching, scholarship/research, and service over the preceding academic year have exemplified excellence and commitment to the mission of the institution, and verify the nomination is valid and complete. Incomplete nominations or lack of a dean's validation will not be considered. It will be at the discretion of each university KBOR Award Committee on how the final selection will be made.

- Any acting KBOR Award Committee members will recuse themselves (excluding the Faculty Senate President) from the review and selection process if they have been nominated for the award. The Faculty Senate President will appoint a replacement to serve on the KBOR Award Committee.

### **Kansas Board of Regents (KBOR)**

- The names of the two award recipients determined by each university's KBOR Award Committee (*one tenured faculty and one tenure-track faculty*) will be provided to the Chair of the Council of Faculty Senate Presidents (COFSP). The Chair of the COFSP will submit the names of all award recipients to the Kansas Board of Regents by May 15<sup>th</sup> of the awarding year.
- The Kansas Board of Regents will review and approve/reject the award recipients provided by the Chair of the COFSP during the annual KBOR August retreat.
- Faculty receiving awards will be notified prior to the September KBOR meeting (typically Wednesday of the 3<sup>rd</sup> week of September)
- Awardees are highly recommended to attend the September KBOR meeting to be recognized for their achievement.

\* (e.g., 2024 award - August 2022 through August 2023)

# (The date may be adjusted per institution so long as selection and Faculty Senate approval are completed before May 15<sup>th</sup> of the awarding year.)

**B. Fiscal Affairs & Audit****1. Receive Information on Distribution of FY 2026 State Appropriations to Community Colleges, Technical Colleges, and Washburn Institute of Technology****Elaine Frisbie, VP,  
Finance & Administration****Summary**

*The Legislature finalized its State General Fund appropriations for FY 2026 in 2025 Senate Bill 125. The tables below provide the amounts for the state aid to the community and technical colleges. The distributions set forth in the following tables do not reflect the Board's assessment of each institution's performance pursuant to KSA 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.*

**Tiered Technical Education State Aid Distribution**

2011 SB 143 created a new postsecondary technical education formula which took effect in FY 2012. The heart of the formula is the instructional cost model that calculates colleges' costs at a course level and recognizes the cost differential in delivering technical education courses and takes into account property tax revenue for community college students from within the college's taxing district. To determine state aid, the cost model rates are adjusted each year for inflation or actual cost increases experienced by the colleges (such as for instructors and overhead expenses to operate the campus) and the updated rates are applied to the prior year's credit hour enrollments by each student and by course. The Legislature appropriated \$66,453,525 for the tiered credit hour distribution in FY 2026 with amounts specified for each college. The appropriation reflects the colleges' AY 2024 enrollment data with the three-year average of the state's calculated costs according to the model applied to determine state aid to each college. In accordance with the proviso, each institution shall receive the amount reflected in the table below.

<b>Tiered Technical Education State Aid Distributions</b>			
<b>Institution</b>	<b>FY 2025 State Aid</b>	<b>FY 2026 State Aid</b>	<b>Increase/ (Decrease)</b>
Allen County Community College	\$ 468,219	\$ 473,848	\$ 5,629
Barton County Community College	\$ 2,378,617	\$ 2,266,994	\$ (111,623)
Butler Community College	\$ 4,871,526	\$ 5,079,186	\$ 207,660
Cloud County Community College	\$ 1,104,254	\$ 1,181,769	\$ 77,515
Coffeyville Community College	\$ 896,120	\$ 853,054	\$ (43,066)
Colby Community College	\$ 1,289,625	\$ 1,391,319	\$ 101,694
Cowley County Community College	\$ 1,690,938	\$ 1,919,674	\$ 228,736
Dodge City Community College	\$ 835,690	\$ 951,091	\$ 115,401
Flint Hills Technical College	\$ 1,690,733	\$ 1,696,132	\$ 5,399
Fort Hays Tech   North Central	\$ 2,923,117	\$ 3,087,761	\$ 164,644
Fort Hays Tech   Northwest	\$ 1,821,733	\$ 1,925,676	\$ 103,943
Fort Scott Community College	\$ 1,252,873	\$ 1,181,923	\$ (70,950)
Garden City Community College	\$ 1,096,271	\$ 1,205,191	\$ 108,920
Highland Community College	\$ 1,240,102	\$ 1,262,666	\$ 22,564
Hutchinson Community College	\$ 5,678,652	\$ 5,782,346	\$ 103,694
Independence Community College	\$ 231,473	\$ 235,575	\$ 4,102
Johnson County Community College	\$ 7,946,290	\$ 8,637,305	\$ 691,015
Kansas City Kansas Community College	\$ 4,186,782	\$ 4,156,731	\$ (30,051)
Labette Community College	\$ 913,025	\$ 1,016,383	\$ 103,358

Tiered Technical Education State Aid Distributions - Continued			
Institution	FY 2025 State Aid	FY 2026 State Aid	Increase/ (Decrease)
Manhattan Area Technical College	\$ 1,863,454	\$ 1,819,187	\$ (44,267)
Neosho County Community College	\$ 1,292,805	\$ 1,354,084	\$ 61,279
Pratt Community College	\$ 1,076,289	\$ 1,061,068	\$ (15,221)
Salina Area Technical College	\$ 1,567,891	\$ 1,818,392	\$ 250,501
Seward County Community College	\$ 964,550	\$ 1,046,871	\$ 82,321
Washburn Institute of Technology	\$ 3,374,312	\$ 3,643,102	\$ 268,790
WSU Campus of Applied Science and Technology	\$ 9,841,843	\$ 11,406,197	\$ 1,564,354
<b>Total</b>	<b>\$ 62,497,184</b>	<b>\$ 66,453,525</b>	<b>\$ 3,956,341</b>

### **Non-Tiered Credit Hour Grant Distribution**

State law provides that each two-year college is eligible for a grant from the State General Fund to deliver non-tiered courses. In AY 2024, 70.7 percent of the credit hours delivered by the two-year colleges was in non-tiered courses. The instructional cost model is also used to calculate colleges' state aid as with the tiered courses. The Legislature appropriated \$88,361,538 for the non-tiered credit hour grant in FY 2026 for the AY 2024 enrollments. The appropriation reflects the colleges' AY 2024 enrollment data with instructional cost model rates updated for inflation, and the three-year average of the state's share of the instructional cost model applied to each college to determine the state aid. In accordance with the proviso attached to the appropriation in 2025 Senate Bill 125, each institution shall receive the amount reflected in the table below.

Non-Tiered Credit Hour Grant Distributions			
Institution	FY 2025 State Aid	FY 2026 State Aid	Increase/ (Decrease)
Allen County Community College	\$ 3,626,540	\$ 3,270,135	\$ (356,405)
Barton County Community College	\$ 7,419,334	\$ 7,323,181	\$ (96,153)
Butler Community College	\$ 13,456,130	\$ 12,781,595	\$ (674,535)
Cloud County Community College	\$ 2,787,882	\$ 2,715,003	\$ (72,879)
Coffeyville Community College	\$ 1,348,955	\$ 1,336,638	\$ (12,317)
Colby Community College	\$ 1,806,764	\$ 1,827,746	\$ 20,982
Cowley County Community College	\$ 3,629,632	\$ 3,376,842	\$ (252,790)
Dodge City Community College	\$ 1,607,526	\$ 1,612,560	\$ 5,034
Flint Hills Technical College	\$ 796,086	\$ 813,079	\$ 16,993
Fort Hays Tech   North Central	\$ 880,971	\$ 890,535	\$ 9,564
Fort Hays Tech   Northwest	\$ 925,901	\$ 954,353	\$ 28,452
Fort Scott Community College	\$ 1,814,609	\$ 1,763,555	\$ (51,054)
Garden City Community College	\$ 2,100,189	\$ 2,238,010	\$ 137,821
Highland Community College	\$ 3,882,267	\$ 3,827,268	\$ (54,999)
Hutchinson Community College	\$ 6,362,960	\$ 6,236,859	\$ (126,101)
Independence Community College	\$ 936,809	\$ 999,030	\$ 62,221
Johnson County Community College	\$ 16,845,529	\$ 16,873,303	\$ 27,774
Kansas City Kansas Community College	\$ 4,961,771	\$ 4,973,227	\$ 11,456
Labette Community College	\$ 1,947,929	\$ 1,948,252	\$ 323
Manhattan Area Technical College	\$ 750,543	\$ 798,568	\$ 48,025

Non-Tiered Credit Hour Grant Distributions - Continued			
Institution	FY 2025 State Aid	FY 2026 State Aid	Increase/ (Decrease)
Neosho County Community College	\$ 2,007,817	\$ 2,018,056	\$ 10,239
Pratt Community College	\$ 1,454,752	\$ 1,501,584	\$ 46,832
Salina Area Technical College	\$ 856,673	\$ 983,319	\$ 126,646
Seward County Community College	\$ 1,400,731	\$ 1,504,714	\$ 103,983
Washburn Institute of Technology	\$ 384,917	\$ 381,927	\$ (2,990)
WSU Campus of Applied Science and Technology	\$ 5,197,154	\$ 5,412,199	\$ 215,045
<b>Total</b>	<b>\$ 89,190,371</b>	<b>\$ 88,361,538</b>	<b>\$ (828,833)</b>

### **Capital Outlay State Aid**

2025 Senate Bill 125 appropriates \$12,419,311 to the Board of Regents to provide capital outlay aid to all community and technical colleges. While this is level funding in total compared to FY 2024 and FY 2025, the amounts vary by college. SB 125 requires a \$1-for-\$1 match from either the college or private donations, which can be from cash or equipment.

Capital Outlay Aid Distributions			
Institution	FY 2025 State Aid	FY 2026 State Aid	Increase/ (Decrease)
Allen County Community College	\$ 189,314	\$ 335,649	\$ 146,335
Barton County Community College	\$ 740,768	\$ 507,299	\$ (233,469)
Butler Community College	\$ 1,669,291	\$ 623,047	\$ (1,046,244)
Cloud County Community College	\$ 345,578	\$ 369,376	\$ 23,798
Coffeyville Community College	\$ 213,621	\$ 360,160	\$ 146,539
Colby Community College	\$ 398,755	\$ 390,442	\$ (8,313)
Cowley County Community College	\$ 320,804	\$ 439,114	\$ 118,310
Dodge City Community College	\$ 258,579	\$ 392,729	\$ 134,150
Flint Hills Technical College	\$ 258,125	\$ 388,072	\$ 129,947
Fort Hays Tech   North Central	\$ 389,996	\$ 459,442	\$ 69,446
Fort Hays Tech   Northwest	\$ 291,421	\$ 416,890	\$ 125,469
Fort Scott Community College	\$ 406,628	\$ 371,216	\$ (35,412)
Garden City Community College	\$ 523,454	\$ 402,725	\$ (120,729)
Highland Community College	\$ 230,231	\$ 375,580	\$ 145,349
Hutchinson Community College	\$ 777,482	\$ 675,986	\$ (101,496)
Independence Community College	\$ 96,180	\$ 324,719	\$ 228,539
Johnson County Community College	\$ 1,535,591	\$ 1,226,400	\$ (309,191)
Kansas City Kansas Community College	\$ 624,028	\$ 596,536	\$ (27,492)
Labette Community College	\$ 278,364	\$ 366,503	\$ 88,139
Manhattan Area Technical College	\$ 263,476	\$ 393,036	\$ 129,560
Neosho County Community College	\$ 351,668	\$ 384,949	\$ 33,281
Pratt Community College	\$ 221,042	\$ 375,189	\$ 154,147
Salina Area Technical College	\$ 254,692	\$ 401,108	\$ 146,416
Seward County Community College	\$ 237,501	\$ 387,723	\$ 150,222
Washburn Institute of Technology	\$ 431,724	\$ 492,345	\$ 60,621

<b>Capital Outlay Aid Distributions - Continued</b>			
<b>Institution</b>	<b>FY 2025 State Aid</b>	<b>FY 2026 State Aid</b>	<b>Increase/ (Decrease)</b>
WSU Campus of Applied Science and Technology	\$ 1,110,998	\$ 963,076	\$ (147,922)
<b>Total</b>	<b>\$ 12,419,311</b>	<b>\$ 12,419,311</b>	<b>\$ --</b>

### **Operating Grants to Technical Colleges**

In FY 2024 and FY 2025, the Legislature appropriated \$10.5 million for technical college operating grants. 2025 Senate Bill 125 appropriates \$7.0 million for the seven technical colleges and specified that the amount be divided equally among the colleges.

<b>Technical College Operating Grant Distributions</b>			
<b>Institution</b>	<b>FY 2025 State Aid</b>	<b>FY 2026 State Aid</b>	<b>Increase/ (Decrease)</b>
Flint Hills Technical College	\$ 1,500,000	\$ 1,000,000	\$ (500,000)
Manhattan Area Technical College	\$ 1,500,000	\$ 1,000,000	\$ (500,000)
Fort Hays Tech   North Central	\$ 1,500,000	\$ 1,000,000	\$ (500,000)
Fort Hays Tech   Northwest	\$ 1,500,000	\$ 1,000,000	\$ (500,000)
Salina Area Technical College	\$ 1,500,000	\$ 1,000,000	\$ (500,000)
Washburn Institute of Technology	\$ 1,500,000	\$ 1,000,000	\$ (500,000)
WSU Campus of Applied Sciences and Technology	\$ 1,500,000	\$ 1,000,000	\$ (500,000)
<b>Total</b>	<b>\$ 10,500,000</b>	<b>\$ 7,000,000</b>	<b>\$ (3,500,000)</b>

### **Kansas Campus Restoration Act**

2024 Senate Bill 18 (K.S.A. 76-7,153 through K.S.A. 76-7,160) provides that each institution coordinated by the Board of Regents (Washburn University, the 19 community colleges, six technical colleges and Washburn Institute of Technology) is to receive \$100,000 via the Kansas Campus Restoration Act. 2025 Senate Bill 125 reduced the amount available for the Act by 7.65 percent. In accordance with the bill's provision requiring the Board of Regents to prorate the reduction across institutions, each college shall receive the amount reflected below. Each institution will be required to report on their expenditures to the Board of Regents, the Senate Committee on Ways & Means, the House Committee on Appropriations, and the House Higher Education Budget Committee by the first day of the subsequent legislative session.

<b>Kansas Campus Restoration Act</b>	
<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



<b>Kansas Campus Restoration Act - Continued</b>	
<b>Institution</b>	<b>FY 2026 State Aid</b>
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**

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. In accordance with the proviso specifying each college's state aid, the technical colleges shall receive the amounts reflected in the table below. Due to the nature of an additional proviso attached to the appropriation conditioning the aid on the institutions' end-of-fiscal-year cash on hand, the distributions for the 19 community colleges will be provided to the Postsecondary Technical Education Authority and the Board of Regents in September as indicated at last month's Board meeting.

<b>Business &amp; Industry and Apprenticeship Distributions – Technical Colleges</b>			
<b>Institution</b>	<b>FY 2025 State Aid</b>	<b>FY 2026 State Aid</b>	<b>Increase/ (Decrease)</b>
Flint Hills Technical College	\$ 201,536	\$ 200,280	\$ (1,256)
FHSU Tech   North Central	\$ 197,474	\$ 187,781	\$ (9,693)
FHSU Tech   Northwest	\$ 165,603	\$ 177,721	\$ 12,118
Manhattan Area Technical College	\$ 152,480	\$ 146,628	\$ (5,852)
Salina Area Technical College	\$ 169,040	\$ 185,647	\$ 16,607
Washburn Institute of Technology	\$ 310,897	\$ 319,471	\$ 8,574
WSU Campus of Applied Science and Technology	\$ 1,013,617	\$ 1,102,298	\$ 88,681
<b>Total</b>	<b>\$ 2,210,647</b>	<b>\$ 2,319,826</b>	<b>\$ 109,179</b>

#### **Student Success Initiatives Distributions - Technical 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 technical colleges shall receive the amounts reflected in the table below. Due to the nature of an additional proviso attached to the appropriation, conditioning the aid on institutions' end-of-year cash on hand, the distributions for

the 19 community colleges will be provided to the Postsecondary Technical Education Authority and the Board of Regents in September as indicated at last month's Board meeting.

<b>Student Success Initiatives Distributions – Technical Colleges</b>			
<b>Institution</b>	<b>FY 2025 State Aid</b>	<b>FY 2026 State Aid</b>	<b>Increase/ (Decrease)</b>
Flint Hills Technical College	\$ 246,635	\$ 147,058	\$ (99,577)
FHSU Tech   North Central	\$ 241,664	\$ 137,881	\$ (103,783)
FHSU Tech   Northwest	\$ 202,661	\$ 130,495	\$ (72,166)
Manhattan Area Technical College	\$ 186,601	\$ 107,664	\$ (78,937)
Salina Area Technical College	\$ 206,868	\$ 136,314	\$ (70,554)
Washburn Institute of Technology	\$ 380,468	\$ 234,577	\$ (145,891)
WSU Campus of Applied Science and Technology	\$ 1,240,441	\$ 809,380	\$ (431,061)
Total	\$ 2,705,338	\$ 1,703,368	\$ (1,001,970)

#### **Other State Aid**

The 2025 Legislature did not appropriate state funding in FY 2026 for:

- Community and Technical College Competitive Grants;
- Technology Innovation & Internship Program; and
- Information technology infrastructure or cybersecurity improvements.



## 2. Act on Distribution of FY 2025 State Appropriation for Technical Education

### Summary

*The Excel in CTE Initiative provides state-financed college tuition for high school students in approved postsecondary technical education courses and incentives to school districts for students earning industry-recognized credentials in high-demand occupations. While enrollments at individual colleges varied widely, overall Excel in CTE student headcounts grew 6.4 percent in FY 2024 compared to the prior year and calculated tuition costs grew 7.7 percent. As the state funding available for the Excel in CTE state aid did not cover the calculated costs for colleges' enrollment activity in FY 2024, the amounts distributed last Fall were pro-rated by 0.78 percent.*

*The 2025 Legislature provided a supplemental appropriation in the amount of the shortfall. Staff recommends approval of the allocations as outlined below, and requests authorization to make necessary subsequent technical corrections if any error is discovered. The distribution amounts set forth in the following tables do not reflect the Board's assessment of each institution's performance pursuant to KSA 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. The Postsecondary Technical Education Authority met on May 29, 2025, and approved the amounts identified in the table for the supplemental distribution.*

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.

### FY 2025 Distributions

Institutions submitted and certified their full Academic Year 2024 data collection last summer. As amounts available for Excel in CTE did not cover the calculated costs for enrollment activity in FY 2024, the amounts distributed in early October were pro-rated in a manner proportional to the \$358,836 shortfall.

Staff recommends approval of the amounts noted below as supplemental distributions 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 KSA 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 – 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
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>

**3. Act on Request to Amend the FY 2025 Capital Improvement Plan and Approve Program Statement for Heckert/Yates Science Lab Renovations — PSU**

**Chad Bristow,  
Director of Facilities**

Pittsburg State University (PSU) requests approval to amend the FY 2025 capital improvement project plan and acceptance of the program statement for Heckert Wells Hall and Yates Hall Renovations and Addition project. The Heckert/Yates Science Lab Renovations project will be renamed to Heckert Wells Hall and Yates Hall Renovations and Addition.

Heckert Wells Hall and Yates Hall share a connecting atrium and, together, serve as PSU's core for STEM education. The estimated total project cost has increased from \$12 million to approximately \$53 million to support renewal of these two facilities. To reinforce connection and access to programs throughout the complex, the project includes adding space to expand the existing, shared single-story atrium to serve all primary levels of the existing complex, to connect the greenhouse to an interior egress pathway, and to create a modern chemistry dock and receiving area.

Yates Hall is a 40,698 gross square feet (GSF) facility built in 1963. It remains in average condition thanks to replacement of windows, doors, HVAC systems, switchgear, and lighting, but its Mathematics and Physics labs, classrooms, hallways, and several restrooms remain in near original condition. Heckert Wells Hall is a 65,393 GSF facility built in 1984 after its predecessor was suddenly condemned. It has now slipped into poor condition as it continues to age. Replacement of HVAC systems and switchgear occurred a decade ago, but the Chemistry and Biology labs, hallways, and restrooms remain in near original condition. Moreover, portions of the lab casework were salvaged from the condemned facility and predate their current home by 30 years. PSU proposes to redesign and upgrade these crucial facilities as a STEM ecosystem to expand STEM education, make the facility more functional and attractive to today's students, and serve current needs for teaching and learning within this academic core. The School of Science and Mathematics provides basic support for the ecosystem that also includes the health sciences and engineering technology degree in addition to PSU's National Institute for Materials Advancement (NIMA) and National Center for Semiconductor Research and Testing (NCSRT).

Upon approval of the program statement, PSU will follow the state procurement processes to select a professional design consultant for the entire project and then deliver the project in one or more construction phases utilizing a design-bid-build delivery. The project will be funded with a mix of the university's allocation of the Educational Building Fund (EBF), Campus Restoration Act, grants, and donor gifts. PSU will continue to fund operations and maintenance costs for the addition and renovated existing facilities with a combination of State General Fund and Tuition Funds. The initial phase of construction is anticipated to occur between June and December 2026.

**4. Act on Request to Approve Lease of Real Property (Besse Hotel) — PSU**

Pittsburg State University requests approval for the lease of real property to support the student housing portion of Gorilla Rising. The Besse Hotel is a historic property in downtown Pittsburg, Kansas, adjacent to Block 22. As described in previous Gorilla Rising updates, and per the capital improvement plan amendment approved by the Board in February 2024, the Besse is being redeveloped by a local private developer to serve as a key component of Gorilla Rising. The Besse will contain student apartments on all upper floors and the PSU Center for Reading on the first floor along with supporting operations for the university, community, and students. The project is being completed under a public-private partnership in order to leverage significant available historic tax credits along with donor and city support. The final portion of the funding is debt obtained by the owner/developer (Besse, LLC) to be serviced via this lease agreement.

The lease agreement between PSU (lessee) and Besse, LLC (lessor) is for a term of 18 years. The university will have the right, but not the obligation, to purchase the property at any time after the tax credit recapture period is fulfilled (generally five years from certificate of occupancy). The annual lease rate is being finalized between the parties and is expected to be between \$400,000 and \$500,000 per year. The university and developer are working together to maximize all other funding sources in order to minimize the final cost of the lease. The University will be responsible for operations and maintenance costs under the lease. The base lease excludes final tenant infill finish work for all first-floor spaces but the student apartment lobby. The lease terms also outline payments the university will make for design and construction of facility improvements on the first floor to accommodate the relocation of the Center for Reading from various existing locations within Whitesitt Hall on the PSU main campus to the more convenient and accessible downtown location. Funding for the capital improvements is made possible by a one-time State General Fund appropriation designated for this purpose. Once vacated, portions of Whitesitt Hall will be razed to support a strategic approach to divesting of obsolete buildings and improving the utilization of suitable existing facilities.

The draft lease has been reviewed by the Department of Administration and their input has been incorporated into the agreement. The university seeks Board approval to enter into the lease as described with a lease rate not to exceed \$500,000 per year.

**5. Act on Request to Approve Lease of Real Property to Kansas Bureau of Investigation — PSU**

PSU seeks approval to lease real estate to the Kansas Bureau of Investigation (KBI) for the Pittsburg Regional Crime Center and Laboratory. The Board approved PSU's acquisition of the parcel from the PSU foundation in February 2025. The land will be leased at no cost until 2099. PSU has also agreed to contribute \$2 million towards the project to aid in the inclusion of shelled space in the facility that may be used in the future for PSU academic programs and other collaborations between PSU and KBI. KBI will fund the construction, operation, and maintenance of the Pittsburg Regional Crime Center and Laboratory.

**6. Act on Request to Amend the FY 2025 Capital Improvement Plan and Approve Program Statement for Leasure Hall Renovation — KSU**

Kansas State University (KSU) requests approval to amend the Fiscal Year 2025 capital improvement project plan and acceptance of the program statement for Leasure Hall renovations. The anticipated total project budget will increase from \$10 million to a maximum of \$11.72 million and the project effort will begin now instead of FY 2029.

Constructed in 1908, Leasure Hall is currently rated as a C- (FCI 0.42) with \$3.5 million of deferred maintenance. Renovations will allow the university to reduce energy use, lower the ongoing maintenance burden and improve building functionality and space utilization.

Approximately 22,500 net square feet will be renovated to create new office, classroom and laboratory spaces. Space on the second floor will be renovated to meet the needs of the Kansas Cooperative Fish and Wildlife Research Unit and other renovated spaces will house the newly relocated Department of Geography.

The project will be completed in two phases. Phase 1 will include interior renovations and system upgrades. Renovations will include new walls, doors, ceilings, lighting, flooring, electrical, plumbing and IT infrastructure improvements. Deferred maintenance items to be addressed will include connecting the building to the campus chilled water loop and modernizing HVAC systems. The estimated cost for Phase 1 is \$8.9 to \$10.26 million.

Phase 2 will include exterior renovations such as window replacements, masonry repairs and new roofing. The Phase 2 estimated cost is \$1.1 to \$1.42 million.

Upon approval of the program statement, KSU will follow the state procurement processes to select a professional design consultant for the entire project and then will deliver the project in two construction phases utilizing the state design-bid-build delivery process. The project will be funded with the university's allocation from the Educational Building Fund and deferred maintenance interest earnings. The first phase of construction is anticipated to begin in Spring 2026.

**7. Act on Request to Approve Program Statement for Construction of Storage Building for the Biosecurity Research Institute at Pat Roberts Hall — KSU**

Kansas State University (KSU) requests acceptance of the program statement for construction of a storage building at the Biosecurity Research Institute, or BRI. Located in Pat Roberts Hall, the Biosecurity Research Institute is the home of comprehensive infectious disease research to address threats to agriculture and public health. The existing facility was designed to meet or exceed biosafety level-3 and biosafety level-3 agriculture standards.

The facility currently lacks dedicated storage space, which has resulted in the need for offsite storage, rental fees and additional time spent retrieving equipment. The new storage building will provide a centralized, secure location for equipment storage which will streamline operations, enhance organization, and increase accessibility to equipment.

The new metal equipment storage building will be 40' by 60' with 12-foot-tall side walls. The structure will be fully insulated and built on a concrete slab. It will not be heated or cooled but will include lighting and electrical power. Two overhead garage doors will provide access to equipment.

The project will be financed totally from private gifts and initiated and completed by KSU Foundation as authorized by K.S.A. 76-757. The total estimated project cost is \$243,116. All future maintenance will be funded by a sustainability fund associated with the private gifts through the KSU Foundation. Construction is expected to be complete by the end of 2025.

**8. 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** **John Yeary, General Counsel**

**Summary**

*Kansas State University (KSU) requests that the Kansas Board of Regents approve a Memorandum of Understanding 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 May 13 and May 20, 2025 and reached tentative agreement. That tentative agreement is now before the Board for consideration. Board staff reviewed the Memorandum of Understanding 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.<sup>1</sup> 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.

**Summary of Proposed Changes**

In accordance with the MOA's annual wage reopening clause, the parties tentatively agreed as follows:

- All bargaining unit employees who were employed on or before December 1, 2024, will receive a 1.5% wage increase, effective June 8, 2025.
- The parties will reconvene to negotiate the issuance of a one-time performance bonus for bargaining unit employees employed by the KSU on or before December 1, 2024, based on calendar year 2024 performance evaluation ratings.
- The parties will reconvene in 2026 to discuss the outcome of the 2025 market-based compensation study and to negotiation implementation.

**Conclusion and Recommendation**

Kansas State University requests that the Board approve the MOU negotiated and agreed to by the Parties in the course of the Parties' meet and confer sessions. 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 MOU as agreed to by the parties.

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<sup>1</sup> K.S.A. 75-4321 *et seq.*



**9. 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**

**Summary**

*Fort Hays State University (FHSU) requests that the Kansas Board of Regents approve and execute the amended Memorandum of Agreement (MOA) between the University and the Fort Hays State University Chapter of the American Association of University Professors (FHSU-AAUP). In compliance with state law concerning negotiations with represented employee groups, the University and AAUP have met and conferred, and have reached agreement on proposed modifications to the MOA, which will replace the previous MOA that the Board approved in June 2024. Negotiations were opened in the spring semester of 2025 by joint agreement between FHSU and FHSU-AAUP. This being an “open” year under the MOA, a number of articles and terms were negotiated and revised, as outlined below. Those considered to have a significant fiscal impact, however, are limited to the salary terms, which are negotiated annually. The proposed amendments provide that FHSU will fund a 2.5% merit increase, and a \$855 cost of living increase, for fiscal year 2026. FHSU will also continue to fund promotion stipends for promotions awarded in fiscal year 2025, and fund year three of the University’s four-year market adjustment plan, subject to enrollment and financial stability.*

*Board staff reviewed the proposed amendments for compliance with Board policy as well as state and federal law and finding no conflict recommends approval of the amendments and authorizing the Board Chairman to execute the Agreement, as amended, on behalf of the Board.*

**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> 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>3</sup> The Kansas Secretary of Administration must also approve such agreements once the Board has approved them, and the Secretary’s designee participates in the negotiations.

**Summary of Changes to the Agreement Between FHSU-AAUP and the University**

This Memorandum of Agreement (MOA) involves approximately 380 faculty at Fort Hays State University who are represented by the Fort Hays State University Chapter of the American Association of University Professors (FHSU-AAUP). The bargaining unit is comprised of all full-time FHSU faculty members who hold academic rank as instructor, lecturer, assistant professor, associate professor, or professor. It also includes employees who hold the rank as program specialist, librarian, or research scientist.<sup>4</sup>

The existing MOA between the parties was approved by the Board in June 2024. In accordance with the MOA, multiple items were opened for negotiation this year. Pursuant to Board policy, the Board President and CEO and the Board’s general counsel office communicated with the University President and members of the FHSU negotiating team.<sup>5</sup> The University and FHSU-AAUP representatives participated in meet and confer sessions from February 2025 until the University and the FHSU-AAUP reached tentative agreement on the article revisions. The tentative agreement includes changes to address a number of items, including the following:

- Annual negotiations regarding Salary (Article IV).

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

<sup>3</sup> *Kansas Board of Regents and Pittsburg State University v. Pittsburg State University Chapter of KNEA and PERB*, 233 Kan. 801, 812 (1983).

<sup>4</sup> Kansas Public Employee Relations Board, Case No. 75-UCA-2-2005, dated April 12, 1999, as amended on January 21, 2009, p. 17.

<sup>5</sup> See Board Policy Ch. 1, sec. B(3)(c)(iii) (adopted at the May 2019 meeting).

- Changes to Tenure (Article IX) relating to elimination of the first year tenure review cycle and the course requirement for library tenure track positions.
- Updates relating to scope and definition of advising and mentoring in light of shift to centralized advising (Articles VII and XII).
- Clarifications and updates relating to professional travel funds (Article XIX) and the tuition assistance program (Article XX).

The FHSU-AAUP representative notified the University that the membership voted to accept the amended MOA, thus bringing the parties' negotiations to a close.

The following discussion outlines the significant changes to the existing MOA negotiated between the parties in the course of their meet and confer sessions. The amendments include the following:

#### Article I: Contract Term

- Years for the new term of the MOA were updated to reflect the next 3-year cycle.

#### Article IV: Salary

- Merit pool increase of 2.5% and cost of living increase of \$855. Estimated fiscal impact of \$1,203,095.
- University will continue to fund promotion stipends, as well as degree completion. Estimated fiscal impact of \$225,000.
- University will continue the market adjustment plan started in FY24, subject to enrollment and financial stability. Estimated fiscal impact of \$96,000.

#### Article VII: Workload and Article XII: Non-Tenure Track Faculty

- With FHSU's shift to centralized advising, updated MOA to note that faculty mentoring is a common requirement and responsibility of faculty and to recognize that advising and mentoring activities can fall within instruction, scholarly activity, or service depending on the nature of the activities, per the Annual Statement of Responsibilities (ASR) for each faculty member.

#### Article IX: Tenure

- Eliminated first year tenure review cycle, in movement toward better alignment with industry practice and increased efficiency.
- Eliminated single course requirement for library tenure track positions, in better alignment with University and librarian needs.

#### Article XIX: Professional Travel Funds

- Updated language to clarify that funding applies to faculty development activities beyond just professional travel.

#### Article XX: Tuition Assistance Program

- Deleted majority of language and referred to the University's Tuition Assistance Policy in recognition that program is implemented in accordance with, and subject to, that policy.

### **Proposed Action**

FHSU recommends that the Board approve these amendments to the MOA containing, as outlined above, the terms that have been negotiated and agreed on in the course of the meet and confer sessions conducted between the University and FHSU-AAUP. Staff concurs and recommends the Board approve the amended MOA and authorize the Chair to execute the Agreement on behalf of the Board.



## 10. Act on Proposed Amendments to Memorandum of Agreement between Wichita State University and American Federation of Teachers Local 6405 - WSU

### Summary

*Wichita State University (WSU) requests that the Kansas Board of Regents approve and execute the addendum to the Memorandum of Agreement (MOA) between the University and the American Federation of Teachers Local 6405 (AFT). In compliance with state law concerning negotiations with represented employee groups, the University and AFT have met and conferred, and have reached agreement on proposed modifications to the MOA, which will supplement and amend the MOA that the Board approved in September 2024.*

*Pursuant to Section 3 of Article 42, Pay Plan and Forms of Compensation of the Pay Plan of the MOA, wage negotiations were opened in the spring semester of 2025 by joint agreement between WSU and AFT. The proposed amendments provide that WSU will fund (1) market-based adjustments for all unit employees below their FY26 minimum pay range, (2) market-based adjustments for prioritized custodian position, (3) a general pay increase of 2.0% for non-market adjusted employees, (4) an increase to 2.0% for all employees receiving a market-based adjustment less than 2.0%, and (5) for minimum starting rate for employees hired on or after June 8, 2025 set at \$15.33 per hour for fiscal year 2026.*

*Board staff reviewed the proposed amendments for compliance with Board policy as well as state and federal law and finding no conflict recommends approval of the amendments and authorizing the Board Chairman to execute the Agreement, as amended, on behalf of the Board.*

### 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>6</sup> 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>7</sup> The Kansas Secretary of Administration must also approve such agreements once the Board has approved them, and the Secretary's designee participates in the negotiations.

### Summary of Changes to the Agreement Between AFT and the University

This Memorandum of Agreement (MOA) involves approximately 130 employees at Wichita State University who are represented by the American Federation of Teachers Local 6405 (AFT). The bargaining unit is comprised of WSU maintenance and service employees in the Facilities and Housing departments.

The existing MOA between the parties was approved by the Board in September 2024. In accordance with Section 3 of Article 42, Pay Plan and Forms of Compensation of the Pay Plan of the MOA, wage negotiations were opened in the spring semester of 2025 by joint agreement between WSU and AFT. Pursuant to Board policy, the Board President and CEO and the Board's general counsel office communicated with the University President and members of the WSU negotiating team.<sup>8</sup> The University and AFT representatives participated in meet and confer sessions from April 2025 until the University and the AFT reached tentative agreement on the article revisions in May 2025. The tentative agreement includes changes to address a number of items, including the following:

1. Market-based adjustment for all unit employees below their FY26 minimum pay range.
2. Market-based adjustment for prioritized custodian position.
3. General pay increase of 2.0% for non-market adjusted employees. Employees receiving a market-based increase less than 2.0% will also receive a general pay increase to a 2.0% total overall increase.
4. Minimum starting rate for employees hired on or after June 8, 2025 set at \$15.33 per hour.

<sup>6</sup> K.S.A. 75-4321 *et seq.*

<sup>7</sup> *Kansas Board of Regents and Pittsburg State University v. Pittsburg State University Chapter of KNEA and PERB*, 233 Kan. 801, 812 (1983).

<sup>8</sup> See Board Policy Ch. 1, sec. B(3)(c)(iii) (adopted at the May 2019 meeting).

The following terms reflect the discussions and tentative agreement of the parties:

1. **Market-based adjustment for employees below minimum pay range.** Employees, as defined in the MOA, who are employed prior to March 29, 2025 and their base wage as of March 29, 2025 is below the minimum of their respective FY26 pay range, shall receive a one-time market-based pay adjustment, effective June 8, 2025, to bring their base wage to the minimum of their current pay range for their classification. This pay adjustment shall be paid to the Employee beginning on the Employee's July 3, 2025 paycheck.
2. **Market-based adjustment for prioritized custodian position.** All Employees, as defined in the MOA, who are classified in the Custodian position as of March 29, 2025, shall receive a one-time wage adjustment, effective June 8, 2025, to bring their base wage to the next quartile of the established pay range for their classification. This pay adjustment shall be paid to the Employee beginning on the Employee's July 3, 2025 paycheck.
3. **General pay increase for non-market adjusted employees.** All Employees, as defined in the MOA, who did not receive a market-based adjustment equal to or greater than two percent (2%) for FY26, shall receive a one-time pay increase equal to the amount to bring them to a two percent (2%) base wage increase for FY26. This pay adjustment shall be effective June 8, 2025 and shall be paid to the Employee beginning on the Employee's July 3, 2025 paycheck.
5. **New minimum starting rate.** The new minimum starting rate for all Employees hired on or after June 8, 2025, will be \$15.33 per hour.

The AFT representative notified the University that the membership voted to accept the amended MOA, thus bringing the parties' negotiations to a close.

### **Proposed Action**

WSU recommends that the Board approve these amendments to the MOA containing, as outlined above, the terms that have been negotiated and agreed on in the course of the meet and confer sessions conducted between the University and AFT. Staff concurs and recommends the Board approve the amended MOA and authorize the Chair to execute the Agreement on behalf of the Board.

## C. Technical Education Authority

## 1. Act on State Technology Internship Grant

**April White**  
**VP, Workforce Development**

**Summary**

*K.S.A. 74-32,430 established the Kansas Technology Innovation and Internship program to provide funds to career technical education institutions for start-up support for innovative technical courses or programs in emerging technologies, manufacturing, or areas of skill shortages. These funds are appropriated on an annual basis and awarded to institutions through a competitive grant process.*

**Eligible Institutions:** *Public postsecondary career technical education institutions delivering approved career technical education programs in Kansas.*

**Purpose of the Grant:**

The State Innovative Technology Internship grant provides career technical education faculty an opportunity to participate in an internship with business and industry partners for the purpose of updating knowledge and skills in their profession, vocation, or trade.

- The business and industry partner must provide a \$1-1 match.
- Match can be in-kind, cash, or combination of the two.
- Applications for internships are accepted throughout the year

**Eligibility Requirements:**

Faculty members must:

- Work at a two-year public postsecondary institution in Kansas
- Teach in a technical program

**Summary of Internship Proposals:**

<b>Eli Chiles</b> WSU Tech Welding	<b>\$4,894</b> BG Automation, LLC- Derby, KS; 7 weeks B/I Match: Intern salary <ul style="list-style-type: none"> <li>• Gain knowledge and hands-on experience with robotic welding, cell building, paint and assembly, and kitting</li> <li>• Strengthen partnership with industry and advocate for future employment opportunities for students</li> <li>• Bring the updated knowledge to the course:             <ul style="list-style-type: none"> <li>○ Robotics Welding</li> </ul> </li> </ul>
<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 <ul style="list-style-type: none"> <li>• Gain knowledge and hands-on experience of A2L refrigerants and safety procedures, and current industry standards</li> <li>• Update knowledge of current industry standards</li> <li>• Bring the updated knowledge to courses:             <ul style="list-style-type: none"> <li>○ Refrigeration Fundamentals</li> <li>○ HVAC Fundamentals</li> </ul> </li> </ul>

<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 <ul style="list-style-type: none"> <li>• Keep up with industry standards</li> <li>• Understanding of industry’s day-to-day operation</li> <li>• Bring the updated skills and information to courses:               <ul style="list-style-type: none"> <li>○ Industrial Electricity</li> <li>○ Industrial Wiring</li> <li>○ Motor Controls</li> <li>○ Electrical Troubleshooting</li> </ul> </li> </ul>
<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 <ul style="list-style-type: none"> <li>• Update knowledge on advanced welding techniques, safety, and inspection protocols</li> <li>• Hands-on experience with fabrication systems</li> <li>• Bring updated skills and information to courses:               <ul style="list-style-type: none"> <li>○ Welding Safety</li> <li>○ Advanced Welding Techniques</li> <li>○ Blue Print Reading</li> </ul> </li> </ul>
<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 <ul style="list-style-type: none"> <li>• Update knowledge on new technology and treatment processes</li> <li>• Expand curriculum for students in EWT program               <ul style="list-style-type: none"> <li>○ Operation &amp; Maintenance</li> <li>○ Hydraulics of Collection Systems</li> <li>○ Collection System Administration</li> <li>○ Wastewater Certification</li> </ul> </li> </ul>
<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 <ul style="list-style-type: none"> <li>• Enhance skills in advanced men’s haircutting techniques</li> <li>• Gain knowledge in cutting and styling textured hair</li> <li>• Ensure Cosmetology program prepares students for diverse industry clientele</li> </ul>
<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 <ul style="list-style-type: none"> <li>• Update best-practices in clinical setting</li> <li>• Apply real practice experience in didactic learning</li> <li>• Bring updated skills to courses:               <ul style="list-style-type: none"> <li>○ Foundations of Nursing</li> <li>○ Health Assessment</li> </ul> </li> </ul>

**Recommendation:**

The Kansas Postsecondary Technical Education Authority discussed and approved the awards on May 29, 2025 and recommends the awards for approval by the Kansas Board of Regents.

**2. Act on Request(s) for Degree and/or Certificate Programs from Community Colleges and Technical Colleges:**

**HVAC (47.0201) — Washburn University Institute of Technology;**

**Construction Technology (46.0201) — Garden City Community College;**

**Electrical Technology (46.0302) — Garden City Community College;**

**Industrial Maintenance Technology (47.0303) — Independence Community College;**

**Early Childhood Education (19.0709) — Manhattan Area Technical College;**

**Plumbing Technology (46.0503) — Manhattan Area Technical College**

**Summary**

*To develop and enhance the talent pipeline for Kansas business and industry, new programs and/or additional programs are required. The Board office received proposals from Washburn University Institute of Technology, Garden City Community College, Independence Community College, and Manhattan Area Technical College.*

*The proposing institutions have responded to all criteria requested and no comments were received during the Board policy-required 10-day comment period from April 24, 2025, to May 8, 2025. The programs were reviewed by the Kansas Postsecondary Technical Education Authority are recommended for approval by the Kansas Board of Regents.*

**Background**

Community and technical colleges submit requests for new certificate and degree programs utilizing forms approved by Board staff. Criteria addressed during the application process include but are not limited to the following: program description, demand for the program, duplication of existing programs, faculty requirements, costs and funding, and program approval at the institution level.

**Descriptions of Proposed Programs:**

**Institution:**

**Washburn University Institute of Technology (WIT)**

**I. General Information and Program Identification**

Program Title	HVAC (Program Expansion)
Degree Level(s) and Credit Hours	Technical Certificate A/24 credit hours, Technical Certificate C/48 credit hours, and Associate of Applied Science/63 credit hours
Responsible Department or Unit	Chaz Havens Assistant Dean, Instructional Services
CIP Code	47.0201 Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician
SOC Code	49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Industry-Recognized Certifications	ICE Core + Residential, EPA 608m OSHA-10
Clinical Sites/Work-Based Learning	OJT time available in the Commercial HVAC II course
Number of Projected Enrollments	16 students/cohort, or 32 students/year
Accrediting Body Approval Status	NA
Aligned Program Status	Yes
Proposed Implementation	Fall 2025

**II. Program Rationale and Information**

Washburn University Institute of Technology (WIT) explained that the need to expand the existing HVAC program is the result of discussions with the Advisory Committee and the need to focus on residential HVAC with an exit point for those who want to enter the industry. The new certificates are being created to better meet the needs of business and industry, and the current Certificate B will be discontinued.

This program has undergone the process of Program Alignment, and WIT indicated they intend to continue to meet the statewide program alignment. A degree map was provided in the application, and this program consists of a single pathway or track. Letters of support from local high schools were provided, which is required if the program will be offered to high school students.

### III. Program Demand – Note: High Demand / High Wage occupation, 2024 Kansas DOL listing.

#### A. Source: Kansas Department of Labor Long-term Occupation Projections 2022-2032

Annual change in employment: .8%  
 Annual median wage: \$51,730  
 Annual openings: 371  
 Typical education for occupation entry: Postsecondary non-degree award and long-term on-the-job training

#### B. Source: Lightcast Job Postings: April 2024 – April 2025

Total postings: 1,292 Total, (481 unique)  
 Annual median advertised salary: \$62,200  
 Removing job postings with no education level listed, 85% of postings indicate a high school diploma or equivalent for entry in the occupation.

WIT explained that the FY25-26 Perkins Comprehensive Local Needs Assessment for the Topeka region showed 45 concentrators for 77 annual openings.

Three letters of support for the proposed program were received from McElroy's, Inc., P1 Service, LLC, and SAMCO, Inc. Supports and commitments for the program include interviewing graduates for available positions and serving on the advisory committee.

### IV. Duplication of Existing Programs and Collaboration

Currently 13 institutions offer this program based on CIP code and/or program title. Below are the colleges, programs, total number of concentrators, total number of graduates, total number of graduates exiting the higher education system and employed, and average wage of graduates who exited the higher education system and are employed information from the 2023 K-TIP report, which includes only technical programs in two-year postsecondary institutions.

Kansas Training Information Program						
2023 K-TIP Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician CIP 47.0201						
CIP Code	Program Name	Institution	Total # Concentrators	Total # Graduates	Total # Graduates Exited & Employed	Average Wage: Graduates Exited & Employed
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Coffeyville Community College ( <i>new program</i> )	NA	NA	NA	NA
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Dodge City Community College	42	15	11	\$28,833
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Fort Hays Tech   North Central	31	28	26	\$42,500

47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Fort Scott Community College	26	10	5	\$34,316
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Highland Community College	15	^	^	^
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Johnson County Community College	77	46	33	\$42,120
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Kansas City Kansas Community College	96	34	23	\$41,041
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Manhattan Area Technical College	20	16	14	\$36,363
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Neosho County Community College	38	18	5	\$27,775
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Salina Area Technical College	10	6	6	\$51,974
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Seward County Community College	28	13	11	\$49,464
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Washburn Institute of Technology	35	15	11	\$48,241
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/ Technician	Wichita State University Campus of Applied Sciences and Technology	65	40	28	\$41,693
Total			483	243	175	\$40,900

(^) small cell protection applied.

WIT explained that collaboration with other institutions offering the program was not sought as this is an existing program expansion.

#### V. Cost and Funding for Proposed Program

The college estimates the initial cost of the proposed program at \$209,715 total. Funding sources include grants and general fund.

Equipment and Tools:	\$5,500
Instructional Supplies/Technology:	\$25,500
Faculty:	\$171,465 for existing, full-time faculty
Other:	\$7,250 (Operating expenses (copier, rentals, credentialing, etc.)



**Institution: Garden City Community College (GCCC)****I. General Information and Program Identification**

Program Title	Construction Technology (Program Expansion)
Degree Level(s) and Credit Hours	Technical Certificate B/31 credit hours, Technical Certificate C/46 credit hours, and Associate of Applied Science/60 credit hours
Responsible Department or Unit	Chuck Pfeifer, Dean of Technical Education and Workforce Development
CIP Code	46.0201 Carpentry/Carpenter
SOC Code	47-2031 Carpenters
Industry-Recognized Certifications	NCCER Core OSHA 10 NCCER Carpentry I, Carpentry II, NCCER Advanced Carpentry
Clinical Sites/Work-Based Learning	Informal partnerships exist with advisory committee industry partners for student site visits
Number of Projected Enrollments	20 students/year
Accrediting Body Approval Status	NA
Aligned Program Status	Yes
Proposed Implementation	Fall 2025

**II. Program Rationale and Information**

Garden City Community College (GCCC) explained that the need to expand the existing Construction program is part of a larger project to establish a “Construction Trades” center at GCCC as the institution has worked closely with the Southwest Kanas Builders Association, the Finney County Economic Development Corporation, and the City of Garden City to provide and enhance program pathways to build the workforce necessary to address the current housing shortage within Finney County. The City of Garden City’s latest Community Housing Assessment Team (CHAT) assessment indicates Garden City will need an additional 3,912 housing units by 2035, equivalent to 390 housing units per year.

This program has undergone the process of Program Alignment, and GCCC indicated that they intend to continue to meet the statewide program alignment. A degree map was provided in the application, and this program consists of a single pathway or track. A letter of support from a local high school was provided, which is required if the program will be offered to high school students.

**III. Program Demand – Note: High Demand / High Wage occupation, 2024 Kansas DOL listing.****A. Source: Kansas Department of Labor Long-term Occupation Projections 2022-2032**

Annual change in employment:	.4%
Annual median wage:	\$48,520
Annual openings:	700
Typical education for occupation entry:	High school diploma or equivalent and Apprenticeship

**B. Source: Lightcast Job Postings: April 2024 – April 2025**

Total postings:	103 Total, (60 unique)
Annual median advertised salary:	\$43,500
Removing job postings with no education level listed, 100% of postings indicate a high school diploma or equivalent for entry in the occupation.	

GCCC explained that the 2024 CLNA lists Carpentry as a current offering with “too few concentrators for the job openings”.

Five letters of support for the proposed program were received from the Finney County Economic Development Corporation, Engineered Truss Systems Inc., Hutton Design+Build, the City of Garden City, and Energy



Management Systems. Supports and commitments for the program include offering internships, scholarships, prioritizing program graduates in hiring, donations, recruiting events, and serving on the advisory committee.

#### IV. Duplication of Existing Programs and Collaboration

Currently 15 institutions offer this program based on CIP code and/or program title. Below are the colleges, programs, total number of concentrators, total number of graduates, total number of graduates exiting the higher education system and employed, and average wage of graduates who exited the higher education system and are employed information from the 2023 K-TIP report, which includes only technical programs in two-year postsecondary institutions.

Kansas Training Information Program						
2023 K-TIP Carpentry/Carpenter CIP 46.0201						
CIP Code	Program Name	Institution	Total # Concentrators	Total # Graduates	Total # Graduates Exited & Employed	Average Wage: Graduates Exited & Employed
46.0201	Carpentry/Carpenter	Barton Community College	^	^	^	^
46.0201	Carpentry/Carpenter	Coffeyville Community College	46	13	^	^
46.0201	Carpentry/Carpenter	Cowley Community College	13	^	^	^
46.0201	Carpentry/Carpenter	Fort Hays Tech   North Central	24	21	16	\$29,976
46.0201	Carpentry/Carpenter	Fort Hays Tech   Northwest	14	12	5	\$34,227
46.0201	Carpentry/Carpenter	Fort Scott Community College	36	9	5	\$26,973
46.0201	Carpentry/Carpenter	Garden City Community College	23	23	13	\$35,489
46.0201	Carpentry/Carpenter	Highland Community College	29	15	11	\$28,567
46.0201	Carpentry/Carpenter	Hutchinson Community College	44	32	10	\$29,876
46.0201	Carpentry/Carpenter	Kansas City Kansas Community College	58	43	16	\$29,424
46.0201	Carpentry/Carpenter	Manhattan Area Technical College	24	16	8	\$28,934
46.0201	Carpentry/Carpenter	Neosho County Community College	26	16	5	\$58,618
46.0201	Carpentry/Carpenter	Salina Area Technical College	13	11	6	\$31,860
46.0201	Carpentry/Carpenter	Washburn Institute of Technology	37	25	8	\$34,173
46.0201	Carpentry/Carpenter	Wichita State University Campus of Applied Sciences and Technology	58	25	18	\$37,993
Total			448	265	126	\$33,054

(^) small cell protection applied.

GCCC explained that collaboration with other institutions offering the program was not sought as this is an existing program expansion.

#### V. Cost and Funding for Proposed Program

The college estimates the initial cost of the proposed program at \$107,500 total. Funding sources include the President's new program development budget, and current budget.

Equipment:	\$3,000
Instructional Supplies/Technology:	\$9,500
Faculty:	\$75,000 for existing, full-time faculty
Other:	\$20,000 ( <i>unforeseen, unbudgeted expenses during expansion year</i> )

**Institution: Garden City Community College (GCCC)****I. General Information and Program Identification**

Program Title	Electrical Technology
Degree Level(s) and Credit Hours	Technical Certificate B/31 credit hours, Technical Certificate C/46 credit hours, and Associate of Applied Science/64 credit hours
Responsible Department or Unit	Chuck Pfeifer, Dean of Technical Education and Workforce Development
CIP Code	46.0302 Electrician
SOC Code	47-2111 Electricians
Industry-Recognized Certifications	Students will be prepared to take the OSHA 10 exam and the Journeyman Electrician exam (pending required OJT experience).
Clinical Sites/Work-Based Learning	GCCC plans to wait for a full-time faculty member to be hired (anticipated and budgeted for Fall 2025) prior to formalizing an internship requirement within the program
Number of Projected Enrollments	15-20 students/year
Accrediting Body Approval Status	NA
Aligned Program Status	Yes
Proposed Implementation	Fall 2025

**II. Program Rationale and Information**

Garden City Community College (GCCC) explained that the need to create the Electrical Technology program is part of the larger project to establish a “Construction Trades” center at GCCC. The college has worked closely with the Southwest Kansas Builders Association, the Finney County Economic Development Corporation, and the City of Garden City to provide and enhance program pathways to build the workforce necessary to address the current housing shortage within Finney County. The City of Garden City’s latest Community Housing Assessment Team (CHAT) assessment indicates Garden City will need an additional 3,912 housing units by 2035, equivalent to 390 housing units per year.

This program has undergone the process of Program Alignment, and GCCC indicated that they intend to meet the statewide program alignment. A degree map was provided in the application, and this program consists of a single pathway or track. A letter of support from a local high school was provided, which is required if the program will be offered to high school students.

**III. Program Demand – Note: High Demand / High Wage occupation, 2024 Kansas DOL listing.****A. Source: Kansas Department of Labor Long-term Occupation Projections 2022-2032**

Annual change in employment: .9%  
 Annual median wage: \$59,880  
 Annual openings: 642  
 Typical education for occupation entry: High school diploma or equivalent and Apprenticeship

**B. Source: Lightcast Job Postings: April 2024 – April 2025**

Total postings: 1,026 Total, (347 unique)  
 Annual median advertised salary: \$67,800  
 Removing job postings with no education level listed, 89% of postings indicate a high school diploma or equivalent for entry in the occupation.

GCCC explained that the most recent Perkins CLNA indicates postsecondary pipeline shortages in “Electricians (Construction and Extraction Occupations).”

Five letters of support for the proposed program were received from the Finney County Economic Development Corporation, Southwest Kansas Builders Association, 3G Electric Inc. the City of Garden City, and Ryan Fisher Electrical. Supports and commitments for the program include offering internships, scholarships, prioritizing program graduates in hiring, donations, recruiting events, and serving on the advisory committee.

#### IV. Duplication of Existing Programs and Collaboration

Currently 13 institutions offer this program based on CIP code and/or program title. Below are the colleges, programs, total number of concentrators, total number of graduates, total number of graduates exiting the higher education system and employed, and average wage of graduates who exited the higher education system and are employed information from the 2023 K-TIP report, which includes only technical programs in two-year postsecondary institutions.

Kansas Training Information Program						
2023 K-TIP Electrician CIP 46.0302						
CIP Code	Program Name	Institution	Total # Concentrators	Total # Graduates	Total # Graduates Exited & Employed	Average Wage: Graduates Exited & Employed
46.0302	Electrician	Coffeyville Community College	11	9	5	\$36,583
46.0302	Electrician	Cowley Community College ( <i>new program</i> )	NA	NA	NA	NA
46.0302	Electrician	Dodge City Community College	22	12	12	\$32,837
46.0302	Electrician	Fort Hays Tech   North Central	60	29	28	\$37,822
46.0302	Electrician	Fort Hays Tech   Northwest	44	42	25	\$49,822
46.0302	Electrician	Highland Community College	37	18	18	\$41,120
46.0302	Electrician	Hutchinson Community College	10	^	^	^
46.0302	Electrician	Johnson County Community College	114	44	23	\$46,169
46.0302	Electrician	Kansas City Kansas Community College	75	31	19	\$37,375
46.0302	Electrician	Neosho County Community College	11	^	^	^
46.0302	Electrician	Salina Area Technical College	10	9	6	\$41,642
46.0302	Electrician	Washburn Institute of Technology	61	43	30	\$31,956
46.0302	Electrician	Wichita State University Campus of Applied Sciences and Technology ( <i>new program</i> )	NA	NA	NA	NA
Total			455	242	169	\$39,258

(^) small cell protection applied.

GCCC has contacted Dodge City Community College (DC3) regarding collaboration. While the two colleges intend to facilitate faculty collaboration (sharing best practices, recruitment and retention strategies, work-based learning opportunities across southwest Kansas), both institutions agree that the labor market data represents a shortage of trained employees in the state.

#### V. Cost and Funding for Proposed Program

The college estimates the initial cost of the proposed program at \$95,500 total. Funding sources include the President's new program fund.

Equipment and Tools:	\$20,000
Instructional Supplies/Technology:	\$500
Faculty:	\$75,000 for new, full-time faculty

**Institution: Independence Community College (ICC)****I. General Information and Program Identification**

Program Title	Industrial Maintenance Technology
Degree Level(s) and Credit Hours	Technical Certificate A/29 credit hours and Technical Certificate B/42 credit hours
Responsible Department or Unit	Taylor C. Crawshaw Vice President for Academic Affairs
CIP Code	47.0303 Industrial Mechanics and Maintenance Technology/Technician
SOC Code	49-9041 Industrial Machinery Mechanics
Industry-Recognized Certifications	Nc3 Certification Opportunities: Fundamentals of Mechanical Systems, Fundamentals of Electricity-AC/DC, Fundamentals of Fluid Power
Clinical Sites/Work-Based Learning	NA
Number of Projected Enrollments	15 students/semester
Accrediting Body Approval Status	NA
Aligned Program Status	Yes
Proposed Implementation	Fall 2025

**II. Program Rationale and Information**

Independence Community College (ICC) explained that the need for this program was identified during the Perkins Local Needs Assessment process as a program which was needed but not available in the service area. ICC developed a Business and Industry Leadership team (BILT) as the advisory group and the team developed the curriculum.

This program has undergone the process of Program Alignment. ICC indicated that they intend to meet the statewide program alignment. A degree map was provided in the application, and this program consists of a single pathway or track. A letter of support from a local high school was provided, which is required if the program will be offered to high school students.

**III. Program Demand – Note: High Demand / High Wage occupation, 2024 Kansas DOL listing.****A. Source: Kansas Department of Labor Long-term Occupation Projections 2022-2032**

Annual change in employment:	1.8%
Annual median wage:	\$61,800
Annual openings:	575
Typical education for occupation entry:	High school diploma or equivalent and long-term on-the-job training

**B. Source: Lightcast Job Postings: April 2024 – April 2025**

Total postings:	444 Total, (172 unique)
Annual median advertised salary:	\$68,500
Removing job postings with no education level listed, 69% of postings indicate a high school diploma or equivalent for entry in the occupation.	

ICC explained that the most recent Perkins Comprehensive Local Needs Assessment identified the program as needed, but not offered in the region.

Four letters of support for the proposed program were received from the A-LERT Construction Services, Matcor Metal Fabrication, Textron Aviation, and VSE Aviation Services, LLC. Supports and commitments for the program include interviewing graduates for available positions, providing internships and guided plant tours, and serving on the advisory committee.

#### IV. Duplication of Existing Programs and Collaboration

Currently seven institutions offer this program based on CIP code and/or program title. Below are the colleges, programs, total number of concentrators, total number of graduates, total number of graduates exiting the higher education system and employed, and average wage of graduates who exited the higher education system and are employed information from the 2023 K-TIP report, which includes only technical programs in two-year postsecondary institutions.

Kansas Training Information Program						
2023 K-TIP Industrial Mechanics and Maintenance Technology/Technician CIP 47.0303						
CIP Code	Program Name	Institution	Total # Concentrators	Total # Graduates	Total # Graduates Exited & Employed	Average Wage: Graduates Exited & Employed
47.0303	Industrial Mechanics and Maintenance Technology/Technician	Dodge City Community College (new program)	^	^	^	^
47.0303	Industrial Mechanics and Maintenance Technology/Technician	Garden City Community College	17	^	^	^
47.0303	Industrial Mechanics and Maintenance Technology/Technician	Manhattan Area Technical College (new program)	^	^	^	^
47.0303	Industrial Mechanics and Maintenance Technology/Technician	Neosho County Community College	^	^	^	^
47.0303	Industrial Mechanics and Maintenance Technology/Technician	Salina Area Technical College (new program)	^	^	^	^
47.0303	Industrial Mechanics and Maintenance Technology/Technician	Washburn Institute of Technology	45	23	15	\$66,874
47.0303	Industrial Mechanics and Maintenance Technology/Technician	Wichita State University Campus of Applied Sciences and Technology	40	19	14	\$68,271
Total			105	47	32	\$68,534

(^) small cell protection applied.

ICC toured the facilities at the Neosho County Community College and plans further collaboration between institutional faculty.

#### V. Cost and Funding for Proposed Program

The college estimates the initial cost of the proposed program at \$136,595 total. Funding sources include business and industry funds and institutional funds.

Equipment and Tools:	\$22,800
Instructional Supplies/Technology:	\$5,720
Facility renovations:	\$12,000
Faculty:	\$90,000 for new, full-time faculty, and \$6,075 for existing part-time faculty

**Institution: Manhattan Area Technical College (MATC)****I. General Information and Program Identification**

Program Title	Early Childhood Education
Degree Level(s) and Credit Hours	Technical Certificate A/18 credit hours, Technical Certificate B/30 credit hours, and Associate of Applied Science/60 credit hours
Responsible Department or Unit	Kerri Bellamy, Dean of Advanced Technology/CAO
CIP Code	19.0709 Child Care Provider/Assistant
SOC Code	39-9011 Childcare Workers
Industry-Recognized Certifications	Students will be eligible to sit for Child Development Associate (CDA) Certification. We collaborate with Kansas Childcare Training Opportunities (KCCTO) and guide students on using prior learning assessment for credit into the program. This will prepare students to be licensed through KDHE after graduation.
Clinical Sites/Work-Based Learning	Practicum coursework included
Number of Projected Enrollments	12 full-time and 29 part-time students
Accrediting Body Approval Status	NA
Aligned Program Status	NA
Proposed Implementation	Fall 2025

**II. Program Rationale and Information**

Manhattan Area Technical College (MATC) explained that the proposal is the result of a partnership between MATC, Heartland Works, the Manhattan Free Clinic, and the Childhood Business Initiative to create the Flint Hills Community Accelerator. The Greater Manhattan Community Foundation (GMCF) led the pursuit of grants for a facility which will be built and finished in the fall of 2025, and the plan is to increase the available childcare openings up to 96 per year for the surrounding communities.

A degree map was provided in the application, and this program consists of a single pathway or track. A letter of support from a local high school was provided, which is required if the program will be offered to high school students.

**III. Program Demand – Note: High Demand occupation, 2024 Kansas DOL listing.****A. Source: Kansas Department of Labor Long-term Occupation Projections 2022-2032**

Annual change in employment: -.5%  
 Annual median wage: \$27,200  
 Annual openings: 1,381

Typical education for occupation entry: High school diploma or equivalent and short-term on-the-job training

**B. Source: Lightcast Job Postings: April 2024 – April 2025**

Total postings: 237 Total, (98 unique)  
 Annual median advertised salary: \$33,400

Removing job postings with no education level listed, 77% of postings indicate a high school diploma or equivalent for entry in the occupation.

MATC explained that the Perkins Comprehensive Local Needs Assessment shows 56 annual openings, and a Manhattan task force was formed to identify the lack of childcare in the area.

Three letters of support for the proposed program were received from the Greater Manhattan Community Foundation, the Manhattan Area Chamber of Commerce, and Ascension Via Christi. Supports and commitments for the program include donation of property for the building for \$2/year rent for a period of at least 10 years,

assistance with scholarships, internships, or assisting students to find employment, financial and equipment donations, and serving on the advisory committee.

#### IV. Duplication of Existing Programs and Collaboration

Currently 13 institutions offer this program based on CIP code and/or program title. Below are the colleges, programs, total number of concentrators, total number of graduates, total number of graduates exiting the higher education system and employed, and average wage of graduates who exited the higher education system and are employed information from the 2023 K-TIP report, which includes only technical programs in two-year postsecondary institutions.

Kansas Training Information Program						
2023 K-TIP Child Care Provider/Assistant CIP 19.0709 and Child Care and Support Services Management CIP 19.0708						
CIP Code	Program Name	Institution	Total # Concentrators	Total # Graduates	Total # Graduates Exited & Employed	Average Wage: Graduates Exited & Employed
19.0708	Child Care and Support Services Management	Allen Community College	37	13	9	\$31,972
19.0708	Child Care and Support Services Management	Barton Community College	17	8	^	^
19.0708	Child Care and Support Services Management	Butler Community College	31	8	6	\$36,564
19.0708	Child Care and Support Services Management	Cloud County Community College	6	6	^	^
19.0708	Child Care and Support Services Management	Cowley Community College	29	14	10	\$22,634
19.0708	Child Care and Support Services Management	Dodge City Community College	10	5	^	^
19.0708	Child Care and Support Services Management	Fort Hays Tech   Northwest	^	^	^	^
19.0708	Child Care and Support Services Management	Highland Community College	23	5	^	^
19.0708	Child Care and Support Services Management	Independence Community College	^	^	^	^
19.0708	Child Care and Support Services Management	Kansas City Kansas Community College	24	5	^	^
19.0708	Child Care and Support Services Management	Salina Area Technical College	^	^	^	^
19.0709	Child Care Provider/Assistant	Garden City Community College	^	^	^	^
19.0709	Child Care Provider/Assistant	Washburn Institute of Technology	20	19	5	\$11,082
Total			202	84	45	\$11,082-\$26,793

(^) small cell protection applied.

MATC explained that collaboration took place with Heartland Works, Manhattan Free Clinic, and Childhood Business Initiative to create the Flint Hills Community Accelerator partnership. A letter was received from Cloud County Community College (CCCC) during the New Program Alert phase regarding duplication of their existing program at the Geary County campus. MATC's President met with CCCC's CAO to discuss collaboration and the difference in the two programs.

#### V. Cost and Funding for Proposed Program

The college estimates the initial cost of the proposed program at \$6,304,600 total. Funding sources include the Greater Manhattan Community Foundation and institution general fund.



Equipment and Tools:	\$170,000
Instructional Supplies/Technology:	\$6,000
Facility requirements:	\$6,000,000
Faculty:	\$70,000 for existing, full-time faculty, \$55,000 for new full-time faculty, and \$3,600 for new part-time faculty

**Institution:** **Manhattan Area Technical College (MATC)**

### **I. General Information and Program Identification**

Program Title	Plumbing Technology
Degree Level(s) and Credit Hours	Technical Certificate A/19 credit hours, Technical Certificate B/38 credit hours, and Associate of Applied Science/62 credit hours
Responsible Department or Unit	Kerri Bellamy, Dean of Advanced Technology/CAO
CIP Code	46.0503 Plumbing Technology/Plumber
SOC Code	47-2152 Plumbers, Pipefitters, and Steamfitters
Industry-Recognized Certifications	FlashShield/Gas Tite Certificate, OSHA 10, Pex-A and Pex-B Apollo Pex Certificate
Clinical Sites/Work-Based Learning	OJT time included in two courses
Number of Projected Enrollments	24 students/year
Accrediting Body Approval Status	NA
Aligned Program Status	NA
Proposed Implementation	Fall 2025

### **II. Program Rationale and Information**

Manhattan Area Technical College (MATC) explained that a plumbing program has been requested in their area for several years due to retirements of current plumbers and the increasing challenges for general contractors to find qualified plumbers to subcontract.

A degree map was provided in the application, and this program consists of a single pathway or track. A letter of support from a local high school was provided, which is required if the program will be offered to high school students. To facilitate on-the-job training time, MATC has established 9 business and industry sites willing to host students for their Occupational Work Experience courses, creating 27 available spots each semester.

### **III. Program Demand – Note: High Demand / High Wage occupation, 2024 Kansas DOL listing.**

A. Source: Kansas Department of Labor Long-term Occupation Projections 2022-2032

Annual change in employment:	.4%
Annual median wage:	\$59,470
Annual openings:	386
Typical education for occupation entry:	High school diploma or equivalent and Apprenticeship

B. Source: Lightcast Job Postings: April 2024 – April 2025

Total postings:	732 Total, (273 unique)
Annual median advertised salary:	\$65,000
Removing job postings with no education level listed, 83% of postings indicate a high school diploma or equivalent for entry in the occupation.	

MATC explained that the Perkins Comprehensive Local Needs Assessment for the region showed 0 concentrators, identify plumbing as a program needed but not offered.



Four letters of support for the proposed program were received from U.S. Engineering Service, BHS Construction, and Central Mechanical Construction Co., Inc. Supports and commitments for the program include providing internships and apprenticeships, engaging with instructors and students, donations, and serving on the advisory committee.

#### IV. Duplication of Existing Programs and Collaboration

Currently six institutions offer this program based on CIP code and/or program title. Below are the colleges, programs, total number of concentrators, total number of graduates, total number of graduates exiting the higher education system and employed, and average wage of graduates who exited the higher education system and are employed information from the 2023 K-TIP report, which includes only technical programs in two-year postsecondary institutions.

Kansas Training Information Program						
2023 K-TIP Plumbing Technology/Plumber CIP 46.0503						
CIP Code	Program Name	Institution	Total # Concentrators	Total # Graduates	Total # Graduates Exited & Employed	Average Wage: Graduates Exited & Employed
46.0503	Plumbing Technology/Plumber	Barton Community College	^	^	^	^
46.0503	Plumbing Technology/Plumber	Coffeyville Community College ( <i>new program</i> )	NA	NA	NA	NA
46.0503	Plumbing Technology/Plumber	Fort Hays Tech   Northwest ( <i>new program</i> )	NA	NA	NA	NA
46.0503	Plumbing Technology/Plumber	Johnson County Community College	24	9	6	\$38,195
46.0503	Plumbing Technology/Plumber	Neosho County Community College ( <i>new program</i> )	NA	NA	NA	NA
46.0503	Plumbing Technology/Plumber	Washburn Institute of Technology	20	20	8	\$34,472
Total			49	33	18	#32,970

(^) small cell protection applied.

MATC explained that efforts were made to collaborate with both Washburn Tech and Fort Hays Tech Northwest regarding this program.

#### V. Cost and Funding for Proposed Program

The college estimates the initial cost of the proposed program at \$312,400 total. Funding sources include student fees, capital outlay, and general fund.

Equipment and Tools:	\$200,000
Instructional Supplies/Technology:	\$10,000
Facility modifications/renovations	\$10,000
Faculty:	\$61,600 for new, full-time faculty, and \$30,800 for new part-time faculty

**3. Act on New Excel in CTE Fees:****HVAC (47.0201) — Washburn University Institute of Technology;****Industrial Maintenance Technology (47.0303) — Independence Community College;****Electrical Technology (46.0302) Fee Updated — Fort Hays Tech | Northwest****Summary**

*To enhance the talent pipeline for Kansas business and industry, the Legislature enacted the Excel in CTE initiative to provide state-financed colleges tuition for high school students in postsecondary technical education courses. Per statute (K.S.A. 72-3810), the Kansas Board of Regents shall establish general guidelines for tuition and fee schedules in career technical education courses and programs. The Excel in CTE tuition and fee schedule of every technical education program shall be subject to annual approval.*

**Background**

K.S.A 72-3810 states:

"All tuition and fees charged for career technical education by any board shall be in such amounts as are authorized by rules and regulations adopted by the state board which shall establish general guidelines for tuition and fee schedules in career technical education courses and programs . . . . The particular tuition and fee schedule of every career technical education program shall be subject to annual approval of the state board. A current complete schedule of tuition and fees for each career technical education course and program of each board as approved by the state board shall be maintained on file in the office of the state board and shall be open for public inspection at any reasonable time."

"'Fees' means those charges assessed against a student by a community college, technical college or the institute of technology for student services, such as health clinics, athletic activities and technology services, or for books, supplies or other materials necessary for a particular course or program, the expense of which is not covered by tuition."

"'Tuition' means those charges assessed against a student by a community college, technical college or the institute of technology on a per credit hour, per course or per term basis, and that are charged to cover the general expense of providing instructional services."

As per the Postsecondary Technical Education Authority's (TEA) request, on Thursday, December 19, 2019, representatives from community colleges, technical colleges, and Board staff met to set guidelines for fees associated with Excel in CTE courses and programs. As a result of this meeting, agreed upon allowable fees include items/services students take with them and industry-specific fees required for entrance/acceptance into the program.

Allowable fees include:

- Uniforms
- Personal protective equipment
- Background checks
- Fingerprints
- Drug tests
- E-subscriptions/E-books
- Textbooks
- Printing fees for textbooks/E-books
- Certification tests
- Membership fees for certifying bodies
- Liability insurance (example: student malpractice)
- Graduation fees (if applicable)
- Transcript fees (if applicable)
- Student Software Licenses
- Professional Equipment/Kits/Tools students purchase

Unallowable fees include:

- Student fees (general)
- Technology fees
- Health fees
- Consumable project materials
- Program or Institution Application fees
- Lab Fees
- Equipment/tool maintenance, usage, replacement
- Rental (such as tools, books, or uniform/gear)
- Student kits
- Accuplacer or other placement tests
- Student ID
- Student organization memberships (such as Skills USA)
- Fees charged on a per credit-hour basis
- Any other fee not on the allowable list

Non-tiered courses - per statute (K.S.A. 71-1802) a technical program is defined as a “program of study comprised of a sequence of tiered technical courses and non-tiered courses, which program is identified by the state board as a technical program for funding purposes.” For this reason, students enrolled in technical programs may take non-tiered courses and are responsible for all associated tuition and fees.

**Recommendation**

The Excel in CTE fees below have been reviewed by the Kansas Postsecondary Technical Education Authority and are recommended for approval by the Kansas Board of Regents:

- Washburn University Institute of Technology: HVAC total \$572. (Offered by 12 institutions, total fees currently range from \$10 to \$2,004)
- Independence Community College: Industrial Maintenance Technology total \$210. (Offered by four institutions, total fees currently range from \$10 to \$1,259)
- Fort Hays Tech | Northwest: Electrical Technology Excel in CTE fees have been updated. (Offered by nine institutions, total fees currently range from \$135 to \$3,000)
  - Certificate B Excel in CTE Fees:
    - Originally submitted \$1,290 total
    - Updated to \$691.87 total
  - Certificate C and Associate of Applied Science Excel in CTE Fees:
    - Originally submitted \$2,369 total
    - Updated to \$1,308.87 total

**4. Act on New Promise Act Programs:**

**HVAC (47.0201) — Washburn University Institute of Technology;**  
**Construction Technology (46.0201) — Garden City Community College;**  
**Electrical Technology (46.0302) — Garden City Community College;**  
**Industrial Maintenance Technology (47.0303) — Independence Community College;**  
**Early Childhood Education (19.0709) — Manhattan Area Technical College;**  
**Plumbing Technology (46.0503) — Manhattan Area Technical College**

**Summary**

*The Kansas Legislature enacted the Kansas Promise Scholarship Act, which provides scholarships for students to attend an eligible postsecondary education institution. Eligible programs include any two-year associate degree program, career and technical education certificate, or stand-alone program that are approved by the Board of Regents and correspond to high wage, high demand, or critical need in:*

- *four specified fields of study (information technology and security; mental and physical healthcare; advanced manufacturing and building trades; and early childhood education and development).*
- *one college-designated field of study from the specified list (Agriculture; Food and Natural Resources; Education and Training; Law, Public Safety, Corrections, and Security; or Distribution and Logistics).*
- *transfer programs with established 2+2 and/or articulation agreements.*

**Background**

The Kansas Promise Scholarship Act, K.S.A. 74-32,271 et seq., maintains that the Board of Regents will administer the program. Administration is broken into three categories: rules and regulations, eligible programs, and other responsibilities.

Per statutory language (K.S.A. 2024 Supp. 74-32,271(b)(4) and K.S.A. 2024 Supp. 74-32,272(c)(1)(B)), a “promise eligible program” means any two-year associate degree program or career and technical education certificate or stand-alone program offered by an eligible postsecondary educational institution that is:

- a) approved by the Board of Regents;
- b) high wage, high demand, or critical need; and
- c) identified as a “promise eligible program” by the Board of Regents pursuant to K.S.A. 2024 Supp. 74-32,272, within any of the following fields of study:
  - Information Technology and Security
  - Mental and Physical Healthcare
  - Advanced Manufacturing and Building Trades
  - Early Childhood Education and Development

K.S.A. 2024 Supp. 74-32,272(a) states an eligible postsecondary educational institution may designate an additional field of study to meet local employment needs if the promise eligible programs within this field are two-year associate degree programs or career and technical education certificate and stand-alone programs approved by the Board of Regents that correspond to jobs that are high wage, high demand, or critical need in the community from one of the following fields:

- Agriculture;
- Food and Natural Resources;
- Education and Training;
- Law, Public Safety, Corrections, and Security; or
- Distribution, Logistics, and Transportation

K.S.A. 2024 Supp. 74-32,272(d) states that the Board of Regents may designate an associate degree transfer program as an eligible program only if such program is included in:

- a) An established 2+2 agreement with a Kansas four-year postsecondary education institution; or

- b) An articulation agreement with a Kansas four-year postsecondary educational institution and is part of an established degree pathway that allows a student to transfer at least sixty credit hours from the eligible from the eligible postsecondary educational institution to a four-year postsecondary education institution for the completion of an additional sixty credit hours toward a bachelor's degree.

**Recommendation**

The following programs are seeking approval to become Promise Act eligible programs. The programs have been reviewed by the Kansas Postsecondary Technical Education Authority, and are now recommended for approval by the Kansas Board of Regents:

- Washburn University Institute of Technology: HVAC (47.0201) – falls under the Advanced Manufacturing and Building Trades category specified in legislation. SOC 49-9021 for Heating, Air Conditioning, and Refrigeration Mechanics and Installers was identified as a High Demand / High Wage occupation on the 2024 High Demand Occupations list from the Kansas Department of Labor.
- Garden City Community College: Construction Technology (46.0201) - falls under the Advanced Manufacturing and Building Trades category specified in legislation. SOC 47-2031 for Carpenters was identified as a High Demand / High Wage occupation on the 2024 High Demand Occupations list from the Kansas Department of Labor.
- Garden City Community College: Electrical Technology (46.0302) - falls under the Advanced Manufacturing and Building Trades category specified in legislation. SOC 47-2111 for Electricians was identified as a High Demand / High Wage occupation on the 2024 High Demand Occupations list from the Kansas Department of Labor.
- Independence Community College: Industrial Maintenance Technology (47.0303) - falls under the Advanced Manufacturing and Building Trades category specified in legislation. SOC 49-9041 Industrial Machinery Mechanics was identified as a High Demand / High Wage occupation on the 2024 High Demand Occupations list from the Kansas Department of Labor.
- Manhattan Area Technical College: Early Childhood Education (19.0709) - falls under the Early Childhood Education and Development category specified in legislation. SOC 39-9011 Childcare Workers was identified as a High Demand occupation on the 2024 High Demand Occupations list from the Kansas Department of Labor.
- Manhattan Area Technical College: Plumbing Technology (46.0503) - falls under the Advanced Manufacturing and Building Trades category specified in legislation. SOC 47-2152 Plumbers, Pipefitters, and Steamfitters was identified as a High Demand / High Wage occupation on the 2024 High Demand Occupations list from the Kansas Department of Labor.

## 5. Act on AY2026 List for Career Technical Education Credentials and Transition Incentive for Employment Success Act (SB 123)

### Summary

*The Career Technical Education Credential and Transition Incentive for Employment Success Act was enacted on April 20, 2023, as part of 2023 Senate Bill 123. It directs high schools to pay for identified career technical education (CTE) credentials when requested.*

*The Act requires the Kansas Board of Regents (Board) to annually approve a new CTE credential list by the 31st of July. The attached list has been approved by the Kansas Postsecondary Technical Education Authority and is recommended for approval by to the Board*

### Background

K.S.A. 72-3825 (2023 SB 123, Section 10) establishes the Career Technical Education Credential and Transition Incentive for Employment Success Act. Under the Act, a new CTE credential list must be created and approved annually by both the State Board of Education and the Board of Regents. This list identifies credentials that must be funded by school districts upon student request. The statute provides:

"(b) Each school district that offers career technical education for students enrolled in any of the grades nine through 12 shall, upon request by any such student, pay any fees charged for any assessment or other examination that is required for such student to obtain an approved industry-sought career technical education credential.

"(c)(1) On or before July 1, 2023, and each July 1 thereafter, the state board of education and state board of regents shall jointly conduct a survey of school districts and colleges on which career technical education credentials each school district offers that satisfies the definition of "industry-sought credential" under subsection (d).

"(2) On or before July 31, 2023, and each July 31 thereafter, the state board of education and state board of regents, after consultation with the secretary of labor, the secretary of commerce and representatives of industries that recognize career technical education credentials, shall jointly approve a list of industry-sought credentials.

"(d) As used in this section:

"(1) 'College' means any community college, technical college, or the Washburn institute of technology; and

"(2) 'industry-sought credential' means a career technical education credential that is:

"(A) Repeatedly referenced in job postings; and

"(B) frequently referred to by employers in communications with school districts as a career technical education credential that is in demand."

### AY2025-2026 Updates

KBOR and KSDE conducted a survey of the technical and community colleges, school districts, and business and industry in the spring of 2025 for recommendations and updates. Certifications for two occupations are recommended as a result of updates to the Excel in CTE Qualifying Credentials listing:

- Operating Engineers and other Construction Equipment Operators with an industry-recognized certification of NCCER Heavy Equipment Operations Level 1
- Water and Wastewater Treatment Plant and System Operators with an industry-recognized certification of Water and Wastewater Operator Certification – Small System Class I

### Recommendation

The credential list is recommended for approval by the Kansas Board of Regents for AY 2026.

*D.. Retirement Plan Committee***1. Act on Appointments to the Retirement Plan Committee****Becky Pottebaum,  
Director Finance &  
Administration****Summary**

*To fulfill the Board's fiduciary responsibility for oversight of its retirement plans, appropriate management and periodic review of the investment options provided is required. To better provide such oversight, the Board created the Retirement Plan Committee (RPC) to serve as a co-fiduciary, and it delegated responsibility for plan administration and investment oversight to the RPC. Board Policy and the RPC's Charter establish the composition of that Committee. Several positions on this nine-member Committee are opening on July 1, 2025.*

**Background on the Kansas Board of Regents Retirement Plan**

The Kansas Board of Regents (KBOR) Retirement Plans are essential pieces of the benefits and compensation package available to faculty and certain staff who serve at the six state universities and the Board office. There are four components: (1) a mandatory 403(b) retirement plan; (2) a voluntary 403(b) retirement plan; (3) a long-term disability plan; and (4) a phased retirement plan.

The Board formed the Retirement Plan Committee in 2005 to assist with oversight of the Retirement Plans. The RPC's assigned duties include oversight of the Mandatory and Voluntary Retirement Plans, including their administration and investments, as well as having the responsibility for creating and reviewing Plan documents and investment provider agreements, implementing an investment policy with performance standards, and reviewing the investment performance on a semi-annual basis.

**Retirement Plan Committee and Appointments**

The RPC's composition is established in Board Policy. The RPC has nine voting members, and the goal is to include at least one representative from each university and the University of Kansas Medical Center. The RPC is comprised of one Regent, one member of the Council of Presidents (COPS), or designee; two members of the Council of Business Officers (COBO); one state university human resource director; two at-large members; and two individuals nominated from the state universities who are experts in the subject matter of investments and retirement planning.

The chair of the RPC will be appointed by the Board in September. The following nominations are recommended for appointment to three-year terms beginning July 1, 2025, to the RPC:

**President Rick Muma**

The Council of Presidents nominated, and Board staff recommend, the reappointment of Dr. Rick Muma, President of Wichita State University. He has served on the RPC since July 1, 2022, and was appointed President of WSU in May 2021. Dr. Muma brings over 30 years of experience as a professor, administrator, and physician assistant specializing in internal medicine and infectious diseases. He holds a Ph.D. in Higher Education Administration from the University of Missouri–St. Louis, a Master of Public Health in Community Health from the University of Texas Health Science Center–Houston, and a B.S. in Physician Assistant Studies from the University of Texas Medical Branch–Galveston.

**Ethan Erickson**

COBO nominated, and Board staff recommend, the reappointment of Ethan Erickson, Vice President for Administration and Finance at Kansas State University. He has served on the RPC since June 18, 2024. Since joining K-State in 2014, Erickson has led key initiatives including the development of a performance-based budget model and a five-year capital improvement plan supporting the university's \$2.3 billion infrastructure. He was named Chief Financial Officer in 2019 and assumed the additional role of Interim Vice President and Chief Operating Officer in 2021. Erickson previously held leadership roles in several Kansas state agencies and holds



both a B.S. in Business Administration and an MBA from K-State. He received the 2019 President's Award for Excellence.

#### **Dr. Emily Breit**

Board staff recommend the reappointment of Dr. Emily Breit, Professor of Economics, Finance, and Accounting at Fort Hays State University. She has served on the RPC since July 1, 2022. Dr. Breit holds a Ph.D. in Finance from Oklahoma State University, as well as an MBA and BBA from Fort Hays State. Her teaching portfolio includes courses such as Financial Markets and Institutions, Managerial Finance, and Principles of Banking.

#### **Dr. Ted Juhl**

Board staff recommend the reappointment of Dr. Ted Juhl, Area Director of Finance and Professor of Business Economics. He has served on the RPC since July 1, 2022. Dr. Juhl holds a Ph.D. in Econometrics and Quantitative Economics, an M.S. in Applied Statistics, and an M.A. in Economics from the University of Illinois at Urbana-Champaign. He also earned a B.A. in Economics and Mathematics from the University of Northern Iowa. He currently teaches Econometrics.

#### **Adrienne Kordalski**

Board staff recommend the reappointment of Adrienne Kordalski, Associate Vice Chancellor and Controller at the University of Kansas Medical Center. She has served on the RPC since July 1, 2022. Kordalski holds both Bachelor's and Master's degrees in Accounting from Kansas State University, is a certified public accountant, and has experience auditing a variety of retirement plans for both public and private organizations.

The following chart demonstrates the RPC's membership composition if the Board approves these appointments.

<b>RPC Role Position</b>	<b>Member</b>	<b>University</b>	<b>Term Begin</b>	<b>Term End</b>
Regent - Chair	Carl Ice			
Board Staff (non-voting)	Becky Pottebaum			
COPS	President Muma	Wichita State	7/1/2025	6/30/2028
COBO	Doug Ball	Pittsburg State	7/1/2023	6/30/2026
COBO	Ethan Erickson	Kansas State	7/1/2025	6/30/2028
HR	Shanna Legleiter	Kansas State	2/1/2024	6/30/2026
Subject Matter Expert	Dr. Dipak Ghosh	Emporia State	7/1/2023	6/30/2026
Subject Matter Expert	Dr. Emily Breit	Fort Hays State	7/1/2025	6/30/2028
At-Large	Dr. Ted Juhl	Kansas	7/1/2025	6/30/2028
At-Large	Adrienne Kordalski	KU Medical Center	7/1/2025	6/30/2028

#### **Recommendation:**

The following nominees are recommended for reappointment to three-year terms on the RPC beginning July 1, 2025: President Rick Muma, Wichita State University; Ethan Erickson, Kansas State University; Dr. Emily Breit, Fort Hays State University; Dr. Ted Juhl, University of Kansas; and Adrienne Kordalski, University of Kansas Medical Center.



# DISCUSSION AGENDA

## VI. Consideration of Discussion Agenda

### A. Academic Affairs

#### 1. Act on Program Review Recommendations — KSU, KU, & KUMC

Regent Mendoza

**Rusty Monhollon**

**VP Academic Affairs**

### Summary

*Board policy requires the universities and the Board to maintain a program review cycle and a review process that will allow the universities to demonstrate that they are delivering quality programs consistent with their missions. In June of 2023, the Board approved changes to the KBOR program review process, requiring each state university to review all undergraduate and graduate degree programs on the following schedule: Year one (2025): Kansas State University, the University of Kansas, and the University of Kansas Medical Center; Year two (2026): Wichita State University; Year three (2027): Emporia State University, Fort Hays State University, and Pittsburg State University. This paper reflects Program Review for 2025 (K-State, KU, and KUMC). BAASC recommends approval of the program recommendations.*

### Background and History

Per Board policy, Ch. II Section A.5.a.,

In cooperation with the state universities, the Board will maintain a regular program review cycle and process that will allow the universities to demonstrate on an ongoing basis that they are delivering quality programs consistent with their mission. Regular program review is institutionally based and follows the departmental or unit structure of the institution. The Vice President for Academic Affairs shall provide guidelines for Program Review and, as part of the review of institutional reports, will include consideration of the Board-approved minima tables.

In 1997, the Board required state universities to review programs at least once every eight years. As appropriate, universities established their review schedules, typically on an eight-year review cycle and generally aligned with the institutions' accreditation reporting requirements and site visits. Within the last six years, the Board has made revisions to both the program review policy and process.

In June 2018, the Board approved adding a Strategic Program Alignment process to the Program Review Policy, whereby the Board may direct state universities to conduct a strategic program alignment review. Additionally, the policy allowed the Board to direct state universities to evaluate select academic programs outside of the eight-year program review cycle. Between 2018 and 2020, in addition to conducting regular program reviews, the Board asked the six state universities to conduct a strategic program alignment review, which resulted in specific programs that the Board identified for further review. In the spring of 2020, the universities identified eight programs for discontinuance.

Also in the spring of 2020, the Board requested enrollment data on all undergraduate programs at the six state universities. Sixty-nine programs not meeting the minimum enrollment of 25 undergraduate students were identified for the universities to review further. In 2021, in addition to conducting the regular program review, universities reported on these "low-enrollment" programs. Of the 69 programs evaluated during this process, 11 programs were identified to merge and 14 were discontinued.

In February of 2022, the Board commissioned the rpk Group to do an academic portfolio review and an academic resource utilization study. In September of 2022, the Board Academic Affairs Standing Committee (BAASC) agreed to use the rpk Group report (which was submitted to the Board in January of 2023) for reporting year 2023 and temporarily suspended regular program review. That report provided some of the foundation for the current

program review framework. Additionally, the university provosts provided suggestions for changes to the program review process in April of 2023. In June of 2023, the Board approved the current program review framework. In 2024, upon a recommendation from BAASC, the Board approved revisions to the academic program review process, including minor changes to program minima and thresholds.

### **Current Program Review Framework – Review of AY 2024**

The current Program Review Framework covers AY 2024 through AY 2028. For AY 2024, Board staff identified all undergraduate programs that were more than five years old that did not meet the threshold on two or more of the metrics below:

- a) Student Demand: 25 or more junior and senior majors (four-year average);
- b) Degree Production: 10 or more graduates (four-year average);
- c) Talent Pipeline: 51 percent or more of graduates working in the region after graduation (four-year average); and
- d) Student Return on Investment: 2022 Five-Year Post-Graduation Median Salary \$38,050 or more (280 percent or more of 2022 poverty level).

Universities were required to review any program missing the minimum mark on at least two of the four criteria, and provide a recommendation to do one of the following: phase out the program; merge the program; or place the undergraduate program on an action plan and review and monitor the program for no longer than three years. Ultimately, 31 programs were reviewed, with 19 being put on an action plan, three being merged with other programs, and two being phased out. Seven programs were placed on an action plan with a proviso stipulating that at least three of the four metrics must be met by July 1, 2027. The Board also required an update on these seven programs after one and a half to two years (sometime between December of 2025 and May of 2026).

### **AY 2025 Academic Program Review**

Below is the Program Review Framework for AY 2025 through AY 2028.

#### **a. Purpose of Academic Program Review**

- i. Ensure that state university makes appropriate adjustments based on student demand, capacity of programs, employment demand, student return on investment, and costs;
- ii. Assign responsibility for regular academic program review to institutions and make process responsive and meaningful;
- iii. Identify opportunities for program growth as well as for program elimination;
- iv. Strengthen system as a whole by providing KBOR-coordinated consultation for program development, alignment, and collaborations;
- v. Simplify and align reporting burden so it better addresses needs for academic program review from campuses, KBOR, and external stakeholders;
- vi. Provide stories Regents and State officials need in clear ways that can be messaged beyond KBOR to support higher education in Kansas;
- vii. Recognize and celebrate success of institutions, programs, faculty/staff, and students; and
- viii. Demonstrate alignment with the Board's Strategic Plan.

#### **b. Regular Academic Program Review Policies and Procedures for AY 25-28**

- i. Each university shall establish and publish clearly defined policies and procedures to review all its academic degree programs.
- ii. At minimum, university academic program review policies and procedures must analyze and assess:
  - (1) Market demand for the program;
  - (2) Student demand, student accessibility, and student return on investment;
  - (3) Centrality of the program to fulfilling the mission and the role of the institution;
  - (4) The quality of the program as assessed by its curriculum and impact on students;
  - (5) The service the program provides to the discipline, the university, and beyond; and
  - (6) The program's cost-effectiveness.

**c. Regular Academic Program Review Report for AY 25-28**

- i. The documentation from each university during its review year shall include:
  - (1) A copy of the state university's academic program review policies and procedures; and
  - (2) The information detailed in the Academic Program Review Guidance Sheet (see **Section e**), most of which will be provided by Board staff.
- ii. A verbal report from each university during its academic program review year shall include:
  - (1) A description of the academic program review process; and
  - (2) Examples of how the academic program review process was successful and where opportunities for improvement exist.

**d. Regular Academic Program Review Cycle AY 25-28**

- i. Effective AY 25, the following academic program review cycle shall apply:
  - (1) **Year One: The University of Kansas and Kansas State University submit the required academic program review report and present it to the Board.**
  - (2) Year Two: Wichita State University submits the required academic program review report and present the report to the Board.
  - (3) Year Three: Emporia State University, Fort Hays State University, and Pittsburg State University submit the academic program review report and present the report to the Board.
  - (4) Year Four: The Board of Academic Affairs Standing Committee will evaluate the effectiveness of the academic program review system.
  - (5) One year after its regular review, the university will provide an update on the status of each action phase-out plan, merger plan, or action plan.

**e. Academic Program Review Guidance (AY 25-28) (directly below)**

Academic Affairs staff developed the Guidance below to provide guidelines aligned with specific elements in the Board's strategic plan, *Building a Future*.

Families Will Include Data for Each Major		
Metric	Source of Data	Metric Minima
<b>Affordability</b>		
Percentage of Full-Time Junior and Senior Majors that Enrolled in at least 30 Hours Per Year or Graduated	KBOR	not established
Maximum Number of Transfer Credit Hours that Apply Toward the Baccalaureate Program from Two-Year Colleges <sup>9</sup>	Universities provide list of courses and total hours	not established
<b>Success</b>		
Number of Junior and Senior Majors, Master's Majors, and Doctoral Majors to Gauge Student Demand	KBOR	Junior/Seniors: 25 Master's: 12 Doctoral: 5
Undergraduate Median Wage Data 5 Years After Graduation to Measure Student Return on Investment	KBOR	\$40,800
<b>Completion</b>		
Number of Undergraduate Completions, Master's Completions, and Doctoral Completions	KBOR	Undergraduates: 10 Master's: 5 Doctoral: 2

<sup>9</sup> It is understood that the maximum number of transfer credit hours from two-year colleges that apply toward the baccalaureate degree will vary among programs. This is intended to understand common practices and differences among programs.

<b>Families (Continued)</b>		
<b>Completion (Continued)</b>		
<b>Metric</b>	<b>Source of Data</b>	<b>Metric Minima</b>
Junior Graduation Rate <sup>10</sup>	KBOR	not established

<b>Businesses</b>		
<b>Metric</b>	<b>Source of Data</b>	<b>Metric Minima</b>
<b>Talent Pipeline</b>		
<b>Percentage of Undergraduate Degree Completers Employed in the Region Within One Year for Each Major</b>	KBOR	51 percent
<b>Meeting Workforce Needs</b>		
Each State University provides a brief narrative articulating how multiple programs meet critical Kansas economic needs through workforce development and/or research.	University	n/a

As indicated in the Academic Program Review Guidance above, the metrics in bold have approved minima that are set forth below in items a through d. The remaining metrics, the percentage of full-time junior and senior majors who enrolled in at least 30 hours per year or graduated, the maximum number of transfer credit hours that apply toward the baccalaureate program from two-year colleges, and the junior graduation rate are all new metrics. Since this data has not been reviewed before, minima have not been established. However, for the metric on the maximum number of hours from two-year colleges that apply toward a baccalaureate program, consideration should be given to the fact that Board policy requires a minimum of 60 credit hours for an associate degree (Ch. III.A.9.b.ii.). When fewer than 60 hours are listed for a program, there is a potential for lost credit for associate degree graduates who transfer to the given baccalaureate program.

### Approved Minima

#### a. Criteria for Number of Majors

- i. Baccalaureate programs should have an annual average of 25 or more junior, senior, and 5th year majors, computed over the most recent four-year period
- ii. Master's programs should have an annual average of 12 or more majors, computed over the most recent four-year period
- iii. Doctoral programs should have an annual average of five or more majors, computed over the most recent four-year period
- iv. Programs offered at both the master's and doctoral levels may be reviewed as a single program
- v. Interdisciplinary programs without a formal departmental or administrative structure are exempted from minimum requirements

#### b. Criteria for Number of Completions (Graduates)

- i. Baccalaureate programs should have an annual average of 10 or more graduates, computed over the most recent four-year period
- ii. Master's programs should have an annual average of five or more graduates, computed over the most recent four-year period
- iii. Doctoral programs should have an annual average of two or more graduates, computed over the most recent four-year period
- iv. Programs offered at both the master's and doctoral levels may be reviewed as a single program

<sup>10</sup> Percentage of full-time undergraduate junior majors in the Fall of a given year that graduated within three years with a baccalaureate degree in the same major (e.g., Fall 2020 psychology juniors who graduated with a baccalaureate degree in psychology by Spring 2023.)

- v. Interdisciplinary programs without a formal departmental or administrative structure are exempted from minimum requirements

**c. Student Return on Investment – Baccalaureate Degrees**

- i. 2023 Five-Year Post-Graduation Median Salary is \$40,800 or more (280% or more of the 2023 federal poverty level)
- ii. Students who pursue graduate studies immediately after graduating with a baccalaureate degree are excluded from this metric

**d. Talent Pipeline – Baccalaureate Degrees**

- i. Of the students who graduated, 51% or more are employed in the Region within one year (four-year average) OR enter graduate school upon graduation<sup>3</sup>

**Kansas State University, the University of Kansas, and the University of Kansas Medical Center Program Review – AY 2025**

Each institution reviewed data provided by Board staff for each of its programs, which included 219 programs for K-State, 247 programs for KU, and 51 programs for KUMC. That data is linked [here](#). The number of programs listed here and within each institution's narrative may vary based on the fact that the numbers listed above combine all bachelor degree options for a major, counting a BA and a BS as one, whereas the institution may count the BA and BS for the same major as separate programs.

Each institution has provided the required components of the written report set forth in sections c and e above: 1) academic program review policies and procedures; 2) maximum number of transfer credit hours from two-year colleges that apply toward each baccalaureate program; and 3) a description of how multiple programs meet Kansas's economic needs through workforce development and/or research. Items one and three are included in the narrative for each institution. K-State and KU also included comments regarding programs not meeting some minima in the narrative. Item two is included with the program data in the spreadsheet for each institution linked above. Written reports for each institution are included in a single document, linked [here](#).

Programs that have not existed the requisite five years to establish minima can be excluded from Program Review. Those programs are shown in gray font in the data linked above. However, institutions have included some of these programs in the narrative on programs that are helping to meet the economic needs of the state.

**December 2025 Follow-up**

At the May 14 Board Academic Affairs Standing Committee (BAASC) meeting, the Committee requested a follow-up at a December 2025 BAASC meeting on two items in addition to following up on programs that were placed on an action plan with proviso last year:

- 1. A report on opportunities for potential mergers or reorganizations to create academic or administrative efficiencies or research synergies.
- 2. Information on steps being taken to increase enrollments for master's and doctoral programs not meeting minima.

**Recommendations**

Institutions were asked to list any programs they identified to phase out, merge, or put on an action plan as a result of this year's program review. Below is a summary table of recommendations from the institutions.

Institution	Program	Recommendation
Kansas State University	MS in Apparel & Textiles (19.0901) (Fashion Studies)	Action Plan

<sup>3</sup> Change to include graduate school in this metric approved by Board on 3/12/25.

Kansas State University	BA/BS in Ethnic Studies (05.0200)	Phase out/Merge
Kansas State University	BA/BS in Women's Studies (05.0207)	Phase out/Merge
University of Kansas	PhD in Film/Cinema/Media Studies (50.0601) (Film & Media Studies)	Phase Out
University of Kansas	MA in Religious Studies (38.0201)	Phase Out
University of Kansas	MS in Engineering Science (14.1301) (Environmental & Water Resources Science)	Merge with Environmental & Water Resources Engineering
University of Kansas	PhD in Engineering Science (14.1301) (Environmental & Water Resources Science)	Merge with Environmental & Water Resources Engineering
University of Kansas	MA in African Studies (05.0101) (African & African-American Studies)	Action Plan
University of Kansas	MA in Classics and Classical Languages, Literatures & Linguistics (16.1200) (Classics)	Action Plan
University of Kansas	MA in East Asian Languages, Literatures, & Linguistics (16.0300) (East Asian Languages & Cultures)	Action Plan
University of Kansas	MA in Film/Cinema/Media Studies (50.0601) (Film & Media Studies)	Action Plan
University of Kansas	MS in Social & Philosophical Foundations of Education (13.0901) (Education & Social Policy)	Action Plan
University of Kansas Medical Center	MS in Molecular Biology (26.0204) (Molecular Biotechnology)	Phase Out

Board staff concur with BAASC in recommending approval.



**2. Act on Request to Change Qualified Admissions — KSU****Provost Mendez****Summary**

*Kansas State University is proposing changes to Qualified Admissions for freshman applicants under the age of 21. K-State proposes to admit such students having a 21 or higher ACT score and a cumulative high school GPA of at least a 2.5, or students having a cumulative high school GPA of at least a 3.0, regardless of test score. Such applicants would still be required to have at least a 2.0 GPA on any college coursework taken while in high school. If the changes in admissions requirements are approved, regulatory amendments are required to effect such changes. Board staff concur with the Board Academic Affairs Standing Committee in recommending approval.*

**Background**

In September of 2019, the Board approved changes to Qualified Admission criteria, removing the pre-college curriculum requirement for freshman applicants under the age of 21, and the option of ranking in the top one-third of the class, and adding the option for guaranteed admission with at least a 2.25 cumulative high school GPA for freshmen at Emporia State University, Fort Hays State University, Pittsburg State University, and Wichita State University, regardless of ACT score. These institutions will also admit freshmen under the age of 21 with an ACT score of at least 21. All the aforementioned options require a student to achieve at least a 2.0 GPA on any transferable college coursework taken while in high school. KU's new admissions criteria of a minimum 3.0 high school GPA regardless of test score or an ACT score of 24 with a minimum high school GPA of 2.5 of a 4.0 scale were approved during the Spring 2025 term, and will not go into effect before the fall semester of 2029. KU will also continue to require at least a 2.0 GPA on any transferable college coursework taken while in high school.

Currently, Kansas State University requires the following:

- minimum 3.25 high school GPA, or
- minimum of 21 on the ACT

**Qualified Admissions Matrix**

Admission is guaranteed for resident and non-resident freshmen applicants under the age of 21 if they meet either the GPA or ACT criteria outlined below unless otherwise specified.

	<b>Cumulative High School GPA</b>	<b>Cumulative College GPA</b>	<b>Minimum ACT Composite Score</b>
<b>Emporia State University</b>	2.25	2.00	21
<b>Fort Hays State University</b>	2.25	2.00	21
<b>Pittsburg State University</b>	2.25	2.00	21
<b>Wichita State University</b>	2.25	2.00	21
<b>University of Kansas</b>	3.00	2.00	24*
<b>Kansas State University Current</b>	3.25	2.00	21
<b>Kansas State University Proposed</b>	3.00	2.00	21**

\*The University of Kansas will require a 24 minimum ACT and at least a 2.5 high school GPA for guaranteed admission. These changes were approved by the Board on February 12, 2025.

\*\*Kansas State University is proposing a 21 minimum ACT and at least a 2.5 high school GPA for guaranteed admission.

**Proposal**

Kansas State is proposing the following guaranteed options for freshmen:

- minimum 3.0 high school GPA regardless of test score or with no test score, or
- minimum of 21 on the ACT and a minimum 2.5 high school GPA



Both above options would continue to require a student to achieve at least a 2.0 GPA on any transferable college coursework while in high school.

### Timing

Kansas State would like the above options to be effective as soon as possible in accordance with K.S.A. 76-717. Should the Board approve these changes, the process of updating the associated regulations will begin, which typically requires nine to twelve months. Once that process is completed, the Board will need to act on the regulations. Further, per [K.S.A. 76-717](#), *Rules and regulations adopted pursuant to this subsection that are more rigorous than those set forth in subsection (a) shall not be effective prior to the first day of the fourth academic year following the year in which the rules and regulations are adopted.*

Paraphrasing subsection (a) of the statute, each resident graduating from an accredited high school (under the age of 21) must achieve one of the following:

- completion of pre-college curriculum (or functional equivalent) with a minimum 2.0 high school GPA, **OR**
- minimum of 21 on ACT, **OR**
- rank in top one-third of high school class

K-State's proposed admission requirements for a resident graduating from an accredited high school include one of the following:

- minimum 3.0 high school GPA regardless of test score or with no test score, or
- minimum of 21 on the ACT and a minimum 2.5 high school GPA

The proposed requirements appear more rigorous than those set forth in subsection (a) of K.S.A. 76-717. **Given the levels of approval required and the waiting period required by state statute, the soonest the proposed requirements could go into effect would be for students applying for the Fall 2029 semester (Academic Year 2030).**

### Rationale

K-State has provided the following rationale to support the proposed changes.

- both yield and retention rates are lower for students admitted by test score alone over the last five years;
- maintains competitive admission criteria with other Midwest universities with high or very high research activity;
- expands the GPA- based admission pathway to students with cumulative high school GPA of 3.0 - 3.24 providing increased access as the state's signature land grant university;
- students who do not meet qualified admission requirements will still go through a holistic committee review for consideration.

### Recommendation

Board staff recommends approval of K-State's proposed changes to Qualified Admission requirements. If approved, the regulatory change process will begin.

**B. Fiscal Affairs & Audit**

Regent Benson

**1. Act on State University Tuition and Fee Proposals for FY 2026 (Second Read)****Elaine Frisbie, VP,  
Finance & Administration**

- **Pittsburg State University**
- **Emporia State University**
- **Fort Hays State University**
- **Wichita State University**
- **Kansas State University**
- **University of Kansas**

**Summary**

*In accordance with K.S.A. 76-719, the Board of Regents sets the tuition, fees and charges collected by the state universities. Each university presented proposals at the May meeting. The Board will act in June to set the rates for the upcoming fiscal year (July 1, 2025 – June 30, 2026). The state universities' proposals can be found on the Board's website at: [https://kansasregents.gov/about/regent\\_meetings\\_agendas\\_and\\_minutes](https://kansasregents.gov/about/regent_meetings_agendas_and_minutes).*

**Background**

In accordance with Board policy (Chapter II, Section D, Subsection 1), the state universities have provided tuition and student fee proposals for Fiscal Year 2026. The proposals are organized to provide key points about the proposed tuition rates, changes to tuition structure or waivers, and any proposed adjustments to student fees. Information is also provided that explains student and other campus community involvement in the development and review of proposals, and what the tuition and fee dollars are intended to finance. The total student cost for those degree programs with the largest groups of full-time enrolled undergraduate resident students is also provided, if the university's tuition and fee proposals were approved by the Board.

In developing proposals, the state universities undertake a process involving representatives from across the campus community, including student government. In determining what to request for tuition, the Legislature's adoption of the state budget is another key piece of information as the proposals are best developed with the knowledge of state funding for the upcoming fiscal year. The state operating appropriations are used with tuition revenues for financing the general use budgets.

**2025 Legislature and FY 2026 State Investment**

The tuition model historically followed by the Board of Regents is that the Legislature finalizes state appropriations with enough time for the tuition proposals to be prepared by the campuses and considered by the Board with the knowledge of state funding for the coming year. As the universities' tuition proposals were prepared for the coming year, the 2025 Legislature had provided state funding for several specific program enhancements at the state universities, including \$12.0 million for the three regional universities, \$5.8 million for student success programs, and continued investment in the Board's capital renewal initiative (\$30.2 million rather than the original \$32.7 million). Need based aid for the public universities was retained in the budget for FY 2026, but no state investment for information technology and cybersecurity improvements was continued into the coming year.

In the universities' proposals, each Appendix F-1 details the planned uses of state funding with the universities' proposed tuition revenue.

**Student Fees**

Student fees are deposited in different funds from the tuition revenues as they are accounted for separately and dedicated to specific purposes. Each university's proposal explains the requested rates for campuswide, program-specific and course-specific fees.

Per Board policy, the Board delegates to the chief executive officer of each institution the authority to establish user and administrative fees when the increase does not generate revenues in excess of \$250,000 annually.

Summary tables are provided for the reader's context:

**Table 1** displays the tuition rates for a full-time student in four categories (resident/non-resident, undergraduate/graduate).

**Table 2** displays the same information, but with campus-wide mandatory fees added to the tuition rates.

**Table 3** lays out the revenue collections realized by the universities from the tuition rate decisions made by the Board.

Tuition and fees are eventually incorporated along with housing rates and all other fees assessed by the state universities into the Comprehensive Tuition and Fees Report, published annually on the Board web site at [https://kansasregents.gov/data/system\\_data/tuition\\_fees\\_reports](https://kansasregents.gov/data/system_data/tuition_fees_reports).

## 2. Receive Proposals for the FY 2027 Unified Appropriation Request

### Summary

*The Kansas Higher Education Coordination Act directs the Board of Regents to present a unified request for state appropriations for postsecondary education each year. The statutory deadline for submission of the Board's budget request for FY 2027 (July 1, 2026 – June 30, 2027) is October 1, 2025. The Board will receive the unified appropriation proposals for FY 2027 as presented below, with refinements to occur over the summer. Action on the final unified request will occur at the September 2025 Board meeting.*

### 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)). 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.

### Key Themes

- Kansas public higher education is a system of 32 institutions representing a \$4.4 billion enterprise, financed through a mix of state, student, local, federal, and private revenue sources. While State General Fund support represents less than one-fourth of total revenues to the system, that support is critical for leveraging other funding sources, as well as to finance those activities that do not garner interest from donors or private industry partners.
- The Kansas public higher education system is a major engine of economic growth, both as a source of innovation and expertise, and as an educator of future members of the Kansas workforce.
- The Kansas public higher education system is committed to attainment and workforce goals that ensure the state's higher education system meets the needs of Kansans and fulfills its role in building an economic recovery for Kansas.

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 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 issues allocations and budget instructions to state agencies
Late July 2025	Board conducts budget workshop
September 15, 2025	State universities submit base budgets to Division of the Budget
September 2025 Board Meeting	Board finalizes unified budget request
October 1, 2025	Board's unified appropriation request is submitted to Division of the Budget
October - December 2025	Interim legislative committees meet to discuss state agencies' budget requests to begin preparation of the FY 2027 appropriations
January 12, 2026	2026 Legislature convenes

The FY 2027 allocations from the State General Fund will be provided in early July. The initial suggestions from the Postsecondary Technical Education Authority, the public institutions of higher education and the Board Office listed below will be revised once those allocations are announced. Amounts noted are increments to be added to the FY 2026 base budget and will be reviewed at the Board's budget workshop and retreat.

#### FY 2027 Budget Enhancements

The budget requests proposed by the Postsecondary Technical Education Authority, the institutions, the Board Office, and other affiliated organizations are noted below for the Board's information. The Council of Business Officers notes several items as worthy of inclusion for the public universities that would also be candidates for consideration at the Board's budget workshop:

- Cybersecurity updates arising from the review of compliance with NIST CSF 2.0 framework but not yet completed;
- Continuation of support for the universities' student success playbooks;
- Expansion of need based aid for university students; and
- Addressing faculty and staff whose pay is under market.

The amounts requested would become increments added to the allocated amounts for FY 2027, within the Board of Regents' budget for purposes of submitting the proposals to the Division of the Budget for consideration by the Governor and Legislature. The allocations are anticipated to be received in early to mid-July.

**Initial Suggestions for FY 2027**

<b>Sector/State Agency</b>	<b>Item</b>	<b>Amount</b>
KBOR and State Universities	Maintain FY 2026 state support for FY 2027 and FY 2028 for student financial aid at FY 2026 level (KBOR administered programs and need based aid)	\$ --
Wichita State University	Workforce Expansion Program	\$ 3,400,000
Kansas State University	Nuclear Research Accelerator (Academic Program)	\$ 5,000,000
KSU Veterinary Medical Center	Increase FY 2026 Enhancement Funding to \$7.0 M	\$ 5,000,000
Kansas State University*	Planning for Integrated Science Complex (advanced research facility for biology, chemistry, biochemistry, physics, geology and neuroscience departments)	\$ 350,000
University of Kansas	Kansas Center for Energy Production	\$ 10,000,000
University of Kansas	Heartland Cyber Security Center	\$ 10,000,000
KU Medical Center	Center for Precision Medicine & Cellular Therapy	\$ 10,000,000
KU Medical Center	Research Center: Brain Health & Healthy Aging	\$ 10,000,000
Pittsburg State University	STEM/Advanced Materials Workforce Development (match to federal request)	\$ 7,500,000
Pittsburg State University	Cybersecurity Improvements - Address top items identified in NIST 2.0 Evaluation	\$ 1,250,000
Pittsburg State University	Employee Market Pay Improvements	\$ 1,250,000
Emporia State University	Work Force Management Policy	\$ 2,500,000
Emporia State University	Student Aid	\$ 2,000,000
Fort Hays State University	Request in Progress	TBD
Washburn University	Equipment & Technology to Expand Manufacturing Programs at Washburn Tech North	\$ 1,470,000
Washburn University	Health Care Clinical Simulation Area Equipment & Technology for New Integrated Health Care Facility at Washburn	\$ 4,100,000
TEA, Community & Technical Colleges	Fund state's share of AY 2025 calculated costs for tiered and non-tiered courses**	TBD
TEA, Community & Technical Colleges	Fund state's calculated costs for Excel in CTE courses**	TBD
Community & Technical Colleges	Keep Capital Outlay Aid at FY 2024-2026 levels (\$12.4 M)	\$ --
Community & Technical Colleges	Keep Business & Industry/Apprenticeship at FY 2024-2026 levels (\$14.3 M)	\$ --
Community & Technical Colleges	Kansas Campus Restoration Act at statutory level (\$2.6 M)	\$ 198,900
Technical Colleges	Return Technical College Operating Fund to FY 2024-2025 level	\$ 3,500,000
Technical Colleges	Return Student Success Initiatives to FY 2025 level	\$ 7,000,000
Technical Colleges	Continue Full Funding of Promise Scholarship Act	\$ --
Technical Colleges	Continue Full Funding of Adult Education	\$ --

\*Kansas State University also presents the Dairy Teaching & Research Center as an additional state opportunity (\$40.0 M).

\*\*The Community Colleges project \$12.1 M state aid savings for courses delivered to high school students in Concurrent Enrollment Partnerships (CEP). Their goal is to return the sector to FY 2025 funding levels and lower than FY 2026.

### C. Other Matters

1. **Receive Report and Recommendations on Board Goal #5** **Elaine Frisbie, VP,**  
**“Gather recommendations from universities and develop a** **Finance & Administration**  
**framework and definitions for reporting industry-**  
**recognized alternative credentials awarded by the public**  
**universities”**

### Summary

*The Board asked the Council of Institutional Researchers (CIRO) to gather recommendations regarding a framework and definitions for reporting of industry-recognized credentials. The CIRO conveys recommendations outlined below.*

### Background

The CIRO, along with a subcommittee made up of university experts in the fields of alternative credentials and continuing education, convened nine times to better understand the landscape of alternative credentials across the nation and in the State of Kansas. University experts are involved in organizations such as 1EdTech, the Higher Education Contributing Member Leadership Network, the TrustEd Credential Coalition, the Online and Professional Education Association (UPCEA), the American Association of Collegiate Registrars and Admissions Officers (AACRAO), and the Higher Learning Commission (HLC) to advance effective use of innovative technologies to support teaching and learning, closely aligned with the emerging field of alternative credentials. A list of CIRO members and other representatives involved in the work of Board Goal #5 can be found in Appendix A. The Board thanks participants for their service and contributions to this discussion.

CIRO discussion topics included national efforts, existing frameworks and credentialing software, definitions used by national organizations and credentialing partners, current state of university offerings, and plans for identification and organization of credentials on each campus.

While several national organizations are working toward defining alternative credentials and deploying frameworks to accommodate data sharing without restrictive definitions, the landscape remains fluid at best. Therefore, the CIRO focused specifically on the Board goal for reporting industry-recognized credentials and the types of offerings delivered by Kansas public universities. Since the term “industry-recognized” is often used by two-year technical programs and may not apply in the same way to university offerings, the CIRO recommends that the scope and term used in the definitions be “workforce aligned” rather than “industry-recognized.” Given the diverse array of alternative credentials being delivered on Kansas public university campuses, the definitions were purposefully designed to be broad enough to encompass variations in delivery, yet specific to workforce alignment. The recommended statewide definitions can be found in Appendix B. Moreover, the universities collectively offer alternative credentials both for credit and non-credit. The recommended definitions will not restrict credentials to one or another, but each credential must be workforce aligned. The statewide definitions also do not prohibit each university from developing more specific definitions that encompass the work of the institution.

The current state of university alternative credentials inventory is disparate and siloed information systems do not connect with each other. Five of the seven Kansas public universities offer alternative credentials that fall under the recommended definitions. Several universities have already been making plans for how to better organize and connect systems on their campuses. Each institution submitted a document describing its current state and any such plans. These documents can be found in Appendix C.

### Recommendations

- Adopt statewide definitions found in Appendix B and designate the Board Academic Affairs Standing Committee (BAASC) to accept any staff suggested changes as the alternative credential field expands.



- Provide time for university personnel to organize on each campus to identify an inventory of alternative credentials. A grassroots effort on each campus is needed for the system to collect a comprehensive inventory.
- Examine software systems and existing frameworks that may help connect universities' siloed credentialing systems and ensure interoperability of systems.
- Engage private, not for profit, funders to defray the costs for connecting university systems.
- Consider pilot institutions or phased in approaches to developing a comprehensive collection of alternative credentials.
- Designate a committee of university subject matter experts in the fields of alternative credentials along with provosts' academic designees to oversee progress on alternative credential recommendations and address any policy decisions. The committee may bring in chief data officers or information technology officers as needed to accomplish its work.

**Timeline:** Two Years

The CIRO and Other Designees thank the Board for its focus on the field of alternative credentials in a time when postsecondary institutions must be nimble to compete and fuel the needs of the Kansas workforce and economy.

**Appendix A – CIROs and Other Representatives**

**CIROs**

- Tammy Higgins (CIRO Chair), Director of Institutional Research, Pittsburg State University
- Erin Sullivan (CIRO Co-Chair), Assistant Registrar for Institutional Effectiveness, Pittsburg State University
- Gwen Bohling, Director of Official Reporting, University of Kansas
- Cynthia Farrier, Director of Data, Research and Planning, Kansas Board of Regents
- Jolanna Kord, former Assistant Provost for Institutional Effectiveness, Emporia State University
- Kristi Mills, Director of Data and Institutional Effectiveness, Fort Hays State University
- Kameron Neal, Associate Director of Institutional Effectiveness, Data Management and Analytics, Emporia State University
- Bin Ning, Associate Provost and Chief Data Officer, Kansas State University
- Matt Schuette, Director of Institutional Research and Academic Analytics, University of Kansas Medical Center
- Christa Smith, Executive Director of Strategic Analysis, Research and Reporting, Washburn University
- David Wright, Chief Data Officer, Wichita State University

**Other Institutional Representatives**

- Stacy Cordell, Assistant Vice Provost for Professional Programs, University of Kansas
- Gina Crabtree, University Registrar and Director of Enrollment Services, Wichita State University
- Andrew Cutright, Director of University Assessment, Fort Hays State University
- Irene Han, Senior Institutional Research Analyst, Emporia State University
- Joshua Huston, Institutional Research and Assessment Analyst, Washburn University
- Kaley Klaus, Interim Director for Professional and Continuing Education, Fort Hays State University
- Kimberly Moore, Executive Director of Workforce, Professional and Community Education, Wichita State University
- Sheila Markowitz, Assistant Vice President for Student Success, Emporia State University
- Jo Maseberg Tomlinson, Executive Director of Strategic Program Development, Kansas State University
- Jeni McRay, Assistant Provost of Internationalization and Strategic Initiatives, Fort Hays State University
- Melinda Roelfs, Assistant Vice President, Pittsburg State University
- Mary Shivley, Dean of the Honors College and Assistant Director of Admissions, Emporia State University
- Jerald Spotswood, Vice Provost, Emporia State University

#### Additional Kansas Board of Regents Staff Representatives

- Elaine Frisbie, Vice President for Finance and Administration, KBOR
- Nathan Snyder, Associate Director of Data, Research and Planning, KBOR
- Katie Geier, Project Specialist, KBOR

#### Appendix B – Definitions

The CIRO, charged with Board Goal #5 involving Alternative Credentials issued by the Universities, formed a subcommittee to draft high level definitions. In particular, the subcommittee was asked to define *Alternative Credentials* and *Industry-Recognized*, as well as the types of alternative credentials that may be reported at the system level.

Below are the recommended definitions. One important distinction is to use the term *workforce aligned* rather than *Industry Recognized Credentials (IRC)* to better encompass the work being done by the universities and not to conflict with similar definitions of IRC, which is used by the Postsecondary Technical Education Authority (TEA) for technical program approval.

#### Alternative Credentials

*Alternative Credentials* comprise microcredentials, badges, and continuing education learning. The credentials are verifiable, workforce aligned and earned through a higher education institution. Curricula are led by university-approved subject-matter experts and may include components of credit and noncredit offerings. These credentials do not include traditional postsecondary degrees, technical certificates, or Systemwide General Education endorsements, such as those approved through the Kansas Board of Regents. Learning is focused on skills or competencies that are directly linked to career growth, career change, or professional development.

#### Workforce Aligned Credentials

A credential that is sought or accepted by employers within the industry or businesses involved. These credentials are accepted, preferred, or required for screening, hiring, retention or advancement purposes and are verifiable by employers due to the credibility of the issuing postsecondary institution.

#### Continuing Education Learning

Continuing Education Learning programs are designed for professionals who are required to maintain their licenses or certifications, such as doctors, nurses, lawyers, teachers, engineers, and others. This learning can be measured in a variety of ways depending on the industry or the licensing organization.

#### Microcredentials and/or Badges

Microcredentials and/or badges focus on learners' needs, skills, and/or career goals, and are developed and endorsed by the university. They are awarded based on demonstrated skill or competency in a specific area within a shorter or more flexible time period than a traditional degree. These credentials can be either stand-alone or stackable and may require an assessment for awarding of the credential.

#### Open Badges

Open Badges are types of badges that describe a method for packaging information about a single recognition or achievement, such as an earned microcredential, skill, competency, or degree. An Open Badge displays a visual token and has a defined metadata structure that verifies outcomes and achievements earned by recipients and can be shared electronically.

**2. Receive Report on Pillar III: Advancing Economic Prosperity — KU**

**April White, Vice President of Workforce Development  
Chancellor Girod**

**Summary**

*The final pillar of Building a Future focuses on advancing Kansas's economic prosperity through the efforts of public higher education institutions. It emphasizes the indirect benefits of higher education on the state's economy and aims to make universities intentional partners in economic development.*

**Background:**

The final pillar of *Building a Future* focuses on advancing Kansas's economic prosperity through the efforts of public higher education institutions. It emphasizes the indirect benefits of higher education on the state's economy and aims to make universities intentional partners in economic development. The Kansas Board of Regents will now formally measure and support these efforts, encouraging universities to integrate economic development into their institutional plans.

Each university will focus on strategies tailored to their unique strengths, including partnerships with the private sector, business attraction and creation, innovation districts, and entrepreneurial initiatives. Progress will be tracked using two main dashboard metrics:

1. **Family Sustaining Jobs Created** – new, well-paying jobs (at least 250% of the federal poverty level) generated through university partnerships.
2. **Capital Investment Generated** – private investment in Kansas resulting from university-driven economic development.

Additional efforts such as business expansion, attraction, and formation will also be monitored. While approaches will vary across institutions, all will contribute to a unified state-level strategy aimed at economic growth.

**3. Act on Request to Name a Program — KSU**

**President Linton**

**4. Act on Request to Name an Academic Unit — WSU**

**President Muma**

**5. Ratify Appointment of Interim President of Pittsburg State University**

**Chair Ice**

**VII. Executive Session**

Board of Regents – Personnel Matters Relating to Non-Elected Personnel

**Thursday, June 12, 2025**

**VIII. Executive Session**

Board of Regents – Personnel Matters Relating to Non-Elected Personnel

**IX. Consideration of Discussion Agenda**

*A. Other Matters*

**1. Act on FY 2026 CEO Compensation**

**Chair Ice**

**X. Adjournment**

# AGENDA

## Academic Affairs Standing Committee

June 11, 2025

11:00 a.m. – 12:00 p.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 St, 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 Mendoza, Chair
  - A. Roll Call and Introductions
  - B. Approve Minutes from May 28, 2025 Meeting
  
- II. Board Consent Items**
  - A. Receive Report and Recommendations on Board Goal #5 Rusty Monhollon  
*“Gather recommendations from universities and develop a framework and definitions for reporting industry-recognized alternative credentials awarded by the public universities”*
  
- III. Board Discussion Agenda Items**  
No items
  
- IV. Other Matters**
  - A. AAS in Food & Feed Manufacturing Update Jesse Mendez, KSU
  - B. Academic Affairs Updates Academic Affairs Staff
  
- V. Announcements**  
Next BAASC Meeting – September 2025
  
- VI. Adjournment**

# MINUTES

## Academic Affairs Standing Committee May 28, 2025

Regent Diana Mendoza called the May 28, 2025, Board Academic Affairs Standing Committee meeting to order at 10:00 a.m. The meeting was held in the Kathy Rupp conference room, located in the Curtis State Office Building, 1000 S.W. Jackson, Suite 520, Topeka, KS 66612.

MEMBERS PRESENT:      Regent Diana Mendoza, Chair                      Regent Alysia Johnston  
                                    Regent Neelima Parasker

### APPROVAL OF MINUTES

Regent Parasker moved that the minutes of the May 14, 2025, meeting be approved. Regent Johnston seconded, and the motion carried unanimously.

### BOARD CONSENT ITEMS

#### REQUEST FOR APPROVAL AAS IN FOOD AND FEED MANUFACTURING - KSU

Vice Provost Margaret Mohr-Schroeder introduced Dr. Dan Moser, Associate Dean for Academic Programs in the College of Agriculture. Dr. Moser provided an overview of the proposed program, emphasizing that it addresses a national shortage in the field. He noted that the program would be unique within Kansas and the surrounding region, with only three other land-grant universities nationwide offering similar programs. Provost Mendez acknowledged that while KBOR policy generally discourages four-year institutions from offering associate degrees, KSU was specifically approached by industry leaders to develop and deliver this program in response to workforce needs.

Regent Johnston expressed interest in seeing collaboration with the state's community colleges. She inquired whether stackable credentials could be developed using credits from community colleges in related fields. Dr. Moser responded that equivalent courses had not yet been evaluated but affirmed KSU's openness to discussions on transfer pathways. Regents Parasker and Mendoza echoed the importance of collaboration with community colleges to better serve students. Regent Mendoza proposed tabling the proposal until the fall to allow time for such collaboration and the development of an action plan. Regent Johnston moved to table the proposal until September, with a plan to collaborate with the community college sector and to include an update on progress to be provided at the June 11 meeting. She recommended direct outreach to institutions such as Cowley County Community College, noting that their historic knowledge could be invaluable. She also suggested exploring a stackable "one-plus-one" model, which could benefit both students and industry while aligning with KBOR's goals. Regent Parasker seconded the motion, clarifying that the intent was not to delay progress with industry partners but to ensure a thoughtful and collaborative approach that could serve as a model that can be referenced for future proposals. The motion carried.

Vice President for Academic Affairs Rusty Monhollon acknowledged that while such proposals from universities are rare, they are addressed, though discouraged, under current KBOR policy. He suggested this might be an opportunity to review and potentially revise that section of the policy to provide clearer guidance and avoid delays of future requests. Regent Mendoza agreed and requested that the academic affairs staff begin reviewing the relevant policy language. Regent Johnston concurred, noting that such revisions would help streamline the process and provide clarity for similar proposals in the future.

### REQUEST FOR APPROVAL BS IN NUCLEAR ENGINEERING AND REQUEST TO EXCEED 120 HOURS - KSU

Provost Jesse Mendez introduced Dr. Amir Bahadori, the director of the Nuclear Engineering Program, who provided an overview of the proposal. This program would be the only nuclear program in the state of Kansas. KSU already has qualified faculty and is equipped to offer such a program. Regent Parasker expressed concern that the GPA admissions criteria seemed low for this type of program. Dr. Bahadori shared that the admissions criteria for this program are identical to those for the other programs at the College of Engineering. He also shared that there is an alternative transfer degree path for students who start this program and decide it is not the right fit for them, with minimal loss of invested time. Regent Johnston moved to approve the BS in Nuclear Engineering and request to exceed the 120 hours at KSU. Regent Parasker seconded, and the motion carried unanimously.

### BOARD DISCUSSION AGENDA ITEMS

#### KU, KUMC, & KSU ANNUAL PROGRAM REVIEW

Vice President for Academic Affairs Rusty Monhollon stated that he had no additional information to share but emphasized the importance of allowing ample time for discussion of the program reviews. He provided a brief recap of the recommendations presented at the previous meeting. Institutions were instructed to consolidate all bachelor's degree options under a single major for the purposes of this review. Dr. Monhollon reminded the committee that this year's review process was new for both KBOR staff and the institutions. He commended the institutions for effectively addressing all questions posed by KBOR. He highlighted that, in addition to participating in the KBOR review process, institutions are also required to maintain a clear and consistent internal review process. He expressed confidence that each institution had established thorough internal reviews and effectively communicated those processes in their presentations. Dr. Monhollon noted that the primary focus of the Board's forthcoming recommendations would be on programs identified by the institutions for one of the following actions: phase-out, merger, or placement on an action plan. He invited the committee to offer any additional comments or recommendations to be included in the information presented to the Board.

Regent Johnston wanted to ensure that the request made at the last meeting to have KU review administrative efficiencies, particularly for the low-enrolled programs, would be included in the recommendation to the Board. Provost Bichelmeyer clarified that her understanding of this request was to look for opportunities for potential mergers or reorganizations that would create academic or administrative efficiencies, or research synergies, not to solely focus on the low-enrolled program if they could be included in other programming as well, with a report, presented in December, on what actions would be taken. Regent Johnston made a motion to refer the Annual Program Review recommendations for KU, KUMC, and KSU to the full Board at the next meeting, including the review of administrative efficiencies in December 2025. Regent Parasker seconded, and the motion carried unanimously.

#### CHANGES TO QUALIFIED ADMISSIONS - KSU

Jesse Mendez introduced Vice Provost for Enrollment Management Karen Goos, who shared an overview of the proposed changes to qualified admissions. The guaranteed options for freshmen would include a minimum 3.0 high school GPA, regardless of test score, or with no test score, or a minimum of 21 on the ACT and a minimum 2.5 high school GPA. This requested change is expected to help maintain competitiveness, grow enrollment, and sustain retention and completion rates. Regent Parasker moved to approve the changes to qualified admissions at KSU. Regent Johnston seconded, and the motion carried unanimously.

### OTHER MATTERS

#### FIRST 15

Vice President for Academic Affairs Rusty Monhollon shared that the First 15 workgroup has met to begin creating a low-cost model, as mentioned at the April 16 meeting. Additionally, data on the cost of dual or concurrent enrollment courses by institution is being compiled, with a submission deadline of May 30. The workgroup will review this data and use it as a tool to assist with building the low-cost model for the First 15 initiative.

#### ACADEMIC AFFAIRS UPDATES

Vice President for Academic Affairs Rusty Monhollon shared that KBOR received a request for proposals to participate in the Rural Talent Development and Attraction Laboratory. This is a joint effort of SHEEO, KBOR, and the Alliance for Research on Regional Colleges. Five states are being selected to participate in this four-year project. The primary goal is to develop at least four sub-baccalaureate pathways in rural communities that will help build rural talent and attract economic growth. Kansas was selected as one of the participating states in this initiative. KBOR will partner with leaders from the community and technical colleges, as well as representatives from the Department of Labor, the Department of Commerce, and the Department of Education.

#### TENURE POLICY

Regent Mendoza stated that she would like to initiate a review of the tenure policy in preparation for future discussions surrounding a recent bill that had been presented. She requested that the academic affairs staff review KBOR policy for any areas of potential improvement.

#### ANNOUNCEMENTS

The next BAASC meeting will be held on June 11, 2025.

#### ADJOURNMENT

Regent Parasker moved that the meeting be adjourned. Regent Mendoza seconded, and the motion carried. The meeting adjourned at 10:49 a.m.



# AGENDA

**Fiscal Affairs and Audit Standing Committee**  
**June 11, 2025**  
**10:15 a.m. – 12:00 p.m.**

- I. Old Business**
  - A. Approve minutes of May 14, 2025 committee meeting
  - B. Follow up on issues raised during the May 27 conference call
- II. New Business**
  - A. Review Board Agenda Items under Fiscal Affairs
  - B. **FAA 25-09** Monitor Progress on State University Capital Renewal Initiative and Campus Restoration Act (standing item)
  - C. **FAA 25-10** Review Audit Findings (standing item)
  - D. Other Committee Business

# MINUTES

## Fiscal Affairs and Audit Standing Committee May 14, 2025

The May 14, 2025, meeting of the Fiscal Affairs & Audit Committee was called to order by Chair Benson at 10:15 a.m. The meeting was held in the Board Office located in the Curtis State Office Building, 1000 S.W. Jackson, Suite 520, Topeka. *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 April 16, 2025 committee meeting**

Regent Rolph moved to approve the minutes from the April 16, 2025 meeting. Following a second by Regent Dicus, the motion was unanimously approved.

### **Review Board Agenda Items under Fiscal Affairs**

Elaine Frisbie, Vice President for Finance and Administration at KBOR, shared that JCERT budgets discussed at the April meeting were approved by the JCERT authority and are now slotted for Board approval at the full Board meeting.

### **Presentations by Chief Financial Officers and Student Government Representatives**

#### **Pittsburg State University**

Doug Ball, Chief Financial Officer at Pittsburg State University, shared that PSU is in search of alternate funding sources to compensate for the loss of student success funding, which has dropped from \$1 million to approximately \$600,000. Key investments for the coming year include Great Gorilla scholarships, a student success center, salary increases, healthcare costs, recruiting tools, Gorilla Rising operations, and cybersecurity. Tuition and fees would increase by 2.4% for undergraduates and 0.5% for graduate students. PSU is proposing increases in fees for the College of Technology in a continued move toward a \$500 fee that reflects the value of degrees and the high cost of delivery. The College of Business is proposing a new \$300 per semester fee, to be phased in over two years, that reflects the high value to students.

Hannah Eckstein, PSU's SGA President, shared information about the proposed increases for the student center, student recreation, and student activity fees. She emphasized that students requested these fee increases to improve the experience at PSU.

#### **Emporia State University**

Angela Wolgram, Chief Financial Officer at Emporia State University, introduced Azwad Arif, ASG president, and then gave an overview of the annual process for setting tuition and fee rates. Before the school year begins, student leaders from the seven line-item organizations can request that fees for their organization be raised, kept flat, or decreased. The fiscal affairs committee then meet with the leaders to review expense reports and future budgeting projections. The committee then vote on the proposal, and if passed, it goes to the Student Senate. If successful, the treasurer communicates the change to the tuition and fees board. This year, the only line-item increase proposal was a 0.3% increase for the ESU Bulletin to cover equipment.

Next, Ms. Wolgram reviewed the tuition and fees committee proposals, which included a 3% tuition increase. The committee requests to combine the \$11 technology fee with the \$30 distance education electronic media fee. The new fee will be a combined rate of \$15, which will simplify billing for students and maintain the current level of funding to support IT infrastructure and software.

The requested 0.3% increase for the ESU Bulletin was removed from the final decision, as the committee concluded that those funds could be obtained through foundation funding.

Next, Ms. Wolgram gave an overview of course fees, which have been simplified into a per-credit-hour college fee equivalent to current funding needs. She shared that enrollment is expected to stabilize in Fall 2025 and that ESU will have a balanced budget for FY 2026 and will not be relying on reserve funds to cover a deficit.

### **Fort Hays State University**

Wesley Wintch, Chief Financial Officer at Fort Hays State University, gave an overview of the Budget Committee process at FHSU. The proposed tuition rates include increases ranging from \$6.27 to \$26.70 per credit hour, depending on student classification.

Grace McCord, legislative affairs director at FHSU, shared the proposed fees for AY 2025-26. This included increases for ten entities including Athletics, Student Health and Wellness, and the Student Union. It also included a reallocation of the Memorial Union Bond. She noted that these increases were passed in a student referendum with very little opposition from student voters.

Next, Mr. Wintch discussed the market challenges facing FHSU, including inflationary pressures, salary and wage pressures, shifts in the enrollment market, regulatory uncertainty, and geopolitical concerns. Enrollment is currently stable and is anticipated to remain so.

### **Wichita State University**

David Miller, Chief Financial Officer at Wichita State University, discussed the challenges that the University has been navigating, including decreased enrollment among international students, state and federal funding, employee compensation, and the pending House settlement impacting NCAA athletics. He shared that WSU proposes a 3.5% tuition increase with no proposed increases for mandatory or college course/program fees. To increase compensation, WSU will match the 2.4% compensation pool with tuition funds.

Kylee Hower, SGA President for Wichita State University, shared that various budget cuts have been made to programs receiving funds through student service fees. Regent Rolph asked if any areas would receive increases in funding. Ms. Hower responded that there were no increases in funding for these programs. Mr. Miller added that the budget cuts were made to account for the decrease in enrollment for international students.

### **Kansas State University**

Ethan Erickson, Vice President for Administration and Finance at Kansas State University, shared the following proposed tuition increases:

- 3.5% increase for the Manhattan and Olathe Campuses; and
- \$5 per credit hour increase for the College of Arts and Sciences;
- The Salina Campus requests an 8% undergraduate rate increase, a 5.2% rate increase for resident graduates, and a 4.5% increase for non-resident graduate students.
- He noted that no fee increases are requested.

Mr. Erickson shared that KSU is projecting a 2% increase in student enrollment for Fall 2025. KSU has kept its tuition rate increase below the HEPI-adjusted rate. Targeted investment areas include faculty and staff compensation, student success, digital accessibility, facilities/operating, and classroom renovations.

### **University of Kansas**

Jeff DeWitt, Chief Financial Officer at the University of Kansas, discussed the challenges facing KU, including inflation, funding reductions for research, infrastructure, and fiscal pressure in college athletics. KU is proposing a 3% tuition increase for undergraduates, non-resident graduates, and resident medical students, as well as a 5%

increase for resident graduate, law, and pharmacy. These increases will fund student success, research, facilities, and staff recruitment/retention. Course fees will also be added to the School of Architecture, Education, Music, and Nursing to cover the cost of instruction.

Megan Stopperan, Chair of Finance Council and Student Fee Review at the University of Kansas, shared that KU is proposing a 2% fee increase to support campus transportation, mental health, and other student engagement services. She added that this increase passed overwhelmingly in the fee committee, and with over 2/3 majority in the finance committee and student assembly.

**Other Committee Business**

Vice President Frisbie shared that she would request that the Board act on approval of the distribution of the additional \$2.5 million in funding provided for need-based aid for public universities.

**Adjournment**

Chair Benson adjourned the meeting at 12:07 p.m.

# AGENDA

**Governance Committee**  
**June 11, 2025**  
**9:00 a.m. – 10:00 a.m.**

- I. Approve: Minutes from May 14, 2025
- II. Review Wichita State University policies regarding use of campus grounds and facilities
- III. CEO FY26 Compensation Discussion – Executive Session – Personnel Matters Relating to Non-Elected Personnel

# MINUTES

## **Governance Committee May 14, 2025**

The Kansas Board of Regents Governance Committee met on Wednesday, May 14, 2025. Chair Ice called the meeting to order at 8:32 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 April 16, 2025 meeting. Regent Benson seconded the motion. The motion carried.

### EXECUTIVE SESSION

At 8:32 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 would be to protect the privacy of the individual Board employees involved. The session would last approximately 45 minutes, and would include the Committee, General Counsel John Yearly, and Director of Finance and Administration Becky Pottebaum. The open session of the Committee would resume at 9:18 a.m. Regent Mendoza seconded the motion and the motion carried.

At 9:18 a.m., the Committee returned to open session and Regent Rolph moved to extend the executive session for 15 minutes to 9:33 a.m. Regent Mendoza seconded the motion and the motion carried.

At 9:33 a.m., the Committee returned to open session and Regent Rolph moved to extend the executive session for 27 minutes to 10:00 a.m. Regent Benson seconded the motion and the motion carried.

At 10:00 a.m., the Committee returned to open session and adjourned.

# AGENDA

**System Council of Presidents  
June 11, 2025  
10:30 a.m.**

- I. Approve minutes of the May 14, 2025 meeting
- II. Report from System Council of Chief Academic Officers: Mickey McCloud, Executive Vice President/Provost Johnson County Community College
- III. Discussion on System Effort to Reduce Financial Aid Fraud: Blake Flanders, President and CEO
- IV. FY 2027 Budget: Blake Flanders, President and CEO
- V. Other matters



# MINUTES

## System Council of Presidents May 14, 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.

MEMBERS	Seth Carter, Colby College, Chair	Tisa Mason, Fort Hays State University
PRESENT:	James Genandt, Manhattan Tech	Rick Muma, Wichita State University
	Dan Shipp, Pittsburg State University	Richard Linton, Kansas State University
	Doug Girod, University of Kansas	Ken Hush, Emporia State University

### APPROVAL OF MINUTES

Chancellor Girod moved that the minutes of the April 16, 2025, meeting be approved. Following the second of President Linton, the motion carried.

### REPORT FROM SYSTEM COUNCIL OF CHIEF ACADEMIC OFFICERS PROVIDED BY DR. MICKEY MCCLOUD

- Council had an update from Dr. Rusty Monhollan on the initiative for the First 15.
  - He elaborated some of the adjustments in the First 15 initiative, as we're looking, not at no cost, but at lower cost at this point, and considering some pilot work in that regard.
  - He has sent out to everyone who has been a part of that working group some documentation to look at, gathering some data and information about what we already do what we charge where things lay so that we can start to set in place some parameters.
  - He indicated that he had gotten a lot of feedback and would spend the next couple of weeks rounding that into shape to send back out to the group, and then would convene the working group again hopefully in the next 3 weeks, so that we can continue those conversations.
- The group had a robust discussion with Jenn Bonds-Raacke from KBOR Staff on what our next cycle of performance agreements would look like.
  - We discussed the change that KBOR made from metrics-based performance agreements into project-based performance agreements. We also discussed whether we really wanted to think about doing a hybrid model that included some of that metric work alongside some of the project work, and considered adding some space for thoughts on innovation as part of that process.
  - We discussed the opportunity for us to tie those thoughts not just to the larger projects, but also to metrics similar to previous agreements. You will recall that we also had space where the individual institutions had input into their performance metrics because of things that were set by you all as the goals of the individual institutions. We had those strategic planning pieces represented as part of that process as well. The discussion is ongoing.
- Questions re: performance agreements:
  - Dr. Flanders asked about review of what has happened in the past, especially when leadership changes and how that gets managed. We need to all agree to do that same thing with built in metrics because the old system does not work.
  - There is not always alignment with goals by institution vs. standardization from the expectations of the Board. And so where is the middle ground between those things where we're looking to stretch for some of the things that the regions are hoping to see happen, but also making sure that we are maintaining a focus that meets where our presidents and chancellors have aligned the institution, and where the desires of the institution are in terms of moving towards a specific group of students or specific types of degrees or specific approaches that we take to research? All those things need to be a part of it, and at the end I will give a couple of my colleagues their kudos. We are talking about the idea that an innovation space

does not have a punitive damage to it, because not all innovations are things that work well. Sometimes we will try something and fail, but we can fail forward instead of being afraid of that innovation but also making sure that we put in place guardrails to keep us moving forward because we all work in academia, and we know that sometimes we can become very stagnant, and things can slow down to the pace of a crawl. We don't want to be moving forward so quickly that we trip over our governance and leave behind the individuals who work for us. But we also don't want to be so slow that we don't meet the needs of students. And we're several years in arrears of what students need us to be. And so there's got to be a place where we can bring all of that together.

- The biggest challenge of our performance agreements for the better part of a decade is that they are still worth none of the money. It couldn't be a bigger disincentive than that. Then institutions didn't pay as much attention to them. And it's a crushing amount of work to track all of it. Additionally, some institutions selected metrics based on percentage growth.

### **FIRST 15 UPDATE FROM VP FOR ACADEMIC AFFAIRS, RUSTY MONHOLLON**

- Since April meeting we have shifted our approach. Moving away from a no cost to the student model, to develop one that is low cost to the student. That is something less than what institutions nominally charge for a concurrent enrollment course. There could be a way forward with this model, but we've got some additional work.
- One thing mentioned last month was that the Board intends to collect data on the tuition and fees charged by each institution for their concurrent enrollment courses. Earlier this week a draft template was sent to the work group asking for feedback for constructive suggestions to continue that work.

### **SYSTEM BUDGET UPDATE FROM PRESIDENT FLANDERS**

- The Legislature has had a more active role so budget proposals will need to come early, especially special requests. KBOR would now like to have those in June and stay conservative. CFOs should send to Elaine Frisbie, Vice President for Finance & Administration.
- State General Fund Profile not just projected but actuals - So you know, use revenues above or below expenditures for FY 2025, \$930 million. FY 2026, \$555 million. The projections are that the entire ending balance essentially goes away by FY 2028.
- Guidance on amounts is to stay under a \$200M ask, but there is hesitation to provide a set number. We must be strategic on what we propose. We have salary increases built in for the community and technical colleges in their funding formulas. The Universities do not have this and we must ask for salary money independently. We were shorted 5% over the past 2 years. We may want ask again for compensation to make progress with the market study.
- Blue Ribbon Task Force will look for efficiencies not enhancements.

### **OTHER MATTERS**

- There was legislation this year that impacts the community colleges, that state if you had over 6 months balance you could not get funding, for a few of the funding sources. KBOR has a tentative timeline of when we could certify and push money out. Dr. Flanders is working with Heather Morgan on the form and timeline. For some the timeline can be aggressive but for others we want to be strategic. Certification form will be available soon.
- DEI Proviso – guidance is coming. General Counsels are working together and should be close. Discussion as to whether it applies to us or others.

### **ADJOURNMENT**

The meeting was adjourned at 10:57 am by President Carter – first from President Mason with a second to the motion from Chancellor Girod.

# AGENDA

**Council of Presidents  
Wednesday, June 11, 2025  
10:30 a.m. or adjournment of SCOPS**

- I. Approve minutes of the May 14, 2025 meeting
- II. Report from Council of Chief Academic Officers: Dr. Susan Bon, J.D., Ph.D.
  - a. Act on Request to Approve MS in Computational Biology – KU (if approved by COCAO)
  - b. Act on Request to Approve BS in Statistics – KU (if approved by COCAO)
- III. Report from Council of Student Affairs Officers: Dr. Karl Stumo, Ed.D.
- IV. Report from Council of Government Relations Officers: Dr. Shawn Naccarato, M.P.A, J.D., PhD.
- V. Report from Kansas Board of Regents (KBOR) Council for Research and Economic Development (CRED): Dr. Shawn Naccarato, M.P.A, J.D., PhD.
- VI. Report from Council of Chief Business Officers: Doug Ball
- VII. Retirement Plan Committee: Becky Pottebaum
  - a. Act on Nomination of President Muma for another 3-year term (7/1/2025-6/30/2028)
- VIII. Other matters

# MINUTES

## Council of Presidents May 14, 2025

At 11:00 a.m., President Dan Shipp called the System Council of Presidents meeting to order at the Curtis State Office Building (CSOB), 1000 SW Jackson, Suite 530, Topeka, KS 66612.

MEMBERS	Dan Shipp, Pittsburg State University, Chair	Rick Muma, Wichita State University
PRESENT:	Doug Girod, University of Kansas	Richard Linton, Kansas State University
	Tisa Mason, Fort Hays State University	Ken Hush, Emporia State University

### APPROVAL OF MINUTES

President Linton moved that the minutes of the April 16, 2025, meeting be approved. Following the second of President Mason, the motion carried.

### REPORT FROM COUNCIL OF CHIEF ACADEMIC OFFICERS (COCAO)

Dr. Susan Bon, Pittsburg State University Provost and Executive Vice President gave the COCAO report.

- Update from Faculty Senate on their Tuition Proposal and will share more in other matters.
- There were two proposals for a first reading:
  - University of Kansas, MS in Computational Biology
  - University of Kansas, BS in Statistics
- There were two second readings of proposals:
  - Kansas State University AAS in Feed and Food – **approved**, after additional questions from Dr. Flanders with updates/clarification from President Linton and academic leadership, Dan Mosier.
  - Kansas State University BS in Nuclear Engineering - **approved**
- Other Matters:
  - KSU presented their request to change to Qualified Admissions. There was no vote, it was purely an informational matter, because it will, as Dr. Monhollon explained, go to BAASC for further conversation. It is consistent with what KU did last month. KSU requested to change their admission requirements from 3.25 or 21 on ACT, adopted in 2018. Now, they're requesting to have a flat 3.0 GPA required or the alternative pathway, a 2.5 and 21 on the ACT. Dr. Shipp raised concerns about a drop in standards may negatively impact the regional institutions and asked that be further considered before adopting the new qualified admissions standards. Perhaps develop a friendly handoff when students are not successful at KU/KSU/WSU but might thrive elsewhere, keeping students in Kansas.
  - Name change – voted unanimously by COCAO Fort Hays to rename their BA in performing arts to a BA in music, and this has to do with some accreditation issues and a change they made 6 years ago, which they now need to reverse.

### REPORT FROM COUNCIL OF STUDENT AFFAIRS OFFICERS (COSAO)

Dr. Karl Stumo, Pittsburg State University Vice President for Student Affairs and Enrollment Management, provided a report to the Council of Presidents from their meeting on March 12:

- End of the year review: FINALS week - Graduation events and activities, as such we thank our student leadership for balancing their finals and contributing to today meeting.
- Discussed a joint meeting with SGA - Student Leadership in September – New SGA leadership teams – Also discussed meeting for Deans of Students and Associate Vice Presidents. (October Meeting)
- Review of tuition and fee discussions and process
- Matters related to age requirements in residential life facilities and student clubs and organizations.
- Department of Education – Financial Aid Issues

- Supporting international students and their visa statuses in their summer travel planning. Also, the recruitment of international students is a challenge.

### **REPORT FROM COUNCIL OF GOVERNMENT RELATIONS OFFICERS (COGRO)**

Dr. Shawn Naccarato, Pittsburg State University Vice President of Research and Economic Development provided the report from the Council of Government Relations Officers & the Council on Research and Economic Development.

- Council for Government Relations officers entered hibernation for the month but the GR group might need to come out with some recommendations by next month.
- Research and Economic development:
  - Joe Bain, from Fort Hays State University, has been leading our subcommittee on economic and community engagement alongside Tricia Bergman from KU.
  - Research side, Dr. Shelley Hooks, and Dr. Gupta from Pittsburg State are leading this group so there's a way for us to connect regional and the more research-intensive institutions.
- There will be recommendations to share out from each of the subcommittees at the next Board meeting as to what has been identified to be the key performance metrics and recommendations to the Board since the current strategic plan started when Pillar 3 was adopted. One of the conversations had is this notion of Pillar 3 wraps the other pillars with relevance and community impact. There has been a realization of the differences in the way we all define economic development and sometimes in the way we define community engagement. Trying to get some commonalities across the system on those things to coordinate. There is a desire among some within the group to have a request to the Legislature and funding.

### **REPORT FROM COUNCIL OF CHIEF BUSINESS OFFICERS (COBO)**

Doug Ball, Pittsburg State University Vice President for Administration & Finance, provided the following report to the Council of Presidents.

- Property Insurance Renewal
  - Rate increase of 2.5% expected with some deductible increases for wind and water
- Facility Policies
  - COBO working with Board Staff on updates that provide more flexibility on project amendments and smaller projects.
- Tuition and Fees Proposals prepared for Board

### **OTHER MATTERS**

Professor Norm Philipp, Faculty Senate President, Pittsburg State: Unified Tuition assistance Program:

- Expand faculty and staff only, the direct employee, tuition assistance benefits, whether that be a reduction or waiver, to have the same access on different campuses in the State. The employees could have access to all the programs under the KBOR umbrella. (No approvals yet from COCAO & COBO)
- They have run a statewide survey about awareness, usage, and interest in expansion of this benefit. Common practice in states with one state systems.
- Start with on-line only programs first and then evaluate expanding to hybrid and in-person programs statewide.

### **ADJOURNMENT**

President Shipp called for the meeting of the Council of Presidents to be adjourned at 11:39am.

# AGENDA

**System Council of Chief Academic Officers**  
**Wednesday, June 11, 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.

- I. Call to Order** Mickey McCloud
  - A. Roll Call and Introductions
  - B. Approve Minutes from May 14, 2025
- II. Systemwide Updates**
  - No Items
- III. Other Matters**
  - A. Academic Affairs Updates Academic Affairs Staff
- IV. Announcements**
  - A. Implementation Teams – Member Submission Request Due by June 2
  - B. Performance Agreements Listening Session – Follow-up Survey Due by June 23
  - C. KBOR Institutional OER Survey Due by June 27
  - D. Performance Reports Due by July 1 (schristy@ksbor.org)
  - E. Next SCOCAO Meeting – September 2025
- V. Adjournment**

# MINUTES

## System Council of Chief Academic Officers May 14, 2025

The May 14, 2025, meeting of the System Council of Chief Academic Officers was called to order by Co-Chair Mickey McCloud at 8:34 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 March 12, 2025, meeting be approved. Barbara Bichelmeyer seconded, and the motion carried unanimously.

### SYSTEMWIDE UPDATES

#### FIRST 15

Vice President for Academic Affairs Rusty Monhollon shared a reminder that the work group was moving away from a no-cost model to a low-cost model. The work group met on May 2 to discuss this change. KBOR is working to collect data on current costs for concurrent enrollments. The work group will meet again in a few weeks.

### OTHER MATTERS

#### NEXT CYCLE PERFORMANCE AGREEMENT DISCUSSION

Director for Academic Affairs Jenn Bonds-Raacke led a discussion focused on shaping the next cycle of Performance Agreements. The goal was to gather insights from Chief Academic Officers (CAOs) on what aspects of previous models were effective, what challenges they encountered, and how future agreements could better align with both statewide goals and institutional priorities. Director Bonds-Raacke began by outlining the statutory requirements tied to performance agreements and initiated the conversation by prompting reflections on past models.

Prior to Academic Year 2024, the Kansas Board of Regents (KBOR) used a metric-based approach, where institutions reported on indicators such as graduation and retention rates. Brandon Galm noted that a major challenge was the delay in data, which made it challenging to address issues in real time. Jill Arensdorf appreciated the flexibility to select some institution-specific metrics alongside those mandated by KBOR, and valued the opportunity to provide both qualitative and quantitative feedback. Barbara Bichelmeyer highlighted the clarity metrics provided in defining success, especially when institutions had input in their selection. However, Luke Dowell pointed out that the binary nature of evaluating benchmarks—either met or not met—could misrepresent institutional progress, particularly when year-to-year fluctuations occurred. Mickey McCloud emphasized the benefit of aligning metrics with institutional strategic plans but noted a lack of guidance on setting stretch goals. He indicated some campuses set stretch goals (sometimes resulting in incremental losses), while others remained focused on goals they were trying to maintain based on their institutional strategic plans.

Starting in AY24, KBOR transitioned to a project-based model. Barbara Bichelmeyer appreciated this shift, noting that projects played a critical role in advancing Board metrics and fostering institutional alignment. However, she and Dr. Arensdorf expressed concern over the tight timelines and the level of detail required, which created strain



within institutions and limited faculty input. Jill Arensdorf suggested that a middle ground between metrics and projects might offer a more balanced approach to accountability.

Several CAOs offered suggestions for considering a potential hybrid model that combines elements of both approaches. Mickey McCloud recommended forecasting projects in advance to allow institutions time to align goals and initiatives. Susan Bon emphasized the need for more precise boundaries and more manageable timelines. Barbara Bichelmeyer supported a balanced model that accounts for institutional size, program diversity, and faculty engagement. Brandon Galm added that while professional development sessions and Executive Implementation Team meetings helped unify direction, the implementation often felt improvised rather than well-planned.

The conversation also explored how performance agreements could foster both institutional improvement and innovation while maintaining accountability. Mickey McCloud proposed incorporating “innovation lab” elements that allow institutions to report on emerging initiatives and future-focused strategies. Barbara Bichelmeyer agreed, advocating for flexibility and the ability to adjust goals over time without penalizing failure. Jill Arensdorf echoed this sentiment, calling for more adaptability in the process. Susan Bon noted that recent innovations, such as those in associate degree programs, were not always captured by existing metrics. Luke Dowell stressed the importance of aligning funding decisions with innovation-focused metrics.

Vice President Monhollon and Co-chair McCloud agreed to continue the discussion at the June meeting, with plans to extend it into the fall. The aim is to implement changes within the next year. Director Bonds-Raacke will distribute questions to the group before the next meeting to support the ongoing dialogue.

#### **ANNOUNCEMENTS**

Co-chair Mickey McCloud shared that the 2025 KCOG Preliminary course submissions were due on May 12, and the next SCOCOA meeting is scheduled for June 11, 2025.

#### **ADJOURNMENT**

Luke Dowell moved that the meeting be adjourned. Susan Bon seconded, and the motion carried. The meeting adjourned at 9:08 a.m.

# AGENDA

**Council of Chief Academic Officers**  
**Wednesday, June 11, 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** Susan Bon, Chair
  - A. Roll Call & Introductions
  - B. Approve Minutes from May 14, 2025
- II. Council of Faculty Senate Presidents Update** Rochelle Rowley, ESU
- III. First Reading**  
No Items
- IV. Second Reading**
  - A. MS in Computational Biology Barbara Bichelmeyer, KU
  - B. BS in Statistics Barbara Bichelmeyer, KU
- V. Other Matters**
  - A. Academic Affairs Updates Academic Affairs Staff
  - C. 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 – September 2025
- VII. Adjournment**

# MINUTES

## Council of Chief Academic Officers May 14, 2025

The May 14, 2025, meeting of Council of Chief Academic Officers was called to order by chair Susan Bon at 9:10 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

Jill Arensdorf moved that the minutes of the April 16, 2025, meeting be approved. Monica Lounsbery seconded, and the motion carried unanimously.

### COUNCIL OF FACULTY SENATE PRESIDENTS UPDATE

Council of Faculty Senate Presidents Chair Norman Philipp provided an update on the Tuition Assistance Program proposal. Data on projected funding is still being compiled to provide clarity as requested by COBO and COCAO. The specific numbers being reviewed are the projected number of seats and the projected dollar value per campus. An update will be presented in June and potentially at the start of the new academic year. Currently, six out of seven institutions will submit nominees for the Faculty and Staff of the Year Award. One institution is still finalizing its criteria and should submit nominees for AY26.

### FIRST READING

#### 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. She introduced Professor Joanna Slusky, who provided an overview of the program. She shared that this program would offer students a broader range of options in this growing field.

#### BS IN STATISTICS – KU

Barbara Bichelmeyer introduced Department Chair of Mathematics Mat Johnson, who shared an overview of the proposal for the BS in Statistics. This program is expected to give students an explicitly marketable interdisciplinary degree that will enable them to advertise their specialized skillset to potential employers more than a general mathematics degree.

### SECOND READING

#### AAS IN FEED AND FOOD MANUFACTURING - KSU

Jesse Mendez introduced Dr. Dan Moser, Associate Dean for Academic Programs for the College of Agriculture. Dr. Moser provided an overview of the proposal, stating that this program will address a national shortage in this field. The program would be unique to Kansas and the surrounding area, as only three other land-grant universities offer similar programs nationally. Barbara Bichelmeyer moved to approve the AAS in Feed and Food Manufacturing at KSU. Brent Thomas seconded, and the motion carried unanimously.

**BS IN NUCLEAR ENGINEERING - KSU**

Jesse Mendez introduced Dr. Amir Bahadori, the director of the Nuclear Engineering Program, who provided an overview of the proposal. This program would be the only nuclear program in the state of Kansas. KSU already has qualified faculty and is equipped to offer such a program. Jill Arensdorf moved to approve the BS in Nuclear Engineering at KSU. Barbara Bichelmeyer seconded, and the motion carried unanimously.

**OTHER MATTERS****CHANGES TO QUALIFIED ADMISSIONS – KSU**

Jesse Mendez introduced Vice Provost for Enrollment Management Karen Goos, who shared an overview of the proposed changes to qualified admissions. The guaranteed options for freshmen would include a minimum 3.0 high school GPA, regardless of test score, or with no test score, or a minimum of 21 on the ACT and a minimum 2.5 high school GPA.

**REQUEST TO CHANGE NAME OF BA IN PERFORMING ARTS TO BA IN MUSIC - FHSU**

Jill Arensdorf shared an overview of the request to change the BA in Performing Arts name to a BA in Music. The theatre concentration was formally discontinued in Fall 2024. The change would also align with the National Association of Schools of Music (NASM). Barbara Bichelmeyer moved to approve the name change request. Jesse Mendez seconded, and the motion carried unanimously.

**DISCUSS OPPORTUNITIES THAT UNIVERSITIES ARE CONSIDERING OR PLANNING TO PURSUE IN THE FUTURE**

Barbara Bichelmeyer shared that KU has several degree proposals being considered that may be presented to the council in the fall, including a BS in Human Biology, a BA/BGS in Intelligence and National Security Studies, a BS in Biomedical and Pharmaceutical Sciences, a BS in Sports Psychology and Wellness, an MS in Sustainable Buildings, an MA in Historic Preservation, and an MSE in Transformative Education.

**ANNOUNCEMENTS**

Chair Susan Bon provided a reminder that the next COCAO meeting will be held on June 11.

**ADJOURNMENT**

Jill Arensdorf moved that the meeting be adjourned. Jesse Mendez seconded, and the motion carried. The meeting adjourned at 9:34 a.m.



## Board Meeting Dates

### Fiscal Year 2025

#### Board of Regents Meeting Dates

July 1, 2024 (Special Meeting)  
 July 29-31, 2024 (Board Retreat)  
 September 18-19, 2024  
 October 16-17, 2024 Campus Visit Only (WSU)  
 November 20, 2024  
 Nov. 21-22, 2024 Campus Visit (KSU)  
 December 18-19, 2024  
 January 15-16, 2025  
 February 12-13, 2025  
 March 5, 2025 (Special Meeting)  
 March 12-13, 2025  
 April 16, 2025  
 April 17, 2025 Campus Visit (PSU)  
 May 8, 2025 (Special Meeting)  
 May 14-15, 2025  
 May 27, 2025 (Special Meeting)  
 June 11-12, 2025

#### Agenda Materials Due to Board Office

August 28, 2024 at **NOON**  
  
 October 30, 2024 at **NOON**  
 November 25, 2024 at **NOON**  
 December 24, 2024 at **NOON**  
 January 22, 2025 at **NOON**  
  
 February 19, 2025 at **NOON**  
  
 March 26, 2025 at **NOON**  
  
 April 23, 2025 at **NOON**  
  
 May 21, 2025 at **NOON**

### Fiscal Year 2026

September 17-18, 2025  
 November 19, 2025  
 December 17-18, 2025  
 January 14-15, 2026  
 February 11-12, 2026

March 11-12 2026  
 April 15, 2026  
 May 20-21, 2026  
 June 17-18, 2026



## Committees 2024-2025

**Carl Ice, Chair**  
**Jon Rolph, Vice Chair**

### Standing Committees

#### Academic Affairs

Diana Mendoza – Chair  
Alysia Johnston  
Neelima Parasker  
Kathy Wolfe Moore

#### Fiscal Affairs and Audit

Blake Benson – Chair  
John Dicus  
Jon Rolph  
Wint Winter

#### Governance

Carl Ice – Chair  
Blake Benson  
Diana Mendoza  
Jon Rolph

#### Regents Retirement Plan

Carl Ice – Chair

### Board Representatives and Liaisons

Education Commission of the States	Diana Mendoza
Postsecondary Technical Education Authority	Mark Hess Keith Humphrey David Reist Cindy Hoover
Midwest Higher Education Compact (MHEC)	Wint Winter Blake Flanders
Washburn University Board of Regents	John Dicus
Transfer and Articulation Advisory Council	Alysia Johnston
Governor's Education Council	Diana Mendoza
Literacy Advisory Committee	Diana Mendoza