

JUNE 27, 2025

**Kansas Board of Regents
Special Meeting**

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, Businesses, and the Economy

1. Helping Kansas families
2. Supporting Kansas businesses
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 AGENDA

The Kansas Board of Regents will hold a virtual meeting at 12:00 p.m. via Zoom. The link for the Board meeting can be found on our website at https://www.kansasregents.gov/board_meeting_live_stream

Friday, June 27, 2025

I. Call to Order

II. Consideration of Discussion Agenda

A. Other Matters

1. Act on FY 2026 CEO Compensation

Becky Pottebaum, Director
Finance and Administration

III. Adjournment

DISCUSSION AGENDA

I. Call To Order

Regent Ice, Chair

II. Executive Session

III. Consideration of Discussion Agenda

A. Other Matters

1. Act on FY 2026 CEO Compensation

**Becky Pottebaum, Director
Finance and Administration**

Summary

The Kansas Board of Regents is responsible for setting compensation for the seven CEOs employed by the Board, as authorized by K.S.A. 74-3202c and outlined in the Board Policy Manual, Chapter I, Section B.1. Board Office Staff and Office Operations and Chapter II, Section C.2 – Chief Executive Officer Compensation. The Board sets the initial salary and any additional compensation when a CEO is hired and conducts an annual review to update the CEO's salary based on performance and market conditions with adjustments typically made in June for the subsequent fiscal year. In 2025, the Board engaged an external consultant to review the existing compensation policy, evaluate peer institutions, analyze market data, and assist in developing a new compensation philosophy for the Board. The Board adopted this updated philosophy and policy in June 2025.

Background

The Kansas Board of Regents has statutory authority over the employment and compensation of the six state university CEOs and the CEO of the Board Office (K.S.A. 74-3202c) In accordance with Board Policy Manual, the Board sets the initial salary and any additional compensation at the time of hire and annually reviews and adjusts salary to ensure it remains competitive and aligned with institutional performance and market benchmarks.

In 2025, the Board undertook a review of its approach to CEO compensation. An external consulting firm was engaged to:

- review the Board's existing compensation policy and practices;
- evaluate and validate peer institution groupings for benchmarking;
- analyze national and regional market data for CEO compensation; and
- provide recommendations for a new compensation philosophy aligned with the Board's strategic goals.

This work culminated in the adoption of a formal CEO Compensation Philosophy and Policy in June 2025, codified in the Board Policy Manual, Chapter II, Section C.2. The policy provides a structured framework for evaluating compensation decisions, emphasizing the importance of attracting and retaining high-performing leaders while ensuring fairness, transparency, and alignment with market conditions.

Compensation Funding Structure

In accordance with Board Policy Manual, Chapter II, Section C.2, the Board may authorize the use of both public and private funds in compensating state university chief executive officers. Specifically, the policy allows for up to 49% of a CEO's total annual monetary compensation to be funded through private sources, such as university foundations. This ensures that the majority of compensation remains publicly funded, maintaining accountability to the Board while providing flexibility to attract and retain top leadership talent.

CEO Compensation Rates for FY 2026

The Board's CEO compensation recommendations for FY 2026 reflect the findings of the external consultant and the principles outlined in the newly adopted policy. These recommendations aim to ensure that current CEOs are compensated fairly and competitively, consistent with their performance and the market data.

The Board recognizes that leadership matters. When the right leaders are in place and supported effectively, the state's higher education system can reach its full potential—transforming lives, strengthening communities, and contributing to the prosperity of Kansas.

IV. Adjourn



FISCAL YEAR 2025 MEETING DATES

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
 June 20, 2025 (Special Meeting)
 June 27, 2025 (Special Meeting)

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**

 October 30, 2024 at **NOON**

 April 23, 2025 at **NOON**

 May 21, 2025 at **NOON**

Fiscal Year 2026 Board Meeting Dates

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