

MAY 15-16, 2019

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

2018-2019
Dennis Mullin, Chair
Shane Bangerter, Vice Chair

KANSAS BOARD OF REGENT MEMBERS:

Shane Bangerter

Ann Brandau-Murguia

Bill Feuerborn

Mark Hutton

Dennis Mullin

Dave Murfin

Allen Schmidt

Daniel Thomas

Helen Van Etten

FORESIGHT 2020

A Strategic Agenda for the State's Public Higher Education System

1. Increase higher education attainment among Kansas citizens
2. Improve alignment of the state's higher education system with the needs of the economy
3. Ensure state university excellence

FORESIGHT 2020

A 10-Year Strategic Agenda for the State's Public Higher Education System



Foresight 2020 is a 10-year strategic agenda for the state's public higher education system. Originally adopted by the Kansas Board of Regents in 2010, updated in 2012, and modified in 2015, the plan sets long-range achievement goals that are measurable, reportable, and ensure the state's higher education system meets Kansans' expectations.

Find each year's progress report at: kansasregents.org/foresight2020.

INCREASE HIGHER EDUCATION ATTAINMENT

Aspirations

- ★ Increase to 60 percent the number of Kansas adults who have earned a certificate, associate or bachelor's degree by 2020.
- ★ Achieve a ten percentage point increase in retention and graduation rates by 2020.

Measures

- ★ Number of certificates and degrees awarded by universities, community and technical colleges
- ★ Attainment Model progress
- ★ Graduation rates: 4/5/6-year rates for universities and 2/3/4-year rates for community and technical colleges
- ★ First to second year retention rates at universities, community and technical colleges
- ★ Student Success Index rates
- ★ Comparison of state demographics with higher education participation levels, including race/ethnicity, Pell Grant eligibility, and age
- ★ Comparison of postsecondary attainment in Kansas to the nation, by age groups
- ★ Adult Education: participation, percent served among working-age adults in Kansas without a high school diploma or its equivalent, and percent transitioning to postsecondary within 3 years of enrollment
- ★ Number of adults with college credit but no certificate or degree who are returning to complete a certificate, associate/bachelor degree
- ★ Seamless Transition: total number of courses approved for guaranteed transfer and number of Reverse Transfer degrees awarded systemwide

IMPROVE ECONOMIC ALIGNMENT

Aspirations

- ★ Respond to business and industry expectations for graduates and ensure all technical programs meet expectations of quality.
- ★ Reduce workforce shortages in select high-demand fields by increasing the number of certificates and degrees awarded, including in science, technology, engineering, and mathematics (STEM) fields.

Measures

- ★ Percent of graduates employed and average wages in Kansas, by award level
- ★ Number of certificates and degrees awarded in selected high-demand fields, and progress made on special state initiatives
- ★ Summary findings from latest K-TIP Report, providing systemwide analysis of all approved postsecondary CTE programs, by program
- ★ Percent of certificates/degrees awarded in STEM fields

ENSURE STATE UNIVERSITY EXCELLENCE

Aspiration

- ★ Improve regional and national reputations of state universities.

Measures

- ★ Comparison to peers for each of the six state universities on established metrics
- ★ Private giving to universities
- ★ Total research dollars awarded, highlighting federal research dollars (as percent of total) and specific industry support secured
- ★ University Excellence Profile: select rankings, Composite Financial Index, and assessment of economic impact

BOARD GOALS 2018-2019

Approved by the Kansas Board of Regents



BOARD GOALS

1. The Board will develop an outline for a new strategic plan for the higher education system in Kansas.
2. The Board will pursue ways to increase access to higher education including the expansion of need-based aid, the promotion of mechanisms to provide the early awarding of scholarships, and the seeding of college saving accounts.
3. The Board will develop and implement a unified communication and advocacy plan for all sectors of the higher education system.
4. The Board will designate the Council of Business Officers to collaborate on a new university sector-level approach to gain greater efficiencies.
5. The Board will study university and college service areas to determine if the delivery model for off-campus instruction continues to meet the educational needs of Kansans.
6. The Board will pursue continued coordination of its efforts to increase postsecondary success with the State Board of Education.

BOARD THEME

The Board will encourage colleges and universities to continue to develop mutually beneficial partnerships with each other and with high schools and businesses to improve educational and career pathways and expand experiential learning opportunities.

TABLE OF CONTENTS

Item		Page
Meeting Information and Schedule	.....	1
Board Agenda	.....	2
Minutes of Previous Meeting	.....	6
Wednesday Consent Agenda	.....	18
Wednesday Discussion Agenda	.....	82
Thursday Consent Agenda	.....	115
Thursday Discussion Agenda	.....	118
Other Agendas		
Board Academic Affairs Standing Committee	.....	121
Board Fiscal Affairs and Audit Standing Committee	.....	128
Governance Committee	.....	129
System Council of Presidents	.....	132
Council of Presidents	.....	135
System Council of Chief Academic Officers	.....	145
Council of Chief Academic Officers	.....	148
Resources		
Board Meeting Schedule	.....	152
Deadlines for Agenda Item Submission	.....	152
Board of Regents Committee Listing	.....	153

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, May 15, 2019

Time	Committee/Activity	Location
8:15 am - 9:10 am	System Council of Chief Academic Officers	Suite 530
9:10 am or Adjournment	Council of Chief Academic Officers	Suite 530
8:45 am - 9:45 am	Governance Committee	Kathy Rupp Room
10:00 am or Adjournment	Fiscal Affairs & Audit Standing Committee	Kathy Rupp Room
10:30 am - Noon	Academic Affairs Standing Committee	Board Room
10:00 am - 10:30 am	System Council of Presidents	Suite 530
10:30 am or Adjournment	Council of Presidents	Suite 530
Noon - 1:15 pm	Council of Faculty Senate Presidents	Kan-Ed Conference Room
Noon - 1:00 pm	Students' Advisory Committee	Conference Room C
Noon - 1:15 pm	Lunch <i>Board of Regents & President Flanders</i>	Conference Room B
Noon - 1:15 pm	Lunch <i>Council of Chief Academic Officers</i>	Kathy Rupp Room
1:30 pm	Board of Regents Meeting	Board Room
6:00 pm	Dinner <i>Board of Regents, President Flanders, and State University CEOs</i>	Blue Moose <i>(3030 SW Wanamaker Rd)</i>

Thursday, May 16, 2019

Time	Committee/Activity	Location
8:30 am	Board of Regents Meeting	Board Room
11:30 am	Lunch <i>Board of Regents & President Flanders</i>	Conference Room B

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, May 15, 2019

- I. Call To Order** Regent Mullin, Chair
 - A. *Approve Minutes*
 - 1. April 12, 2019 Special Meeting p. 6
 - 2. April 17, 2019 Regular Meeting p. 7

- II. Introductions and Reports**
 - A. *Introductions*
 - B. *Report from the Chair* Regent Mullin, Chair
 - C. *Report from the President & CEO* Blake Flanders, President & CEO
 - D. *Report from Council of Presidents* President Scott
 - E. *Report from Council of Faculty Senate Presidents* Clifford Morris
 - F. *Report from Students' Advisory Committee* Kyle Frank
 - G. *Report from the University CEOs*

- III. Standing Committee Reports**
 - A. *Academic Affairs* Regent Murguia
 - B. *Fiscal Affairs & Audit* Regent Feuerborn
 - C. *Governance* Regent Mullin

- IV. Approval of Consent Agenda**
 - A. *Academic Affairs*
 - 1. Act on Request to Approve a Bachelor of Science in Applied Computing – WSU Jean Redeker, VP, Academic Affairs p. 18
 - 2. Act on Request to Approve a Bachelor of Science and Bachelor of Arts in Ecology, Evolution, and Organismal Biology – KU p. 25
 - 3. Act on Request to Approve a Bachelor of Science and Bachelor of arts in Molecular, Cellular and Developmental Biology – KU p. 32
 - 4. Act on Request to Approve a Master of Arts in Leadership in Diversity and Inclusion – KU p. 40
 - 5. Act on Request to Approve a Bachelor of Arts and Bachelor of General Studies in American Sign Language and Deaf Studies – KU p. 48

- 6. Act on Request to Approve a Master of Social Work – FHSU p. 57
- 7. Act on Request to Approve a Master of Science in Physician Assistant Studies – KSU p. 68
- 8. Act on Request to Approve Degree Granting Authority for the Kansas Health Science Center p. 77

B. Fiscal Affairs & Audit

- 1. Act on Architectural Program Statement for Rarick Hall Renovation – FHSU p. 79
- 2. Act on Request to Renovate Burge Union for New Student Engagement Center – KU p. 79
- 3. Act on Request to Replace Air Handling Units in Haworth Hall – KU p. 79
- 4. Act on Request to Renovate the Clinical Research Center Pharmacy – KUMC p. 79

C. Other Matters

- 1. Appoint Member to EPSCoR Review Committee p. 80
Jean Redeker,
VP, Academic Affairs

V. Consideration of Discussion Agenda

A. Other Matters

- 1. Receive Legislative Update p. 82
Matt Casey,
Director, Government
Relations

B. Fiscal Affairs & Audit

- 1. Receive Presentations and Discuss University Fee and Tuition Proposals for FY 2020 (First Read) p. 82
Regent Feuerborn
Elaine Frisbie
VP, Finance & Administration
 - Pittsburg State University
 - University of Kansas
 - Emporia State University
 - Wichita State University
 - Fort Hays State University
 - Kansas State University
- 2. Act on Johnson County Education Research Triangle (JCERT) FY 2020 Budgets – KU, KUMC and KSU p. 83
- 3. Act on Capital Improvement Requests for FY 2021 and Five-Year Plans – University System p. 91
Nelda Henning,
Director of Facilities

4. Act on Architectural Program Statement for Innovation Campus New School of Business Building – WSU p. 93

5. Act on Request for Approval of Lease for Space in the Student Wellness and Counseling Services – WSU p. 93

C. Governance

1. Act on Recommendation to Adopt Board Policy on Paid Parental Leave p. 94
 Regent Mullin
 Julene Miller,
 General Counsel

2. Act on Amendments to Board Policies: Responsibilities and Authority Delegated by the Board to the Board President and Chief Executive Officer p. 100

3. Discuss on Board Member Conflict of Interest Disclosure and Act on Actual or Apparent Conflict p. 113

D. Other Matters

1. Act on Request to Name a Center p. 114
 Chancellor Girod

2. Act on Revisions to University Mission Statement – FHSU p. 114
 President Mason

VI. Executive Session

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

Thursday, May 16, 2019

VII. Introductions and Reports

A. *Introductions*

B. *Report from System Council of Presidents* President Calvert

C. *Report from the Community Colleges* President Calvert

D. *Report from the Technical Colleges* President Schears

VIII. Approval of Consent Agenda

A. *Technical Education Authority*

1. Act on FY 2020 Distribution of the Kansas Nursing Grant Initiative p. 115
 Scott Smathers,
 VP, Workforce Development

2. Act on Request to Approve Transition Plan – Strengthening Career and Technical Education for 21st Century Act (Perkins V) p. 117

IX. Consideration of Discussion Agenda

A. Other Matters

- | | | |
|---|--|---------------|
| 1. Wichita State University Presidential Search Committee: <ul style="list-style-type: none">• Appoint Chair and Committee Members• Act on Committee Charge• Act on Search Firm | Regent Mullin | <i>p. 118</i> |
| 2. Receive Highlights on System Enrollments | Elaine Frisbie
VP, Finance & Administration | <i>p. 118</i> |
| 3. Discuss New Strategic Planning Process | Blake Flanders,
President and CEO | <i>p. 119</i> |
| 4. Initial Discussion of the Board's Unified Budget Request Preparations | Elaine Frisbie
VP, Finance & Administration | <i>p. 119</i> |
| 5. Elect FY 2020 Board Chair and Vice Chair | Regent Mullin | <i>p. 120</i> |

X. Executive Session

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

XI. Adjournment

MINUTES OF PREVIOUS MEETING(S)

I. Call To Order

Regent Mullin, Chair

A. *Approve Minutes*

**KANSAS BOARD OF REGENTS
MINUTES OF SPECIAL MEETING
April 12, 2019**

The Kansas Board of Regents met by conference call on Friday, April 12, 2019. Chair Mullin called the meeting to order at 12:00 p.m. Proper notice was given according to law.

MEMBERS PRESENT: Dennis Mullin, Chair
Shane Bangerter, Vice Chair
Ann Brandau-Murguia
Bill Feuerborn
Mark Hutton
Daniel Thomas
Allen Schmidt
Helen Van Etten

MEMBER ABSENT: Dave Murfin

EXECUTIVE SESSION

At 12:00 p.m., Regent Bangerter moved, followed by the second of Regent Feuerborn, to recess into executive session for 30 minutes to discuss personnel matters of non-elected personnel. The subject of this executive session was to prepare for university CEO evaluations and the purpose was to protect the privacy of the individual Board employees involved. Participating in the executive session were members of the Board, President Flanders, and General Counsel Julene Miller. At 12:30 p.m., the meeting returned to open session.

ADJOURNMENT

Regent Bangerter moved to adjourn at 12:30 p.m. Regent Thomas seconded, and the motion carried.

Blake Flanders, President and CEO

Dennis Mullin, Chair

KANSAS BOARD OF REGENTS
MINUTES
April 17, 2019

The April 17, 2019, meeting of the Kansas Board of Regents was called to order by Chair Dennis Mullin at 1:30 p.m. The meeting was held in Forum D located in the Burge Union, 1565 Irving Hill Road, Lawrence, Kansas, on the University of Kansas campus. Proper notice was given according to law.

MEMBERS PRESENT: Dennis Mullin, Chair
Shane Bangerter, Vice Chair
Bill Feuerborn
Mark Hutton
Dave Murfin
Daniel Thomas
Allen Schmidt
Helen Van Etten

MEMBER ASBSENT: Ann Brandau-Murguia

APPROVAL OF MINUTES

Regent Feuerborn moved that the minutes of the March 15, 2019 special meeting, the March 20-21, 2019 regular meeting, and the March 28, 2019 special meeting be approved. Following the second of Regent Van Etten, the motion carried.

INTRODUCTIONS

President Mason introduced Fort Hays State University's new Chief Communications Officer, Scott Cason. Chancellor Girod introduced Professor Ingrid Peterson. Professor Peterson incorporated open educational resources into the KU algebra programs, which saved students approximately \$270,000 this year. Chancellor Girod also introduced several students who were awarded national fellowships and scholarships, and he recognized members of the KU Debate Team.

GENERAL REPORTS

REPORT FROM CHAIR

Chair Mullin reported that last month the Board appointed Dr. Andy Tompkins as the Interim President at Wichita State University. He welcomed Dr. Tompkins and thanked Provost Muma for his leadership as Acting President over the last several months. Chair Mullin also reported that he and Dr. Flanders participated in a panel discussion at the Wichita State University Foundation's National Advisory Council meeting last week. He noted he enjoyed meeting the council members, hearing their questions, and learning more about the work they are doing to support the Foundation and the University.

REPORT FROM PRESIDENT AND CEO

President Flanders reported he has formed a committee and will begin to interview candidates for the Board's Vice President for Academic Affairs position. He hopes to have a new person hired before Dr. Redeker leaves in June.

REPORT FROM SYSTEM COUNCIL OF PRESIDENTS

President Calvert presented the System Council of Presidents' report. The Council received an update from the System Council of Chief Academic Officers on the statewide pricing for ACCUPLACER Next-Generation Exams, the progress of the performance agreement working group, and the open educational resources initiative. The System Council of Presidents then reviewed the proposed components of the Board's next strategic plan and

President Flanders asked the members to provide written feedback to him before the May meeting. The Council also received a legislative update.

REPORT FROM COUNCIL OF PRESIDENTS

President Scott presented the Council of Presidents' report. The Council received reports from the Council of Chief Academic Officers, Council of Business Officers, Council of Government Relations Officers, and the University Support Staff (USS) Council. The Academic Officers approved the following programs: Wichita State University's Bachelor of Science in Applied Computing, the KU's Bachelor of Science and Bachelor of Arts in Ecology, Evolution, and Organismal Biology, KU's Bachelor of Science and Bachelor of Arts in Molecular, Cellular and Developmental Biology, KU's Bachelor of Arts and Bachelor of General Studies in American Sign Language and Deaf Studies, and KU's Master of Arts in Leadership in Diversity and Inclusion. These programs were also approved by the Council of Presidents. The Council of Presidents then discussed and approved Fort Hays State University's proposed Master of Social Work and Kansas State University's proposed Master of Science in Physician Assistant Studies.

The Business Officers reviewed the Governance Committee's comments on the proposed paid parental leave policy and presented recommendations to address the comments. The Council of Presidents approved the recommendations and it was noted the Governance Committee and the Board will consider the policy in May. The Government Relations Officers provided a legislative update and the University Support Staff gave an update on its morale survey. The Council then discussed the sports betting legislation and endorsed the NCAA's position and reviewed the proposed amendments to the following Board policies: Memoranda of Agreement Negotiations pursuant to the Public Employer-Employee Relations Act and the Annual and Multiple Year Appointments for head coaches and athletic directors policies.

REPORT FROM COUNCIL OF FACULTY SENATE PRESIDENTS

The report of the Council of Faculty Senate Presidents' meeting was presented by Clifford Morris. The Council started to review the feedback from the campuses on the Students' Advisory Committee's proposed action plan on open educational resources (OER). It was noted the feedback has been positive and the Council will continue to discuss OERs at its next meeting. The Council also noted it supports the proposed Board policy on paid parental leave as it was first drafted.

REPORT FROM STUDENTS' ADVISORY COMMITTEE

Kyle Frank presented the Students' Advisory Committee report. Last month a conference was held at Washburn University for student government officials. This conference allows members from the various campuses to discuss issues and share ideas. Out of this meeting, two resolutions that support seeking funds for OERs were approved. These resolutions will be shared with the Board, the university CEOs, and the Governor. Mr. Frank also announced the students plan to return to the Statehouse on May 2 to advocate for higher education funding.

REPORT FROM THE COMMUNITY COLLEGES

President Calvert presented the community college report. He noted that during a previous System Council of Presidents' meeting, the CEOs discussed using their individual reports to the Board to share example of partnerships that address this year's Board theme. He highlighted some of the unique partnerships that the community colleges have with other institutions, high schools, and businesses. A few of the examples that were shared include the following: Kansas City Kansas Community College's General Motors apprenticeship program, Hutchinson Community College's Workforce AID grant that allows the College to train 500 new aerospace sheet metal mechanics, Independence Community College's international student partnership with Emporia State University, Cloud County Community College's partnership with Westar Energy for its wind program, and Pratt Community College's partnership with Coffeyville Community College and WSU Tech to provide electrical power technology programs. President Calvert noted these partnerships were created to meet the educational and workforce needs in the state.

(PowerPoint filed with Official Minutes)

REPORT FROM THE TECHNICAL COLLEGES

President Schears reported each technical college has partnerships with high schools across the state to offer technical education to secondary students. All the colleges participate in the Excel in Career Technical Education initiative, which has grown significantly in the number of high school student participants over the last several years. President Schears also highlighted some of the partnerships with businesses that create career pathways for students, which includes Flint Hills Technical College's partnership with Tyson Foods, Washburn Tech's partnership with Trane Heating and Air, and WSU Tech's partnership with Spirit.

REPORT FROM THE UNIVERSITY CEOS

President Garrett highlighted partnerships in Emporia State University's School of Liberal Arts & Sciences, School of Business, and the Teachers College. In the School of Liberal Arts & Sciences, ESU's Master of Science in Forensic Science Program has a cooperative agreement with the Lyon County Sheriff's Office, which allows students to observe and work with the sheriff's office at certain crime scene locations, and ESU's Department of Physical Sciences has created a dual degree pharmacy agreement that allows students to complete 62 credit hours at ESU and then complete the requirements of the Pharmacy degree at any accredited pharmacy school. In the School of Business, President Garrett highlighted ESU's Community Internship Initiative, which connects ESU business students with local businesses. President Garrett also reported the Teachers College has a statewide agreement with the Kansas Department of Education for all high schools in the state to award college credit to secondary students who complete the Teacher Training Career Cluster pathway.

Interim President Tompkins reported that Wichita State University has partnered with the Kansas National Guard and Cadet Command Army ROTC to begin offering a Senior Reserve Officers Training Corps (ROTC) program. This partnership was established through a collaboration with Pittsburg State University, which will serve as host for the program. WSU also participates in Project Lead the Way, which is a national effort to increase STEM awareness among high school students. Through this program the University has experienced substantial growth in the number of high school students participating in WSU's course offerings. Additionally, Interim President Tompkins highlighted WSU's Shocker New Venture Competition, which connects industry professionals with students from all academic disciplines. Dr. Tompkins stated a WSU student intern, Jaci Ignudo, who is majoring in graphic design, created his presentation, and he thanked her for all her work.

President Mason reported the partnership between Fort Hays State University's Department of Nursing and HaysMed along with the support of the Dane G. Hansen Foundation allowed the University to renovate Stroup Hall. The renovations included adding new simulation lab spaces and equipment. President Mason also announced a FHSU student team won first-place at the Faulkner Challenge business plan competition for its software application. Adam Schibi, FHSU student body president, was a member of the team and stated the team's software is designed to detect gunshots, notify law enforcement and warn users of the app who are in the active-shooter area.

President Scott stated Block22 is a unique partnership between Pittsburg State University and the City of Pittsburg. Each entity provided funds to renovate historic buildings located in downtown Pittsburg to create a unique living-learning environment for students and businesses. President Scott announced PSU recently received a \$26,000 grant from the Kansas Insurance Education Foundation to help align the University's curriculum with the insurance certificate program. He also highlighted the University's partnership with Crossland Construction. Crossland is the largest employer of students who have graduated from PSU's Construction Management and Construction Engineering Technology programs.

President Myers announced that Clara Wicoff, a junior majoring in agricultural economics, was awarded a Truman Scholarship, making her the University's 35th Truman Scholar. President Myers reported that Kansas State participates in Bridges to the Future program, which is funded by a grant from the National Institutes of Health.

The goal of the program is to increase the number of underrepresented students with baccalaureate degrees in the biomedical and behavioral sciences. KSU partners with Dodge City Community College, Garden City Community College, and Seward County Community College on this program. President Myers also reported that KSU's College of Arts and Sciences has developed an articulation agreement with Flint Hills Technical College that will allow students who graduate from the Flint Hills Technical College with an associate degree in graphic arts technology to transfer into the University's printmaking program.

Chancellor Girod reported KU's Electrical Engineering and Computer Science Department and the University's Information Telecommunication Technology Center are working together to establish a core of excellence around system securities. These units are growing their programs and increasing their research funding around cybersecurity. The Chancellor stated a good example of a longstanding business partnership for the University is with Garmin, which allows KU students to work with Garmin employees on projects. He also highlighted the Jayhawk Consulting program, which allows students to provide consulting assistance to organizations with diverse business models and challenges.

BREAK

Chair Mullin called for a break at 3:07 p.m. and resumed the meeting at 3:20 p.m.

STANDING COMMITTEE AND OTHER REPORTS

ACADEMIC AFFAIRS

Regent Thomas reported the Board Academic Affairs Standing Committee met by conference call on April 1 to review and approve the academic items on the Board's agenda. The Committee plans to meet by conference call on April 29 to review seven university degree programs and discuss service areas.

FISCAL AFFAIRS AND AUDIT

Regent Feuerborn presented the Fiscal Affairs and Audit Standing Committee report. The Committee reviewed the FY 2020 Johnson County Educational Research Triangle budgets for Kansas State University, the University of Kansas, and the University of Kansas Medical Center. These budgets will be presented to the Board for consideration at the May meeting. The Committee then reviewed the capital improvement requests and five-year plans for the universities and the University of Kansas's request for emergency repairs to Self-Oswald Residence Hall. These items are on the Board's discussion agenda. The Council of Business Officers then provided the Committee with information regarding benchmarking data and cost metrics that will be used to compare with university peer institutions.

GOVERNANCE

Regent Mullin reported the Governance Committee received an update from President Flanders on the progress toward developing the new strategic plan. President Flanders shared information and requested feedback from the institutional CEOs on the new plan. Regent Mullin noted the Board will have a discussion on the new plan at the May meeting. The Committee then reviewed the proposed amendments to the Multiple Year Appointments policy, which is on today's agenda, and reviewed a Conflict of Interest reported by Regent Hutton, which will be on the Board's May agenda for action.

APPROVAL OF CONSENT AGENDA

Regent Bangerter moved that the Consent Agenda be approved with the following amendment to the Fund Investment Line-Up Changes in the Board's Mandatory Retirement Plan: in the TIAA line-up, the recommendation is to close the CREF Money Market R3 not the Vanguard Mid Cap Index Admin Fund. Regent Van Etten seconded, and the motion carried.

Academic Affairs

ASSOCIATE OF APPLIED SCIENCE IN PLASTICS TECHNOLOGY AT PITTSBURG STATE UNIVERSITY

Pittsburg State University received approval to offer an Associate of Applied Science in Plastics Technology. This program will consist entirely of courses that are already being offered as part of the University's Bachelor of Science in Engineering Technology in Plastics degree, so the University is utilizing existing faculty. Tuition and fees will fund the operating costs and faculty and staff salaries.

Retirement

FUND INVESTMENT LINE-UP CHANGES IN THE BOARD'S MANDATORY RETIREMENT PLAN

The Retirement Plan Committee's recommendations on the fund line-up changes in the Board's Mandatory Retirement Plan were approved as amended. The following changes were adopted:

TIAA

- Add PGIM Total Return Bond R6 Fund (PTRQX) as a Core Plus Bond Fund to provide participants with access to high yield and emerging debt plus sectors.
- Add Pear Tree Polaris Foreign Value Small Cap R6 Fund (QUSRX) as a Small Cap Foreign Equity Fund for diversification benefits.
- Add Vanguard Mid Cap Index Adm Fund (VIMAX) as a Mid Cap Blend Index Fund to offer a low-cost option other than an active Mid Cap fund.
- Close the CREF Money Market R3 due to the difference in the duration of the underlying portfolio, stable value funds generally yield approximately 1.00% more annually over the market cycle relative to money market funds.

Voya

- Add Fidelity U.S. Bond Index Fund (FXNAX) as a Core bond index fund – as a low-cost alternative to the Core Plus – PIMCO Total Return Fund for which the expense ratio jumped by 42 basis points after the Financial Industry Regulatory Authority issued new guidance.
- Replace the PIMCO Real Return with the American Funds Inflation Linked Bond R6 (RILFX).
- Add Vanguard Total International Stock Index – Adm. (VTIAX) as a Foreign Equity Index Fund as a low-cost alternative to the three actively managed foreign and global funds.

These changes will be effective July 8, 2019.

Technical Education Authority

DEGREE AND CERTIFICATE PROGRAMS SUBMITTED BY NEOSHO COUNTY COMMUNITY COLLEGE AND WICHITA STATE UNIVERSITY CAMPUS OF APPLIED SCIENCES AND TECHNOLOGY

Neosho County Community College received approval to offer a Technical Certificate B (30 credit hours) in Electrical Technology (CIP 46.0302). The estimated cost of the program is \$15,671, which will be funded with tuition and the College's general funds.

Wichita State University Campus of Applied Sciences and Technology received approval to offer a Technical Certificate C (46 credit hour) and an Associate of Applied Science degree (61 credit hours) in Alternative Fuel Vehicle Maintenance & Advanced Electronics (CIP 47.0614). The estimated cost of the program is \$122,600, which will be funded with tuition and the institution’s general fund.

CONSIDERATION OF DISCUSSION AGENDA

AMEND AGENDA

Regent Hutton moved to amend the agenda to remove the proposed policy on Occupancy Leases on State-Owned Property and place it on the Fiscal Affairs and Audit agenda for further discussion. Regent Schmidt seconded, and the motion carried.

Academic Affairs

AMENDMENTS TO THE EXPEDITED PROGRAM APPROVAL PROCESS POLICY

Jean Redeker, Vice President for Academic Affairs, presented the proposed amendments to the Expedited Program Approval Process policy. The amendments include adding criteria for justification to tailor criteria to those programs that are in need of expedited approval due to unforeseen, immediate circumstances; were directly requested by a corporate, industrial or public entity; and were expedited for approval at the campus level. Regent Van Etten moved to approve, and Regent Schmidt seconded. The motion carried. The following amendments were adopted:

CHAPTER II: GOVERNANCE¹ – STATE UNIVERSITIES

A ACADEMIC AFFAIRS (see Chapter III., Section A. for additional academic affairs policies applicable to state universities)

...

7 NEW ACADEMIC UNITS AND ACADEMIC PROGRAMS

...

f. Expedited Approval Process for a New Program

This Expedited Approval Process is designed to allow state universities to respond quickly to distinct opportunities to meet workforce, economic or other special needs.

i. Request for Approval

To request approval to offer a program under the Expedited Approval Process, a state university shall enter the proposed program into the Program Inventory Database and submit a “Statement of Intent” to the Vice President for Academic Affairs. The Statement of Intent shall be limited to two pages and shall:

(1) Justify the need for expedited implementation by demonstrating that the program:

(a) is in need of expedited approval due to unforeseen, immediate circumstances;

(b) has a direct and immediate impact on meeting workforce, economic, or other special needs; ~~and/or has been directly requested by~~

¹ See Chapter I., Section A.3. for definition of Governance.

(c) is being developed by a state university at the direct request of a corporate, industrial or public entity;

~~(b)~~ (d) is distinct within the state university sector or, if not distinct, that duplication is appropriate; and

~~(e)~~ (e) meets all the requirements of Board policy on off-campus delivery of academic courses and programs; and

(f) was expedited for approval at the campus level.

(2) Describe the proposed program, including:

(a) an overview of the program ~~and curriculum;~~

(b) the title of program, responsible department(s), degree(s) to be offered, anticipated date of implementation, and CIP code, and location(s) of this program;

(c) ~~anticipated date of implementation,~~ an overview of the curriculum; and

(d) any new required faculty and/or resources and how those will be funded.

The Vice President for Academic Affairs will review the “Statement of Intent” and, if approved, shall forward the Statement to the Council of Chief Academic Officers and Council of Presidents. The Councils shall have fourteen calendar days to review and comment on the proposed program.

The Vice President for Academic Affairs shall review the proposed program and any comments received, and provide a recommendation to the Board President and Chief Executive Officer for final consideration.

ii. Annual Reports

By December of each year following a program’s implementation, state universities with programs approved using the expedited approval process shall provide the Vice President for Academic Affairs an annual update on the program. The update shall include:

(1) a brief description of program’s progress, including program enrollment; ~~and~~

(2) a description of any problems and/or barriers to success; and

(3) plans for and progress of changes and developments to the program.

This report shall be provided until a final decision is made on program continuation.

iii. Final Recommendation

~~Five~~ Four years after the program’s implementation, the university shall provide the Vice President for Academic Affairs a report on its progress and recommend that it either be placed in the regular program array or be discontinued. The report shall include information on:

(1) number of Faculty;

(2) number of Majors;

- (3) number of students on schedule to graduate in six years;
- (4) resources expended; and
- (5) whether the program is meeting workforce and/or economic needs.

The Vice President for Academic Affairs shall review the ~~information provided~~ final report, and provide a recommendation to continue or discontinue to the Board President and Chief Executive Officer. If continued, the program shall be placed in the university's regular program review cycle for reporting to the Board.

PROGRAM REVIEW REPORT

Vice President Redeker reported the state universities are required to review approved programs at least once every eight years to ensure academic quality. The following criteria are used in reviewing academic programs: 1) centrality of the program to fulfilling the mission and role of the institution; 2) quality of the program as assessed by the strengths, productivity and qualifications of the faculty; 3) quality of the program as assessed by its curriculum and impact on students; 4) demonstrated student need and employer demand for the program; 5) service the program provides to the discipline, the university and beyond; and 6) cost-effectiveness. For the academic year 2017-2018 program review cycle, Emporia State University, Fort Hays State University, Kansas State University, Pittsburg State University, the University of Kansas, the University of Kansas Medical Center and Wichita State University reviewed a total of 102 academic programs at various academic levels. As a result, six programs were identified to be discontinued. Vice President Redeker also noted that while the Board policy requires the universities to review programs at least once every eight years, the universities have internal review processes that monitors program quality on an on-going basis that allow the universities to identify and address any issues before the eight-year cycle is complete.

Dr. Redeker also reported the program review process is separate from the Strategic Program Alignment Review policy the Board approved last year. Through Strategic Program Alignment, the Board directs a state university to review a certain number of programs and make a recommendation as to whether the programs should continue, merge, discontinue, or be monitored for further evaluation. The University of Kansas and Wichita State University are currently piloting the process and will present a report to the Board Academic Affairs Standing Committee in May. Vice President Redeker noted the main difference between the two policies is the Board takes the final action on the programs moving through the Strategic Program Alignment process, while the universities make the decisions on the programs in the program review process. The Board discussed whether the criteria in the Program Review policy needs to be updated, and Regent Mullin asked the university CEOs to review and make recommendations on whether there need to be any changes.

Fiscal Affairs and Audit

CAPITAL IMPROVEMENT REQUESTS FOR FY 2021 AND FIVE-YEAR PLANS – UNIVERSITY SYSTEM (FIRST READ)

Nelda Henning, Director of Facilities, presented the proposed Capital Improvement Requests for FY 2021 and Five-Year Plans for the state universities. She noted that staff is recommending approval of the following: 1) all projects funded by non-state funds as submitted, 2) university system request for spending authority for Rehabilitation & Repair projects from the Educational Building Fund, and 3) individual building/infrastructure projects for state appropriations in FY 2021 that are listed in Table 2. The Board will act on the recommendations at the May meeting.

(Tables 1 and 2 filed with Official Minutes)

EMERGENCY REPAIRS TO SELF-OSWALD HALL – KU

Director Henning presented the University of Kansas’s request for emergency repairs to Self-Oswald Hall. Director Henning stated the heating and cooling system in the building is failing because there was a design and installation problem with the fittings and aluminum piping including the pipe insulation. After evaluation by the project’s design team, contractor, and a third-party engineer, it was concluded the only solution is to replace the fittings and aluminum piping, which will need to be done over the summer in order to have the building ready for the fall semester. The estimated cost of the repair project is \$5,422,298. The Board discussed the issue and it was noted the University’s General Counsel Office is working with outside counsel to pursue appropriate legal actions to recover costs, but until those costs are recovered, the University will use restricted fee funds of the Housing Department to fund the project. Regent Bangerter moved to approve, and Regent Thomas seconded. The motion carried.

Governance

AMENDMENTS TO MULTIPLE YEAR APPOINTMENTS POLICY

General Counsel Julene Miller presented the proposed amendments to the Annual and Multiple Year Appointments policy. The amendments would require the university CEOs to seek the Board Chair’s and Board President and CEO’s approval before extending an existing multiple year appointment to athletic directors or head coaches under specific circumstances that are listed in the policy. General Counsel Miller noted the Governance Committee also recommended amending the policy to make it apply to any Division 1 athletic director regardless of his or her monetary compensation. Regent Bangerter moved to approve the policy as amended by the Governance Committee. Regent Feuerborn seconded, and the motion carried. The following policy amendments were adopted:

CHAPTER II: GOVERNANCE – STATE UNIVERSITIES

...

C CHIEF EXECUTIVE OFFICER, FACULTY AND STAFF

...

2 APPOINTMENTS

...

b Faculty and Staff

...

vi Annual and Multiple Year Appointments

(1) Except as provided in this section, all appointments of unclassified non-tenure track and non-tenured personnel shall be annual. Every appointment of more than one year shall be subject, on an annual basis, to appropriations being provided by the Kansas Legislature.

...

(5) Athletics

(a) Any athletic director or coach of a division I state university may hold a multiple year appointment when the chief executive officer of the university determines such appointment to be in the best interest of the university.

(b) Any athletic director or coach of a division II state university may hold a multiple year appointment when the chief executive officer of the university determines such

appointment to be in the best interest of the university; however no such appointment shall exceed three years at any given time.

- (c) Salary for individuals holding multiple year appointments under this subsection (5) shall be determined each year by availability of funds and by merit. The salary of any division II athletic director or coach shall not exceed the monetary salary of the university chief executive officer.
- (d) Prior to offering a multiple year extension of an existing contract to (i) a Division 1 athletic director or (ii) any athletic director or a head coach under subsection (5)(a) or (5)(b) that will likely result in monetary compensation in excess of \$500,000 per year, the university chief executive officer shall request the approval of the Board Chair, or designee, and the Board President and Chief Executive Officer, or designee, when determining whether a multiple year appointment under the given circumstances is in the best interest of the university.

Other Matters

NAME OF BUILDING – KSU

President Myers requested authorization to name Kansas State University’s Multicultural Student Center after Jim Bob Morris. Regent Bangerter moved to approve, and Regent Van Etten seconded. The motion carried. The building will be named: Morris Family Multicultural Student Center.

AMENDMENTS TO UNIVERSITY MISSION STATEMENT – KU

Chancellor Girod presented amendments to the University of Kansas’s Mission Statement. The amendments update terminology and changes the total AAU membership from 58 to 62. Regent Feuerborn moved to approve, and Regent Van Etten seconded. The motion carried. The following amendments were approved:

Preamble to the University of Kansas Institutional Mission

The University of Kansas is a major comprehensive research and teaching university that serves as a center for learning, scholarship and creative endeavor. The University of Kansas is the only ~~Kansas Regents state~~ university in Kansas to hold membership in the prestigious Association of American Universities (AAU), a select group of ~~62~~ ~~fifty eight~~ public and private research universities that represent excellence in graduate and professional education and the highest achievements in research internationally.

**University of Kansas Institutional Mission
Lawrence Campus**

Instruction. The University is committed to offering the highest quality undergraduate, professional and graduate programs comparable to the best obtainable anywhere in the nation. As the AAU research university of the state, the University of Kansas offers a broad array of advanced graduate study programs and fulfills its mission through faculty, academic and research programs of international distinction, and outstanding libraries, teaching museums and information technology. These resources enrich the undergraduate experience and are essential for graduate level education and for research.

Research. The University attains high levels of research productivity and recognizes that faculty are part of a network of scholars and academicians that shape a discipline as well as teach it. Research and teaching, as practiced at the University of Kansas, are mutually reinforcing with scholarly inquiry underlying and informing the educational experience at undergraduate, professional and graduate levels.

Service. The University first serves Kansas, then the nation, and the world through research, teaching, and the preservation and dissemination of knowledge. The University provides service to the State of Kansas through its state and federally-funded research centers. KU's academic programs, arts facilities, and public programs provide cultural enrichment opportunities for the larger community. Educational, research and service programs are offered throughout the state. ~~including the main campus in Lawrence, the KU health related degree programs and services in Kansas City and Wichita, as well as the Regents Center and other sites in the Kansas City metropolitan area, Topeka and Parsons.~~

International Dimension. The University is dedicated to preparing its students for lives of learning and for the challenges educated citizens will encounter in an increasingly complex and diverse global community. Over 100 programs of international study and cooperative research are available for KU students and faculty at sites throughout the world. The University offers teaching and research that draw upon and contribute to the most advanced developments throughout the United States and the rest of the world. At the same time, KU's extensive international ties support economic development in Kansas.

Values. The University is committed to excellence. It fosters a multicultural, inclusive environment in which the dignity and rights of the individual are respected. Intellectual diversity, integrity and disciplined inquiry in the search for knowledge are of paramount importance.

LEGISLATIVE UPDATE

Matt Casey, Director of Government Relations, presented a legislative update. The Legislature reached first adjournment on April 5 and will return to the Statehouse for veto session on May 1. He reported the Budget Conference Committee agreed to add \$7.5 million on top of the Governor's recommendation of \$8.9 million, which will bring the total increase to \$16.4 million for the higher education base. He noted the Senate plans to look at an additional \$33 million during Omnibus. Additionally, Director Casey reported the legislation to remove the sunset from the Technical Education Authority and the legislation to authorize the Board office to purchase cybersecurity insurance were both approved and sent to the Governor for signature.

UPDATE ON WICHITA STATE UNIVERSITY PRESIDENTIAL SEARCH

President Flanders reported the Board approved conducting a closed, committee-led search for the next president of Wichita State University. The next steps in the process are for the Board to appoint a committee chair and committee members, approve a committee charge, and hire a search firm.

EXECUTIVE SESSION

At 4:30 p.m., Regent Bangerter moved, followed by the second of Regent Feuerborn, to recess into executive session in the Discovery Room for 90 minutes to discuss personnel matters of non-elected personnel. The subject of this executive session was a routine university CEO evaluation and the purpose was to protect the privacy of the individual Board employees involved. Participating in the executive session were members of the Board, President Flanders, President Scott (for a portion), and Chancellor Girod (for a portion). At 6:00 p.m., the meeting returned to open session.

ADJOURNMENT

The Chair adjourned the meeting at 6:00 p.m.

Blake Flanders, President and CEO

Dennis Mullin, Chair

REPORTS AND CONSENT AGENDA

II. Introductions and Reports

- A. *Introductions*
- B. *Report from the Chair* Regent Mullin, Chair
- C. *Report from the President & CEO* Blake Flanders, President & CEO
- D. *Report from Council of Presidents* President Scott
- E. *Report from Council of Faculty Senate Presidents* Clifford Morris
- F. *Report from Students' Advisory Committee* Kyle Frank
- G. *Report from the University CEOs*

III. Standing Committee Reports

- A. *Academic Affairs* Regent Murguia
- B. *Fiscal Affairs & Audit* Regent Feuerborn
- C. *Governance* Regent Mullin

IV. Approval of Consent Agenda

- A. *Academic Affairs*
 - 1. **Act on Request to Approve a Bachelor of Science in Applied Computing – WSU** **Jean Redeker,
VP, Academic Affairs**

Summary

Universities may apply for approval of new academic programs following the guidelines in the Kansas Board of Regents Policy Manual. Wichita 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. Board staff concurs with the Council of Presidents, the Council of Chief Academic Officers and the Board Academic Affairs Standing Committee in recommending approval.

I. General Information

- A. **Institution** Wichita State University
- B. **Program Identification**
 - Degree Level: Baccalaureate
 - Program Title: Undergraduate Applied Computing Program
 - Degrees to be Offered: Bachelor of Science in Applied Computing (BS-AC)
 - Responsible Department or Unit: Department of Engineering Technology
 - CIP Code: 11.0199
 - Proposed Implementation Date: Fall 2019

Total Number of Semester Credit Hours for the Degree: 120

II. Justification

For students who wish an area of computer science study that allows for both technical computing concepts as well as the development of skills in organizational leadership and business strategies, the Bachelor of Science in Applied Computing (BS-AC) fits the bill.

Applied computer science is the study of both theoretical computer concepts and the application of computer

knowledge in the workplace. Similar to a computer science degree, the Bachelor of Science in Applied Computing (BS-AC) degree focuses on technical computing concepts; however, this program is broader in scope and features hands-on technical and collaboration skills necessary to perform a variety of IT jobs. Students also explore a broad view of IT departments and how they interact with the rest of the organizations; because of these aims, these applied computing science students are prepared to fulfill leadership team roles.

The Applied Computing program is structured as one Bachelor of Science degree with stackable certificates. This flexible plan of study allows for certified skills and promotes continued learning. A key component of WSU's Applied Computing program is a focus on future innovation. The Engineering Technology department first offered the cybersecurity track in Fall 2017 with 4 students; by the end of Spring 2018, the program had grown to 15 students. WSU proposes to dissolve this track and include the curricular content of the current cybersecurity track in this new degree program. This not only allows for cybersecurity accreditation by ABET Computing Accreditation Commission (CAC), but, furthermore, the content of this cybersecurity track is in alignment with this degree offering and would better serve as a catalyst to broadening the scope of this baccalaureate degree.

In addition to providing an opportunity for students to acquire the Fundamentals of Information Technology certificate, this unique BS-AC program also includes sequentially-designed, required core courses; a minimum of two additional, stackable certificates; and options for technical electives that provide for individual choice and career building. The certificates, vetted by industry leaders, ensure both future employers and WSU computer students of content mastery that is vital for success in today's computerized job market.

The BS-AC will respond to the local and regional needs by developing applied computing skills to complement technological advances and innovation. The BS in Applied Computing (BS-AC) program will produce well-rounded professionals who are highly capable in many key areas of information technology, including cybersecurity, game development, web development, data analytics, and simulations.

III. Program Demand: Market Analysis

According to the Bureau of Labor and Statistics (BLS), 73% of new STEM jobs in 2020 will be computer or information technology related (Scott). In addition, BLS predicts that employment opportunities from 2016 to 2026 are projected to increase 24% for software developers (BLS: Programmers; BLS: Developers). In a search of over 50 relevant job advertisements located just along the I-35 corridor, 70% specified applied programming skills, 58% specified data management skills, 52% required a database skillset, and 32% specified a need for data security.

To gauge students' interests in Applied Computing, a survey¹ was conducted among WSU students from across campus. Of the 173 students who responded, 36% of currently-enrolled students indicated an interest in the new degree program, with an additional 47% indicating an interest in attaining one or more certificates. Eighty-eight percent indicated industrial-focused certificates would potentially make them more employable and, in addition, 97% indicated they believed computer skills are essential for all or most careers.

An analysis of similar programs in the state and region was conducted; several do not offer the flexibility of stackable certificates. Additionally, regional ABET-accredited programs were evaluated, including baccalaureate degree programs from the University of Missouri - Kansas City Information Technology; the University of Central Missouri - Computer Information Systems; the Oklahoma State University Institute of Technology - Information Technologies; and the Regis University Information Technology, Computer Information Systems. The WSU BS-AC program is unique in that it is a flexible degree program with a strong focus on applied computing technology that includes applied programming, data analysis, cybersecurity, and cyber-physical systems. Currently, there are no applied computing or engineering undergraduate degrees that offer the flexibility of stackable certificates that also allows students to customize specific skills to meet a broad range of careers.

Applied Computing certificates will be key for Applied Computing and Engineering Technology programs, as well as for Business Information Systems students, Criminal Justice Homeland Security students, Media Arts students, and Workforce Leadership and Applied Learning students. WSU's close collaboration with the National Guard at McConnell Airforce Base has resulted in the formation of the WSU Hub for Cybersecurity Education and Awareness and is a strong indication that WSU is the ideal location for this new innovative program.

¹ *Wichita State University Qualtrics Applied Computer Survey conducted from September 12- 30, 2018.*

IV. Projected Enrollment for the Initial Three Years of the Program

Year	Headcount		Sem. Credit Hours		
	New Full-Time	New Part-Time	Full-Time	Part-Time	Totals
Implementation	25 *	10	775	155	930
Year 2	15	10	1,215	305	1,520
Year 3	20	10	1,870	465	2,335

* Note: The implementation year count of 25 students will include 15 full-time students who will transfer in from the existing cybersecurity track and 10 additional, new students. Subsequent years will not have students from the phased-out cybersecurity track transferring into this program, hence the drop from 25 students to 15.

V. Employment

With a focus on experiential learning, students will be prepared for careers in computer analytics, cybersecurity, data analysis, game development and social media applications. The College of Engineering sought input on this new degree and certificates from the College of Engineering Industrial Advisory Board which included industry representatives from Spirit, Boeing, Textron, Great Plains Ventures and Pattern Insight. These industry partners were introduced to the proposed Applied Computing program and all identified a need for graduates with these skill sets. Job opportunities are already in development, as we currently have cybersecurity students in internships with Boeing, Textron, NetApp, Inc., Cerner Corporation and ENNOVAR. Additional companies who expressed interest in employing these graduates include Koch, Curo, Ascension Technologies, various banks, military agencies, and security firms (TriCorps for example). As noted by WSU’s industry partners, the program’s focus on cybersecurity, gaming and simulation, data analytics, and web development fills specific needs within the WSU region. The BS-AC degree program also offers an available certificate in Game and Simulation Programming to allow graduates to design and create visual simulations for a range of existing and emerging careers, such as game designers, video game and multimedia artists, and game programming (Gamedesigning).

VI. Admission and Curriculum

A. Admission Requirements

The BS in Applied Computing admission criteria will follow the WSU undergraduate admissions criteria. A freshman Kansas resident (under 21 years of age) must complete the Kansas Qualified Admissions Pre-College Curriculum with at least a 2.00 GPA on a 4.00 scale. Out-of-state residents must earn a 2.50 or higher GPA.

Applicants must also:

- achieve an ACT composite score of 21 or above; OR
- achieve a minimum combined SAT-I score of 1080; OR
- rank in the top 1/3 of their high schools' graduating class.

Note: If the student enrolls in college courses while still in high school, they are also required to achieve a 2.0 GPA or higher in those courses.

B. Curriculum

**SCH = Semester Credit Hours
SCH... 15**

Year 1 Fall Semester

Course #	Course Name	SCH
WSUE 102A	First Year Seminar	3
COMM 111	Public Speaking	3
MATH 111	College Algebra	3
ENGL 101	College English I	3

ENGT 121	Cybersecurity Awareness	3
----------	-------------------------	---

Year 1 Spring Semester **SCH.... 16**

Course #	Course Name	SCH
PSY 111	Intro to Psychology	3
MATH 123	College Trigonometry	3
ENGL 102	College English II	3
ENGT 220	Applied Analog and Digital Electronics	4
ENGT 222	Applied Computer and Networks I	3

Year 2 Fall Semester **SCH.... 15**

Course #	Course Name	SCH
PHIL 125	Introductory Logic	3
PHYS 213	General College Physics I	5
ENGT 201	Intro Design Project	1
ENGT 321	Applied Computer and Networks II	3
MART 123	Game Design I	3

Year 2 Spring Semester **SCH...15**

Course #	Course Name	SCH
PSY323	Social Psychology	3
ENGT 322	Applied Programing and Scripting	3
ENGT 324	Applied Web Applications and Database Development	3
MART 332	Game Design II	3
From Approved List	General Education	3

Year 3 Fall Semester **SCH...16**

Course #	Course Name	SCH
PHYS 214	General College Physics II	5
ENGT 301	Intermediate Design Project	2
ENGT 315	Applied Statistics and Probability	3
ENGT 371	Human System Integration	3
BDAM 141	Business Software: Word/Excel/PowerPoint	3

Year 3 Spring Semester **SCH...16**

Course #	Course Name	SCH
ENGT 326	Cyber Operations	4
ENGT 372	Applied Based Object-Oriented Programming	3
MIS 605	Systems Analysis and Design	3
PHIL 354	Ethics and Computers	3
Elective	Approved Technical Elective	3

Year 4 Fall Semester **SCH.... 15**

Course #	Course Name	SCH
ENGT 401	Senior Design Project	3
ENGT 463	Cyber Risk Management	3
Electives	Approved Technical Electives	9

Year 4 Spring Semester

SCH...12

Course #	Course Name	SCH
ENGT 463	Secure Web Development	3
ENGT 463	Modeling and Simulation of Discrete Systems	3
MIS 696	Management of IS Function	3
Elective	Approved Technical Elective	3

General Notes:

- This degree sequence includes two 15 credit hour stackable certificates: Data and Web Security Certificate and Game and Simulation Programing Certificate.

VII. Core Faculty

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Gary Brooking*	Teaching Prof	PhD	N	Machine Learning & Internet	0.25
Tania Jareen	Eng. Educator	MS	N	Networking, Programing, Cybersecurity	1.0
Konstantinos Mykoniatis	Asst. Tch Prof	PhD	N	Simulations, Programing, Robotics	0.25
Lincoln Schroeder	Eng. Educator	CSIP	N	Cybersecurity	1.0
Perlekar Tamtam	Assoc. Tch Prof	PhD	N	Electronics	0.25
To be Filled	Asst. Tch Prof	[TBD]	N	Gaming, Programming, Etc.	1.0

Number of graduate assistantships assigned to the program: 0.

VIII. Expenditure and Funding Sources

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$ 164,279	\$ 168,386	\$ 172,596
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>)	\$ 49,284	\$ 50,516	\$ 51,779
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	\$ 213,563	\$ 218,902	\$ 224,375
Personnel – – New Positions			
Faculty	\$ 58,000	\$ 59,450	\$ 60,936
Administrators (<i>other than instruction time</i>)	\$ 35,000	\$ 35,875	\$ 36,772
Graduate Assistants			
Support Staff for Administration (<i>e.g., secretarial</i>)			
Fringe Benefits (<i>total for all groups</i>)	\$ 28,600	\$ 29,315	\$ 30,048
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	\$ 121,600	\$ 124,640	\$ 127,756

Start-up Costs – One-Time Expenses			
Library/learning resources			
Equipment/Technology			
Physical Facilities: Construction or Renovation			
Other			
Total Start-up Costs	0	0	0
Operating Costs – Recurring Expenses*			
Supplies/Expenses	\$ 2,000	\$ 2,000	\$ 2,000
Library/learning resources			
Equipment/Technology	\$ 2,000	\$ 3,000	\$ 5,000
Travel	\$ 1,000	\$ 1,500	\$ 2,000
Other			
Total Operating Costs	\$ 5,000	\$ 6,500	\$ 9,000
GRAND TOTAL COSTS	\$ 340,163	\$ 350,042	\$ 361,131

B. FUNDING SOURCES <i>(projected as appropriate)</i>	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds		\$ 207,967	\$ 339,902	\$ 522,153
Student Fees		\$ 95,820	\$ 158,706	\$ 241,236
Other Sources				
GRAND TOTAL FUNDING	0	\$ 303,787	\$ 498,608	\$ 763,389
Projected Surplus/Deficit (+/-) <i>(Grand Total Funding minus Grand Total Costs)</i>		(\$ 36,376)	+ \$ 148,566	+ \$ 402,258

Explanation: No new costs are expected as the proposed program is replacing an existing program using existing equipment and instructional materials and technology.

IX. Expenditures and Revenue Explanations

A. Expenditures

Overview

The total cost for the implementation year, including existing and new positions, plus operating costs, is \$340,162, of which \$126,600 is new cost for personnel positions and operating expenses. The total cost increases to \$361,131 in the third year, which includes a 2.5% increase in salaries and fringe, and an overall increase of \$4,000 in operating expenses over year one.

Personnel – Reassigned or Existing Positions

The BS in Applied Computing will be facilitated by the Engineering Technology department chair and a current program advisor for Engineering Technology. Current Engineering Technology faculty members will teach the courses for the proposed BS-AC. The additional advising load will also be shared among faculty.

Personnel – New Positions

An additional 1.0 FTE Assistant Teaching Professor position is budgeted to teach six additional new courses at a cost of \$58,000 for salary. Additionally, a new administrative assistant position will be added at a cost of \$35,000 for salary. Salary and fringe for both positions total \$121,600 for the first year of implementation, with a projected 2.5% increase in the following years.

Start-up Costs – One-time Expenses

Facilities and equipment currently in the Engineering Technology department include a high-tech Cybersecurity Range for the computer based applied learning as well as the Systems Mechatronics and Robotics Technology (SMaRT) lab that can be used for the cyber-physical labs: thus, no additional space or equipment is required to start the program. Furthermore, students and faculty will have access to the College of Engineering open computer labs, the facilities and equipment found in the new Shocker Studios, as well as GoCreate MakerSpace. No additional new and/or enhanced academic supports, including library resources, are needed or requested.

Operating Costs -- Recurring Expenses

Budgeted operating costs of \$2,000 annually includes: instructional materials, miscellaneous supplies, office supplies, software, and advertising. Additional funds (\$2,000, \$3,000, and \$5,000) have been budgeted for years 1, 2, and 3 to reflect pro-rated costs for support, maintenance, and upkeep of the Cyber Lab. Funding for travel is budgeted at \$1,000, \$1,500, and \$2,000 in the first three years of the program.

B. Funding Sources:**Tuition:**

Tuition for Kansas residents is \$223.62 per credit hour.

Fees

WSU student activity fees for undergraduate Kansas residents are \$664.93 for full-time students and \$443.30 for part-time students per semester. Per WSU credit mandatory fees for all courses are \$7.75. Additional funding will come from the \$50 per credit fee College of Engineering course fees, including maintenance and replacement of materials and equipment.

X. References

- Bureau of Labor Statistics. (2018, April). U.S. Department of Labor. Occupational handbook: Computer programmers. Retrieved from: <https://www.bls.gov/ooh/computer-and-information-technology/computer-programmers.htm>
- Bureau of Labor Statistics. (2018, April). U.S. Department of Labor. Occupational handbook: Software Developers. Retrieved from <https://www.bls.gov/ooh/computer-and-information-technology/software-developers.htm>
- Gamedesigning. (2019). How to get a job in video game design. Retrieved from: <https://www.gamedesigning.org/career/jobs/>
- Qualtrics Applied Computer Survey, conducted from September 12th - 30th, 2018.
- Scott, S. (2017, November 1). Where the STEM Jobs Are (and Where They Aren't). New York Times. Retrieved from: <https://www.nytimes.com/2017/11/01/education/edlife/stem-jobs-industry-careers.html>

2. Act on Request to Approve a Bachelor of Science and Bachelor of Arts in Ecology, Evolution, and Organismal Biology – KU

Summary

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

I. General Information

A. Institution University of Kansas

B. Program Identification

Degree Level: Baccalaureate
 Program Title: Ecology, Evolution, and Organismal Biology
 Degrees to be Offered: Bachelor of Science and Bachelor of Arts
 Responsible Department or Unit: Ecology and Evolutionary Biology
 CIP Code: 26.1310
 Proposed Implementation Date: Fall 2019

Total Number of Semester Credit Hours for the Degree: 120

II. Justification

This proposal from KU’s Ecology and Evolutionary Biology Department is for both a Bachelor of Science degree and a Bachelor of Arts degree in Ecology, Evolution, and Organismal Biology (EEOB).

The proposed Bachelor of Science in Ecology, Evolution, and Organismal Biology is replacing the current Ecology, Evolution, and Organismal Biology track in the Bachelor of Science in Biology.

The proposed Bachelor of Arts in Ecology, Evolution, and Organismal Biology is designed to eventually replace the Bachelor of Arts in Biology degree.

Students have requested both baccalaureate options in this subject area to ensure that their degree title matches that of the degree content more closely. These specialized degree programs signify the students’ expertise and knowledge when applying for employment or pursuing further professional development and educational opportunities.

These degree programs encompass understandings of how organisms interact with one another and their environments and how selective pressures result in the diversity of life on Earth. Content modifications and degree titles reflect the emphasis and diversity in contemporary Biology.

Many top-tier Universities have begun offering undergraduate degrees in Ecology, Evolution, and Organismal Biology or similar titles. These include Brown, Vanderbilt, Harvard, and Arizona, to name a few. By offering these degree options, this would enhance the exposure of an already popular content (approximately 200 students), thereby increasing the awareness and attraction to attend KU for these degrees. Furthermore, these modifications would enhance the department’s offerings, as well as the provide a seamless entry into KU’s graduate curricula in the Department of Ecology and Evolutionary Biology.

Apart from the University of Northern Iowa, area state universities (including other Kansas Board of Regent’s universities) do not offer a degree in EEOB. Given the excellent universities that do offer this degree, a stand-alone degree provides a recruiting advantage for the University of Kansas.

III. Program Demand: Market Analysis

Recent enrollment trends at the University of Kansas indicate significant growth in the current Bachelor of Science in Biology Ecology, Evolution, and Organismal Biology degree track and the Bachelor of Arts in Biology; it is expected that the proposed baccalaureate degrees in Ecology, Evolution, and Organismal Biology will continue to grow along these same lines.

Since the inception of the Bachelor of Science in Biology – Ecology, Evolution, and Organismal Biology degree track in 2015, student enrollment has grown considerably. Indeed, as of this writing, the number of currently enrolled students pursuing a Bachelor of Science in Biology – Ecology, Evolution, and Organismal Biology track is approximately 200, representing a growth of approximately 30% just from fall 2018 to spring 2019. Similarly, the number of students pursuing a Bachelor of Arts in Biology has steadily increased since fall 2015. As of spring 2019, there are 352 students pursuing a Bachelor of Arts in Biology. Prospective students continue to express interest in this area during visits to campus, so we expect this growth to continue.

IV. Projected Enrollment for the Initial Three Years of the Program

A. Bachelor of Science in Ecology, Evolution, and Organismal Biology

Year	Headcount		Sem Credit Hours	
	Full-Time	Part-Time	Full-Time	Part-Time
Implementation	45	5	1,395	78
Year 2	98	10	4,343	227
Year 3	158	18	9,000	452

B. Bachelor of Arts in Ecology, Evolution, and Organismal Biology

Year	Headcount		Sem Credit Hours	
	Full-Time	Part-Time	Full-Time	Part-Time
Implementation	23	2	713	31
Year 2	49	5	2,646	107
Year 3	80	8	4,545	225

V. Employment

Biological science is one of the broadest and most important subjects in the world today. Put simply, biology is the study of life. Biology encompasses everything from the molecular study of life processes to the study of animal and plant communities.

Graduates in this field often attend post-graduate professional studies (e.g. medical school, graduate school, etc.) or enter the job market in an area of commercial application or civil service (e.g. state public health, etc.). Careers attracting students with a degree in biology include research scientist, pharmacologist, wildlife or marine biologist, ecologist, nature conservation officer, biotechnologist, forensic scientist, science writer, teacher, genetic counselor, nanotechnologist, soil scientist, scientific service representative, and specialized government director. The health care, environmental management and animal conservation, and education account for the three broad career areas that attract the most students with a biology baccalaureate degree (Prospects, Williams).

The 2017 Kansas Economic Report stated that Professional, Scientific, and Technical Services had the largest numerical job increase to which graduates of the proposed baccalaureate degrees in Ecology, Evolution, and Organismal Biology would contribute (Kansas Department of Labor, 2017). Nationally, the biologist job market is expected to grow by 9.0% between 2016 and 2026 (Sokanu).

Industries and entities employing biological scientists include the federal government, scientific research and development services, pharmaceutical and medicine manufacturing, patient care centers, school districts, colleges and universities, and management and technical consulting services (Bureau of Labor, 2017).

By educating students from Kansas in biology, an area of significant growth, we can continue to provide professionals for high paying jobs to benefit the state of Kansas. Additionally, the 2015 Kansas City Regional Life Sciences Industry Census reports the presence of approximately 250 life science companies in 26 counties extending from Columbia, Missouri through Kansas City to Manhattan, Kansas. Conservatively, employment estimates are 28,000 to 30,000 employees reflecting a 20% increase for the region.

VI. Admission and Curriculum

A. Curriculum

Note: While the curricula for the two baccalaureate degree programs is quite similar, there are a few distinct differences. The first three semesters are identical, both in terms of the courses and the semester credit hours. Beginning in the Spring Semester of Year 2, students in the Bachelor of Arts program begin taking their language requirement. This is reflected in the next three semesters (year 2/spring semester through year four/semester fall). The Bachelor of Science degree has no such requirement.

SCH = Semester Credit Hours

Year 1 Fall Semester

SCH... 16

Course #	Course Name	SCH
CHEM 130	Chemistry I	5
BIOL 150/151	Molecular and Cell Biology	4
ENG 101	English 101	3
KU Core	KU Core	3
BIOL 105	Biology Orientation Seminar	1

Year 1 Spring Semester

SCH... 15

Course #	Course Name	SCH
CHEM 135	Chemistry II	5
BIOL 152/153	Organismal Biology	4
MATH 115	Calculus I	3
ENGL 102/105	KU Core	3

Year 2 Fall Semester

SCH... 15

Course #	Course Name	SCH
CHEM 330	Organic Chemistry I	3
BIOL 350/360	Principles of Genetics	4
MATH 116	Calculus II	3
CHEM 331	Organic Chemistry I Lab	2
KU Core	KU Core	3

Year 2 Spring Semester

SCH...BS14 / BA16

Course #	Course Name	SCH
BIOL 412	Evolutionary Biology	4
PHSX 114	Physics I	4
KU Core	KU Core	3
(BS only) KU Core	KU Core (BS only)	3
(BA only) 1 st Sem Lang	Language requirement (BA only)	5

Year 3 Fall Semester **SCH...BS14 / BA16**

Course #	Course Name	SCH
BIOL 414	Principles of Ecology	3
BIOL 413	Hist. and Div. of Organisms	3
PHSX 115	Physics II	4
(BS only) BIOL 600	Intro. Biochemistry (BS only)	3
(BS only) Elective	Elective (BS only)	3
(BA only) 2 nd Sem Lang	Lang requirement (BA only)	5

Year 3 Spring Semester **SCH...BS14 / BA16**

Course #	Course Name	SCH
BIOL 428	Intro. System.	3
KU Core	KU Core	3
BIOL Elective Lab	Biology Elective Lab	2
Elective	Elective	3
(BS only) BIOL 400+	Biology Elective (BS only)	3
(BA only) 3 rd Sem Lang	Language Requirement (BA only)	3
(BA only) BIOL 400+	Biology Elective (BA only)	2

Year 4 Fall Semester **SCH.... BOTH 14**

Course #	Course Name	SCH
BIOL 570	Intro. Biostatistics	3
KU Core	KU Core	3
(BS only) BIOL 544	Comparative Animal Physiology (BS only)	3
(BS only) BIOL 400+	Biology Elective (BS only)	3
(BS only) BIOL Elect Lab	Biology Elective Lab (BS only)	2
(BA only) 4 th Sem Lang	Language Requirement (BA only)	3
(BA only) BIOL 400+	Biology Elective (BA only)	2
(BA only) Elective 200+	Elective (BA only)	3

Year 4 Spring Semester **SCH...BS16 / BA13**

Course #	Course Name	SCH
BIOL 599	Senior Seminar: EEOB	1
(BS only) BIOL Seminar	Biology Elective Seminar Topics (BS only)	2
(BS only) BIOL Elective	Biology Electives (BS only)	6
(BS only) Elective	Elective (BS only)	7
(BA only) Elective 300+	Elective (BA only)	9
(BA only) KU Core	KU Core (BA only)	3

VII. Core Faculty

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Folashade Augusto	Asst. Professor	PhD	Y	Ecology, Evolution, & Organismal Biology	0.5
Helen Alexander	Professor	PhD	Y	Ecology, Evolution, & Organismal Biology	0.5

Kenneth Beard	Distinguished Professor	PhD	Y	Ecology, Evolution, & Organismal Biology	0.5
James Bever	Assoc. Professor	PhD	Y	Ecology, Evolution, & Organismal Biology	0.5
Folashade Augusto	Professor	PhD	Y	Ecology, Evolution, & Organismal Biology	0.5
Sharon Billings	Professor	PhD	Y	Ecology, Evolution, & Organismal Biology	0.5
Justin Blumenstiel	Professor	PhD	Y	Ecology, Evolution, & Organismal Biology	0.5
Rafe Brown	Professor	PhD	Y	Ecology, Evolution, & Organismal Biology	0.5
Paulyn Cartwright	Asst. Professor	PhD	Y	Ecology, Evolution, & Organismal Biology	0.5
Gerrit deBoer	Professor	PhD	Y	Ecology, Evolution, & Organismal Biology	0.5
Frank Denoyelles Jr.	Assoc. Professor	PhD	Y	Ecology, Evolution, & Organismal Biology	0.5

Number of graduate assistantships assigned to the program: 18.

VIII. Expenditure and Funding Sources

	First FY	Second FY	Third FY
A. EXPENDITURES			
Personnel – Reassigned or Existing Positions			
Faculty	\$ 3,872,972	\$ 3,872,972	\$ 3,872,972
Administrators (<i>other than instruction time</i>)			
Graduate Assistants	\$ 343,899	\$ 343,899	\$ 343,899
Support Staff for Administration (<i>e.g., secretarial</i>)	\$ 43,008	\$ 43,008	\$ 43,008
Fringe Benefits (<i>total for all groups</i>)	\$ 555,978	\$ 583,777	\$ 612,966
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	\$ 4,815,857	\$ 4,843,656	\$ 4,872,845
Personnel – – New Positions			
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			
Total Existing Personnel Costs – Reassigned or Existing	0	0	0

Start-up Costs – One-Time Expenses			
Library/learning resources			
Equipment/Technology			
Physical Facilities: Construction or Renovation			
Other			
Total Start-up Costs	0	0	0
Operating Costs – Recurring Expenses*			
Supplies/Expenses	\$ 7,566	\$ 7,944	\$ 8,341
Library/learning resources			
Equipment/Technology	\$ 7,566	\$ 7,945	\$ 8,342
Travel			
Other			
Total Operating Costs	\$ 15,132	\$ 15,889	\$ 16,683
GRAND TOTAL COSTS	\$ 4,846,121	\$ 4,875,434	\$ 4,906,211

B. FUNDING SOURCES <i>(projected as appropriate)</i>				
	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds	\$ 4,830,990	\$ 5,230,689	\$ 5,512,839	\$ 6,846,639
Student Fees	\$ 42,828	\$ 40,686	\$ 40,686	\$ 40,686
Other Sources				
GRAND TOTAL FUNDING	\$ 4,873,818	\$ 5,271,375	\$ 5,553,525	\$ 6,87,325
Projected Surplus/Deficit (+/-) (Grand Total Funding <i>minus</i> Grand Total Costs)		+ \$ 425,254	+ \$ 678,091	+ \$ 1,981,114

Explanation: No new costs are expected as the proposed program is replacing an existing program using existing equipment and instructional materials and technology.

IX. Expenditures and Revenue Explanations

A. Expenditures

Personnel Expenditures:

Personnel expenditures reflect existing personnel whose salaries are currently paid for by existing tuition and state funds. We do not expect any new hires to start these degree programs. It is possible that we will need to add additional positions if growth continues, but we do not anticipate additions related to these degree programs over the first three years of implementation. We have included a 5% increase each year for fringe as these costs continue to rise. We have not included salary increases as those have not occurred recently.

Start-up costs:

No start-up costs are anticipated as these degree programs will utilize existing equipment, spaces, and other infrastructure in place for our other biology-related degree programs. With growth, there may be additional infrastructure needs in future years, but not likely during the first three years.

Recurring Operating Expenses:

We have included OOE costs divided evenly between the supplies/expenses category and the equipment/technology category as the types of supplies and equipment purchased each year will vary depending on instructor needs and wear and tear on equipment. We have budgeted to assume a 5% increase in these costs each year as supply prices typically increase each year.

B. Funding Sources:

We have started with \$4,830,989 in tuition/state funds (as currently budgeted) to cover these expenses for the existing degree programs that our proposed programs will replace. Additionally, we have included the student lab fees collected as a flat fee for each lab course. We have not included an increase in these fees as the hope would be to decrease lab fees if the program is running at a surplus. We have included increases in Tuition/State Funds each year to reflect the projected growth in students and semester credit hours. The figure included adds to our starting budget the number of semester credit hours projected for that year multiplied by about \$300 per credit hour.

X. References

- Bureau of Labor (2017). Occupational Employment Statistics. Occupational employment and wages: Biological scientists. Retrieved from: <https://www.bls.gov/oes/2017/may/oes191029.htm>
- Kansas Department of Labor. (2017) 2017 Kansas Economic Report. Retrieved from <https://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/Economic%20Report%202017.pdf>
- Kansas City Area Life Sciences Institute, Inc. (2015) Kansas City Regional Life Sciences Industry Census 2015. Retrieved from: <https://kclifesciences.org/wp-content/uploads/2015-KCALSI-CENSUS-FINAL.pdf>
- Prospects (2018). Biology: job options. Retrieved from: <https://www.prospects.ac.uk/careers-advice/what-can-i-do-with-my-degree/biology>
- Sokanu. (2019). Biologist job market. Retrieved from: <https://www.sokanu.com/careers/biologist/job-market/#job-outlook>
- Williams L. (2019). Jobs and Careers. List of biology careers. Retrieved from: <https://jobs.lovetoknow.com/career-fields/list-biology-careers>

3. Act on Request to Approve a Bachelor of Science and Bachelor of arts in Molecular, Cellular and Developmental Biology – KU

Summary

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

I. General Information

A. Institution

University of Kansas

B. Program Identification

Degree Level: Baccalaureate
 Program Title: Molecular, Cellular, and Developmental Biology
 Degrees to be Offered: Bachelor of Science and
Bachelor of Arts
 Responsible Department or Unit: Department of Molecular Biosciences
 CIP Code: 26.0406
 Proposed Implementation Date: Fall 2019

Total Number of Semester Credit Hours for the Degree: B.S.: 120
B.A.: 120

II. Justification

This proposal from KU’s Department of Molecular Biosciences is for both a Bachelor of Science degree in Molecular, Cellular, and Developmental Biology and a Bachelor of Arts degree in Molecular, Cellular, and Developmental Biology (MCDB).

These baccalaureate degree programs examine the function of living organisms with focus on the molecular and cellular levels of all branches of life, including bacteria, plants, and animals. A combination of genetic, biochemical, molecular, cell biological, and quantitative approaches are used to explore mechanisms underlying the coordinated behaviors of molecules, cells, and tissues that form living organisms. These programs are committed to excellence in research and teaching; they offer students a diversity of course offerings and research opportunities.

The proposed Bachelor of Science in Molecular, Cellular, and Developmental Biology is replacing the current Molecular, Cellular, and Developmental Biology track in the Bachelor of Science in Biology.

The proposed Bachelor of Arts in in Molecular, Cellular, and Developmental Biology is designed to eventually replace the Bachelor of Arts in Biology degree.

Students have requested both baccalaureate options in this subject area to ensure that their degree title matches that of the degree content more closely. These specialized degree programs signify the students’ expertise and knowledge when applying for employment or pursuing further professional development and educational opportunities.

These modifications reflect the emphasis and diversity in contemporary biology. Many top tier universities offer undergraduate degrees in Molecular, Cellular, and Developmental Biology. These include Yale, Michigan, Colorado, Ohio State, Iowa State, UCLA, Illinois-Chicago, UC Santa Barbara, Washington, and UC Santa Cruz. Moving these tracks (or, “subplans”) into stand-alone degrees would enhance the exposure to an already established and well-received content area, thereby increasing the awareness and attraction for coming to KU for

these degrees. The current, popular Molecular, Cellular, and Developmental Biology track accommodates approximately 240 students.

Except for Colorado and Iowa State, regional state universities do not offer a degree in MCDB – including other Kansas Board of Regent’s Universities. Given the excellent universities (above) that do offer this degree, a stand-alone degree provides a recruiting/exposure advantage for the University of Kansas.

III. Program Demand: Market Analysis

Among the primary sources of information that supports the student demand for a BS in MCDB is the student enrollment for this current subplan. Since the inception of a MCDB subplan in 2015, student enrollment has steadily climbed from five students pursuing this sub-plan to 313 students. Now, this MCDB sub-plan enrollment is the largest population of students among all Biology majors.

Graduates of the B.S. degree often attend post-graduate professional studies (e.g. medical school, graduate school, etc.) or become employed in research and development, pharmaceutical manufacturing, academia, state and federal government, hospitals and clinical laboratories, food industry, and environmental agencies. Currently, 50% of the MCDB sub-plan majors are declared pre-medicine students; this certainly mirrors the primary major for nation-wide applicants to medical schools, according to the Association of American Medical Colleges (2018).

The second largest population of Biology majors is the Biology Bachelor of Arts degree with 276 students in 2018. Language is a required component of this degree; Spanish is the most frequent foreign language incorporated into the B.A. in Biology. This is reflective of the need for medical personnel to be able to communicate in Spanish and care for a more diverse population (JGIM). A growing number of medical schools in several states have required medical students to take Spanish (AAMC).

IV. Projected Enrollment for the Initial Three Years of the Program

A. Bachelor of Science in Molecular, Cellular, and Developmental Biology

Year	Headcount		Sem Credit Hours	
	Full-Time	Part-Time	Full-Time	Part-Time
Implementation	45	5	1,395	75
Year 2	98	10	4433	225
Year 3	158	18	9286	495

B. Bachelor of Arts Molecular, Cellular, and Developmental Biology

Year	Headcount		Sem Credit Hours	
	Full-Time	Part-Time	Full-Time	Part-Time
Implementation	23	2	644	28
Year 2	49	5	2085	103
Year 3	80	8	4472	202

V. Employment

Graduates of the MCDB degree program are highly competitive and well-prepared for many post-graduate professional studies (e.g. medical, graduate, pharmacy schools, etc.). They are well-prepared for positions in commercial biotechnology, biomedical sciences, or civil service (e.g. state public health, etc.) as well as those in secondary and higher education. Careers attracting students with a degree in MCDB include research scientist, pharmacologist, biotechnologist, forensic scientist, science writer, teacher, genetic counselor, nanotechnologist, scientific service representative, and specialized government director. The health care, environmental management and animal conservation, and education account for the three broad career areas that attract the most students with a biology baccalaureate degree (Prospects; Williams).

The 2017 Kansas Economic Report stated that Professional, Scientific, and Technical Services had the largest numerical job increase; graduates in MCDB would be contributing to fulfilling this growing need. Nationally, the biologist job market is expected to grow by 9.0% between 2016 and 2026 (Sokanu). According to the 2015 Kansas City Regional Life Sciences Industry Census Report, the presence of approximately 250 life science companies

in 26 counties extending from Columbia, Missouri through Kansas City to Manhattan, Kansas. Conservatively, employment estimates are 28,000-30,000. Industries and entities employing biological scientists include the federal government, scientific research and development services, pharmaceutical and medicine manufacturing, patient care centers, school districts, colleges and universities, and management and technical consulting services (Bureau of Labor, 2017).

VI. Admission and Curriculum

A. Admission

- 3.25 GPA and 21+ ACT; or
- 3.00 GPA and ACT of 24+

B. Curriculum

Note: While the curricula for the two baccalaureate degree programs are quite similar, there are a few distinct differences. Beginning in the Spring Semester of Year 2, students in the Bachelor of Arts program begin taking their language requirement; this is continued for the rest of the program. The Bachelor of Science degree has no such language requirement.

SCH = Semester Credit Hours

Year 1 Fall Semester

Course #	Course Name	BS SCH	BA SCH
BIOL105	Biology Orientation Seminar	1	1
BIOL150/1	Molecular and Cell Biology	4	4
CHEM130	Chemistry I	5	5
ENGL101	English I (BS Only)	3	
KU CORE	KU Core (BS Only)	3	
MATH 115	Calculus I (BA Only)		3
TOTAL		16	13

Year 1 Spring Semester

Course #	Course Name	BS SCH	BA SCH
BIOL152/3	Organismal Biology	4	4
CHEM135	Chemistry II	5	5
MATH 115	Calculus I (BS Only)	3	
ENGL102	English II (BS Only)	3	
MATH 116	Calculus II (BA Only)		3
ENGL101	English I (BA Only)		3
TOTAL		15	15

Year 2 Fall Semester

Course #	Course Name	BS SCH	BA SCH
BIOL350	Principles of Genetics	4	4
CHEM330	Organic Chemistry I	3	3
CHEM331	Organic Chemistry I Lab	2	2
MATH115	Calculus II (BS Only)	3	
KU CORE	KU Core (BS Only)	3	
ENGL102	English II (BA Only)		3
KU CORE	KU Core (BA Only)		4
TOTAL		15	16

Year 2 Spring Semester

Course #	Course Name	BS SCH	BA SCH
BIOL412	Evolutionary Biology	4	4
CHEM 335	Organic Chemistry II (BS only)	3	
KU CORE	KU Core (BS Only) -- 2 courses @ 3 CH each	6	
BIOL Elective 400+	Biology 400+ level (BS Only)	3	
PHSX114	Physics I (BA Only)		5
KU CORE	KU Core (BA Only)		4
LANG	Language Requirement (BA only)		3
TOTAL		16	16

Year 3 Fall Semester

Course #	Course Name	BS SCH	BA SCH
BIOL416	Cell Structure and Function	3	3
KU CORE	KU Core	3	3
BS PHSX114 (or 211+216)	Physics I (BS Only)	5	
BS BIOL600	Intro to Biochemistry (BS Only)	3	
BA PHY115	Physics II (BA Only)		3
BA LANG	Language Requirement (BA Only)		3
BIOL	Biology Elective (BA Only)		4
TOTAL		14	16

Year 3 Spring Semester

Course #	Course Name	BS SCH	BA SCH
KU CORE	KU Core	3	3
BIOL417	Biology of Development (BS Only)	3	
BIOL405 or 426	Genetics Lab or Cell Biology Lab (BS Only)	2	
BIOL	Biology Elective 400+ (BS Only)	3	

BS PHSY 115	Physics II (BS Only)	4	
BIOL672	Gene Expression (BA Only)		3
BIOL417	Biology of Development (BA Only)		3
BIOL426	Cell Biology Lab (BA Only)		3
LANG	BA Language Requirement (BA Only)		3
TOTAL		15	15

Year 4 Fall Semester

Course #	Course Name	BS SCH	BA SCH
KU CORE	KU core	3	3
BIOL435	Intro to Neurobiology (BS Only)	3	
ELECTIVE	Elective	3	
BIOL688 OR ELECT	Molecular Biology of Cancer or Elective 400+ (BS Only)	3	
GS ELECTIVE	Gen Sci Elect: BIO570/Math364/Psych 210 (BS Only)	3	
BIOL600	Biochemistry (BA Only)		3
BIOL	Biology Elective (BA Only)		3
LANG	Language Requirement (BA Only)		3
Elective	Elective (BA Only)		3
TOTAL		15	15

Year 4 Spring Semester

Course #	Course Name	BS SCH	BA SCH
BIOL599	Capstone Senior Seminar	1	1
KU CORE	KU Core	3	3
ELECTIVES	Electives (BS Only)	4	
BIOL ELECTIVE	Biology Elective 400+ (BS Only)	3	
BS BIOL 650/672	Adv Neurobio/Gene Expression/Bio Elect 400+ (BS Only)	3	
BIOL ELECTIVE	Major Biology Elective (BA Only)		4
LANG	BA Language Requirement (BA Only)		3
ELECTIVE	Elective (BA Only)		3
TOTAL		14	14

Degree Totals..... 120 120

VII. Core Faculty

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Brian Ackley	Assoc. Prof.	Ph.D.	Y	Molecular Biosciences	1.0
Yoshiaki Azuma	Professor	Ph.D.	Y	Molecular Biosciences	1.0
Mizuki Azuma	Assoc. Prof.	Ph.D.	Y	Molecular Biosciences	1.0
Matthew Buechner	Assoc. Prof.	Ph.D.	Y	Molecular Biosciences	1.0
T. Christopher Gamblin	Professor	Ph.D.	Y	Molecular Biosciences	1.0
Erik Lundquist	Professor	Ph.D.	Y	Molecular Biosciences	1.0
Stuart Macdonald	Professor	Ph.D.	Y	Molecular Biosciences	1.0
Kristi Neufeld	Professor	Ph.D.	Y	Molecular Biosciences	1.0
Berl Oakley	Assoc. Professor	Ph.D.	Y	Molecular Biosciences	1.0

Number of graduate assistantships assigned to the program: 20.

VIII. Expenditure and Funding Sources

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$ 2,676,097	\$ 2,676,097	\$ 2,676,097
Administrators (<i>other than instruction time</i>)			
Graduate Assistants (tuition/fees/salary)	\$ 1,155,761	\$ 1,155,761	\$ 1,155,761
Support Staff for Administration (<i>e.g., secretarial</i>)	\$ 435,165	\$ 435,165	\$ 435,165
Fringe Benefits (<i>total for all groups</i>)	\$ 1,280,106	\$ 1,345,113	\$ 1,412,368
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	\$ 5,547,129	\$ 5,612,136	\$ 5,679,391
Personnel – – New Positions			
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			
Total Existing Personnel Costs – Reassigned or Existing	0	0	0
Start-up Costs – One-Time Expenses			
Library/learning resources			
Equipment/Technology			

Physical Facilities: Construction or Renovation			
Other			
Total Start-up Costs	0	0	0
Operating Costs – Recurring Expenses*			
Supplies/Expenses	\$ 7,566	\$ 7,944	\$ 8,341
Library/learning resources			
Equipment/Technology	\$ 7,566	\$ 7,944	\$ 8,341
Travel			
Other			
Total Operating Costs	\$ 15,132	\$ 15,888	\$ 16,682
GRAND TOTAL COSTS	\$ 5,562,261	\$ 5,628,024	\$ 5,696,073

B. FUNDING SOURCES <i>(projected as appropriate)</i>	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds	\$ 4,830,990	\$ 5,473,590	\$ 6,884,790	\$ 9,167,490
Student Fees	\$ 42,828	\$ 40,686	\$ 40,686	\$ 40,686
Other Sources				
GRAND TOTAL FUNDING	\$ 4,873,818	\$ 5,514,276	\$ 6,925,476	\$ 9,208,176
Projected Surplus/Deficit (+/-) <i>(Grand Total Funding minus Grand Total Costs)</i>		(\$ 47,985)	+ \$ 1,297,452	+ \$3,512,103

Explanation: No new costs are expected as the proposed program is replacing an existing program using existing equipment and instructional materials and technology.

IX. Expenditures and Revenue Explanations

A. Expenditures

Personnel Expenditures:

Personnel expenditures reflect existing personnel whose salaries are currently paid for by existing tuition and state funds. We do not expect any new hires to start these degree programs. It is possible that we will need to add additional positions if growth continues, but we do not anticipate additions related to these degree programs over the first three years of implementation. We have included a 5% increase each year for fringe as these costs continue to rise. We have not included salary increases as those have not occurred recently.

Start-up costs:

No start-up costs are anticipated as these degree programs will utilize existing equipment, spaces, and other infrastructure in place for our other biology-related degree programs. With growth, there may be additional infrastructure needs in future years, but not likely during the first three years.

Recurring Operating Expenses:

We have included OOE costs divided evenly between the supplies/expenses category and the equipment/technology category as the types of supplies and equipment purchased each year will vary depending on instructor

needs and wear and tear on equipment. We have budgeted to assume a 5% increase in these costs each year as supply prices typically increase each year.

B. Funding Sources:

We have started with \$5,605,089 in tuition/state funds as we are currently budgeted to cover these expenses for the existing degree programs that our proposed programs will replace. Additionally, we have included the student lab fees collected as a flat fee for each lab course. We have included increases in Tuition/State Funds each year to reflect the projected growth in students and semester credit hours (10%).

X. References

- Academic Medicine. (2012, March). "Foreign language assessment and training in us medical education is a must" 87(3): 257.
- AAMC. (2018, November). Association of American Medical Colleges. Table a-17L MCAT and GPAs for applicants and matriculants to U.S. medical schools by primary undergraduate major, 2018-2019. Retrieved from: <https://www.aamc.org/download/321496/data/factstablea17.pdf>
- Bureau of Labor (2017). Occupational Employment Statistics. Occupational employment and wages: Biological scientists. Retrieved from: <https://www.bls.gov/oes/2017/may/oes191029.htm>
- JGIM. (2015, October). Journal of General Internal Medicine. "Increasing the supply and quantity of language-concordant physicians for Spanish speaking patients" 30(10): 1394-1396.
- Kansas Department of Labor. (2017) 2017 Kansas Economic Report. Retrieved from <https://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/Economic%20Report%202017.pdf>
- Kansas City Area Life Sciences Institute, Inc. (2015) Kansas City Regional Life Sciences Industry Census 2015. Retrieved from: <https://kclifesciences.org/wp-content/uploads/2015-KCALSI-CENSUS-FINAL.pdf>
- Prospects (2018). Biology: job options. Retrieved from: <https://www.prospects.ac.uk/careers-advice/what-can-i-do-with-my-degree/biology>
- Sokanu. (2019). Biologist job market. Retrieved from: <https://www.sokanu.com/careers/biologist/job-market/#job-outlook>
- Williams L. (2019). Jobs and Careers. List of biology careers. Retrieved from: <https://jobs.lovetoknow.com/career-fields/list-biology-careers>

4. Act on Request to Approve a Master of Arts in Leadership in Diversity and Inclusion – KU

Summary

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

I. General Information

- A. Institution: University of Kansas
- B. Program Identification
 - Degree Level: Master’s Program
 - Program Title: Leadership in Diversity and Inclusion
 - Degree to be Offered: Master of Arts
 - Responsible Department or Unit: College of Liberal Arts and Sciences
 - Modality: Hybrid (both Face-to-Face and Online)
 - CIP Code: 30.2301
 - Proposed Implementation Date: June 2019

Total Number of Semester Credit Hours for the Degree: 30

II. Justification

Existing graduate-level leadership programs within the state of Kansas, the Big 12 Conference, and peer institutions in surrounding states are housed in professional schools of Education, Business, and Agriculture; as such, these programs are designed to prepare students for management work within distinct fields. There are no graduate degrees in Kansas with a focus on social diversity, equity, and inclusion.

This degree utilizes a framework of research-based leadership theory that invites students from a variety of disciplines, professions, and academic perspectives to explore the experiences of US racial/ethnic minorities and US marginalized populations.

Furthermore, leadership in diversity and inclusion promotes effective communication and resourceful problem solving; enhances self-awareness; expands the knowledge base; supports collaborative learning; encourages broader, more open-minded perspectives; fosters innovative thinking; and lays the foundation for improved corporate morale and increased productivity. This proposed Master’s in Leadership in Diversity and Inclusion program addresses these foundational pillars through a flexible, interdisciplinary alternative to field-specific (i.e., education, business, and agriculture) leadership/management training programs.

Results from the 2016-17 Rankin and Associates Campus Climate study at the University of Kansas found students, staff, and faculty perceived a need for established opportunities and initiatives that increase knowledge and skills in diversity and inclusion. In response, the university units enhanced initiatives within their strategic plans to address personal, professional, and systemic needs for developing knowledge, awareness, and communication skills in diversity and inclusion. The proposed MA degree represents a step in this process, standing as a tangible example of KU’s commitment to diversity and inclusion.

III. Program Demand: Market Analysis

Interdisciplinary, theoretically-focused, and research-based programs in leadership meet the burgeoning demand for generalizable leadership skill education that extends beyond typical “management” approaches to the subject. Employers repeatedly cite complex problem solving, emotional intelligence, coordinating with others, creativity, and cognitive flexibility as the top leadership skills in demand by 2020 (Jolly). Additionally, the deep

uncertainty created by shifts in longstanding geopolitical alliances, rapid technological advances, and increasing globalization create opportunities for innovation among those prepared to navigate the ambiguity (Kharas and McArthur).

The need for credentialed individuals available to competently address issues of diversity, equity, and inclusion in a variety of systems, including places of work, schools, communities, non-profits, and civic organizations is undeniable. At its core, “diversity” is good for business (Carpenter). From the expansion of perspectives, to employee morale and retention, to positive public relations, companies are beginning to view diversity and inclusion as an investment to be made from the top down rather than relying on employees from underrepresented groups to identify and initiate change. CNN reports an almost 20% increase in postings for diversity and inclusion positions between 2017 and 2018 (Carpenter 2). Tightening of the labor market has placed increasing visibility on factors (such as workplace culture and retention of diverse talent), and employers are responding. Diversity and inclusion postings hit a historical high in early 2017 (Culbertson).

In high demand are professionals who are not only prepared to design, deliver, and assess diversity and inclusion-themed practices, but who also demonstrate leadership skills that allow them to navigate challenging systemic cultures, work across a variety of stakeholders, and strategically deploy innovative initiatives. *CNN Money* reports that this new corps of diversity and inclusion professionals will be called upon to “remake the culture of the company, not just the look of its workforce” (Carpenter). This skillset includes: an understanding of how systems grow, evolve, and thrive; effective communication skills; strong diagnostic and assessment abilities; cognitive and emotional flexibility; and a high tolerance for ambiguity.

As more job seekers recognize the growing demand, industry forecasts predict a steady increase in individuals seeking this suite of skills following the 8% rise as of January 2018 (Culbertson). The market is not limited to new hires, however. More and more, mid-level professionals recognize that diversity and inclusion skills are a pathway to career advancement as responsibility for diversity initiatives move from the human resources office to the executive level, in both the corporate sector and higher education (Worthington, et al.).

IV. Projected Enrollment for the Initial Three Years of the Program

Year	Headcount		Sem Credit Hrs	
	Full-Time	Part-Time	Full-Time	Part-Time
Implementation	6	6	108	54
Year 2	18	18	432	216
Year 3	24	30	756	432

V. Employment

The hybrid and interdisciplinary nature of this program would draw a diverse pool of applicants, attracting both recent graduates and mid-career professionals. As indicated in both the Justification and Market Analysis, diversity and inclusion are applicable across professional contexts and have come to be in high demand in the business and academic communities.

Job postings for careers focused on diversity and/or inclusion have increased by 35% since 2014, with the most dramatic increase (18%) occurring from 2017 to 2018 (Culbertson). Further, among the fastest growing occupations in 2018 there was an increased demand for individuals proficient in "area, ethnic, and cultural studies," as well as in training and development (BLS).

For employability, this proposed program is intended to:

- a) provide graduates with an employer-demand skillset that augments technical/professional skills across a variety of fields; and
- b) increase graduates' career options, internal advancement opportunities, and competitiveness for wage premiums associated with higher educational levels.

KU’s proximity to Topeka and to the Kansas City metro area provides an appropriate hiring pool for this degree. The Economic Development Corporation of Kansas City points to the strong pool of educated talent emanating from the health (35,717 jobs), federal (23,174 jobs), financial (17,075 jobs) and engineering (8,915)

service sectors; new companies are opting to locate regional or national headquarters in the area, as well. Nationally recognized brands, including Cerner Corporation, Hallmark Cards, FedEx, H&R Block, Blue Cross/Blue Shield, American Century Investments, Bank of America, and Citi Corporation maintain significant executive-level footprints across the metro. Currently, Indeed, the popular job search website, has posted 35,940 jobs that require diversity leadership. Locally, companies currently hiring diversity leaders include Honeywell, UnitedHealth, Traders Insurance, Mid-American Regional Council, Kiewit Corporation, KCK Public Schools, Rockhurst University, Bank of America, and over two-hundred more (Indeed).

VI. Admission and Curriculum

A. Admission Criteria

A bachelor’s degree (with 3.0 cumulative GPA minimum) is required for consideration as a fully admitted graduate student in this program.

Applications are also evaluated on the following documents:

1. A statement of purpose that demonstrates an interest in Leadership and/or Diversity and Inclusion Studies, relevant experience, and intellectual or professional goals;
2. Official transcripts of all previous academic work;
3. Three academic and/or professional letters of recommendation from persons familiar with the applicant’s work.

B. Curriculum

This 30 semester-credit-hour, Master’s level program is structured to provide students with both a strong, consistent foundation as well as with multiple options to better meet the academic and career goals of individual students.

Students who do not meet the admission criteria as outlined above may be admitted on a provisional status, dependent upon individual review of admission records. Those students are required to take an introductory course (Introduction to Graduate Studies in Leadership in Diversity and Inclusion) which will focus not only on content but also on communication skill levels.

Students who do meet admission criteria are considered *fully admitted students* and, along with the provisional students, enroll in Professionalization Seminar in Leadership in Diversity and Inclusion for the first summer session.

The opportunity to pursue a specific concentration, or “Pathway,” begins in the fall semester of the first year. Students select one of three curricular pathways for focused study: Race and Ethnicity; Women, Gender, and Sexuality; or U.S. Social Differences.

SCH = Semester Credit Hours

Year 1 Summer Semester

SCH...3 - 6

Course #	Course Name	SCH
LDST 700	Introduction to Graduate Studies in Leadership in Diversity and Inclusion <i>... this course is for provisionally admitted students only</i>	(3)
LDST 705	Professionalization Seminar in Leadership in Diversity and Inclusion ... <i>this course and all courses that follow are for both provisionally admitted students and fully admitted students</i>	3

Year 1 Fall Semester

SCH...6

Course #	Course Name	SCH
Pathway Course*	Student Selects from Options	3
Pathway Course*	Student Selects from Options	3

Year 1 Spring Semester **SCH...9**

Course #	Course Name	SCH
LDST 710 (online)	History and Theory of Leadership Studies	3
Pathway Course*	Student Selects from Options	3
Pathway Course*	Student Selects from Options	3

Year 2 Fall Semester **SCH...6**

Course #	Course Name	SCH
LDST 720 (online)	Leadership Ethics	3
LDST 730 (online)	Managing the Work of Leadership	3

Year 2 Spring Semester **SCH...6**

Course #	Course Name	SCH
LDST 740 (online)	Leadership and Power	3
LDST 850 (online)	Capstone in Leadership in Diversity and Inclusion	3

***Pathway Course Options for Race and Ethnicity**

Course #	Course Name	SCH
AAAS 511	The Civil Rights Movement	3
AAAS 560	Race, Gender, and Post-Colonial Discourses	3
AAAS 811	The Civil Rights Movement	3
AAAS 611	History of the Black Power Movement	3
AAAS 812	The Black Power Movement	3
AMS 536	Ethnicity in the United States	3
AMS 550	Research Seminar	3
AMS 650	Jazz and American Culture	3
AMS 694	Directed Readings	3
C&T 807	Multicultural Education	3
ELPS 830	Foundations of Multicultural Education	3
THR 914	Theories of Race and Performance	3

***Pathway Course Options for Women, Gender, and Sexuality**

Course #	Course Name	SCH
AAAS 560	Race, Gender, and Post-Colonial Discourses	3
WGSS 521	Women and Violence	3
WGSS/POLS 562	Women and Politics	3
WGSS 563	Gender, Sexuality, and the Law	3
WGSS/AAAS/AMS 565	Gender, Culture, and Migration	3
WGSS 583	Love, Sex, and Globalization	3
WGSS/POLS 600	Contemporary Feminist Political Theory	3
WGSS/PSYC 689	Conceptual Issues in Human Sexuality	3
WGSS 701	Seminar	3
WGSS 800	History of Women, Gender, and Sexuality Studies	3
WGSS 801	Feminist Theory	3
WGSS 802	Feminist Methodologies	3

***Pathway Course Options for U.S. Social Differences**

Course #	Course Name	SCH
AAAS 501	Regional History	3
AAAS 811	The Civil Rights Movement	3
AAAS 812	The Black Power Movement	3
AMS 510	History of American Women – Colonial Times to 1870	3
AMS 511	History of American Women – 1870 to Present	3
AMS 555	Advanced Topics in American Literature Since 1865	3
AMS 650	Jazz and American Culture	3
AMS 649	Directed Readings	3
AMS 696	Studies in Social Differences	3
AMS 802	Theorizing America	3
AMS 808	Studies in Social Differences	3
C&T 807	Multicultural Education	3
ELPS 830	Foundations of Multicultural Education	3

VII. Core Faculty

FTE refers to Full Time Equivalent to this program (1.0 = full time)

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Banwart, Mary	Assoc. Prof.	PhD	Y	Communication & Leadership	.25
Leyerzapf, Amy	Lecturer	PhD	Y	Communication & Leadership	.25
Mizumura-Pence, Ray	Assoc. Teach Prof.	PhD	Y	American Studies	.25
Pennington, Dorthy	Assoc. Prof.	PhD	Y	Communication Studies	.25
Syrett, Nicholas	Professor	PhD	Y	Women, Gender, & Sexuality Studies	.25
Hamer, Jennifer	Professor	PhD	Y	African/African-American Studies	.25
Hodges-Persley, Nicole	Assoc. Prof.	PhD	Y	Theatre	.25
Lang, Clarence	Professor	PhD	Y	African/African-American Studies	.25
Tucker, Sherrie	Professor	PhD	Y	American Studies	.25
Warrior, Robert	Professor	PhD	Y	American Studies/English	.25

Number of graduate assistantships who will be assigned to the program: 0

VIII. Expenditure and Revenue

Explanations are included in the Expenditures and Funding Sources Explanation

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$ 28,188	\$ 63,505	\$ 87,067
Administrators (<i>other than instruction time</i>)	\$ 4,684	\$ 4,824	\$ 4,969
Graduate Assistants			
Support Staff for Administration (<i>e.g., secretarial</i>)	\$ 4,010	\$ 4,082	\$ 5,438
Fringe Benefits (<i>total for all groups</i>)	\$ 14,675	\$ 31,202	\$ 41,042
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	\$ 51,557	\$ 103,613	\$ 138,516
Personnel – New Positions			
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			
Total New Personnel Costs -- New Positions	0	0	0
Start-up Costs – One-Time Expenses			
Library/learning resources			
Equipment			
Physical Facilities: Construction or Renovation			
Other	\$ 8,000		
Total Start-up Costs	\$ 8,000		
Operating Costs – Recurring Expenses			
Supplies/Expenses			
Library/learning resources			
Equipment			
Travel			
Other	\$ 500	\$ 750	\$ 1,000
Total Operating Costs	\$ 500	\$ 750	\$ 1,000
GRAND TOTAL COSTS	\$ 60,057	\$ 104,363	\$ 139,516

B. FUNDING SOURCES* <i>(projected as appropriate)</i>	Current	First FY (New)	Second FY (New)	Third FY (New)
		\$ 121,434	\$ 321,434	\$ 384,426
Tuition / State Funds		\$ 11,591	\$ 35,119	\$ 47,293
Student Fees				
Other Sources	\$ 8,000			
GRAND TOTAL FUNDING	\$ 8,000	\$ 133,025	\$ 356,553	\$ 431,719
Projected Surplus/Deficit (+/-) (Grand Total FUNDING <i>minus</i> Grand Total Costs)		+ \$ 72,968	+ \$ 252,190	+ \$ 292,203

IX. Expenditures and Revenue Explanations

Personnel Expenditures:

The proposed program requires no new faculty, administrative, or support staff hires.

Faculty – the proposed program utilizes a significant number of courses that are being taught on load by faculty in existing graduate degree programs in African and African American Studies, American Studies, Curriculum and Teaching, Educational Leadership and Policy Studies, Leadership Studies, Political Science, Psychology, Theater, and Women, Gender, and Sexuality Studies, significantly reducing the impact of faculty salary/benefits on the operating budget. Dollar amount here indicates amount of salary/fringe time prorated to this program.

Administrators – the proposed program will utilize 10% of the efforts of one administrator’s (current administrative appointment is .5FTE) appointment in the Implementation year, as well as FY2 and FY3.

Support Staff – the proposed program will utilize 10% of one administrative associate for the Implementation year, as well as in FY 2 and FY 3.

Start-up costs:

The proposed program’s start-up costs include \$8,000 in course development support, provided by the College of Liberal Arts and Sciences, for LDST 700 and LDST 850.

The program will utilize existing campus spaces, equipment, and resources, significantly reducing the impact of start-up costs on the operating budget. Close to 50% of the courses will be taught online, further reducing the need for brick-and-mortar instructional space and associated equipment, upkeep, and resources.

Recurring Operating Expenses:

Allocations of \$500, \$750, and \$1000 for the first three years, respectively, provide for marketing, instructional supplies, office supplies, incidental expenses, and postage.

Funding Sources:

The tuition and fee structure will be sufficient to adequately fund the program. Projections are based on 50% residential and 50% non-residential tuition and include a 1% annual increase.

Implementation year: Total tuition + student fees = \$133,025.40
 Year 2: Total tuition + student fees = \$356,553.84
 Year 3: Total tuition + student fees = \$431,719.44

Projected Surplus

Implementation Year: **\$72,698** = \$133,025 (grand total funding) - \$60,057 (grand total costs)
 Year 2: **\$252,190** = \$356,553 (grand total funding) - \$104,363 (grand total costs)
 Year 3: **\$292,203** = \$431,719 (grand total funding) - \$139,516 (grand total costs)

X. References

- BLS (2018, April). Bureau of Labor Statistics. Occupational outlook handbook: fastest growing occupations. Retrieved from: <https://www.bls.gov/ooh/fastest-growing.htm>
- Carpenter, J. (2018, August). CNN Money. How to build a career in diversity and inclusion. Retrieved from: <https://money.cnn.com/2018/08/22/pf/diversity-inclusion-careers/index.html>
- Carpenter 2, J. (2018, August). CNN Money. The rise of diversity and inclusion jobs. Retrieved from: <https://money.cnn.com/2018/08/21/pf/diversity-inclusion-positions/index.html?iid=EL>
- Culbertson, D. (2018, March). Indeed Hiring Lab. Diversity and inclusion jobs grow briskly. Retrieved from: <https://www.hiringlab.org/2018/03/26/diversity-and-inclusion-grows-briskly/>
- EDC. (2019, January). Economic Development Corporation. Major employers. Retrieved from: <https://www.edckc.com/workforce-talent/major-employers/>
- Indeed. (2019, February). Diversity leadership: Kansas City. Retrieved from: <https://www.indeed.com/jobs?q=Diversity%20Leadership&ts=1550853243689&rs=1&fromage=last>
- Jolly, R. (2016, February). Forbes. Davos: Mind the skills gap. Retrieved from: <https://www.forbes.com/sites/lbsbusinessstrategyreview/2016/02/04/davos-mind-the-skills-gap/#1a227bb4be08>
- Kharas, H. and McArthur, J. (2017, January). Forbes. Davos: We need a global operating system reset to make the SDGs work. Retrieved from: <https://www.forbes.com/sites/worldeconomicforum/2017/01/17/davos-we-need-a-global-operating-system-reset-to-make-the-sdgs-work/#7e805322677b>
- Worthington, R., et. al. (2014, October). National Association of Diversity Officers in Higher Education. Standards of professional practice for chief diversity officers: NADOHE presidential task force for the development of standards of professional practice for CDOs. Retrieved from: <https://www.nadohe.org/standards-of-professional-practice-for-chief-diversity-officers>

5. Act on Request to Approve a Bachelor of Arts and Bachelor of General Studies in American Sign Language and Deaf Studies – KU

Summary

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

I. General Information

- A. Institution** University of Kansas
- B. Program Identification**
 - Degree Level: Baccalaureate Program
 - Program Title: American Sign Language and Deaf Studies
 - Degree to be Offered: Bachelor of Arts and Bachelor of General Studies
 - Responsible Department or Unit: Languages, Literatures, and Cultures (CLAS)
 - CIP Code: 16.1601
 - Proposed Implementation Date: Fall 2019

Total Number of Semester Credit Hours for the Degree: 120

II. Justification

The School of Language, Literatures, and Cultures within the College of Liberal Arts and Science and the KU Edwards Campus propose the development of the Bachelor of Arts and Bachelor of General Studies Degrees in American Sign Language (ASL) and Deaf Studies.

In the United States, ASL is the most common language utilized by the Deaf community, the third most-used language in the United States, and the language of approximately 500,000 people in the US and Canada (Start ASL). ASL, a language completely separate and distinct from English, employs signs made by moving the hands combined with facial expressions and postures of the body. ASL is a complete, grammatically complex language; it contains all the fundamental features of language—it has its own rules for pronunciation, word order, and complex grammar.

ASL abilities are recognized beyond the Deaf community, as well. Benefits of ASL knowledge include increasing job proficiency; possessing a bankable skill and, thereby, heightening marketability in the job market; boosting cognition, creative thinking, and hand-eye coordination; and improving communication skills, especially listening skills (Racoma).

These baccalaureate degrees focus on the development and use of ASL, as well as on the identification of and the unity with other people who are members of the Deaf community. The community may include hearing family members and associates of deaf people, sign-language interpreters, and others who identify or wish to identify with Deaf culture. It does not automatically include all people who are deaf or hard-of-hearing.

This baccalaureate program is designed not only for new-starts, but also for students who:

- can transfer in credit (for example, an AA degree with a focus on ASL from Johnson County Community College); and/or
- show evidenced learning by having completed ASL I-IV (the first four, sequenced, standardized courses in the ASL program).

The difference between the Bachelor of Arts degree and the Bachelor of General Studies degree lies in the required courses. Unlike the BGS, the BA requires a quantitative course after college algebra, a lab experience,

and six hours of English composition. However, the BGS requires a minor, while the BA does not; moreover, for this program, both degrees allow enough flexibility that students will be able to pursue a minor and/or a variety of ASL electives. The BGS is designed for students wishing to have a wider breadth of knowledge or additional specialization beyond their major requirements.

III. Program Demand: Market Analysis

According to data reported at Gallaudet University’s 2017 Signed Language Interpretation and Translation Symposium, there are only 140 interpreter education programs in the U.S. (100 Associate of Arts programs, 33 baccalaureate programs, 6 master’s programs, and 1 doctoral program) (Gallaudet). Of these 140 interpreter training offerings, one is in the State of Kansas – at Johnson County Community College, our partner in developing these new baccalaureate degree programs. Because the National Registry for the Deaf now requires a minimum of a bachelor’s degree to allow students to sit for the credentialing exam, Johnson County Community College has chosen to close its interpreter training program and, through collaboration with KU, develop an Associate of Arts-oriented curriculum pathway that will lead directly to either of these new baccalaureate degrees in ASL and Deaf Studies.

Johnson County Community College is averaging 25 students in each of their 13 ASL course offerings each year. This enrollment, paired with the ASL courses at KU Lawrence (consistently averaging 45 students), highlights the need for a bachelor’s degree in this area. In addition, this degree also aims to serve students of all ability levels, including those who are heritage and/or fluent users of American Sign Language.

Nationally, there were approximately 60,000 students enrolled in ASL language classes in 2002, according to statistics from the Bureau of Labor (BLS, 2018). In contrast, in 2013, enrollment in ASL courses had jumped to about 110,000 students. This 80% increase in ASL course enrollment showed the second largest increase for any language that the Bureau of Labor examined during this period (DATA USA, 2018; JobsEQ, 2018). With this significant growth in interest in studying ASL, KU, with its proven reputation for foreign language instruction, will benefit.

Regionally, a nearby ASL undergraduate program is at the small, private William Woods University in Fulton, MO. On a national level, few research universities offer an undergraduate ASL program. These include University of Rochester, Northeastern University, University of Iowa, Boise State University, University of Houston, Kent State University, Purdue, and Idaho State University (Vasudevan, 2018; ITRS, 2017).

KU has the means to become a national competitor for ASL Language and Interpreting training; our goal is to soon be listed as one of the top programs in this educational domain.

Finally, this program is designed as an interdisciplinary program within the University of Kansas by relying on the academic strengths in our Cultural Studies and Social Sciences departments. This interdisciplinary approach allows students to pull from a broad range of disciplines, such as psychology, linguistics, anthropology, sociology, languages, and literature.

IV. Projected Enrollment for the Initial Three Years of the Program

Year	Headcount				Sem Credit Hrs	
	Full-Time		Part-Time		Full-Time	Part-Time
	BA	BGS	BA	BGS		
Implementation	6	2	2	1	240	36
Year 2	9	3	4	2	360	72
Year 3	14	6	5	3	600	96

V. Employment

Nationally, there are over a half-million people who have received American Sign Language training and are employed across a range of occupations (U.S. Bureau of Labor, 2015). The most common places of employment

are in the educational sector (primary education, secondary, and post-secondary education), hospitals, the legal profession, and service occupations.

The need for ASL is great and increasing. According to the Census Bureau, the number of individuals who are experiencing significant hearing loss (enough to be classified as having a hearing disability) is going up each year by about 1-3%. The Survey of Income and Program Participation (SIPP) estimates that about 1 in 20 Americans are currently deaf or hard of hearing, or in round numbers, nearly 10,000,000 persons are hard of hearing and close to 1,000,000 are functionally deaf. This growing demand, paired with the interdisciplinary nature of the degree designed for greater job marketability, will allow KU Students to combine their ASL mastery with other in-demand disciplines, such as education, nursing, social welfare, social justice, psychology, or business.

VI. Admission and Curriculum

A. Admission Criteria

The following criteria will be used to determine admissions into the program.

1. These programs will follow the policies governing admission to undergraduate study at KU;
 - a. 3.25 GPA and 21+ ACT; or
 - b. 3.00 GPA and ACT of 24+
2. Majors must complete courses to gain fourth semester ASL language proficiency, or an equivalent placement, as demonstrated through a language proficiency exam administered by the department.

B. Curriculum

SCH = Semester Credit Hours

Year 1 Fall Semester

Course #	Course Name	BA SCH	BGS SCH
SPED tbd	Elementary American Sign Language I	3	3
ASLD tbd	Introduction to the Deaf Community	3	3
ENGL 101	Composition I	3	3
KU Core Goal	Critical Thinking and Quantitative Literacy	3	3
KU Core Goal	Communication	3	3
TOTAL		15	15

Year 1 Spring Semester

Course #	Course Name	BA SCH	BGS SCH
SPED tbd	Elementary American Sign Language II	3	3
ENGL 102	Critical Reading and Writing	3	3
KU Core Goal	Social Science	3	3
KU Core Goal	Humanities	3	3
Elective Course	Elective Course – BA only	3	
Elective or Minor	Elective or Minor Course -- BGS only		3
TOTAL		15	15

Year 2 Fall Semester

Course #	Course Name	BA SCH	BGS SCH
SPED tbd	Intermediate American Sign Language I	3	3
ASLD tbd	Fingerspelling I	2	2
KU Core Goal	Natural Science with Lab	4	4
MATH 101	College Algebra	3	3
KU Core Goal	Culture and Diversity	3	3
TOTAL		15	15

Year 2 Spring Semester

Course #	Course Name	BA SCH	BGS SCH
SPED tbd	Intermediate American Sign Language II	3	3
LING S	Intro to American Sign Language Linguistics	3	3
ENGL H	American Sign Language Literature	3	3
KU Core Goal	Culture and Diversity	3	3
KU BA	Quantitative Reasoning Second – BA only	3	
Elective Course	Elective Course – BGS only		3
TOTAL		15	15

Year 3 Fall Semester

Course #	Course Name	BA SCH	BGS SCH
KU Core Goal	Social Responsibility and Ethics	3	3
ASLD	Major Course Track 1	3	3
ASLD	Major Course Track 1	3	3
ASLD	Major Course Track 2	3	3
Elective Course	Elective Course – BA only	3	
Minor Course	Minor Course – BGS only		3
TOTAL		15	15

Year 3 Spring Semester

Course #	Course Name	BA SCH	BGS SCH
ASLD	Major Course Track 1	3	3
ASLD	Major Course Track 2	3	3
ASLD	Major Course Track 2	3	3
Elective Courses	Elective Courses – BA only	6	
Minor Courses	Minor Courses – BGS only		6
TOTAL		15	15

Year 4 Fall Semester

Course #	Course Name	BA SCH	BGS SCH
ASLD	Major Course Track 1	3	3
ASLD	Major Course Track 2	3	3
ASLD	Major Course Track 2	3	3
Elective Courses	Elective Course – BA only	6	
Minor Courses	Minor Courses – BGS only		6
TOTAL		15	15

Year 4 Spring Semester

Course #	Course Name	BA SCH	BGS SCH
KU Core Goal	Integration and Creativity	3	3
ASLD	Major Course Track 1	3	3
ASLD	Major Course Track 2	3	3
Elective Courses	Elective Course – BA only	6	
Minor Course	Minor Course – BGS only		3
Career Prep	Career Preparation Course		3
TOTAL		15	15

Degree Totals..... 120 120

Note:

- Students must complete two of four academic tracks in: Deaf Studies and Social Justice; Advanced ASL; Introduction to Interpreting; or Professional Interpreting.
- Students are encouraged to utilize elective options to pursue a minor including: Business, Psychology, Public Administration, Sociology, or Healthcare Management.

American Sign Language and Deaf Studies Track Options
Deaf Studies and Social Justice Track (15 sch)

Required:

- ASLD 311 Introduction to Deaf Studies (3 sch)
- ASLD 312 Intersectionality and Deaf Communities (3 sch)
- ASLD 313 Social Justice and Allyship with Deaf Communities (3 sch)

Two Electives:

- ASLD 414 History of Deaf Education (3 sch)
- ASLD 428 Special Topics in Deaf Studies (3 sch)
- ASLD 488 Internship in American Sign Language and Deaf Studies (3 sch)
- ASLD 489 Research Experience in American Sign Language and Deaf Studies (3 sch)
- ANTH/LING 320 Language in Culture and Society (3 sch)
- LING 343 Bilingualism (3 sch)
- LING 435 Psycholinguistics I (3 sch)

Advanced ASL Track (15 sch)

Required:

- ASLD 505 American Sign Language V (ASL V) (3 sch)

- ASLD 506 American Sign Language VI (ASL VI) (3 sch)
- ASLD 520 American Sign Language Linguistics (3 sch)
- ASLD 521 Discourse Analysis of ASL (3 sch)

One Elective:

- ASLD 523 ASL Pragmatics and Syntax (3 sch)
- ASLD 524 Visual-Gestural Communication (3 sch)
- ASLD 530 American Sign Language Literature (3 sch)
- ASLD 631 Advanced American Sign Language Literature (3 sch)
- ASLD 626 Topics in ASL Vocabulary and Discourse (3 sch)

Becoming an Interpreter Track (12 sch)

Required:

- ASLD 501 Introduction to the Interpreting Profession (3 sch)
- ASLD 502 Theories of Interpreting: Co-Constructions of Meaning (3 sch)
- ASLD 503 Interpreting: Mediated Interactions in Communications (3 sch)

One Elective:

- ASLD 509 Ethics & Professionalization for Interpreters (3 sch)
- ASLD 510 Psychological Effects of Interpreting (3 sch)
- ASLD 508 Interpreting: Diverse Communities (3 sch)
- ASLD 604 Interpreting: ASL to English (3 sch)
- ASLD 605 Interpreting: English to ASL (3 sch)

Professional Interpreting Track (18 sch)

Required:

- ASLD 502 Theories of Interpreting: Co-Constructions of Meaning (3 sch)
- ASLD 509 Ethics & Professionalization for Interpreters (3 sch)
- ASLD 510 Psychological Effects of Interpreting (3 sch)

Three electives:

- ASLD 503 Interpreting: Mediated Interactions in Communications (3 sch)
- ASLD 604 Interpreting: ASL to English (3 sch)
- ASLD 605 Interpreting: English to ASL (3 sch)
- ASLD 508 Interpreting: Diverse Communities (3 sch)
- ASLD 538 Topics in Interpreting (3 sch)
- ASLD 515 Business Practices for Interpreters (3 sch)
- ASLD 516 Interpreting: Dynamic Paralinguistic Demands (3 sch)
- LING 343 Bilingualism (3 sch)

VII. Core Faculty

* Indicates program director

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
* Marc Greenberg	Prof./Interim Director	PhD	Y	Languages, Literatures & Cultures	1.0
* New Hire	Director/ Prof of Practice	PhD	N	ASL/Deaf Studies	1.0
New Hire	Prof of Practice	MA/PhD	N	ASL Interpreting	1.0

New Hire	Prof of Practice	MA/PhD	N	ASL/Deaf Culture	1.0
Alison Gabriele	Professor	PhD	Y	Bilingualism	.2
Annie Tremblay	Assoc. Prof	PhD	Y	Bilingualism & Psycholinguistics	.2
Joan Sereno	Professor	PhD	Y	Psycholinguistics	.2

No graduate assistantship will be assigned to this program.

VIII. Expenditure and Funding Sources

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$ 13,000	\$ 13,000	\$ 13,000
Administrators (<i>other than instruction time</i>)	\$ 10,000		
Graduate Assistants			
Support Staff for Administration (<i>e.g., secretarial</i>)			
Fringe Benefits (<i>total for all groups</i>)	\$ 5,000	\$ 2,200	\$ 2,300
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	\$ 28,000	\$ 15,200	\$ 15,300
Personnel – – New Positions			
Faculty	\$ 128,000	\$ 130,560	\$ 199,761
Administrators (<i>other than instruction time</i>)	\$ 32,000	\$ 32,640	\$ 33,292
Graduate Assistants		\$ 0	\$ 0
Support Staff for Administration (<i>e.g., secretarial</i>)	\$ 25,000	\$ 25,000	\$ 25,000
Fringe Benefits (<i>total for all groups</i>)	\$ 58,438	\$ 60,150	\$ 69,806
Other Personnel Costs	\$ 0	\$ 0	\$ 0
Total Existing Personnel Costs – New Positions	\$ 243,438	\$ 248,350	\$ 327,859
Start-up Costs – One-Time Expenses			
Library/learning resources			
Equipment/Technology			
Physical Facilities: Construction or Renovation			
Other			
Total Start-up Costs	\$ 0	\$ 0	\$ 0
Operating Costs – Recurring Expenses			
Supplies/Expenses			
Library/learning resources	\$ 10,000	\$ 10,000	\$ 10,000
Equipment/Technology	\$ 0	\$ 0	\$ 0
Travel	\$ 500	\$ 500	\$ 500
Other	\$ 11,600	\$ 17,200	\$ 26,600
Total Operating Costs	\$ 22,100	\$ 27,700	\$ 37,100
GRAND TOTAL COSTS	\$ 293,538	\$ 291,250	\$ 380,259

B. FUNDING SOURCES <i>*(projected as appropriate)</i>	First FY	Second FY	Third FY
Tuition / State Funds	\$ 106,798	\$ 173,849	\$ 291,293
Student Fees	\$ 53,282	\$ 83,398	\$ 134,363
Other Sources	\$ 0	\$ 0	\$ 0
GRAND TOTAL FUNDING	\$ 160,080	\$ 257,247	\$ 425,656
Projected Surplus/Deficit (+/-) (Grand Total Funding <i>minus</i> Grand Total Costs)	(\$ 133,458)	(\$ 34,003)	\$ 45,397

*The program will be funded by student tuition and fees. No other sources.

IX. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel-Reassigned or Existing Positions:

The interim program director will transition responsibilities to the new ASL program director once hired. The linguistics faculty members listed currently teach courses on a rotational basis that count as elective options for two of the ASL tracks.

Personnel-New Positions:

The BA/BGS in ASL will initially hire two faculty members that will teach the courses for the BA/BGS programs to launch the program. In the third year, the program plans to hire a third faculty member to support the student demand. In addition to hiring these new faculty, an Academic Success Coach will be assigned to the program and will dedicated 50% of their time advising students for ASL. No GTA support is needed for the program.

Start-Up Costs – One-Time Expenses:

The BA/BGS program will not have any one-time start-up costs.

Operating Costs- Recurring Expenses:

All equipment, library, and supplies have been accounted for in the existing services provided to KU Edwards Students and no additional cost will be associated with the program. \$10,000 has been allocated under learning resources for additional interpreting services for the program. Travel funds in the amount of \$500 have been allocated to account for mileage between the KU Edwards and Lawrence Campuses, which should be limited. Other recurring expenses include \$1,400 per instructor for yearly professional development and the remainder of the “other” funds are for marketing the program.

B. Funding Sources

Tuition and Student Fees:

The BA/BGS in American Sign Language and Deaf Studies will be funded through tuition dollars and student fees that are generated from both the BA and MA programs. No external sources will be used. ASL students will be charged the standard KU Undergraduate tuition and then will be charged Edwards Campus and Course fees as it is offered out of the Edwards Campus. The Edwards Campus fee is \$66 per credit hour and the course fee is \$50.55 per credit hour. These are standard fees for all courses offered at the Edwards Campus.

X. References

- Data Access and Dissemination Systems (DADS). (2010, October 05). Your Geography Selections. Retrieved from: https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_16_5YR_S1810&prodType=table
- DATA USA American Sign Language. Retrieved from: <https://datausa.io/profile/cip/1616/>
- Gallaudet University Interpretation and Translation Research Symposium. (2017, March). Retrieved from: <https://www.gallaudet.edu/department-of-interpretation-and-translation/department-of-interpretation-and-translation-research/2017-interpretation-and-translation-research-symposium>
- JobsEQ. (2018). Occupation Report for Interpreters and Translators: Kansas City, MO-KS MSA. MidAmerican Regional Council. Retrieved from: <http://www.chmuraecon.com/jobseq>
- Language studies on the rise: Career Outlook. (2015, April). Retrieved from: https://www.bls.gov/careeroutlook/2015/data-on-display/dod_languages.htm
- National Occupational Employment and Wage Estimates. (2017, March 31). Retrieved from: https://www.bls.gov/oes/2016/may/oes_nat.htm
- MidAmerican Regional Council. Retrieved from: <http://www.chmuraecon.com/jobseq>
- Racoma, B. (2015, September 11). Day Translations. 4 reasons to learn American sign language (ASL) to advance in any career.” Retrieved from: <https://www.daytranslations.com/blog/2015/09/4-reasons-to-learn-american-sign-language-asl-to-advance-in-any-career-6754/>
- RID Registry of Interpreter for the Deaf. (2018). Retrieved from: <https://www.rid.org/> and <https://rid.org/rid-certification-overview/available-certification/nic-certification/>
- Start ASL. (2016, August 15). American sign language: What you need to know. Retrieved from: <https://www.startasl.com/american-sign-language>
- U.S. Census Bureau. (2018). Kansas fact sheet. Retrieved from: <https://www.census.gov/quickfacts/ks>
- U.S. Bureau of Labor Statistics. (2015). Career outlook. Retrieved from: <http://www.bls.gov/careeroutlook>
- U.S. Bureau of Labor Statistics. (2018). Occupational Employment and Wages, April 2018: ASL Interpreters and Translators. (2018, December 10). Retrieved from <https://www.bls.gov/ooh/media-and-communication/interpreters-and-translators.htm#tab-1>
- Vasudevan, N., & Kumar, P. (2018). American Sign Language Programs in Continuing Education (pp. 1-14, Rep.). Washington, DC: Education Advisory Board.

6. Act on Request to Approve a Master of Social Work – FHSU

Summary

Universities may apply for approval of new academic programs following the guidelines in the Kansas Board of Regents Policy Manual. Fort Hays State University submitted an application for approval of a Master of Social Work degree and the proposing academic unit has responded to all of the requirements of the program approval process. The Council of Presidents recommend approval of the program with one abstention and the Council of Chief Academic Officers recommended approval with one dissenting vote. The Board Academic Affairs Standing Committee recommends approval.

In 2012, KU responded to a call to develop a MSW program that could train MSWs to serve the needs of Western Kansas, and in cooperation with FHSU currently offers such a program. KU supports each state university’s development of programs that serve the needs of their community; however, has concerns that the region cannot sustain two MSW programs. Given the concerns expressed on this program and also on KSU’s Physician Assistant Studies program, Board staff is working with the Chief Academic Officers to develop a mechanism to earlier notify institutions of degree programs in development. This earlier notification will allow institutions more time to discuss issues of concern.

I. General Information

A. Institution Fort Hays State University

B. Program Identification

Degree Level: Master’s Program
 Program Title: Master of Social Work
 Degree to be Offered: Master of Social Work (MSW)
 Responsible Department or Unit: Department of Social Work
 CIP Code: 51.1503
 Proposed Implementation Date: Fall 2020

Total Number of Semester Credit Hours for Regular Degree: 64
 Total Number of Semester Credit Hours for Advanced Standing Degree: 34

II. Justification

This justification will discuss two social work licensures:

- the Licensed Master Social Worker (LMSW) and
- the higher-level Licensed Specialist Clinical Social Worker (LSCSW).

A Master of Social Work (MSW) program at Fort Hays State University will provide a cost-effective solution to the demand for social workers in western Kansas and improve access to health and mental health care for residents in the western portion of the state. The need for social workers is evident in several occupational settings, including child and family welfare offices, substance abuse centers, palliative care and hospice facilities, mental health treatment centers, and hospitals.

As the primary provider of the Bachelor of Social Welfare education in western Kansas, numerous individuals and entities have requested that FHSU develop a master’s level program to fill the need for occupations that require this degree.² Notably, FHSU has a tradition of educating social workers at cohort locations which results in the practitioners staying rooted to the areas of greatest need.

² Letters of support have been received from: US Representative Roger Marshall, US Senator Jerry Moran, Valley Hope, Compass Behavioral Health, Kansas Department for Children and Families, High Plains Mental Health Center, Colby

With an MSW degree, one is qualified to pursue licensure as a Licensed Master Social Worker (LMSW) or as a Licensed Specialist Clinical Social Worker (LSCSW). A major distinction between the two is that the LMSW professional may only practice social work under the supervision of a LSCSW. To become an LMSW, an individual must have a MSW degree from an accredited program, pass qualifying tests, and merit the public trust.

Holding a Specialist Clinical Social Worker License (LSCSW), unlike the LMSW, affords one the opportunity to practice social work independently. To become an LSCSW, one must first obtain an MSW with specific clinical coursework, perform field experiences in a psychotherapy setting, practice under an LSCSW for 4000 hours, and pass all qualifying exams. LSCSWs are of particular importance because they can practice independently and are fully reimbursable by Medicare. The Kansas Behavioral Sciences Regulatory Board (KSBSRB) is the body responsible for licensing all behavioral sciences.

The FHSU MSW program is designed to qualify graduates for both licensures (LMSW and LSCSW) through two distinct degree pathways:

1. The first pathway would be a typical four-semester consisting of 64 semester credit hours. This option would be available to students with a bachelor’s degree from an accredited institution in social work or related field.
2. The second pathway would be a three-semester, advanced standing option consisting of 38 semester credits; this option would be available to Bachelor of Social Welfare graduates who can document academic and field competency from their BSW program. This option would operate across a summer and two regular semesters.

III. Program Demand

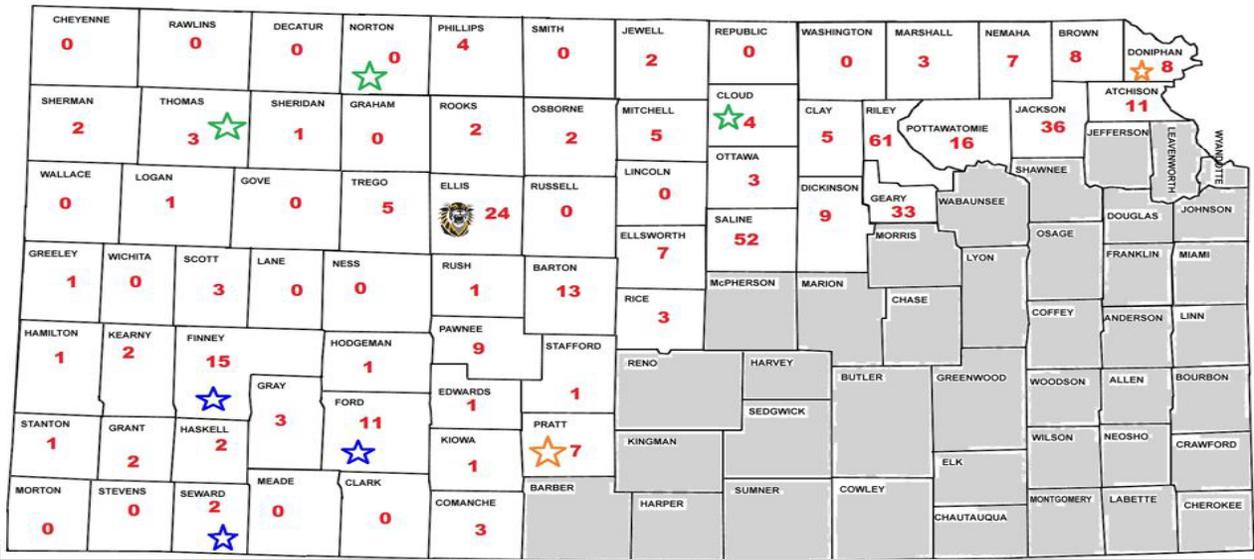
A. Survey of Student Interest

Number of surveys administered:	<u>85</u>
Number of completed surveys returned:	<u>85</u>
Percentage of students interested in program: ...	<u>93%</u>

B. Market Analysis

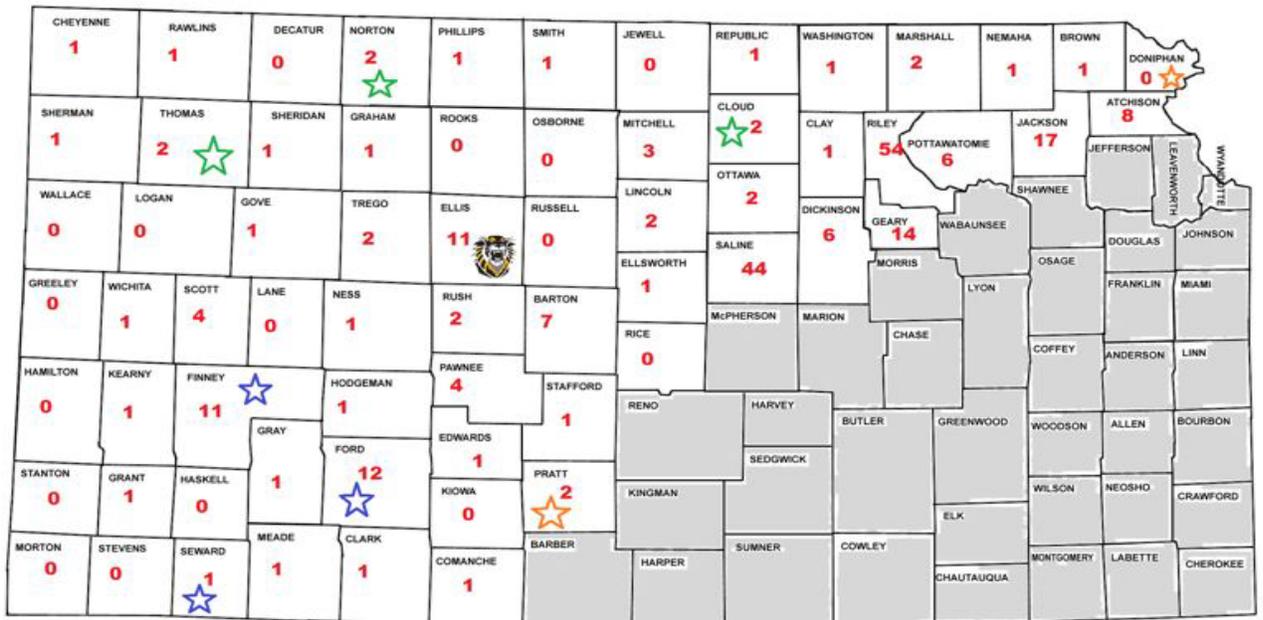
LMSW: There is a profound need for master’s level social workers in the FHSU service area. Currently there are 3856 Licensed Master Social Workers (LMSWs) in Kansas. In the FHSU service area, however, this number represents an underserved population with only 413. When the seven counties on the east-southeast edge of the FHSU service area are removed (from Saline to Atchison), this number drops to 195. In the FHSU service area, there are 19 counties without a single LMSW. An additional 19 counties have two or fewer (Allen).

Community College, Kansas Senator John Doll, Larned State Hospital, and Garden City Community College. Letters are available upon request.



Statewide LMSW Total=3,856
FHSU Service Area LMSW Total=413

LSCSW: Currently there are 2044 Licensed Specialist Clinical Social Workers (LSCSWs) in Kansas. In the FHSU service area however, this number drops to 245. Without the seven counties on the east-southeast edge of the FHSU service area (from Saline to Atchison), this number drops to 96. In the FHSU service area, there are 16 counties without a single LSCSW. An additional 33 counties have two or fewer. This is a particularly disturbing since LSCSWs are the primary providers of mental health services in Kansas and nationwide (Allen).



Statewide LSCSW Total=2,044
FHSU Service Area LSCSW Total=245

Across many variables, there is a strong case for adding a MSW program at FHSU. There is a demonstrable need for MSW practitioners in the FHSU service area. MSW practitioners have the benefit of being able to provide more specialized and a wider array of services to Kansans. FHSU is the most accessible and affordable institution available to Kansans in its service area and would be the logical location for a MSW program to address shortages of social workers. Seventy-one out of the 85 students surveyed for the MSW proposal indicate cost as one of the most important factors in obtaining their MSW.

Furthermore, FHSU has demonstrated success in educating social workers in the rural areas of Kansas through the cohort education model. These programs show great success in increasing the number of practitioners in the areas of greatest need. Students who are established and committed to the community can complete the degree and maintain their roots in the community.

In addition to the Hays campus, FHSU currently operates three additional locations (Garden City, Dodge City, and Liberal). The Garden City cohort program has graduated three cohorts for a total of 30 Bachelor of Social Welfare (BSW) students. These students now make up over half of the Licensed Bachelors Social Workers (LBSWs) in Finney county. There are 14 students in the Dodge City cohort who will graduate in 2019. This one graduating class will more than double the number of LBSWs currently in Ford County. The Liberal cohort began this year with 10 students. This one graduating class will nearly triple the number of LBSWs in Seward County. With the lack of MSW and higher-level practitioners in the FHSU service area, a similar approach will be taken with MSW education to help fill the large gaps evident in the workforce.

IV. Projected Enrollment for the Initial Three Years of the Program

Year	Headcount		Sem Credit Hrs	
	Full-Time	Part-Time	Full-Time	Part-Time
Implementation *	20	0	760	0
Year 2 **	35	0	1210-1270 ^	0
Year 3 ***	40	0	1400	0

**Implementation: Advanced Standing only*

***Year two: 20 Regular and 15 Advanced Standing*

^ Depending if students take 3 sch summer optional elective

****Year three: 20 Regular and 20 Advanced Standing*

V. Employment

The demand for social workers in Kansas and nationwide is growing much faster than the needs reflected for many other occupations. The Bureau of Labor Statistics projects that from 2016 to 2026 the need for social workers will increase by 16% overall (Occupational Outlook Handbook, 2017).

In Kansas, the Department of Labor predicts that the need for master’s level social work jobs will increase an average of over 14% (Tenbrink, & Berland, 2017). Currently, as but one example, there are 1052 open social work positions in Kansas listed on the Indeed job search website; 224 of those positions specifically stipulate the requirement of a Master in Social Welfare degree and/or a Licensed Master Social Worker (LMSW) or a Licensed Specialist Clinical Social Worker (LSCSW) (Indeed, January, 2019).

VI. Admission and Curriculum for Regular and Advanced Standing Programs

Regular MSW Program

Regular Program Admission Requirements:

- A Bachelor’s degree from a nationally accredited institution of higher learning with a broad foundation in the liberal arts;
- An overall GPA of 3.0 or higher;

- Submission of three references, one of whom has been in a supervisory position of the student; and
- A vocational or volunteer summary: the student’s history of preparedness for graduate social work education, including reasons for choosing social work and plans to use the MSW degree once obtained.

Generalist Year: Fall Semester (Regular MSW) (sch=semester credit hours)

SOCW 710	Social Welfare Policy and Analysis	3 sch
SOCW 720	Human Behavior I: (Micro SW Knowledge and Theory)	3 sch
SOCW 730	Generalist Social Work (SW) Practice I (Micro Skills)	4 sch
SOCW 760	Generalist Field Practicum I (240 clock hours)	6 sch
		<u>Semester total: 16 sch</u>

Generalist Year: Spring Semester (Regular MSW)

SOCW 740	SW Research Methods and Data Analysis	3 sch
SOCW 722	Human Behavior II: (Mezzo/Macro Knowledge and Theory)	3 sch
SOCW 732	Generalist SW Practice II (Mezzo/Macro Skills)	4 sch
SOCW 762	Generalist Field Practicum II (240 clock hours)	6 sch
		<u>Semester total: 16 sch</u>

Optional Summer Elective

SOCW 780	SW Supervision and Agency Management	3 sch
		<u>Semester total: 3 sch</u>

Advanced Year: Fall Semester (Regular and Advanced Standing MSW)

SOCW 810	Diversity and Justice in Advanced SW Practice	3 sch
SOCW 820	Assessment and Diagnosis of Mental Disorders	3 sch
SOCW 830	Advanced SW Practice I (Individual Psychotherapy)	4 sch
SOCW 860	Advanced Field Practicum I (320 clock hours)	6 sch
		<u>Semester total: 16 sch</u>

Advanced Year: Spring Semester (Regular and Advanced Standing MSW)

SOCW 840	Advanced SW Practice with Addictions	3 sch
SOCW 850	Integrative Seminar (Health and Behavioral Health Practice)	3 sch
SOCW 832	Advanced SW Practice II (Group and Family Psychotherapy)	4 sch
SOCW 860	Advanced Field Practicum II (320 clock hours)	6 sch
		<u>Semester total: 16 sch</u>

Regular MSW Program Total: 64 sch
 [Regular program with *optional* elective: 67 sch]

Advanced Standing MSW Program

Advanced Standing Program Admission Requirements:

- A Bachelor’s degree from a Council on Social Work Education (CSWE) accredited program;
- An overall GPA of 3.0 or higher and a Social Welfare GPA of 3.2 or higher;
- Submission of three references, one of whom has been the student’s social work supervisor;
- The final field experience student assessment; and
- A social work summary: the student’s history of preparedness for graduate social work education, including reasons for choosing social work and plans to use the MSW degree once obtained.

Advanced Standing: Summer Semester (sch=semester credit hours)

SOCW 770	Advanced Standing Bridging Seminar	3 sch
SOCW 780	SW Supervision and Agency Management	3 sch
		<u>Semester total: 6 sch</u>

Advanced Year: Fall Semester (Regular and Advanced Standing MSW)

SOCW 810	Diversity and Justice in Advanced SW Practice	3 sch
SOCW 820	Assessment and Diagnosis of Mental Disorders	3 sch
SOCW 830	Advanced SW Practice I (Individual Psychotherapy)	4 sch
SOCW 860	Advanced Field Practicum I (320 clock hours)	6 sch
		<u>Semester total: 16 sch</u>

Advanced Year: Spring Semester (Regular and Advanced Standing MSW)

SOCW 840	Advanced SW Practice with Addictions	3 sch
SOCW 850	Integrative Seminar (Health and Behavioral Health Practice)	3 sch
SOCW 832	Advanced SW Practice II (Group and Family Psychotherapy)	4 sch
SOCW 860	Advanced Field Practicum II (320 clock hours)	6 sch
		<u>Semester total: 16 sch</u>

Advanced Standing MSW Program Total: 38 sch

VII. Core Faculty

FTE refers to Full-Time Equivalent to this program (1.0 = full-time)

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Tim Davis	Prof.	PhD	Y	Clinical SW and Behavioral Health	.51
Patricia Levy	Prof.	PhD	Y	Medical Social Work and Trauma	.51
Jung Hee Lee	Asst. Prof.	PhD	Y	Spirituality, Caregiving, and Policy	.75
Rhonda Weimer, Program Director	Asst. Prof.	MSW	Y	Military and Clinical Social Work	1.0
Kendal Carswell	Asst. Prof.	MSW	Y	Macro SW and Program Development	.75
Proposed new position		PhD	Y	Social Welfare	.51

Note: A Master in Social Work (MSW) is the terminal degree for social workers in Kansas. According to the Council on Social Work Education Department of Social Work Accreditation and the Educational Policy and Accreditation Standards, the master’s degree in social work is recognized as the degree qualification to teach in a master’s degree in social work program.

Number of graduate assistantships who will be assigned to the program: 0

VIII. Expenditure and Revenue

A. EXPENDITURES	<i>List Amounts in Dollars</i>		
	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$167,000	\$167,000	\$167,000
Administrators (<i>other than instruction time</i>)	\$66,000	\$66,000	\$66,000
Graduate Assistants			
Support Staff for Administration (<i>e.g., secretarial</i>)	\$16,000	\$16,000	\$16,000

Fringe Benefits (<i>total for all groups</i>)	\$41,950	\$41,950	\$41,950
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	\$290,950	\$290,950	\$290,950
Personnel – New Positions			
Faculty	\$65,000	\$130,000	\$130,000
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>)	\$11,700	\$23,400	\$23,400
Other Personnel Costs			
Total New Personnel Costs -- New Positions	\$76,700	\$153,400	\$153,400
* Start-up Costs – One-Time Expenses			
Library/learning resources			
** Equipment	\$2,500	\$7,000	
Physical Facilities: Construction or Renovation			
Other	\$1,000	\$1,000	
Total Start-up Costs	\$3,500	\$8,000	
Operating Costs – Recurring Expenses			
Supplies/Expenses	\$6,000	\$6,000	\$6,000
Library/learning resources			
Equipment			
Travel	\$2,000	\$2,000	\$2,000
Other			
Total Operating Costs	\$8,000	\$8,000	\$8,000
GRAND TOTAL COSTS	\$379,150	\$460,350	\$452,350

* One-time start-up expenses will be managed through a fund controlled by the provost’s office for special academic projects. These resources are allocated to one-time expenses associated with program growth or new program initiatives.

** Furniture for faculty offices and conference room

B. FUNDING SOURCES	<i>List Amounts in Dollars</i>			
	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds		\$218,880	\$357,120	\$403,200
*** Student Fees		\$3000	\$5250	\$6000
Other Sources				
GRAND TOTAL FUNDING	0	\$221,880	\$362,370	\$409,200
Projected Surplus/Deficit (+/-) (Grand Total FUNDING <i>minus</i> Grand Total Costs)		(\$157,270)	(\$97,980)	(\$43,150)

*** This is a \$150 per student/per year fee. Total is based on the project yearly numbers of 20, 35, and 40.
Note:

- Tuition and fees generated through program implementation will cover the majority of the additional costs associated with program implementation.
- FHSU is in the midst of finalizing a campus-wide strategic plan. Within the plan, there is a strategic enrollment management strand that will align resources with new programs that are approved through the strategic planning process (Strategic Growth Initiative). The new positions associated with the deployment of this program would be supported institutionally through the FHSU Strategic Growth Initiative.

IX. Expenditures and Revenue Explanations

Personnel Expenditures:

CSWE accreditation standards require a minimum of six faculty members primarily dedicated (at least 51%) to the MSW program, and four of those must hold a doctorate. Maximum faculty/student ratio cannot exceed 1:12. The BSW program standards stipulate a minimum of two faculty members primarily dedicated to the program with a maximum faculty/student ratio not to exceed 1:25. Because programs are allowed to count either total majors or only those students accepted into the program (juniors & seniors), FHSU would count the latter for greater growth potential.

The Social Work Department at FHSU currently consists of six academic positions. Launching the MSW program would require hiring two additional faculty members over the course of three years. A new position would be needed both in year one and in year two of the MSW launch. To initiate this program, four faculty members must be assigned to MSW and an additional faculty member assigned in each of the subsequent two years in order to be eligible for full accreditation. Full accreditation for both the BSW and MSW programs will require a minimum of eight full-time faculty members.

Using the proposed faculty distribution, the department would have the capacity for 112 BSW students and 48 MSW students. Currently there are approximately 85 BSW students accepted into the BSW program (juniors and seniors). Using the projections for the MSW, this distribution would accommodate the numbers of expected graduate students and leave some room for potential growth in both programs.

Start-up costs:

The Social Work program is currently housed in Albertson Hall where there is also space that can be repurposed to meet the program's needs. Furniture for two offices will be estimated at \$2500 per office. In addition, a new conference room will need to be outfitted with a conference table and chairs as well as audio-visual mediation. This will cost approximately an additional \$7000.

Recurring Operating Expenses:

Additional OOE funding will be required to support additional programs and faculty. The program currently receives approximately \$6000 for operating expenses and another \$4000 for accreditation expenses. CSWE accreditation is granted on a per-program basis, meaning that the MSW Program is accredited independently from the existing BSW Program. To operate this additional program, the department will need another \$4000 in accreditation budget along with an OOE increase of \$4000. The additional accreditation budget will pay for accreditation expenses (such as attending the CSWE Annual Program Meeting), as well as additional expenses associated with accreditation (e.g., student assessment testing fees). The additional OOE money will be used to support the additional expenses associated with delivering a graduate program, including: \$2000 for recruitment, coordination, and field travel; \$2000 for faculty development; and \$2000 for office related expenses such as phones, copier contracts, and office supplies.

Funding Sources:

The new positions associated with the deployment of this program would be supported institutionally through the FHSU Strategic Growth Initiative (refer to Note at bottom of Expenditure and Revenue). One-time start-up expenses would be managed by new program development funds. At full implementation, tuition, and fees will support primary program activities, including additional faculty lines.

X. References

- Allen, L. (2018, January). *BSRB Licenses by County* [XLSX]. Topeka, KS: Kansas Behavioral Sciences Regulatory Board.
- Council on Social Work Education (CSWE). (2018). Information for deans and directors regarding regional accreditation standards for faculty qualifications. Retrieved from:
https://www.cswe.org/Accreditation/RegionalAccreditors_GuidancetoPrograms-April-16-20.aspx
- Educational Policy and Accreditation Standards. (2015). 1st ed. [ebook] Alexandria, VA: Council on Social Work Education: Commission on Accreditation. Retrieved from:
<http://file:///Y:/CSWE%20Accreditation/2018%20Reaffirmation/2015EPASandGlossary.pdf>
- Indeed. Job search website. (2019, January). Retrieved from:
https://www.indeed.com/jobs?as_and=Social+Worker&as_phr=&as_any=Master&as_not=&as_ttl=&as_cmp=&jt=all&st=&as_src=&salary=&radius=25&l=Kansas&fromage=last&limit=10&sort=&psf=advsrch
- Occupational Outlook Handbook. (2017). Retrieved from:
<https://www.bls.gov/ooh/community-and-social-service/social-workers.htm>
- Tenbrink, T., & Berland, (2017, August). *Projections 2024 KS occupations*. Retrieved from:
<https://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/Projections%202024%20KS%20Occupations.xlsx>



April 3, 2019

To whom it may concern:

The following letter outlines concerns from the University of Kansas (KU) regarding the proposed Master of Social Work (MSW) program at Fort Hayes State University (FHSU). Specifically, we briefly outline the history of our program and the aspects of the new proposal that raise concerns for our School of Social Welfare.

In 2012, the University of Kansas School of Social Welfare responded to a call for the need to develop a MSW program that could train MSWs to serve the needs of Western Kansas. Since establishing our MSW Program in Western Kansas, we have worked very hard to provide all the key elements of a high quality student-centered program. This has included attracting high quality instructors based in Western Kansas, identify internship opportunities for required MSW field education (practicum placements), and recruit students by offering the option to complete their degrees through hybrid (half on campus; half online) class schedule on Saturdays. After considerable investment, the program has been in place for the past 7 years. Since that time, the program has grown steadily, with 11 students graduating in 2013, 38 students graduating in May 2018, and 47 projected students graduating in May 2020 based on current application numbers. Importantly, the program has been developed with cooperation from FHSU including use of classroom space and as a recruitment site for many of our instructors.

With news of the MSW coming to the Board of Regents for a first reading, I worked with our Dean of Social Welfare to understand the concerns, which I then shared in a phone call with Interim Provost and Vice President for Academic Affairs Jeff Briggs at FHSU. Our call was quite amicable but we both agreed that we viewed the situation differently.

It is never our intention to impede the progress of another Regent's Institution in developing new programs, particularly ones that serve the needs of their community. However, in this case we have concerns that the region cannot sustain two programs. Qualified instructors, students, and social service agencies are limited resources in Western Kansas. Adding additional MSW programs creates unnecessary competition for those already stretched regional resources and could result in both programs trying to maintain themselves with marginal enrollment split across the two programs or in one of the programs becoming unable to continue. Given the investment that we have made to come into Western Kansas, neither is an ideal situation. We worry that the collaborative opportunities that now exist would shift to competition at the expense of students and the community. While we agree with FHSU that there remains great need in Western Kansas to train MSWs, it is not clear from the information provided that there is sufficient demand for training that would support two distinct programs.

It is notable that our Dean would be willing to discuss strategies to expand the role of FHSU in our current program to allow a partnership and collaboration across one strong program as opposed to the development of two separate, stand-alone programs. Currently it is our understanding that FHSU prefers to build this new program on their own but if we have this wrong or their position changes, our Dean is very interested in meeting to discuss such a partnership/collaboration.

May 15-16, 2019

Consent Agenda | Wednesday

In line with the concerns stated here, KU voted against the FHSU program at the second reading at the KBOR meeting on Wednesday March 21. As the proposal now moves forward for further consideration at KBOR, I wanted to share our position in this letter. I also have provided a copy of this letter to Provost Briggs.

Sincerely,

A handwritten signature in blue ink, appearing to read "Carl W. Lejuez".

Carl W. Lejuez, PhD
Interim Provost and Executive Vice Chancellor
Professor, Department of Psychology
University of Kansas
Strong Hall, Room 250
1450 Jayhawk Boulevard
Lawrence, KS 66045
clejuez@ku.edu

7. Act on Request to Approve a Master of Science in Physician Assistant Studies – 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 submitted an application for approval and the proposing academic unit has responded to all of the requirements of the program approval process. The Council of Chief Academic Officers reviewed the proposal and recommend approval, though that approval was not unanimous. Wichita State University and the University of Kansas Medical Center expressed concern about the availability of clinical sites for students in this degree program and how approval of this degree program could affect the number of clinical sites available for students in existing health profession programs. After further discussion, KUMC, KSU, and WSU developed a memorandum of understanding outlining an inter-institutional commitment to state-wide collaboration regarding clinical site affiliation agreements to ensure maximum educational benefit and administrative efficiency. The MOU was written broadly enough to encourage other universities to join the collaboration, and several have expressed interest in doing so. Based on these developments the Council of Presidents unanimously recommended approval of the degree program. The Board of Academic Affairs Standing Committee recommends approval.

I. General Information

A. Institution Kansas State University

B. Program Identification

Degree Level: Master’s Program
 Program Title: Physician Assistant
 Degree to be Offered: Master of Science in Physician Assistant Studies (MSPAS)
 Responsible Department or Unit: College of Human Ecology
 CIP Code: 51.0912
 Proposed Implementation Date: January 2021

Total Number of Semester Credit Hours for the Degree: 108

II. Justification

Physician assistants (PA) are nationally certified and licensed medical professionals who work on health care teams with physicians and other providers. The PA profession has been named by top media outlets, including *Forbes* and *USA Today*, as one of the most promising jobs in America. PAs practice medicine, and prescribe medication in 50 states, the District of Columbia, U.S. territories, and the uniformed services. PAs exercise considerable autonomy in diagnosing and treating patients; however, their experience, patient needs, facility policies, supervising physician, and state laws determine their scope of practice. In clinical practice, PAs perform an extensive range of medical services in nearly every medical area, surgical specialty, and health care setting. With rapidly increasing frequency from coast to coast, PAs offer many of the services traditionally provided by physicians. The Kansas State University graduate-level physician assistant program leads to a Master of Science in Physician Assistant Studies (MSPAS) degree. The program follows the traditional medical model of training, providing in-depth analyses of disease processes, diagnosis, and treatment. Students engage in full-time study for seven semesters, earning their degree in 27 months.

A physician assistant program at Kansas State University will solidify the University's mission to foster excellent teaching, research, and service that develop highly skilled, educated citizenry necessary to advancing the well-being of Kansas, the nation, and the international community. According to the Kansas Department of Health and Environment, as of March 2018, 89% of all counties in Kansas were designated as Primary Medical Care Health Professional Shortage Areas. Graduates of the proposed physician assistant program can fill the gaps

in primary care shortages and increase access to healthcare services in the rural and medically underserved areas (WWAMI, 2018).

III. Program Demand: Market Analysis

With the passing of the Affordable Care Act of 2010, physician assistants were recognized as one of the three categories of primary care providers, along with physicians and nurse practitioners (Forbes.com, 2017). Physician assistants help expand primary care capacity and increase access to care by practicing as part of a multidisciplinary care team. PAs play an essential part in addressing the current and projected primary care provider shortages. The proposed PA program will not only improve access to health care in the region, but it will produce qualified graduates who will live and work in the communities they serve, contributing significantly to the economic well-being and vitality of the state of Kansas and the region.

Table 1 shows the quality of students, as evident by GPAs greater than 3.2, interested in PA programs nationwide. The increasing demand is evidenced by the fact that accredited PA programs have more than doubled from 110 in 1998 to 238 in 20 years, with 62 more programs pending provisional accreditation (AAPA, 2017). In communication with Wichita State University (which currently has the only PA program in the state of Kansas), KSU learned that they receive approximately 800 qualified applications per admissions cycle -- to fill a class of forty-eight.

Table 1. Applicant and Matriculant GPA Comparison

Category	2015-2016 Applicant	2015-2016 Matriculant	2016-2017 Applicant	2016-2017 Matriculant
Non-Science GPA	3.47	3.63	3.48	3.65
Science GPA	3.26	3.48	3.27	3.51
Overall GPA	3.36	3.54	3.37	3.57

Table 2 depicts that PA programs' acceptance rates have remained at 33% since 2013. In 2013-2014, the Central Application Service for Physician Assistants (CASPA), processed applications from 21,730 applicants for 7,193 seats in PA programs nationwide. According to the Physician Assistant Education Association (2018), in 2016-2017 the number of applications grew by more than 5,000 (26,953 applicants), but the seat capacity only increased by 1,600 (8,792 seats).

Table 2. PA Program Acceptance Rates

Category	2013-2014	2014-2015	2015-2016	2016-2017
Submitted Applicants	21,730	22,997	25,755	26,953
Matriculants	7,193	7,801	8,580	8,792
Acceptance Rate	33%	34%	33%	33%

IV. Projected Enrollment for the Initial Three Years of the Program

Year	Headcount		Semester Credit Hours (sch)	
	Full-Time	Part-Time	Full-Time	Part-Time
Implementation	36	0	36 new students: Spring 1 only: (756 sch) Year 1 Total: 756 sch	0
Year 2	76	0	36 2 nd yr students: Summer 1, Fall 1, Spring 2: (1,908 sch) 40 new students: Spring I: (840 sch) Year 2 Total: 2,748 sch	0

Year 3	120	0	36 3 rd yr students: Summer 2, Fall 2, Spring 3: (1,224 sch) 40 2 nd yr students: Summer 1, Fall 1, Spring 2: (2,120 sch) 44 new students: Spring 1: (924 sch) Year 3 Total: 4,268 sch	0
--------	-----	---	---	---

V. Employment

Healthcare workforce shortage problems are prominent for many reasons. These include: an aging workforce, high retirement eligibility, difficulty in the retention of workers, difficulty in the recruitment of workers, lack of educational and training programs, high vacancy rates, high turnover rates, lack of opportunities for advancement, and increased workload (National Rural Health Association, 2012). The Association of American Medical Colleges estimates that physician demand will grow faster than supply. A projected need of 42,600 to 121,300 new physicians by 2030 is primarily due to a growing and aging population as well as an aging physician population (AAMC, 2018). In Kansas alone, it is expected that the need for practicing primary care physicians will increase 13% (247 physicians) by 2030. These shortages are expected to be most significant in the rural and medically underserved populations.

Regionally and nationally, the demand for PAs remains high. The Bureau of Labor Statistics projects PA job growth of 37% between 2016 and 2026 (noting a much faster-than-average increase) compared to a 13% increase for physicians during that period and 7% for all occupations (Bureau of Labor Statistics, 2018). This is due, in part, to the physician shortage, the growing need for primary care providers, and the expansion of procedures that PAs are credentialed to perform. In addition, the extremely low 0.7% unemployment rate for PAs nationwide has increased recognition for the profession that was ranked by *US News and World Report* as #3 of the 100 best jobs in 2018 (US News and World Report, 2018). In 2016, there were 1,093 PAs employed in Kansas, and according to the Kansas Department of Labor (2018), a 23% growth is projected by 2026. In 2017, the mean wage for PAs was \$104,860 nationally, and \$100,360 in the state of Kansas (Bureau of Labor Statistics, 2018).

VI. Admission and Curriculum

A. Admission Criteria

The following is required for admission into this program:

- Completion of a bachelor’s degree from a regionally accredited institution;
- Official transcripts from all institutions attended;
- Minimum undergraduate GPA: 3.0; minimum prerequisite GPA: 3.0;
- Prerequisite courses include: two semesters each of General Biology, General Chemistry, and Human Anatomy & Physiology; and one semester each of Microbiology, Psychology, Genetics (General or Human) and Medical Terminology;
- Verified application submitted between 25 April and 1 September 2020;
- Completed application for graduate study at KSU;
- Three letters of recommendation (one must be from a PA, MD, DO, or Family Nurse Practitioner);
- Completion of 40 hours of shadowing with a PA. Preference will be given to applicants with experience that required a period of training and resulted in direct patient care.

Note: The PA program does not accept graduate transfers from other programs, nor does it accept credit for experiential learning or military credit. Accreditation standards require that all prerequisite courses must have been assigned a letter grade. Courses taken for credit or Pass/Fail will not be accepted.

B. Curriculum

Year 1: Spring 1

SCH = Semester Credit Hours

Course #	Course Name	SCH.... 21
PAS 780	Clinical Medicine I	4
PAS 770	Applied Pathophysiology I	2
PAS 700	Applied Human Anatomy and Physiology with Lab	5
PAS 790	Pharmacology I	2
PAS 760	Diagnostics I - Laboratory	2
PAS 740	Clinical Procedures I	2
PAS 750	Physical Diagnosis I	2
PAS 710	PA Profession	1
PAS 720	Evidence Based Medicine	1

Year 1: Summer 1

Course #	Course Name	SCH.... 20
PAS 781	Clinical Medicine II	7
PAS 771	Applied Pathophysiology II	2
PAS 731	Clinical Pediatrics	2
PAS 791	Pharmacology II	2
PAS 761	Diagnostics II - EKG	2
PAS 741	Clinical Procedures II	2
PAS 751	Physical Diagnosis II	2
PAS 721	Medical Genetics	1

Year 1: Fall 1

Course #	Course Name	SCH.... 21
PAS 782	Clinical Medicine III	7
PAS 772	Applied Pathophysiology III	2
PAS 732	Psychiatry & Behavioral Medicine	2
PAS 792	Pharmacology III	2
PAS 762	Diagnostics III - Radiology	2
PAS 742	Clinical Procedures III	2
PAS 752	Physical Diagnosis III	2
PAS 722	Clinical Geriatrics	2

Clinical – Year 2: Spring 2

Course #	Course Name	SCH....12
PAS 800	Family Medicine I	4
PAS 810	Family Medicine II	4
PAS 820	* Internal Medicine	4

Clinical – Year 2: Summer 2

Course #	Course Name	SCH....12
PAS 830	* Emergency Medicine	4
PAS 840	* Pediatric Medicine	4
PAS 850	* General Surgery	4

Clinical – Year 2: Fall 2

Course #	Course Name	SCH....12
PAS 860	* Behavioral Medicine	4
PAS 870	* Women’s Health	4
PAS 890	* Geriatric Medicine	4

Clinical – Year 3: Spring 3

Course #	Course Name	SCH....10
PAS 891	* Orthopedics	4
PAS 892	Elective Experience	4
PAS 895	Summative	2

* Course varies and may occur in any clinical year semester

Total Credit Hours – 108

VII. Core Faculty

Key: DHSc = Doctor of Health Science
 DO = Doctor of Osteopathic Medicine
 Adm = Administrator

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
*Gweneth Ferdinand-Jacob (Adm)	Chair/ Assoc. Prof.	DHSc	N	Program Administration / Medicine	1.0
Medical Director (Adm)	Adjunct	MD/DO	N	Medicine	0.2
Clinical Director	Assoc. Prof.	MSPAS	N	Emergency Medicine / Surgery	1.0
Academic Director	Assoc. Prof.	MSPAS	N	Clinical Medicine / Psychiatry	1.0
Principal Faculty A	Asst. Prof.	MSPAS	N	Clinical Skills / Simulation / Geriatrics	1.0
Principal Faculty B	Asst. Prof.	MSPAS	N	Physical Diagnosis / Simulation	1.0
Principal Faculty C	Asst. Prof.	MSPAS	N	Pediatrics / Orthopedics	1.0
Principal Faculty D	Assoc. Prof.	PhD	N	Anatomy / Physiology / Pathophysiology	1.0
Instructional Faculty	Adjunct	MSPAS	N	Pharm / Radiology / EKG / Genetics	1.0

No graduate assistantship will be assigned to this program.

VIII. Expenditure and Funding Sources

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$ 247,450	\$ 249,925	\$ 252,424
Administrators (<i>other than instruction time</i>)	\$ 190,557	\$ 192,463	\$ 194,388
Graduate Assistants			
Support Staff for Administration (<i>e.g., secretarial</i>)	\$ 176,350	\$ 178,115	\$ 179,896
Fringe Benefits (<i>total for all groups</i>)	\$ 172,058	\$ 173,178	\$ 174,307
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	\$ 786,415	\$ 793,681	\$801,015
Personnel – – New Positions			
Faculty	\$ 430,000	\$ 434,300	\$ 438,643
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>)	\$ 115,918	\$ 116,702	\$ 117,491
Other Personnel Costs			
Total Existing Personnel Costs – New Positions	\$ 545,918	\$ 551,002	\$ 556,134
Start-up Costs – One-Time Expenses			
Personnel Expenses Prior to FY I: Administration	\$ 442,054		
Personnel Expenses Prior to FY I: Faculty	\$ 367,540		
Personnel Expenses Prior to FY I: Support Staff	\$ 232,580		
Library/learning resources			
Equipment/Technology (<i>included in line item below</i>)			
Physical Facilities: Construction or Renovation	\$ 2,500,000		
Other *	\$ 250,000		
Total Start-up Costs	\$ 3,792,174		
Operating Costs – Recurring Expenses **			
Supplies/Expenses	\$ 85,000	\$ 105,000	\$ 120,000
Library/learning resources	\$ 29,553	\$ 31,680	\$ 33,800
Equipment/Technology	\$ 260,447	\$ 233,320	\$ 211,200
Travel	\$ 25,000	\$ 30,000	\$ 35,000
Other			
Total Operating Costs	\$ 400,000	\$ 400,000	\$ 400,000
GRAND TOTAL COSTS	\$ 5,524,507	\$ 1,744,683	\$ 1,757,149

B. FUNDING SOURCES *** (projected as appropriate)	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds	\$ 526,176	\$ 1,931,844	\$ 3,030,280
Student Fees	\$ 46,400	\$ 144,356	\$ 229,422
Other Sources ***			
GRAND TOTAL FUNDING	\$ 572,576	\$ 2,076,200	\$ 3,259,702
Projected Surplus/Deficit (+/-) (Grand Total Funding <i>minus</i> Grand Total Costs)	-\$4,951,931	+\$331,517	+\$1,502,553

*Other Start-up Costs reflect operating expenses to set up clinical sites and prepare program for launch in 2021.

**OOE include faculty development, faculty recruitment, accreditation fees, travel, clinical site and preceptor recruitment, and supplies.

***Funding Sources: Loans from Kansas State University and the College of Human Ecology, based on income projections, all loans should be paid off by the end of FY 2026.

IX. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel: Reassigned or Existing Positions

Faculty - include Clinical and Academic Directors

Administrators - include Program Director and Medical Director

Support Staff - include admissions and both clinical and academic support staff

Personnel New Positions: Year 1 faculty hired will constitute 5.0 FTE

Start-up Costs – One -Time Expenses

The program startup costs include renovations of Ice Hall, medical equipment, and salaries/benefits for faculty necessary to prepare for the program launch date.

OOE include faculty development, faculty recruitment, accreditation fees, travel, clinical site and preceptor recruitment, and supplies.

Operating Costs – Recurring Expenses

Allocation of \$400,000 for each FY provided for travel, preceptor and clinical site recruitment, marketing, faculty development, department specific and instructional supplies, accreditation expenses, library medical databases, student assessment, equipment and technology, and program/faculty dues and memberships.

B. Revenue

Funding Sources

The tuition and fee structure will be sufficient to adequately fund the program after repayment of start-up funds. Fees include course materials, lab equipment, insurance for clinical work, exams, memberships to professional associations, etc. Fees for this program are estimated to be \$5,800 for the entire 7-semester program, or \$830 per semester.

Projections listed are based on 50% in-state and 50% out-of-state tuition and include a 1% annual increase. Students matriculate in January and graduate in May, 27 months later. Tuition is listed for first-, second-, and third-year student cohorts. Each student pays a total of \$5,800 in fees, billed by semester over the course of the 27-month program.

Year 1 – \$572,576 will be generated from Semester Credit Hours and fees Student Credit Hours = 756

Tuition: [18 1st cohort In-State students x 21 credits x \$427 tuition = \$161,406]

 [18 1st cohort Out-of-State students x 21 credits x \$965 tuition = \$364,770]

Total student fees: \$46,400(1st cohort)

[\$161,406 + \$364,770 + \$46,400 = \$572,576]

Year 2 – \$2,076,200 will be generated from Semester Credit Hours and fees Student Credit Hours = 2,748
 Tuition: [20 2nd cohort In-State students x 21 credits x \$431 tuition = \$181,020]
 [20 2nd cohort Out-of-State students x 21 credits x \$975 tuition = \$409,500]
 [18 1st cohort In-State students x 53 credits x \$431 tuition = \$411,174]
 [18 1st cohort Out-of-State students x 53 credits x \$975 tuition = \$930,150]
 Total student fees: \$51,556(2nd cohort) + \$92,800(1st cohort) = \$144,356
[\$181,020 + \$409,500 + \$411,174 + \$930,150 + \$144,356 = \$2,076,200]

Year 3 – \$3,259,702 will be generated from Semester Credit Hours and fees Student Credit Hours = 4,268
 Tuition: [22 3rd cohort In-State students x 21credits x \$435 tuition = \$200,970]
 [22 3rd cohort Out-of-State students x 21 credits x \$985 tuition = \$455,070]
 [20 2nd cohort In-State students x 53 credits x \$435 tuition = \$461,100]
 [20 2nd cohort Out-of-State students x 53 credits x \$985 tuition = \$1,044,100]
 [18 1st cohort In-State students x 34 credits x \$435 tuition = \$266,220]
 [18 1st cohort Out-of-State students x 34 credits x \$985 tuition = \$602,820]
 Total student fees = \$56,711(3rd cohort) + \$103,111(2nd cohort) + \$69,600(1st cohort) = \$229,422
[\$200,970 + \$455,070 + \$461,100 + \$1,044,100 + \$266,220 + \$602,820 + \$229,422 = \$3,259,702]

C. Projected Surplus/Deficit - (\$4,951,931) by first FY:

\$572,576 (Grand Total Funding) – (\$5,524,507) (Grand Total Costs) = (\$4,951,931)
 Repayment will begin in second FY and paid off by the fifth FY. Projected surplus of \$331,517 in second FY, and \$1,502,553 in third FY will go towards repayment of internal fund allocation.

X. References

AAMC. (2016). *Core Competencies for Interprofessional Collaborative Practice*. Retrieved from Association of American Medical Colleges: https://aamc-meded.global.ssl.fastly.net/production/media/filer_public/70/9f/709fedd7-3c53-492c-b9f0-b13715d11cb6/core_competencies_for_collaborative_practice.pdf

AAMC. (2018). *New Research Reaffirms Physician Shortage*. Washington: AAMC. Retrieved from Association of American Medical Colleges: https://aamc-black.global.ssl.fastly.net/production/media/filer_public/85/d7/85d7b689-f417-4ef0-97fb-ecc129836829/aamc_2018_workforce_projections_update_april_11_2018.pdf

AAPA. (2017). *Milestones in PA History*. Retrieved from American Academy of Physician Assistants: https://www.aapa.org/wp-content/uploads/2017/01/History_Milestones.pdf

AAPA. (2012). *Competencies for the Physician Assistant Profession*. Retrieved from AAPA: <https://www.aapa.org/wp-content/uploads/2017/02/PA-Competencies-updated.pdf>

Bureau of Labor Statistics. (2018). *Occupational Outlook Handbook, Physician Assistants*. Washington: U.S. Department of Labor.

Forbes. (2017). *Advanced-Practice Providers are Key to America's Healthcare Future*. Retrieved from Forbes.com: <https://www.forbes.com/sites/realspin/2017/03/16/advanced-practice-providers-are-key-to-americas-healthcare-future/#3da835c75998>

Kansas Department of Labor. (2018). *2026 Employment Projections*. Retrieved from Kansas Department of Labor: <https://klic.dol.ks.gov/gsipub/index.asp?docid=743>

KDHEKS. (2018). *Primary Medical Care Health Professional Shortage Areas*. Retrieved from Kansas Department of Health and Environment: http://www.kdheks.gov/olrh/download/Primary_Care_HPSA_2018.pdf

NRHA. (2012). *Health Care Workforce Distribution and Shortage Issues in Rural America*. Retrieved from Rural Health Web: <https://www.ruralhealthweb.org/getattachment/Advocate/Policy-Documents/HealthCareWorkforceDistributionandShortageJanuary2012.pdf.aspx?lang=en-US>

PAEA. (2018). *By the Numbers: Program Report 33: Data from the 2017 Program Survey*. Atlanta, GA.

PAEA. (2018). *End of Cycle CASPA Reports*. Washington: PAEA.

Physician Assistant EDU. (2018). Retrieved from Physician Assistant EDU:

<https://www.physicianassistantedu.org/kansas/kansas-salary/>

US News and World Report. (2018). *Physician Assistant Overview*. Retrieved from US News and World Report: <https://money.usnews.com/careers/best-jobs/physician-assistant>

WWAMI. (2018). *Rural Health Research Center*. Retrieved from University of Washington:

http://depts.washington.edu/fammed/rhrc/wp-content/uploads/sites/4/2018/06/RHRC_PB164_Larson.pdf

8. Act on Request to Approve Degree Granting Authority for the Kansas Health Science Center

Summary

The Kansas Health Science Center has applied for a Certificate of Approval to operate in Kansas and requests approval for degree granting authority. After a thorough review of staff qualifications, record keeping systems, coursework, and supporting materials, the institution demonstrates it meets and complies with all statutorily imposed requirements. Staff recommends the institution be issued a Certificate of Approval with degree granting authority.

Summary of Institution Requirements

The Private and Out-of-State Postsecondary Educational Institution Act (Act) requires private and out-of-state postsecondary educational institutions to obtain Certificates of Approval from the Kansas Board of Regents (Board) to lawfully operate in Kansas. This Act not only covers “brick and mortar” schools having a physical presence within Kansas, but also schools that offer or provide online distance education to Kansans who remain in Kansas while receiving that education.

To qualify for a Certificate of Approval, an institution operating in Kansas subject to the Act must meet the standards established by the Act. In reviewing institutions to determine if they meet the statutory standards, Board staff requires, and reviews substantial documentation and evidence presented to demonstrate compliance of the schools to ensure proper facilities (with site reviews for facilities when applicable), equipment, materials, and adequate space are available to meet the needs of the students. A recent financial statement, proof of accreditation, evidence of compliance with local, county, state and national safety codes, enrollment agreements, copies of advertisements, schedules of tuitions and fees, and refund policies are reviewed by Board staff. Institutions are also required to provide descriptions of their programs and courses, clinical or externship contracts, instructor credentials, a statement of the objectives of the programs, and qualifications of administrators and owner information.

Kansas Health Science Center

The Kansas Health Science Center (KHSC) is a private, not-for-profit postsecondary institution located in Wichita, Kansas. The institution plans to renovate historic buildings in downtown Wichita to include facilities for instruction, diagnosis and treatment, virtual anatomy labs, ultrasound labs and an on-sight healthcare clinic. KHSC is finalizing design plans and expects to seek development bids in August 2019.

KHSC is seeking accreditation from the American Osteopathic Association’s Commission on Osteopathic College Accreditation. The accreditation process includes three phases before a school reaches full accreditation. Currently, KHSC is in the Applicant Status phase. KBOR approval is required for KHSC to move forward to the Candidate Status phase of the accreditation process. During the Candidate Status, the school submits a self-study and feasibility study. Once all feasibility procedures are met based on the paper submission, a Candidate Status site visit is authorized by the accrediting body. While in the candidate status, KHSC cannot recruit, accept application from, or admit prospective students. The school has two (2) years to complete the feasibility studies to move to the Pre-Accreditation status phase of accreditation. During Pre-Accreditation, the school is allowed to enroll students. The school has up to five (5) years to complete the Pre-Accreditation requirements and prepare to graduate its first class. Accreditation is typically granted the spring before the expected graduation date of the first class. KHSC is required to submit annual documentation to KBOR regarding the institution’s accreditation status.

The Board office established an outside review team to complete an evaluation of the curriculum requirements submitted by KHSC for the Doctor of Osteopathic Medicine program. The review team consisted of four osteopathic physicians practicing in Kansas. It is the professional opinion of the physicians that the submitted curriculum sufficiently prepares graduates in core competencies and professionalism.

Staff Recommendation

Staff recommends issuance of a Certificate of Approval with new degree granting authority to the Kansas Health Science Center. If approved, the institution is required to submit an annual renewal application to KBOR to ensure it continues to meet eligibility requirements to operate in the state.

B. Fiscal Affairs & Audit**1. Act on Architectural Program Statement for Rarick Hall Renovation – FHSU**

Fort Hays State University is seeking approval of an architectural program statement for the renovation of Rarick Hall. With the departure of the Art and Design program to their new facilities in summer 2019, a majority of the first level is available for repurposing. Less extensive renovations are also anticipated at the second and third levels.

Rarick Hall is a three-story, 117,661 gross square foot academic facility, which opened in 1981. The lower level primarily housed Art Department labs, offices and gallery space. The upper levels serve to provide general classroom space, as well as office and lab space for departments within the College of Education, in addition to Arts, Humanities and Social Sciences. Rarick Hall contains the largest number of general classroom space on the FHSU campus. Renovations will provide space for existing units to expand, as well as provide office space for other units being relocated from other space around campus. Programming also includes retaining some existing office space to meet the future needs of Rarick Hall occupants, as well as other future campus needs.

The total estimated cost of the project, including all necessary construction, contingencies and fees, is \$10,100,000. Funding is provided by \$2,000,000 from the University's Educational Building Fund Rehabilitation and Repair allocations from FY 2020-2022 and \$8,100,000 of University funds.

2. Act on Request to Renovate Burge Union for New Student Engagement Center – KU

The University of Kansas requests approval for creation of new Student Engagement Center in the Burge Union. This project will be located in the unfinished space in the lower level of the Burge Union and will consist of new office space, graduate and collaboration lounges, and an E-Sports recreational commons. This project will be financed by the Kansas Memorial Union Corporation, with an estimated cost of \$950,000.

3. Act on Request to Replace Air Handling Units in Haworth Hall – KU

The University of Kansas requests approval to replace the air handling units in Haworth Hall. The current air handling units are failing and in need of replacement. This project will be funded by the University's allocation from the Education Building Fund, with an estimated cost of \$950,000.

4. Act on Request to Renovate the Clinical Research Center Pharmacy – KUMC

The University of Kansas Medical Center seeks approval for reorganization and refinishing of existing clean rooms, ante rooms, drug storage, receiving, prep area and conference room. This reorganization will provide for improved circulation, separate drug storage rooms, separate ante rooms for each clean room, front conference, second entry for receiving with direct access to drug storage, additional binder storage and mobile storage shelving. This project was previously approved with the Board for Director's Approval in October 2018 with an expected cost of \$722,000. The conceptual design completion brought the estimated cost up to \$945,000 without contingency. This project will be financed from the Johnson County Education & Research Triangle Authority funds.

C. Other Matters

1. Appoint Member to EPSCoR Review Committee

Jean Redeker,
VP, Academic Affairs

Summary

The Guidelines for Coordination, Oversight and Fiscal Management of the Experimental Program to Stimulate Competitive Research (EPSCoR), approved in June 2011, include the requirement to appoint a committee to review proposals for state funding. This item asks the Board to appoint a new member to the EPSCoR Program Review Committee. Staff recommends approval of the following individual.

Background

The Experimental Program to Stimulate Competitive Research (EPSCoR) is a federal program that encourages university partnerships with industry. The program is designed to stimulate sustainable science and technology infrastructure improvements in states that historically have received a disproportionately low per-capita average of federal research dollars.

In addition to EPSCoR and EPSCoR-like projects, funds are also made available through a companion program for projects that do not require state matching funds. Eligible projects promote national competitiveness in strategic technology niches that hold the most promise for the Kansas economy. Funding through this companion program pairs the state’s science and technology research strengths with the ability of Kansas businesses to diversify and sustain a national and global competitive advantage.

Established in 2011, the EPSCoR Program Review Committee is responsible for reviewing proposals in light of Kansas research and development priorities, and for making recommendations to the Kansas Board of Regents regarding the suitability of projects for state matching funds. The Board appoints a seven-member Committee comprised of five members representing industry and academia. The two remaining members are ex-officio with one appointed by the Department of Commerce and one appointed by the Kansas Board of Regents.

Current members of the Committee are: Sam Campbell, Chairman, CritiTech, Inc. (term ending 6/30/21), Donna Johnson, President & CEO, Pinnacle Technology, Inc. (term ending 6/30/21), Scott Bishop, Advanced Research & Development Manager, Spirit AeroSystems (term ending 6/30/20), Tim Dawsey, Dean, College of Technology, Pittsburg State University (term ending 6/30/19), Wade Wiebe, Public Service Executive, Kansas Department of Commerce (ex-officio), and Jean Redeker, Vice President for Academic Affairs, Kansas Board of Regents (ex officio).

Request

In April 2019, the EPSCoR Program Review Committee received the resignation of John Parfet, Senior Project Manager, Catalent Pharma Solutions (term ending 6/30/20). The following individual is nominated to serve as a member of the Committee to fill the remainder of the term created by the vacancy, and one full term (ending 6/30/22), subject to Board approval. Following the completion of these terms, this individual would remain eligible to serve one additional term.

Allen B. Rawitch, PhD

Upon his retirement in 2016 from the University of Kansas Medical Center (KUMC) after 41 years of service, Dr. Allen Rawitch was appointed as Professor Emeritus and Vice Chancellor Emeritus. While at KUMC, his research focus was in molecular endocrinology where he authored multiple published papers and abstracts in the areas of thyroid function and pancreatic hormone structure and function. In addition to serving on the KUMC faculty for more than 40 years, Dr. Rawitch served in several administrative roles including 13 years as the Dean of Graduate Studies and Vice Chancellor for Academic Affairs. As Vice Chancellor and Graduate Dean, he represented KUMC to the Kansas Board of Regents as a member of the Council of Chief Academic Officers.

In 2016, Dr. Rawitch retired with the rank of Captain from the City of Overland Park Police Department after completing 37 years of part-time service. Dr. Rawitch worked as a patrol officer for over 25 years, receiving a number of awards for his work in addition to promotions in rank and before his retirement served as a detective in the Investigations Division.

Recommendation

Staff recommends approval of the individual proposed for membership to the EPSCoR Program Review Committee.

DISCUSSION AGENDA

V. Consideration of Discussion Agenda

A. Other Matters

1. Receive Legislative Update

**Matt Casey,
Director, Government Relations**

Summary

The Board will receive a wrap-up of the 2019 Legislative Session following the adjournment of the Legislature on May 4. Board staff will review the budget and the non-budgetary legislative items. The Legislature will return on May 29th for Sine Die which is the official end of the 2019 session before adjourning until January 13, 2020.

B. Fiscal Affairs & Audit

1. Receive Presentations and Discuss University Fee and Tuition Proposals for FY 2020 (First Read)

**Regent Feuerborn
Elaine Frisbie
VP, Finance & Administration**

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

Summary

One of the Board's primary responsibilities, as defined in state law, is to set tuition and fees at the state universities. Typically, the state budget is finalized in May so that tuition proposals are considered by the Board with the knowledge of the state funding available to the state universities for the upcoming fiscal year. The Legislature finished this year's session on Saturday, May 4. The Board will receive presentations from the state universities on their tuition proposals on May 15 (first read). The Board is scheduled to take final action at the June 19-20 meeting.

2. Act on Johnson County Education Research Triangle (JCERT) FY 2020 Budgets – KU, KUMC and KSU

Summary

The 2007 Legislature created the Johnson County Education Research Triangle Authority (JCERTA), subject to the approval of Johnson County voters (KSA 19-5001 through 19-5005). The voters of Johnson County approved the 1/8 cent sales tax to support three university projects: (1) medical education and life sciences and cancer research programs at the Johnson County locations of the University of Kansas Medical Center; (2) research and education programs in animal health and food safety and security at the Olathe Campus of Kansas State University; and (3) specific undergraduate and graduate programs at the Edwards Campus of the University of Kansas in the City of Overland Park.

The JCERTA board retains up to two percent of the tax revenues to cover administrative costs and the remainder of the annual revenue is to be split evenly between the three projects. The law restricts the universities’ expenditure of these tax revenues to certain purposes and states that “the Kansas Board of Regents shall remain responsible for the governance of these institutions, including approval of any academic programs and the regulation thereof, and shall be responsible to the Authority for institutional compliance with the purposes of this act.” Budget approval by the Board of Regents is required each year.

In accordance with Board policy, the Fiscal Affairs and Audit Committee reviewed the budget proposals at the March Committee meeting. The JCERTA Board met on April 22 and approved the budget proposals. Staff recommends that the Board is approve the FY 2020 JCERT budgets as detailed in the following documents.

Background

In accordance with the Board’s process, the Universities prepare annual budgets for their portion of the JCERT revenue, to include debt service, maintenance, operations, and, where appropriate, research, and undergraduate and graduate educational programs.

The law requires each participating university to certify to both the Authority Board and to the Board of Regents that expenditures of funds received from the Authority are made in compliance with the Act, Board policy and applicable state and federal laws. Furthermore, any revenue bonds that pledge the JCERT funds for repayment must be approved by the Board of Regents, regardless of what entity acts as obligor on the bonds. According to the Authority’s by-laws, the universities are to certify expenditures to the Authority on an annual basis; the universities’ certification to the Board is on the same schedule. The Universities submit the accounts and expenditures for an annual independent audit paid for by the JCERTA Board. The JCERTA Board contracts with external auditors for a financial audit to be completed by September 1 of each year. A copy of the external audit is provided to the Board and the Universities.

From FY 2010 through FY 2018, the universities received a cumulative \$142.2 million through the JCERT Authority. A history of tax revenues to each campus follows.

Johnson County Education Research Triangle Sales Tax Revenues						
		KU Edwards	KUMC Clinical Research Center	KSU Olathe	Total	
Actual	FY 2010	\$ 4,717,303	\$ 4,717,303	\$ 4,717,303	\$ 14,151,908	
Actual	FY 2011	4,461,375	4,461,375	4,461,375	13,384,125	
Actual	FY 2012	4,882,520	4,882,520	4,882,520	14,647,560	
Actual	FY 2013	4,991,900	4,991,900	4,991,900	14,975,700	
Actual	FY 2014	5,307,800	5,307,800	5,307,800	15,923,400	
Actual	FY 2015	5,586,700	5,586,700	5,586,700	16,760,100	
Actual	FY 2016	5,653,000	5,653,000	5,653,000	16,959,000	
Actual	FY 2017	5,838,100	5,838,100	5,838,100	17,514,300	
Actual	FY 2018	5,959,100	5,959,100	5,959,100	17,877,300	
Revised	FY 2019	6,100,000	6,100,000	6,100,000	18,300,000	
Projected	FY 2020	6,200,000	6,200,000	6,200,000	18,600,000	

The following documents are the proposed FY 2020 budget plans for the operation of the Business, Education, Science and Technology (BEST) Building and degree programs at KU’s Edwards Campus in Overland Park; the Clinical Research Center at the KU Medical Center in Fairway; and the International Animal Health and Food Safety Institute at K-State’s Innovation Campus in Olathe.

**Proposed Fiscal Year 2020
JCERTA Budget
Edwards Campus
Business, Engineering, Science, and Technology (BEST)**

Background

The Edwards campus of the University of Kansas, has used the funds from the Johnson County Research Triangle Authority (JCERTA) sales tax for the construction, debt service and maintenance of a new 75,000 square foot building, and to pay the costs initially of 10 new degrees, including 4 bachelors and 4 Masters degrees in business, engineering, science, and technology as well as two Professional Science Masters degrees.

The Business Engineering, Science and Technology (BEST) building was dedicated on March 2, 2012. The building contains 21 classrooms, including one computer lab classroom, an open computer lab, an Exercise Science lab, 35 faculty offices, and a 400-seat conference center. The total cost of the building was \$22.9 million and was financed with \$3.9 million from sales tax collections and \$19 million in bonds.

Expenditure Categories

A draft two-year budget is attached for reference and planning purposes. While only the FY 2020 budget is being approved at this time, the additional year provides a clear picture of all expenses for building support and operations, and the programmatic costs.

Below are details of the FY 2020 budget which is presented for approval.

Debt Service: \$1,909,738

The annual debt service is just under \$2 million per year. The total principal on the 2010M bonds is \$20,990,000 and the repayment term is 15 years. The bonds were a combination of tax exempt bonds (\$6,125,000) and taxable Build America Bonds (\$14,865,000) with an all-inclusive interest rate of 3.11%. The University will receive \$187,654 in subsidies from the Federal Government for interest on the Build America Bonds.

JCERTA Scholarships: \$120,000

KU and KSU each agreed to establish a \$50,000 scholarship program from JCERTA funds. The scholarships are to be awarded to Johnson County residents. The criteria for the scholarships at KU are as follows: Students must be enrolled in an undergraduate or graduate program at the Edwards Campus that was funded by the JCERTA tax. The scholarship can be applied toward the cost of tuition, fees and/or books. Additional requirements include residence in Johnson County, a minimum cumulative grade point average of 3.0, and enrollment in a minimum of six hours at KU Edwards Campus. Preference will be given to students with financial need. Completion of the Free Application for Federal Student Aid (FAFSA) is required. In 2012 (fall 2011, spring 2012), 22 students received the Triangle award. The average amount was \$3,000.00 per semester. In 2013, (fall 2012, spring 2013) 41 students received the Triangle award. The average amount per semester was \$1,500. In 2014 (fall 2013, spring 2014) 24 students received the Triangle award, 10 of whom received \$3,000 each, and the remaining received \$1,500 each. In 2015 (fall 2014, spring 2015) 20 students received the Triangle award, with an average of \$1,500 awarded per student each semester. In 2016 (fall 2015, spring 2016) 20 students received the Triangle award, with an average of \$1,500 awarded per student per semester. In 2017 (fall 2016, spring 2017) 16 students received assistance with an average of \$2,000 (\$1,000/semester) awarded per student.

In 2018 (fall 2017, spring 2018) 34 students received assistance with an average of \$1,500 awarded per student. In 2019 (fall 2018, spring 2019) 32 students received assistance with an average of \$1,500 awarded per student.

In FY 2016, an additional \$37,500 was requested for Johnson County students in the new, on-line Master of Applied Statistics program. Eight students received an average of \$781.25 each for a total of \$12,500 for fall and spring. The same \$37,500 was requested in 2017. Fifteen students in the fall and 16 students in the spring received

an average of \$1,000 each. In FY 2018, 22 students in the fall and 26 students in the spring received an average of \$957.45/student. In FY 2019, 54 students received an average of \$949.07/student. The required GPA for awards in this program is 3.25.

In FY 2020, the combined scholarships being requested are \$120,000. The increase over previous years will allow more students to enter JCERT programs. The increase in enrollment is expected to offset the additional expense.

JCERTA Programmatic Costs: \$2,121,777

Several JCERTA programs are at a point in cycle of generating revenue (tuition) for reinvestment. Many of the faster growing programs will be supported with a combination of JCERTA tax dollars and tuition, or fully with tuition. Ongoing costs in FY 2020 for the Bachelor's in Business Administration are \$411,099 from JCERTA funds and \$487,000 from tuition for a total of \$898,099. For the Bachelor of Science in Information Technology, ongoing costs are \$517,478, of which \$243,478 will be funded by JCERTA, the balance funded with tuition. The Master of Science in Project Management and Master of Engineering in Project Management, both the face to face and the online programs, have ongoing costs of \$474,026, of which \$174,026 is supported by JCERTA, the remaining \$300,000 supported by tuition.

The Professional Service Masters in Environmental Assessment, has an ongoing cost of \$207,425. JCERTA will fund \$107,425 of the total with the remaining \$100,000 supported by tuition. The BAS in Biotech has FY 2020 costs of \$306,799, funded at \$216,799 from JCERTA, and \$90,000 from tuition. Communications Studies will be funded \$54,697 from JCERT and \$80,000 for a total of \$134,697. Civil Engineering has FY 2020 costs of \$209,782, of which \$149,782 will be funded with JCERTA and the remaining with tuition. The Masters in Accounting, paired with the Accounting Certificate, will be funded at \$266,087 from JCERTA and \$100,000 from tuition.

The Bachelor's in Exercise Science has FY 2020 costs of \$289,342 and will be fully supported with tuition dollars. The Bachelor of Applied Science in Statistics launched during FY 2016, will have FY 2020 operational costs of \$686,703, funded by tuition. And finally, Applied Behavioral Sciences, one of our fastest growing programs, and with an FY 2020 cost of \$392,238, will be fully funded with tuition dollars

Newer programs, CyberSecurity Certificate and Software Engineering Certificate, are still in their initial growth phases and will be fully supported with JCERTA dollars at \$171,905 and \$16,100, respectively. Three programs new in FY 2020 will also be funded at 100% with JCERTA tax dollars: Environmental Studies (\$49,914), Health Management Minor (\$66,173), and Environmental Geology (\$194,292).

Additional programs will be explored for later launches. All programs will be evaluated regularly to determine viability.

All Other JCERTA Costs: \$2,280,937

Student advising, student services/administrative and public relations and marketing will increase while the programs continue to grow. JCERTA funded staff costs are \$662,814 for 8.21 FTE supporting the Academic Support Center, recruitment, student services, communications/marketing, and fiscal services. Marketing and recruitment costs will be \$709,230, funded by JCERTA. IT Administrative costs will be funded at \$267,283. Faculty mileage costs will be covered with tuition dollars. The estimated JCERTA tax cost of facility expenses including the library services, custodial services, general building maintenance, utilities, and technology is \$641,610.

Reserves: \$840,000

A capital reserve in the amount of \$440,000 has been established to fund major repairs, infrastructure upgrades and renovations. This reserve will continue to increase with a goal of maintaining a balance equivalent to 2% of

the BEST Building's value (approximately \$440,000). Forty thousand dollars (\$40,000) was added in FY 2017 to reach this goal.

Additionally, an operations reserve in the amount of \$400,000 has been established to cover operations should a delay in monthly sales tax disbursements occur. This reserve will grow as programs grow with the goal of creating a reserve equivalent to three (3) months operating costs, including debt service (approximately \$1.8M).

University of Kansas
Johnson County Research Triangle
Edwards Campus Budget

	Approved FY 2019 Budget			FY 2019 Projection			Proposed FY 2020 Budget			FY 2021 Plan		
	JCERT	Other Sources (Tuition)	Total	JCERT	Other Sources (Tuition)	Total	JCERT	Other Sources (Tuition)	Total	JCERT	Other Sources (Tuition)	Total
Revenue												
JCERT Sales Tax	\$ 6,000,000		\$ 6,000,000	\$ 6,100,000		\$ 6,100,000	\$ 6,200,000		\$ 6,200,000	\$ 6,300,000		\$ 6,300,000
Interest Earnings	12,000		12,000	12,200		12,200	12,400		12,400	12,600		12,600
Tuition		2,558,967	2,558,967		2,558,967	2,558,967		3,654,046	3,654,046		3,727,127	3,727,127
Build American Bonds Interest Subsidy	213,191	-	213,191	187,654	-	187,654	187,654	-	187,654	187,654	-	187,654
Total Revenue	6,225,191	2,558,967	8,784,158	6,299,854	2,558,967	8,858,821	6,400,054	3,654,046	10,054,100	6,500,254	3,727,127	10,227,381
Expenditures												
Administrative/Student Services												
Scholarships	87,500		87,500	87,500		87,500	120,000		120,000	120,000		120,000
Salaries and Fringes - 8.21 FTE (FY 2020 staff)	1,043,660	294,437	1,338,097	696,530	288,932	985,462	662,814	300,000	962,814	676,071	306,000	982,071
Public Relations and Recruitment	562,000		562,000	501,550		501,550	709,230		709,230	709,230		709,230
Library	7,000		7,000	6,365		6,365	7,000		7,000	7,000		7,000
Faculty Travel	30,000	12,000	42,000	-	7,159	7,159	-	12,000	12,000	-	12,000	12,000
IT Administration	-	-	-	257,113	-	257,113	267,283	-	267,283	272,629	-	272,629
Total Administrative/Student Services	1,730,160	306,437	2,036,597	1,549,058	296,091	1,845,149	1,766,327	312,000	2,078,327	1,784,929	318,000	2,102,929
Programmatic Costs												
BBA	292,591	600,000	892,591	292,591	456,915	749,506	411,099	487,000	898,099	515,187	400,000	915,187
BSIT	283,712	450,000	733,712	283,712	363,123	646,835	243,478	274,000	517,478	251,358	275,000	526,358
Project Management - MS & ME	197,895	-	197,895	197,895	200,945	398,840	174,026	300,000	474,026	153,227	300,000	453,227
PSMAS - Environmental Assessment	186,865		186,865	234,358		234,358	107,425	100,000	207,425	70,162	100,000	170,162
Exercise Science	125,885	225,885	351,770	124,050	85,990	210,040	-	289,342	289,342	-	272,409	272,409
BAS in Biotech	314,909	-	314,909	255,368	-	255,368	216,799	90,000	306,799	209,217	100,000	309,217
Communications Studies	121,706	-	121,706	110,086	-	110,086	54,697	80,000	134,697	54,534	90,000	144,534
Masters in Accounting & Acctg Cert.	163,764	-	163,764	163,764	108,166	271,930	266,087	100,000	366,087	249,948	100,000	349,948
Applied Statistics	424,467	250,000	674,467	424,467	65,494	489,961	-	686,703	686,703	-	692,207	692,207
Civil Engineering	219,893	-	219,893	165,250	-	165,250	149,782	60,000	209,782	163,595	50,000	213,595
CyberSecurity Cert	196,308	-	196,308	204,606	-	204,606	171,905	-	171,905	174,876	-	174,876
Software Engineering Cert	29,915	-	29,915	14,714	-	14,714	16,100	-	16,100	16,100	-	16,100
Applied Behavioral Science	134,506	-	134,506	-	173,482	173,482	-	392,238	392,238	-	409,970	409,970
Environmental Studies	-	-	-	-	-	-	49,914	-	49,914	29,951	-	29,951
Health Management Minor	-	-	-	-	-	-	66,173	-	66,173	66,580	-	66,580
Environmental Geology	-	-	-	-	-	-	194,292	-	194,292	168,303	-	168,303
Future Degrees	-	-	-	-	-	-	-	-	-	97,868	-	97,868
Total Programmatic	2,692,416	1,525,885	4,218,301	2,470,861	1,454,115	3,924,976	2,121,777	2,859,283	4,981,060	2,220,906	2,789,586	5,010,492
Facility Expense												
Building Maintenance	123,920		123,920	105,000		105,000	182,120		182,120	180,000		180,000
Custodial Service	57,120		57,120	57,120		57,120	57,120		57,120	57,120		57,120
Withheld by Trustee for Debt Service & Trustee Expenses	1,931,290		1,931,290	1,931,290		1,931,290	1,909,738		1,909,738	1,884,263		1,884,263
Security	-	80,000	80,000	8,786	30,000	38,786	-	80,000	80,000	-	80,000	80,000
Technology (Classroom & Hardware)	180,700		180,700	180,000		180,000	220,370		220,370	203,000		203,000
Utilities	169,000		169,000	172,424		172,424	175,000		175,000	175,000		175,000
Total Facility Expense	2,462,030	80,000	2,542,030	2,454,620	30,000	2,484,620	2,544,348	80,000	2,624,348	2,499,383	80,000	2,579,383
Total Expenditures	6,884,606	1,912,322	8,796,928	6,474,539	1,780,206	8,254,745	6,432,452	3,251,283	9,683,735	6,505,218	3,187,586	9,692,804
Revenue less Expenditures	(659,415)	646,645	(12,770)	(174,685)	778,761	604,076	(32,398)	402,763	370,365	(4,964)	539,541	534,577
Less Current Amount Set aside for Capital Reserve	440,000		440,000	440,000		440,000						
Less Current Amount Set aside for Operations Reserve	400,000		400,000	400,000		400,000						
Operating Account - Beginning Balance	1,841,608	2,495,416	4,337,024	1,726,172	2,497,529	4,223,701	711,487	3,276,290	3,987,777	679,089	3,679,053	4,358,142
Operating Account - Ending Balance	\$ 342,193	\$ 3,142,061	\$ 3,484,254	\$ 711,487	\$ 3,276,290	\$ 3,987,777	\$ 679,089	\$ 3,679,053	\$ 4,358,142	\$ 674,125	\$ 4,218,594	\$ 4,892,719
All Accounts - Ending Balance												
Operating Account	\$ 342,193	\$ 3,142,061	\$ 3,484,254	\$ 711,487	\$ 3,276,290	\$ 3,987,777	\$ 679,089	\$ 3,679,053	\$ 4,358,142	\$ 674,125	\$ 4,218,594	\$ 4,892,719
Capital Reserve	440,000		440,000	440,000		440,000	440,000		440,000	440,000		440,000
Operations Reserve	400,000		400,000	400,000		400,000	400,000		400,000	400,000		400,000
Total All Accounts - Ending Balance	\$ 1,182,193	\$ 3,142,061	\$ 4,324,254	\$ 1,551,487	\$ 3,276,290	\$ 4,827,777	\$ 1,519,089	\$ 3,679,053	\$ 5,198,142	\$ 1,514,125	\$ 4,218,594	\$ 5,732,719

**Proposed Fiscal Year 2020 JCERTA Budget
The University of Kansas Clinical Research Center**

Summary of the Project:

The University of Kansas Clinical Research Center (CRC) opened to patients on January 23, 2012. Funds from the Johnson County Education Research Triangle sales tax (JCERT) and revenue bonds supported by the sales tax were used to renovate the facility. Sales tax receipts are now being used to pay debt service and maintain the building, and to pay the costs of the clinical research infrastructure supporting clinical trials designed to translate discoveries made in the laboratory into treatments for patients. The facility will also serve to support internal and external conferences such as The Midwest Cancer Alliance Partners Advisory Board.

The total square footage of the building after renovation is 82,400 SF. There are 24,400 SF of clinic space, 8,300 SF of lab space, 20,600 SF of office space, and 29,100 SF of public space including sitting areas and conference rooms. The cost to renovate and equip the facility was approximately \$19.4 million funded with \$14.4 million in bond proceeds and approximately \$5 million in JCERT funds.

JCERT Impact

At the KU Clinical Research Center, physicians, researchers and others work together to identify safer and more effective approaches to prevention, screening, diagnosis and treatment of cancer. Since the CRC's creation in 2012, the number of clinical trial staff has more than doubled. In that same timeframe, early-phase accrual has grown by 101 or 229% and later-phase clinical trial accrual has increased by 285 or 146%. At any given time, the KU Cancer Center has about 150 open interventional treatment trials. For the 15,000 Kansans who will be diagnosed with cancer this year, this means access to groundbreaking therapies, close to home.

Expenditure Categories

A draft two-year budget is attached for reference and planning purposes. While only the FY 2020 budget is being submitted for approval at this time, the additional year provides a clear picture of all expenses for building support and operations, and the clinical research program. Also provided is information on other revenue sources that support the operations of the CRC.

Below are details of the FY 2020 budget which is presented for approval.

Debt Service: \$1,222,465

The annual debt service is just over \$1 million per year. The total principal on the 2010P bonds is \$15,930,000 and the repayment term is 20 years (FY 2030). The bonds were a combination of tax exempt bonds (\$3,950,000) and taxable Build America Bonds (\$11,980,000) with an all-inclusive interest cost of 3.0%. The University receives subsidies from the federal government for interest on the Build America Bonds.

Clinical Research Center Staff and Operating Expenses: \$4,563,068

These funds support oncology physicians and clinical research support staff and related operating expenses. These positions help support our clinical trials activities.

Facilities Operating Costs: \$962,270

These funds will be used to provide utilities cost, custodial and security staff, other facility services.

Reserve for Capital Expenditures: \$400,000

There is allocated \$400,000 annually to fund a reserve to repair, renovate or upgrade infrastructure at the CRC.

Reserve for Operations: \$200,000

As a reserve for options, \$200,000 is put aside. These funds will be used to maintain three months of operating expenditures in the event of revenue decline.

The University of Kansas
Johnson County Research Triangle
KUMC Operating Budget

CRC Operations	Approved FY 2019 Budget			FY 2019 Projection			Proposed FY 2020 Budget			FY 2021 Plan		
	JCERT	Other Sources	Total	JCERT	Other Sources	Total	JCERT	Other Sources	Total	JCERT	Other Sources	Total
Sources of Funds												
Revenue												
JCERT Sales Tax	\$ 6,000,000		\$ 6,000,000	\$ 6,100,000		\$ 6,100,000	\$ 6,200,000		\$ 6,200,000	\$ 6,300,000		\$ 6,300,000
Clinical Trial Collection		4,500,000	4,500,000		6,312,840	6,312,840		6,000,000	6,000,000		6,500,000	6,500,000
CRC Clinical Services		2,500,000	2,500,000		1,848,077	1,848,077		2,500,000	2,500,000		2,500,000	2,500,000
Cancer Center Support Grants for NCI-designated Cancer Ctr		263,609	263,609		394,248	394,248		400,000	400,000		400,000	400,000
University of Kansas Hospital Community Hospital Support					1,067,986	1,067,986		1,182,100	1,182,100		1,182,100	1,182,100
KUCC Support		2,500,000	2,500,000		630,027	630,027		1,000,000	1,000,000		1,000,000	1,000,000
Facility Rent Collection		383,124	383,124		383,124	383,124		383,124	383,124		383,124	383,124
Common Area Maintenance Fee		336,822	336,822		336,822	336,822		336,822	336,822		336,822	336,822
Interest Earnings					74,188	74,188						
Build American Bond Subsidy	164,000		164,000	157,754		157,754	164,000		164,000	164,000		164,000
Total Revenue	6,164,000	10,483,555	16,647,555	6,331,942	10,973,124	17,305,066	6,364,000	11,802,045	18,166,045	6,464,000	12,302,045	18,766,045
Total Sources of Funds	6,164,000	10,483,555	16,647,555	6,331,942	10,973,124	17,305,066	6,364,000	11,802,045	18,166,045	6,464,000	12,302,045	18,766,045
Expenditures												
Payroll												
Director, Phase I Program & startup		277,809	277,809	263,578	-	263,578	71,901	206,288	278,189	79,810	228,980	308,790
Physician Positions	163,079	313,000	476,079	194,478	268,697	463,176	129,263	57,738	187,001	143,482	64,089	207,571
Research Leadership	255,101	118,310	373,411	200,832	677,040	877,872	109,150	203,590	312,740	121,157	225,985	347,141
Business Development	230,393	-	230,393	160,919	13,414	174,333	-	237,319	237,319	-	263,424	263,424
Research Scientists	130,984	90,317	221,301	130,611	82,329	212,940	135,333	85,277	220,610	150,220	94,657	244,877
Research Laboratory Staff	198,282	341,524	539,806	208,130	309,809	517,939	182,301	355,352	537,653	202,354	394,441	596,795
Research Nursing, Study Coordination & Regulatory	2,105,520	5,594,508	7,700,028	2,029,783	4,200,955	6,230,738	2,897,515	6,104,350	9,001,865	3,216,242	6,775,829	9,992,070
Administration				194,367	252,234	446,601	-	780,166	780,166	-	865,984	865,984
Budget & Finance Support	243,627	330,608	574,235	122,131	452,370	574,501	182,406	516,098	698,504	202,471	572,869	775,339
Total Payroll	3,326,986	7,066,076	10,393,062	3,504,829	6,256,848	9,761,677	3,707,869	8,546,178	12,254,047	4,115,735	9,486,258	13,601,992
Other Operating Expenses												
Operating Expenses	145,000	374,000	519,000	135,134	661,262	796,396	300,000	500,000	800,000	306,000	510,000	816,000
Remodeling for Additional Space		150,000	150,000		150,000	150,000		200,000	200,000			
Telephone & Networking	35,000		35,000	33,798		33,798	34,000		34,000	34,680		34,680
Mass Spec Lease/Maintenance	80,000		80,000		81,048	81,048	81,048		81,048	81,048		81,048
Clinical Trial Research Initiatives for Comprehensive Status	380,837	234,750	615,587	87,649	338,567	426,216	440,151	155,760	595,911	488,568	172,894	661,461
KUH Clinical Services Cost - Operations	500,000	2,500,000	3,000,000		2,205,003	2,205,003		2,500,000	2,500,000		2,500,000	2,500,000
KUH Clinical Services Cost - Facility Rent		383,124	383,124		383,124	383,124		383,124	383,124		383,124	383,124
KUH Clinical Services Cost - Common Area Maintenance		336,822	336,822		336,822	336,822		336,822	336,822		336,822	336,822
Total Other Operating Expenses	1,140,837	3,978,695	5,119,532	256,581	4,155,826	4,412,407	855,199	4,075,705	4,930,904	910,296	3,902,839	4,813,135
Facility Expenses												
Facility Operating Costs	952,350		952,350	878,070		878,070	962,270		962,270	991,138		991,138
Withheld by Trustee for Debt Service & Trustee Expenses	1,222,465		1,222,465	1,222,465		1,222,465	1,222,465		1,222,465	1,222,465		1,222,465
Total Facility Expenses	2,174,815	-	2,174,815	2,100,535	-	2,100,535	2,184,735	-	2,184,735	2,213,603	-	2,213,603
Total Expenditures	\$ 6,642,638	\$ 11,044,771	\$ 17,687,409	\$ 5,861,945	\$ 10,412,674	\$ 16,274,619	\$ 6,747,803	\$ 12,621,883	\$ 19,369,686	\$ 7,239,633	\$ 13,389,097	\$ 20,628,730
Revenue less Expenditures	(478,638)	(561,217)	(1,039,854)	469,997	560,450	1,030,447	(383,803)	(819,838)	(1,203,641)	(775,633)	(1,087,051)	(1,862,684)

Operating Account - Beginning Balance	\$ 2,835,227	\$ 3,332,667	\$ 6,167,894	\$ 3,272,146	\$ 6,672,656	\$ 9,944,802	\$ 3,142,143	\$ 4,733,106	\$ 7,875,249	\$ 2,158,340	\$ 3,513,268	\$ 5,671,608
Revenue less Expenditures	(478,638)	(561,217)	(1,039,854)	469,997	560,450	1,030,447	(383,803)	(819,838)	(1,203,641)	(775,633)	(1,087,051)	(1,862,684)
Less Current Amount Set aside for Capital Reserve	400,000		400,000	400,000		400,000	400,000		400,000	400,000		400,000
Less Current Amount Set aside for Operation Reserve	200,000	400,000	600,000	200,000	2,500,000	2,700,000	200,000	400,000	600,000	200,000	400,000	600,000
Ending Operating Balance	\$ 2,956,590	\$ 3,171,450	\$ 6,128,040	\$ 3,142,143	\$ 4,733,106	\$ 7,875,249	\$ 2,158,340	\$ 3,513,268	\$ 5,671,608	\$ 782,707	\$ 2,026,217	\$ 2,808,923

All Accounts												
Operating Account	\$ 2,956,590	\$ 3,171,450	\$ 6,128,040	3,142,143	4,733,106	7,875,249	2,158,340	3,513,268	5,671,608	782,707	2,026,217	2,808,923
Capital Reserve	1,570,379		1,570,379	372,386		372,386	772,386		772,386	1,172,386		1,172,386
Operations Reserve	1,600,000	2,800,000	4,400,000	1,400,000	2,500,000	3,900,000	1,600,000	2,900,000	4,500,000	1,800,000	3,300,000	5,100,000
Total All Accounts	\$ 6,126,969	\$ 5,971,450	\$ 12,098,419	4,914,529	\$ 7,233,106	\$ 12,147,635	4,530,726	\$ 6,413,268	\$ 10,943,994	3,755,093	\$ 5,326,217	\$ 9,081,309

**Proposed Fiscal Year 2020
JCERTA Budget
Kansas State University-Olathe Campus**

Narrative summary

The first cohort of graduate students pursuing JCERTA-supported programs in animal health and food safety were enrolled in Fall 2013. As of Spring 2019, six biosciences-related graduate degree programs are being offered in addition to other programs in adult learning and leadership (master's and doctorate degrees) and school counseling. There are currently 40 faculty and administrative staff directly supporting educational and research programs.

In January 2015, the Kansas Board of Regents formally approved the new School of Applied and Interdisciplinary Studies at K-State Olathe. The school provides the campus with academic authority under policies and procedures of the university to hire instructors and researchers and to develop courses, certificates and degrees. The school's two graduate certificate programs were approved in Spring 2016, including the Professional Interdisciplinary Sciences and Professional Skills for STEM Practitioners certificates. At the April 2016 Kansas Board of Regents meeting, a Professional Science Masters (PSM) was approved for the Olathe campus. Enrollment in the PSM has been growing since the first students were admitted in the fall of 2016. The first graduates of the program earned diplomas in Spring 2018 and more than 25 students have received certificates.

K-State Olathe Professional Development provides advanced continuing education courses that meet the evolving needs of the Greater Kansas City workforce and beyond. A concentrated effort on professional development activities at K-State Olathe began in mid-2017. In 2018, more than 1,000 participants took part in seminars, workshops and courses to improve their skills and knowledge. The ongoing Regulatory Affairs Seminar Series will hold its seventh hot topic event in the summer of 2019.

Research activities at K-State Olathe are well underway representing the broad areas of veterinary medicine and animal health, food science, horticulture/urban food systems, and sensory and consumer research. More than \$5 million in research has been conducted at Olathe since the campus opened its doors in 2011, and the current initiatives could lead to substantial gains in this area, which supports the university's 2025 goals.

Engagement activities include science-based partnerships with school districts in Johnson County, including assistance in curriculum development with Blue Valley CAPS and Olathe 21st Century programs. Since opening in 2011, K-State Olathe has engaged nearly 35,000 students in grades kindergarten through 12 at events and programs focused on STEM professions as well as providing teachers with strategies for classroom instruction.

Economic development also is a strategic priority of this campus through workforce training and entrepreneurial partnerships with the private sector. In 2017, K-State Olathe partnered with Maxxam Analytics, which provides analytics, specifically pet food/treat quality testing and safety programs for national and multi-national food processors and retailers. This relationship has provided a gateway for Maxxam to establish its first U.S. presence. In addition, a collaborative relationship with the Olathe Chamber of Commerce led to a partnership with Digital Sandbox, which provides proof-of-concept grants and resources to support early-stage commercialization companies. K-State Olathe will provide flexible work space and access to the university's resources and expertise for entrepreneurs who are associated with Digital Sandbox.

REVENUE

We are budgeting \$6,200,000 in JCERT tax revenue for FY 2020. In addition, we expect to collect \$398,160 in building rental, non-credit programs and interest for total revenue of \$6,598,160.

EXPENDITURE CATEGORIES

Debt Service on Bonds – \$2,018,143

Bonds were issued in September 2009 and debt service payments began in March 2010. Payments escalated until reaching \$2,019,275 in FY 2012 and continue at approximately that level until 2040.

Special District Assessment and Taxes – \$195,078

K-State Olathe owns 38 acres within the 91-acre Kansas Biosciences Park in Olathe, Kansas. A special benefit district was created to develop the infrastructure in the park and K-State Olathe is responsible for payment of 41% of the \$6.5 million in special assessments on the benefit district until 2030.

Scholarships – \$50,000

K-State Olathe and the University of Kansas Edwards Campus have agreed to provide \$50,000 per year in scholarships for residents of Johnson County. Any unspent funds will carry forward to the next year.

Facilities Operations, Maintenance and Deferred Maintenance – \$1,429,376

This amount represents the utilities and maintenance costs for the facility, including custodial, engineering, security and landscape services. In addition, \$500,000 is being set aside to fund a deferred maintenance reserve for the building.

Programmatic Personnel Costs – \$1,147,155

This includes the salaries and fringe benefits for the administrative staff.

Academic Programs – \$1,191,500

These funds are used for personnel, fringe benefit costs, and program costs for the academic and research programs in animal health, food safety and security, and K-12 outreach programs in those focus areas. In addition, Kansas State University funds and the tuition collected from Olathe courses support several graduate programs. Changes in the budget model for K-State have affected the distribution of tuition revenue and caused some shifts in where faculty will be paid (from Olathe or Manhattan). These shifts are reflected in the reduced tuition revenue and in the reduction in faculty salaries from KSU funds spent through Olathe.

General Administrative and Information Technology – \$550,850

This category covers office supplies, travel, marketing, audit, legal and other administrative expenses. Information technology staffing and support are also included.

Total JCERT Expenditures – \$6,582,102

Kansas State Olathe Campus Budget

FY 2020-2021

	Current Year Budget FY 2019	Proposed FY 2020			Estimated FY 2021		
		TOTAL	JCERT	KSU	TOTAL	JCERT	KSU
REVENUE							
JCERT tax revenue	6,020,000	6,200,000	6,200,000		6,300,000	6,300,000	
KSU Allocation	525,558	507,012		507,012	500,000		500,000
Tuition estimate	400,000	150,000		150,000	175,000		175,000
Campus Fee estimate	75,000	75,000		75,000	80,000		80,000
Building use fees	173,660	181,160	181,160		190,000	190,000	
Interest income	12,000	12,000	12,000		15,000	15,000	
Other income	160,000	205,000	205,000		205,000	205,000	
Total Revenue	7,366,218	7,330,172	6,598,160	732,012	7,465,000	6,710,000	755,000
EXPENDITURES							
Special Tax Assessment - Benefit district	199,515	195,078	195,078		194,745	194,745	
Bond Payment	2,019,575	2,018,143	2,018,143		2,018,948	2,018,948	
Program Budget - Academic							
Academic administration & support	625,200	821,600	496,500	325,100	821,600	496,500	325,100
General Academic Programs	110,000	110,000	110,000		110,000	110,000	
Research Programs & Support	15,000	15,000	15,000		15,000	15,000	
Adult Education Faculty	103,000				0		
Engineering Faculty	85,000				0		
Food Science Faculty	106,000						
Horticulture Faculty	117,000	117,000	117,000		117,000	117,000	
Hospitality Mgmt Faculty	92,000	46,000		46,000	0		
Vet Biomedical Science Faculty	281,000	301,000	301,000		301,000	301,000	
Tuition return to depts	90,000	0			0		
Scholarships	50,000	50,000	50,000		50,000	50,000	
Food program Manager+support	97,000	97,000	97,000		97,000	97,000	
K-12 programs Director+support	143,500	55,000	55,000		55,000	55,000	
Subtotal - academic programs	1,914,700	1,612,600	1,241,500	371,100	1,566,600	1,241,500	325,100

Kansas State Olathe Campus Budget

FY 2020-2021

	Current Year Budget FY 2019	Proposed FY 2020			Estimated FY 2021		
		TOTAL	JCERT	KSU	TOTAL	JCERT	KSU
General Administration							
Salaries - Administration	1,580,924	1,399,539	1,147,155	252,384	1,405,000	1,150,000	255,000
Other Operating Expenses	379,500	369,500	369,500		369,500	369,500	
Information Technology	296,800	296,800	181,350	115,450	297,350	181,350	116,000
Subtotal General Administration	2,257,224	2,065,839	1,698,005	367,834	2,071,850	1,700,850	371,000
Operations & Maintenance							
Operations & Maintenance	563,100	585,576	585,576		590,000	590,000	
Utilities	345,000	343,800	343,800		350,000	350,000	
Deferred maintenance	500,000	500,000	500,000		500,000	500,000	
Subtotal - Operations & Maintenance	1,408,100	1,429,376	1,429,376		1,440,000	1,440,000	
TOTAL EXPENDITURES	7,799,114	7,321,036	6,582,102	738,934	7,292,143	6,596,043	696,100
Net (Rev-Exp)	(432,896)	9,136	16,058	(6,922)	172,858	113,958	58,900
Carry forward - JCERT funds**	7,317,340	7,633,790	7,633,790			7,747,748	
Carry forward - KSU funds	323,907	316,985		316,985			375,885
Balance Forward - All funds	7,641,247	7,950,775					

** Total JCERT carry forward estimate includes:

As of 7/1/18

Est as of
7/1/19

Operating Reserve	1,202,080		1,220,000
Deferred maintenance	3,181,998		3,681,998
Scholarships	251,470		250,000
Unassigned carry forward	2,681,792		2,481,792
Total	7,317,340		7,633,790

3. Act on Capital Improvement Requests for FY 2021 and Five-Year Plans – University System **Nelda Henning,
Director of Facilities**

Summary and Staff Recommendation

The Division of the Budget has statutory oversight of the state’s budget process. In accordance with the Division’s budget instructions and the Board of Regents’ policy, the state universities have submitted their FY 2021 capital improvement requests and five-year plans. Included in this issue paper are summaries of the universities’ requests and staff recommendations for the Board’s review and discussion. Board staff recommends approval of the projects displayed in Table 2. The capital improvement requests are due to the Division of the Budget on July 1, 2019.

Background

Capital improvement requests are due to the Division of Budget by July 1st each year; therefore, the Board has a process to review the institutional requests and act on those requests in the spring. Funding for capital improvements can come from a variety of sources as noted on the last page of the list of requested projects.

In recent years, the Legislature has not appropriated money from the State General Fund (SGF) for new building projects on a consistent basis, only on an isolated project-by-project basis. For example, the Legislature and Governor supported \$25 million in bonds for the new Health Education Building at KU Medical Center and infrastructure improvements for the National Bio-Agro Defense Facility in Manhattan with SGF appropriations for debt service, but other projects have not received SGF support. Therefore, when state universities identify projects on the capital improvement plans that require state funding within Year 1 or 2 of the Five-Year Plan, KBOR staff usually does not support inclusion of that project unless state funds have already been appropriated, a specific funding source has been identified, or a designation of TBD (to be determined) is indicated.

The only consistent source of state funding for university buildings has been the Educational Building Fund (EBF), which now provides approximately \$40-41 million per year for rehabilitation and repair projects. The Board has directed that EBF resources be used solely for deferred maintenance-type projects, to help address the deferred maintenance backlog. As reported in the Fall 2018 biennial report on deferred maintenance, there is currently an estimated \$966 million backlog in deferred maintenance. It is estimated that the system would need at least \$99 million per year to provide timely upkeep of the 1,000 buildings on the Regents campuses, which encompasses 41.9 million square feet sited on 27,766 acres. Use of the EBF is limited to the 321 buildings identified as “mission critical” to the teaching and research functions of the state universities. State buildings that serve auxiliary functions, such as residence halls, student unions, parking garages, and athletic facilities do not qualify for EBF rehabilitation and repair funding.

Staff Recommendations

- Approve all projects funded by non-state funds as submitted (e.g. housing, parking, private gifts, restricted fees, etc.).
- Approve University System request for spending authority for Rehabilitation & Repair projects from the Educational Building Fund (EBF).
- Approve the staff recommendation for individual building/infrastructure projects for state appropriations in FY 2021, and those to be considered for future appropriations should the Board deem certain projects essential.

For over a decade, addressing the deferred maintenance of existing facilities has been a top priority with the Board and Legislature, yet insufficient state resources have been directed toward that purpose. Funding for the construction, maintenance and operation of new facilities has largely been left to other resources available to the University System.

Summary of state funds requested from SGF

As Submitted (TABLE 1)

FY 2021	\$ 60,000
FY 2022	10,550,000
FY 2023	8,840,000
FY 2024	--
FY 2025	--
TOTAL	\$ 19,450,000

As Recommended (TABLE 2)

FY 2021	\$ --
FY 2022	--
FY 2023	--
FY 2024	--
FY 2025	--
TOTAL	\$ 0.00

List of individual building/infrastructure projects submitted for SGF support:

FY 2021	WSU Central Energy Plant Cooling Tower Fan Replacement	\$ 60,000
FY 2022	KU Medical Center School of Medicine Wichita Health Education Building	\$ 8,840,000
	WSU Central Energy Plant Cooling Tower Fan Replacement	\$ 1,710,000
FY 2023	KU Medical Center School of Medicine Wichita Health Education Building	\$ 8,840,000
	TOTAL	\$ 19,450,000

Following are two tables of Capital Improvement requests, detailed in each institution’s Five-Year Plan:

TABLE 1 includes all requests that have been submitted by each institution.

TABLE 2 includes all requests that have been recommended by Board staff for each institution.

**TABLE 1
FY 2021 CAPITAL IMPROVEMENT REQUESTS - SUMMARY OF INSTITUTION SUBMITTALS**

	Total Project Cost	Prior Years	Current Year	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Subsequent Years
Kansas Board of Regents									
Rehabilitation & Repair Educational Building Fund	\$212,000,000		\$44,000,000	\$44,000,000	\$42,000,000	\$42,000,000	\$42,000,000	\$42,000,000	
University of Kansas									
District Chilled Water Plant University's Share of Educational Building Fund	6,000,000		1,000,000	3,000,000	2,000,000				
Bailey Hall HVAC Upgrades University's Share of Educational Building Fund	5,000,000				1,000,000	4,000,000	1,000,000		
Deferred Maintenance Multiple Buildings Phase 1	143,807,000			8,838,400	10,885,400	11,385,400	13,885,400	15,385,400	83,427,000
University's Share of Educational Building Fund, University Interest, Restricted Fees, Tuition									
Irving Hill Road Improvements Phase 3 University's Share of Educational Building Fund	4,950,000	3,299,000	1,104,000	547,000					
Capitol Federal Hall Build Out Shell Space	2,650,000		200,000	2,450,000					
Private Gift									
Chalmer Hall Improvements - Metalsmithing Shop	1,500,000		300,000	300,000	900,000				
Private Gift									
Murphy Hall Reconstruction	40,000,000							4,000,000	36,000,000
Private Gift									
Allen Fieldhouse Renovations Phase 2 Athletic Association, Private Gift	20,000,000			20,000,000					
Hoglund Ballpark Improvements Phase 4 Athletic Association, Private Gift	22,000,000				12,000,000	10,000,000			
Memorial Stadium Renovations Phase 1 Athletic Association, Private Gift	170,000,000			6,200,000	66,000,000	97,800,000			
Memorial Stadium Renovations Phase 2 Athletic Association, Private Gift	130,000,000							30,000,000	100,000,000
Kansas Memorial Union Renovation Student Fees, Union	21,262,000		2,000,000	1,200,000	1,400,000	1,080,000	1,800,000	1,400,000	12,382,000
Oliver Residence Hall Renovation Housing Funds, Revenue Bond	28,000,000				2,800,000	25,200,000			
Parking Improvements Parking Fees	16,900,000	6,250,000	1,700,000	1,750,000	1,800,000	1,800,000	1,800,000	1,800,000	
Total	\$612,069,000	\$9,549,000	\$6,304,000	\$44,285,400	\$98,785,400	\$151,265,400	\$18,485,400	\$52,585,400	\$231,809,000
University of Kansas Medical Center									
Gross Anatomy Lab Tuition, Private Gift, Restricted Fees	7,254,050	500,000	6,754,050						
KUMC - Dental School To be determined	36,920,000			12,440,000	12,440,000	12,040,000			
School of Medicine Wichita Health Ed Building State General Fund	17,680,000				8,840,000	8,840,000			
Parking Lot/Garage Maintenance & Improvements Parking Fees	4,000,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000
Cambridge Parking Garage Repairs Parking Fees	9,416,000	4,500,000	373,300	118,300					
Parking Facility No. 6 Revenue Bond, Parking Fees	33,000,000							33,000,000	
Orr Major & Other Health Ed Bldg Backfill Renovation Revenue Bond	20,000,000				5,000,000	5,000,000	5,000,000	5,000,000	
Total	\$128,270,050	\$5,500,000	\$7,627,350	\$13,058,300	\$26,780,000	\$26,380,000	\$5,500,000	\$38,500,000	\$500,000

**TABLE 1
FY 2021 CAPITAL IMPROVEMENT REQUESTS - SUMMARY OF INSTITUTION SUBMITTALS**

	Total Project Cost	Prior Years	Current Year	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Subsequent Years
Kansas State University									
Campus Infrastructure Improvements - 12.5kVA Electrical University's Share of Educational Building Fund, Revenue Bond, University Interest	7,800,000	6,450,000	1,350,000						
KSU Polytechnic Runway Improvements University's Share of Educational Building Fund, Kansas Airport Improvement Program	1,876,831	75,000	1,801,831						
Parking Lot Improvements Parking Fees	3,800,000	1,800,000	1,000,000	1,000,000					
Bill Snyder Family Stadium Ph V East Stadium Upgrades Private Gift, Athletic Association	4,655,000	2,925,000		1,730,000					
Agronomy Education Center Private Gift, Restricted Fees	1,600,000	1,200,000	400,000						
Hale Library Repair and Restoration Insurance Claim Proceeds, Private Gift	42,000,000	4,000,000	25,000,000	13,000,000					
Soccer / Baseball Team Facility Athletic Association	17,480,000	6,480,000	11,000,000						
Ice Hall Physician Assistant Program Renovation Tuition	2,500,000	50,000	2,450,000						
Willard Lecture Hall Renovation Student Fees	1,500,000	50,000	1,250,000	200,000					
Multi-Cultural Student Center Private Gift	5,500,000	100,000	5,400,000						
McCain Additions and Code Compliance Private Gift	5,700,000		100,000	100,000	5,500,000				
Derby Dining Center Renovation Housing Fund, Revenue Bond	16,000,000	600,000	13,400,000	2,000,000					
Campus Infrastructure Building Lighting & System Revenue Bond	20,000,000		500,000	10,000,000	9,500,000				
Campus Infrastructure Retro Commission, Thermostats Restricted Fees, University Interest	2,100,000		1,000,000	1,100,000					
Agricultural Research & Extension Facility (FASTER) Private Gift, Federal Grant, Restricted Fees	150,000,000					50,000,000	50,000,000	50,000,000	
Geosciences Building Private Gift, To be determined	10,000,000					1,000,000	9,000,000		
Large Animal Research Center Expansion - Phase I & II To be determined	17,800,000					5,000,000	5,000,000		7,800,000
West Memorial Stadium Renovation Phase II and III To be determined	7,540,000					3,790,000	3,750,000		
KSU Polytechnic Apartment Complex Housing Fund, Revenue Bond	6,240,000					4,000,000	2,240,000		
Moore Residence Hall Lighting and Fire Alarm Housing Fund	1,560,000					1,560,000			
Bramlage Roof Replacement Private Gift, Athletic Association	3,224,000					3,224,000			
Kansas Forest Service Wildland Fire Building To be determined	1,300,000					1,300,000			
Total	\$ 330,175,831	\$23,730,000	\$ 64,651,831	\$ 29,130,000	\$ 15,000,000	\$ 69,874,000	\$ 69,990,000	\$ 50,000,000	\$ 7,800,000

**TABLE 1
FY 2021 CAPITAL IMPROVEMENT REQUESTS - SUMMARY OF INSTITUTION SUBMITTALS**

	Total Project Cost	Prior Years	Current Year	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Subsequent Years
Wichita State University									
Central Energy Plant Cooling Tower Fan Replacement State General Fund	1,770,000			60,000	1,710,000				
Crash Dynamics Laboratory Restricted Fees, Federal Grant	7,500,000	2,250,000	5,250,000						
Parking Maintenance & Improvements Parking Fees	3,500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	
Eck Stadium / Home of Tyler Field - Ph. V Improvements Private Gift, Athletic Association	3,641,000	1,750,000	1,891,000						
Charles Koch Arena Expansion & Renovation Private Gift, Athletic Association	13,800,000	3,000,000	10,300,000	500,000					
Innovation Campus New School of Business Private Gift, Revenue Bond	50,000,000	100,000	34,900,000	10,000,000					
Total	\$80,211,000	\$7,600,000	\$52,841,000	\$11,060,000	\$2,210,000	\$500,000	\$500,000	\$500,000	\$0
Emporia State University									
New Maintenance Facility To be determined	10,852,000			500,000	4,852,000	5,500,000			
New University House Private Gift	1,300,000	1,100,000	200,000						
New Aquatic Research & Research Center Private Gift	900,000	300,000	600,000						
Morse Complex Demolition Revenue Bond	510,000			510,000					
Abigail Morse Renovations Revenue Bond, Housing Funds	10,625,500	481,500	9,000,000	1,144,000					
Parking Improvements Parking Fees	500,000		75,000	125,000	75,000	75,000	75,000	75,000	
New Tennis Facility Private Gift	3,235,000		1,535,000	1,700,000					
Total	\$27,922,500	\$1,881,500	\$11,410,000	\$3,979,000	\$4,927,000	\$5,575,000	\$75,000	\$75,000	\$0

**TABLE 2
FY 2021 CAPITAL IMPROVEMENT REQUESTS - SUMMARY OF STAFF RECOMMENDATIONS**

	Total Project Cost	Prior Years	Current Year	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Subsequent Years
Kansas Board of Regents									
Rehabilitation & Repair Educational Building Fund	\$212,000,000		\$44,000,000	\$44,000,000	\$42,000,000	\$42,000,000	\$42,000,000	\$42,000,000	
University of Kansas									
District Chilled Water Plant University's Share of Educational Building Fund	6,000,000		1,000,000	3,000,000	2,000,000				
Bailey Hall HVAC Upgrades University's Share of Educational Building Fund	5,000,000				1,000,000	4,000,000	1,000,000		
Deferred Maintenance Multiple Buildings Phase 1	143,807,000			8,838,400	10,885,400	11,385,400	13,885,400	15,385,400	83,427,000
University's Share of Educational Building Fund, University Interest, Restricted Fees, Tuition									
Irving Hill Road Improvements Phase 3 University's Share of Educational Building Fund	4,950,000	3,299,000	1,104,000	547,000					
Capitol Federal Hall Build Out Shell Space	2,650,000		200,000	2,450,000					
Private Gift									
Chalmer Hall Improvements - Metalsmithing Shop	1,500,000		300,000	300,000	900,000				
Private Gift									
Murphy Hall Reconstruction	40,000,000							4,000,000	36,000,000
Private Gift									
Allen Fieldhouse Renovations Phase 2 Athletic Association, Private Gift	20,000,000			20,000,000					
Hoglund Ballpark Improvements Phase 4 Athletic Association, Private Gift	22,000,000				12,000,000	10,000,000			
Memorial Stadium Renovations Phase 1 Athletic Association, Private Gift	170,000,000			6,200,000	66,000,000	97,800,000			
Memorial Stadium Renovations Phase 2 Athletic Association, Private Gift	130,000,000							30,000,000	100,000,000
Kansas Memorial Union Renovation Student Fees, Union	21,262,000		2,000,000	1,200,000	1,400,000	1,080,000	1,800,000	1,400,000	12,382,000
Oliver Residence Hall Renovation Housing Funds, Revenue Bond	28,000,000				2,800,000	25,200,000			
Parking Improvements Parking Fees	16,900,000	6,250,000	1,700,000	1,750,000	1,800,000	1,800,000	1,800,000	1,800,000	
Total	\$612,069,000	\$9,549,000	\$6,304,000	\$44,285,400	\$98,785,400	\$151,265,400	\$18,485,400	\$52,585,400	\$231,809,000
University of Kansas Medical Center									
Gross Anatomy Lab Tuition, Private Gift, Restricted Fees	7,254,050	500,000	6,754,050						
KUMC - Dental School To be determined	36,920,000			12,440,000	12,440,000	12,040,000			
School of Medicine Wichita Health Ed Building To be determined	17,680,000				8,840,000	8,840,000			
Parking Lot/Garage Maintenance & Improvements Parking Fees	4,000,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000
Cambridge Parking Garage Repairs Parking Fees	9,416,000	4,500,000	373,300	118,300					
Parking Facility No. 6 Revenue Bond, Parking Fees	33,000,000							33,000,000	
Orr Major & Other Health Ed Bldg Backfill Renovation Revenue Bond	20,000,000				5,000,000	5,000,000	5,000,000	5,000,000	
Total	\$128,270,050	\$5,500,000	\$7,627,350	\$13,058,300	\$26,780,000	\$26,380,000	\$5,500,000	\$38,500,000	\$500,000

**TABLE 2
FY 2021 CAPITAL IMPROVEMENT REQUESTS - SUMMARY OF STAFF RECOMMENDATIONS**

	Total Project Cost	Prior Years	Current Year	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Subsequent Years
Kansas State University									
Campus Infrastructure Improvements - 12.5kVA Electrical University's Share of Educational Building Fund, Revenue Bond, University Interest	7,800,000	6,450,000	1,350,000						
KSU Polytechnic Runway Improvements University's Share of Educational Building Fund, Kansas Airport Improvement Program	1,876,831	75,000	1,801,831						
Parking Lot Improvements Parking Fees	3,800,000	1,800,000	1,000,000	1,000,000					
Bill Snyder Family Stadium Ph V East Stadium Upgrades Private Gift, Athletic Association	4,655,000	2,925,000		1,730,000					
Agronomy Education Center Private Gift, Restricted Fees	1,600,000	1,200,000	400,000						
Hale Library Repair and Restoration Insurance Claim Proceeds, Private Gift	42,000,000	4,000,000	25,000,000	13,000,000					
Soccer / Baseball Team Facility Athletic Association	17,480,000	6,480,000	11,000,000						
Ice Hall Physician Assistant Program Renovation Tuition	2,500,000	50,000	2,450,000						
Willard Lecture Hall Renovation Student Fees	1,500,000	50,000	1,250,000	200,000					
Multi-Cultural Student Center Private Gift	5,500,000	100,000	5,400,000						
McCain Additions and Code Compliance Private Gift	5,700,000		100,000	100,000	5,500,000				
Derby Dining Center Renovation Housing Fund, Revenue Bond	16,000,000	600,000	13,400,000	2,000,000					
Campus Infrastructure Building Lighting & System Revenue Bond	20,000,000		500,000	10,000,000	9,500,000				
Campus Infrastructure Retro Commission, Thermostats Restricted Fees, University Interest	2,100,000		1,000,000	1,100,000					
Agricultural Research & Extension Facility (FASTER) Private Gift, Federal Grant, Restricted Fees	150,000,000					50,000,000	50,000,000	50,000,000	
Geosciences Building Private Gift, To be determined	10,000,000					1,000,000	9,000,000		
Large Animal Research Center Expansion - Phase I & II To be determined	17,800,000					5,000,000	5,000,000		7,800,000
West Memorial Stadium Renovation Phase II and III To be determined	7,540,000					3,790,000	3,750,000		
KSU Polytechnic Apartment Complex Housing Fund, Revenue Bond	6,240,000					4,000,000	2,240,000		
Moore Residence Hall Lighting and Fire Alarm Housing Fund	1,560,000					1,560,000			
Bramlage Roof Replacement Private Gift, Athletic Association	3,224,000					3,224,000			
Kansas Forest Service Wildland Fire Building To be determined	1,300,000					1,300,000			
Total	\$ 330,175,831	\$23,730,000	\$ 64,651,831	\$ 29,130,000	\$ 15,000,000	\$ 69,874,000	\$ 69,990,000	\$ 50,000,000	\$ 7,800,000

**TABLE 2
FY 2021 CAPITAL IMPROVEMENT REQUESTS - SUMMARY OF STAFF RECOMMENDATIONS**

	Total Project Cost	Prior Years	Current Year	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Subsequent Years
Wichita State University									
Central Energy Plant Cooling Tower Fan Replacement To be determined	1,770,000			60,000	1,710,000				
Crash Dynamics Laboratory Restricted Fees, Federal Grant	7,500,000	2,250,000	5,250,000						
Parking Maintenance & Improvements Parking Fees	3,500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	
Eck Stadium / Home of Tyler Field - Ph. V Improvements Private Gift, Athletic Association	3,641,000	1,750,000	1,891,000						
Charles Koch Arena Expansion & Renovation Private Gift, Athletic Association	13,800,000	3,000,000	10,300,000	500,000					
Innovation Campus New School of Business Private Gift, Revenue Bond	50,000,000	100,000	34,900,000	10,000,000					
Total	\$80,211,000	\$7,600,000	\$52,841,000	\$11,060,000	\$2,210,000	\$500,000	\$500,000	\$500,000	\$0
Emporia State University									
New Maintenance Facility To be determined	10,852,000			500,000	4,852,000	5,500,000			
New University House Private Gift	1,300,000	1,100,000	200,000						
New Aquatic Research & Research Center Private Gift	900,000	300,000	600,000						
Morse Complex Demolition Revenue Bond	510,000			510,000					
Abigail Morse Renovations Revenue Bond, Housing Funds	10,625,500	481,500	9,000,000	1,144,000					
Parking Improvements Parking Fees	500,000		75,000	125,000	75,000	75,000	75,000	75,000	
New Tennis Facility Private Gift	3,235,000		1,535,000	1,700,000					
Total	\$27,922,500	\$1,881,500	\$11,410,000	\$3,979,000	\$4,927,000	\$5,575,000	\$75,000	\$75,000	\$0

4. Act on Architectural Program Statement for Innovation Campus New School of Business Building – WSU

Included elsewhere in this month’s Board agenda are the five-year capital improvement plans for each state university. Wichita State University includes the Innovation Campus New School of Business Building in its capital improvements plan. The facility had been a 143,000 square foot building at an estimated cost of \$55 million. WSU now proposes a project of approximately 131,000 square feet with a total project cost of \$50 million. The project has been scaled down with fewer faculty and staff offices, less classroom space, fewer conference rooms, and shared Innovation Center and floor plan efficiencies. Funding for the project is now anticipated to be a combination of private gifts (\$30 million) and bonding paid for by a reallocation of existing university funds (\$20 million). Total project costs include site preparation, architectural fees, construction, fixed and moveable equipment, and contingencies. The goal is to have the facility open for the spring semester of 2022. The legislative request for bonding will come this fall for consideration by the 2021 Legislative Session.

5. Act on Request for Approval of Lease for Space in the Student Wellness and Counseling Services – WSU

WSU requests approval to enter into an occupancy lease with The Young Men’s Christian Association of Wichita, Kansas (YMCA), a Kansas not for profit corporation, for approximately 13,754 square feet in the Steve Clark YMCA that is under construction on WSU’s campus. This space will allow WSU to expand its physical and mental health student services and locate these services in one facility.

This occupancy lease is subordinate to the ground lease between WSU’s not-for-profit affiliated corporation, Wichita State Innovation Alliance, Inc. (WSIA), and the YMCA; and the operation and maintenance agreement entered between WSU and the YMCA. WSU has agreed to share in the costs of the management, operation and use of the Steve Clark YMCA in exchange for these occupancy rights and YMCA memberships for every student at this and all Wichita-area YMCA locations.

WSU shall pay for its proportionate share of utilities for use of the space. No rental payment is due. This space will be partially furnished by the YMCA with furniture, fixtures and equipment for use by WSU. The term of the lease shall expire in 2067 unless renewed by WSU. WSU shall have five options for renewal for ten years each. This lease term coincides with the ground lease.

The lease shall be documented on the Department of Administration’s DA-46 form “Real Estate Lease Agreement” (revised 03/19) with modifications to the subletting, termination and systems requirements provisions, and shall be subject to the approval of the Joint Committee on State Building Construction, to the extent required.

C. Governance

Regent Mullin

1. Act on Recommendation to Adopt Board Policy on Paid Parental Leave

Julene Miller,
General Counsel

Summary

Governor Colyer issued Executive Order No. 18-19 on November 21, 2018 to provide a new parental leave benefit to certain Executive Branch employees. In the Order he encourages the state universities to adopt comparable policies for their employees. The Board referred the issue to the Council of Presidents to gather relevant information and to make a recommendation on such a policy. The Council of Presidents sought input from their budget officers and human resource/benefits offices and, after considering amendments offered by the Governance Committee, recommend adoption of a university-tailored paid parental leave policy. Any policy adopted by the Board should also be made available to Board office employees in the same manner as made available to university employees. The Governance Committee will review this version of the proposed policy at its May 15 morning meeting.

Background

Executive Order No. 18-19 provides for paid parental leave for certain Executive Branch employees upon the birth or adoption of a child occurring on or after November 21, 2018. The Executive Order calls for six weeks of paid leave for each parent who is the primary caregiver of a newborn or newly adopted child and three weeks paid leave for each parent who is the secondary caregiver of a newborn or newly adopted child. Similarly, the Judicial Branch established its own parental leave benefit, effective December 28, 2018.

The Governor’s Executive Order does not apply to state university employees, however it specifically encourages the universities to adopt comparable policies for their employees.³ Board action is required to enable the universities to adopt such policies.

At its December 12, 2018 meeting, the Board referred the issue to the Council of Presidents to gather relevant information and to make a recommendation on such a policy to the Board’s Fiscal Affairs and Audit Committee at its February meeting. The Board directed the Council to consider whether a similar paid parental leave benefit would make sense in the Kansas higher education environment and, if so, to recommend policy language to address nine-month appointments, part-time positions and student employees, eligibility criteria, any limitations that should be placed on use of the benefit, the effective date of such policy and any other necessary details. Board members also requested the Council of Presidents to determine the cost associated with providing three- and six-week paid leave similar to what is provided under the Governor’s Executive Order.

The Council of Presidents sought input from the Council of Business Officers, who in turn sought information from the university budget officers and human resource/benefits offices, and voted in February to recommend adoption of a state university-tailored paid parental leave policy. The Council of Presidents were unanimous in their support of such a program for state university employees meeting the eligibility criteria. In March, the Board Governance Committee asked the Presidents to consider a few possible amendments to their proposal. The

³ Staff is unaware of any specific study, research or background leading to the Executive Order, but a quick in-house search produced a variety of approaches by public universities and higher education systems to parental leave. Some provide for paid leave while others provide only unpaid leave; some recognize parental leave specifically as a part of the federal Family and Medical Leave Act, while others create a discrete leave policy; the amount of leave differs from policy to policy; etc. Preliminary numbers provided by the State Employee Health Plan indicate that an average of 350 births per year over the last three years have occurred at the state universities. This number would not account for adoptions or individuals who are not on the State Employee Health Plan, or where the primary care giver parent does not work at a state university.

Council has now done so and accordingly offers an amended version for Board consideration. Regarding cost, the Council of Business Officers provided the Presidents with the following information:

Paid Parental Leave – Cost Estimate (provided by the campuses)

Employee Leave - Direct Cost Impact

When an employee elects to utilize Parental Leave, there are several scenarios which may impact the usage of the employee’s existing Vacation and Sick Leave balances. Examples of these scenarios are noted below:

Leave taken under the new program	vs	What employee would have done under current programs	Resulting Cost Impact	
	➔	Unpaid leave	Incremental cost	
	➔	Not taken leave	No incremental cost for salary (1)	
	➔	Vacation/Sick leave	No incremental cost now (but extra vacation/sick time for future)	➔ <u>Impact of extra vacation/sick time:</u> use over time (no incremental cost) forfeit (no incremental cost) paid at later date
(1) some cases would result in incremental cost to cover workload, but this often is at much lower cost				

It is difficult to predict how these scenarios will occur under the proposed policy. Many of the scenarios, including some of the more common ones, will not result in incremental [i.e. any additional] costs. Those scenarios that could result in incremental costs are less likely or are limited by other policies (e.g. limits on vacation carryover amounts). As a result, the Budget Officers did not specifically estimate costs related to these scenarios.

Workload Coverage - Direct Cost Impact:

Currently, when an employee utilizes some type of leave for a birth or adoption event, units will often distribute the employee’s workload among other employees, or work is paused while the employee is on leave. In some instances, Units may elect to hire a temporary employee or provide additional pay to existing employees to cover the work of the employee while on leave. In this instance, a unit would incur increased costs under the Parental Leave program. It should be noted that this scenario existed under existing leave practices, and so is not always an incremental cost.

Recognizing this cost scenario, the Budget Directors estimated the cost impact by utilizing the following steps:

- Estimate the frequency of parental leaves based on historical data broken down by Faculty/Staff
- Determine the number of instances which would result in a unit incurring incremental costs due to the proposed parental leave policy – approximately 10%
- Apply expected leave duration
- Apply relevant estimated salary and benefit costs

This results in an estimate of the expected incremental cost of hiring temporary employees or utilizing additional payments to cover the duties of employees on Parental Leave. Based on these estimates the incremental cost for all Regents Universities is approximately \$250,000 per year (see detail by University below).

Paid Parental Leave								
University Cost Estimates								
	KU	KU Med	KSU	ESU	PSU	FHSU	WSU	Total
Faculty	21,823	14,524	21,814	5,670	3,242	4,119	8,197	79,389
Staff	60,674	39,270	42,208	6,963	4,742	3,660	12,818	170,335
Total	82,497	53,794	64,022	12,633	7,984	7,779	21,015	249,724

This should be considered as a directional estimate and is likely subject to a relatively wide level of variation over time.

Council of Presidents’ Recommendation

The Council of Presidents recommends that the Board adopt the proposed policy set forth below. The proposed policy differs from the Governor’s Executive Order in the following ways:

- University employees must have been employed by the State for at least 12 months to be eligible; the Executive Order contains no minimum length of service requirement.
- Qualifying event is defined as birth or placement of a child (up to 6 years of age) for adoption; the Executive Order has no age limitation for adoption.
- Universities may establish implementing policies and definitions consistent with the Board policy; under the Executive Order, the Office of Personnel Services within the Kansas Department of Administration was directed to issue guidelines and establish leave codes to implement the Order.
- The leave period for part-time employees is to be pro-rated to their part-time appointment and a multiple birth or adoption does not increase the length of paid parental leave for that event; the Executive Order does not directly address these circumstances.
- For academic year appointments and other less than 12-month appointments, paid parental leave is only available during periods when the employee is in paid status; the Executive Order does not address less than 12-month appointments.
- Each university is to determine whether employees will be permitted to take this paid parental leave intermittently within the 12-week period immediately following the qualifying event or in a solid block of time within that 12-week period; the Executive Order does not address this issue.
- The paid parental leave established pursuant to this proposed policy would be available for qualifying events occurring after the effective date of the policy July 1, 2019.

Board staff recommends that any policy adopted by the Board should also be made available to Board office employees in the same manner as made available to university employees. That proposed amendment is set out below the Council of Presidents’ recommendation for the university employee paid parental leave policy.

Proposed Policy

h Paid Parental Leave

Each state university shall provide for paid parental leave for eligible employees in accordance with this policy.

i Eligibility

Employees who meet benefits eligibility requirements, as defined by the employing university, and who have been employed for twelve months with the state shall be eligible to receive paid parental leave following a qualifying event (e.g., birth or placement of a child for adoption (up to

6 years of age)) occurring after the effective date of this policy. Each state university may establish implementing policies, including definitions, and may require otherwise-eligible employees to provide relevant information and notice of their intent to use the leave in order for the employees to be eligible.

ii Leave period

Each parent designated as the primary caregiver for purposes of this policy shall receive up to six weeks of paid parental leave, and each parent who is designated as the secondary caregiver for purposes of this policy shall receive up to three weeks of paid parental leave. For part-time employees, the leave shall be pro-rated to their part-time appointment for the applicable time period. The fact that a multiple birth or adoption occurs (i.e., the birth or adoption of twins) does not increase the length of paid parental leave for that event.

- (1) If both parents are employees and eligible for paid parental leave, one employee must be designated the primary caregiver and one employee must be designated the secondary caregiver.
- (2) In such instances, the paid parental leave may be taken concurrently, consecutively, or at different times within the 12-week period immediately following the qualifying event.

iii Benefit

Paid parental leave under this policy shall be at 100% of the eligible employee's regular rate of pay and, while using paid parental leave, employees continue to accrue vacation and sick leave, as well as all other regular benefits in accordance with applicable rules, regulations, Board policy and statutes.

- (1) Academic year appointments. Paid parental leave only applies during periods when the employee is in paid status. Employees on academic year or less than 12-month appointments may not request or receive paid parental leave for periods when not in a paid status.
- (2) Holidays. Official and observed holidays do not count against paid parental leave. Employees utilizing paid parental leave on an official or observed holiday shall receive holiday credit. Employees may be permitted to take leave of other types (i.e., sick leave and vacation leave) in addition to the six or three weeks of paid parental leave, in accordance with other applicable Board and university policies.
- (3) Timing. Paid parental leave must be taken within the 12 weeks immediately following the date of birth or date of placement for adoption of a child. Each state university may determine whether employees will be permitted to take this leave intermittently or in a solid block of time within that 12 weeks. Any paid parental leave shall run concurrently with leave permitted under the Family Medical Leave Act (FMLA), if applicable.

iv Paid parental leave under this policy is not transferrable and cannot be donated through a shared leave program or in any other way. Any amount of paid parental leave not utilized by the eligible employee in the 12-week period shall be forfeited.

v Nothing in this policy shall be construed as prohibiting a state university from providing additional leave beyond that permitted under this policy, to the extent allowed by applicable rule.

regulation, Board policy or statute, or from reassigning an eligible employee’s duties while the employee is on paid parental leave.

- vi Each university shall implement this policy on or before July 1, 2019 for qualifying events occurring after its effective date. The effective date for this policy shall be July 1, 2019. Employees represented by bargaining units where the contract requires meet and confer to implement this policy shall not be covered under this policy without ratification by the bargaining unit.

Additional Staff Recommendation

CHAPTER I: BOARD OF REGENTS MEMBERS, OPERATIONS AND STAFF

...

B BOARD OFFICE STAFF AND OFFICE OPERATIONS

...

2 BOARD OFFICE STAFF

...

c Leave

- i All Board office staff members, both classified and unclassified, are subject to the same provisions for sick leave as those applicable to state civil service personnel, including but not limited to K.A.R. 1-9-5. Sick leave shall be scheduled and approval from the President and Chief Executive Officer, or designee, obtained in advance to the extent possible.

Sick leave is forfeited upon termination of employment, if the employee is not retiring or is not retirement-eligible, but may be reinstated if the employee returns within one year to a regular position with a State of Kansas agency. Sick leave will be paid at retirement or when the employee separates from service and is retirement eligible if the employee has accrued a minimum of 800 sick leave hours.

- ii Unclassified Board office staff in regular positions shall accrue annual leave in accordance with this provision. Full-time, exempt unclassified Board office staff members shall accrue one day of annual leave each pay-period, not to exceed twenty-two days (176 hours) per fiscal year. Part-time, exempt, unclassified Board office staff shall accrue pro-rated annual leave based upon their FTE. Full- and part-time non-exempt unclassified Board office staff shall accrue annual leave based on hours paid in the pay period. Unclassified Board office staff members may accumulate a maximum of thirty-eight working days (304 hours) of annual leave; provided, however, that no employee may receive, upon termination, payment for more than twenty-two days (176 hours) of annual leave; and upon retirement, or when retirement eligible, payment for more than thirty days (240 hours) of annual leave.

- iii Each classified Board office staff member in a regular position shall accrue annual leave in accordance with K.A.R. 1-9-4.

- iv Official state holidays and any special holidays declared by the Governor are not counted as days of annual leave.

- v Annual leave shall be scheduled in advance and granted by the President and Chief Executive Officer, or designee, for periods of time requested by the staff member subject to the

operational needs of the Board office. Annual leave requested as a result of personal or family emergency shall be treated on an individual basis by the President and Chief Executive Officer.

vi Board office staff members in regular positions may be granted leave with pay upon the death of a close relative. Such leave shall in no case exceed six working days. The employee's relationship to the deceased and necessary travel time shall be among the factors considered in determining whether to grant bereavement leave, and, if so, the amount of leave to be granted.

vii Unclassified Board office staff members who accumulate sick leave shall be eligible to participate in the shared leave program of the State of Kansas in the same manner as unclassified staff at the state universities. Classified Board office staff members in regular positions who accumulate sick leave are eligible to participate in the shared leave program of the State of Kansas as provided in K.A.R. 1-9-23. The Board office shall adopt, as part of its employee policies and procedures, appropriate limitations and qualifications for accumulation and use of shared leave.

viii Board office staff members in regular, benefits-eligible positions shall be eligible for paid parental leave in accordance with Board policy section II.C.10.h., to the same extent as university employees covered by that policy.

2. Act on Amendments to Board Policies: Responsibilities and Authority Delegated by the Board to the Board President and Chief Executive Officer

Summary

The Governance Committee recommends amendments to policies establishing the Board President and Chief Executive Officer's responsibilities and Board delegated authority to: 1) clarify the circumstances under which the Board President and Chief Executive Officer may negotiate and enter Board/Board Office contracts on behalf of the Board; 2) codify the process for negotiating and submitting memoranda of agreement under the Public Employer/Employee Relations Act and identify the Board President and Chief Executive Officer's role in that process; 3) add to the Policy Manual the Board President and Chief Executive Officer's responsibilities and delegated authority to administer the Private and Out-of-State Postsecondary Educational Institutions Act; 4) eliminate an archaic reporting requirement; and 5) clean up several of the provisions within the set of policies dealing with the Board President and Chief Executive Officer's responsibilities and delegated authority. The Council of Presidents has reviewed and provided feedback on portions of these policy proposals.

Background

Prior to the August 2018 Board Retreat, Regents indicated a desire to review and update the Board's policies establishing the Board President and Chief Executive Officer's responsibilities, and authority that has been delegated by the Board to the Board President and Chief Executive Officer. Accordingly, Board staff collected the various relevant Board policies and, at the November 7, 2018 meeting of the Governance Committee, proposed amendments for consideration. The Committee Members and others offered suggestions for additional or alternative language. These suggested changes informed subsequent drafts that were considered by the Governance Committee at its December 2018 and January 2019 meetings.

Included in the myriad amendments proposed for the policy provisions:

- Clarification and updating of the provision on Board/Board Office contracts to clearly allow the Board President and Chief Executive Officer to negotiate and execute any contract on behalf of the Board except
 - Where the Board President and Chief Executive Officer has a conflict of interest; and
 - Where other Board policy or state law specifically requires otherwise.
 - Contracts (other than grant awards made pursuant to law) for expenditures greater than \$250,000 or for a term greater than three years may be negotiated by the Board President and Chief Executive Officer but require approval by the Board Governance Committee.
- A new subsection to codify the process for negotiating and submitting new or amended memoranda of agreement under the Public Employer/Employee Relations Act (PEERA), including
 - Delegating the Board's "public employer" rights and responsibilities under the PEERA to the university chief executive officers and designees for purposes of negotiating memoranda of agreement under the Act and reaching tentative agreement;
 - Authorizing the Board President and Chief Executive Officer (and/or the Board, the Governance Committee or the Fiscal Affairs and Audit Committee) to meet with the university chief executive officer and/or university employer negotiators in the early stages of the meet and confer process to gain an understanding of the items subject to negotiation; and
 - Delineating the Board's employer role from its governing body role.
- A new section specifying the Board President and Chief Executive Officer's responsibilities and delegated authority in administering the Private and Out-of-State Postsecondary Educational Institutions Act, including
 - Placing in the Policy Manual directives made by the Board in 2014;
 - Statutory requirements; and

- o Authority to seek prosecutorial assistance as necessary to enforce the Act.
- Removal of a requirement for the Board President and Chief Executive Officer to report to the Board annually on transfer and articulation agreements between individual colleges; institutions would still be required to update the *Publication of Transfer Policies, Policy Number FDCRA 10.040* to show all such agreements.
- Several clean-up amendments within this set of policies.

Subsequent to the Committee’s review, staff identified statutory citations that needed to be updated in light of the Revisor of Statutes 2017 transfer of statutes from Chapter 72 to Chapter 74.

Staff Recommendation

The Governance Committee, on staff’s recommendation, forwards the following proposed amendments for full Board consideration:

CHAPTER I: BOARD OF REGENTS MEMBERS, OPERATIONS AND STAFF

A BOARD MEMBERS AND BOARD OPERATIONS

...

3 BASIC PRINCIPLES AND OPERATING PROCEDURES

...

b Procedures

...

iii Development of Proposals

While there may be justifiable exceptions, most proposals shall be developed primarily by those persons who are likely to be responsible for implementation, and appropriate councils, committees, or task forces shall develop or review proposals that are intended for action by Board standing committees and/or the Board (or the Board President and Chief Executive Officer, as applicable).

Councils, committees, task forces and other such groups do not have authority to prevent further review of a proposal by other councils, committees, or Board Committees.

In the context of this policy, “systemwide” means those proposals that may impact many or all of the institutions having a reporting relationship to the Kansas Board of Regents.

iv Role of the Board President and Chief Executive Officer

If it is uncertain whether a proposal is systemwide or non-systemwide in impact, the Board President and Chief Executive Officer will decide the issue.

...

4 COUNCILS AND COMMITTEES

a Board of Regents Committees

...

iii Retirement Plan Committee

(1) The Retirement Plan Committee, established in 2005, is responsible for issues related to the Board’s retirement plan, including oversight of plan investments and administration. The Committee reports directly to the Board. The issues the Committee will consider may be directed by the Board,

may arise from the Board’s fiduciary duties, or may be initiated by the Retirement Plan Committee itself.

(2) The Retirement Plan Committee members will be appointed by the Board and will include one member of the Board; one member of the Council of Presidents, or designee; two members of the Council of Business Officers; three state university human resource directors; and two individuals nominated from the state universities who are experts in the subject matter of investments and retirement planning. A staff person from the Board of Regents office who is appointed by the Board President and Chief Executive Officer will serve as a non-voting ex officio member. The chairperson of the Committee will be the appointed Board member. When appointing Retirement Plan Committee members, the Board shall strive for as broad of representation from the state universities as possible.

(3) Members will have staggered three-year terms and may resign at any time, effective when tendered to the Board. A person who is appointed to replace a member who has resigned will serve out the remainder of the term of the resigning member.

b Council of Presidents

- i The Council of Presidents, established in 1963, consists of the chief executive officers of the state universities. The Board’s President and Chief Executive Officer serves as an ex officio member of the Council. The chair is rotated annually on July 1st.
- ii The Council of Presidents’ main function is to consider subjects of significance to the state university sector, either at the request of the Board or the Board’s President and Chief Executive Officer, or on the Council of Presidents’ own initiative, report to the Board when called upon to do so, and make recommendations to the Board on general policy affecting all state universities. The Council of Presidents may create permanent or ad hoc committees, composed of campus or non-campus personnel, to study selected subjects and report back to the Council.

...

d Student Advisory Committee

...

- iii The chair of Students’ Advisory Committee, appointed by the Committee pursuant to its own internal processes, may request the Board President and Chief Executive Officer to place items on the Board’s agenda for discussion and/or consideration. The Board President and Chief Executive Officer shall review the Committee’s request with the Chair of the Board prior to responding to the Committee.

...

i System Council of Presidents

- i The System Council of Presidents, established in 2002, consists of the six presidents of the state universities, four presidents selected by the nineteen community colleges, one president selected by the six technical colleges, and the president of Washburn University. The Board’s President and Chief Executive Officer serves as an ex officio member of the Council. Two members of the System Council of Presidents will serve as co-chairpersons: One shall be by annual rotation on July 1st from among the six state universities, the other shall be selected by the six Council members from institutions coordinated-but-not-governed by the Board. The presidents of other institutions (when not current members) are invited to provide input to System Council of Presidents when agenda items affecting those institutions are to be considered. On matters that have system-wide impact, all positions will be reported to the Board, and a majority will be required for Council endorsement.
- ii The System Council of Presidents’ main function is to consider coordination issues, either at the request of the Board or the Board’s President and Chief Executive Officer, or on the System Council of Presidents’ own initiative, report to the Board when called upon to do so, and make recommendations to the Board on general policy affecting the system as a whole. The Board President

and Chief Executive Officer will determine which issues are coordination issues; the Board Chairperson may review this determination. The System Council of Presidents may create permanent or ad hoc committees, composed of campus or non-campus personnel, to study selected subjects and report back to the Council.

...

6 BOARD MEETING AGENDA ITEMS

- a State university chief executive officers shall send agenda items to the President and Chief Executive Officer of the Board as early as needed to meet the Board notification deadlines. If no items are to be presented, the Board President and Chief Executive Officer shall be so notified.
- b No publicity or news release shall be given on any item that requires Board action until after such matter has been presented to the Board.
- c The agenda is printed seven days prior to the Board meeting. All items to be considered on the agenda should be received before its printing. A member of the Board of Regents may submit items for consideration at any time.
- d The Board President and Chief Executive Officer is authorized to accept supplementary agenda items of a critical nature which have developed as a result of unusual circumstances as late as 12 Noon of the day preceding the regularly scheduled Board meeting. Such items shall be in written form with sufficient copies for distribution to the Board members prior to the regular meeting.

8 RECORD OF BOARD ACTIONS

- a Copies of the Minutes of each Board meeting shall be prepared by the Board President and Chief Executive Officer after each meeting and sent to all those entitled to copies. Copies of the minutes are filed in the main library at each of the state universities and are available there for public inspection. Electronic copies of the minutes from a number of years may be accessed from the Board’s website, http://www.kansasregents.org/about/regent_meetings_agendas_and_minutes. The Official Minutes of the Board are also on file in the Board Office in Topeka and are open for inspection.
- b Actions taken or approvals given by Board staff on behalf of the Board pursuant to authority officially delegated by the Board shall be properly documented, and such documentation shall be retained at the Board office in accordance with applicable record retention schedules.

B BOARD OFFICE STAFF AND OFFICE OPERATIONS

1 BOARD PRESIDENT AND CHIEF EXECUTIVE OFFICER

The President and Chief Executive Officer performs those duties delineated in Article IV, Section 2 of the Board By-Laws and restated below, maintains the principal office of the Board in Topeka, employs such other persons as needed ~~for positions authorized by the Board~~, and supervises the activities of all employees of the Board office. The President and Chief Executive Officer is appointed by the Board and serves at its pleasure. By statute it is the duty of the Board President and Chief Executive Officer to attend all meetings of the Board of Regents, keep a full and correct record of its proceedings (which, when approved, shall be signed by the Chair of the Board), and perform such other duties as the Board may require.

As set forth in Article IV, Section 2 of the By-Laws, the principal duties of the President and Chief Executive Officer include:

- a Maintaining a thorough knowledge of current issues in higher education and particular trends in Kansas;
- b Bringing issues before the Board of Regents in a professional, meaningful and manageable fashion;

- c Serving as the chief administrative officer for the Board of Regents office staff;
- d Providing liaison with the chief executive officers (or their designees) of Kansas public postsecondary institutions in carrying out policy objectives promulgated by the Board of Regents;
- e Serving as the primary spokesperson for the Board and the System before the Executive and Legislative branches of government on matters affecting postsecondary education;
- f Attending all meetings of the Board and keeping a full and correct record of its proceedings to be signed by the Chair; and
- g Employing such other professional and/or clerical employees as are required to carry out the administrative duties of the Board.

2 BOARD OFFICE STAFF

...

- e Commitment of Time, Conflict of Interest, Consulting and Other Employment

The provisions set forth under the heading of CHIEF EXECUTIVE OFFICER, FACULTY AND STAFF, *Commitment of Time, Conflict of Interest, Consulting and Other Employment* shall be applicable to the unclassified staff of the Board. The Board President and Chief Executive Officer may establish rules and procedures to effectuate this policy.

- f Out-of-State Travel Requests

Approval of out-of-state travel requests for staff other than the President and Chief Executive Officer of the Board is vested in the Board President and Chief Executive Officer. Requests for such travel should be as directed by the Board President and Chief Executive Officer and expenses will be allowed pursuant to Department of Administration regulations on travel.

Approval of out-of-state travel request for the Board President and Chief Executive Officer is vested in the Board Chairman. Requests for such travel should be submitted as directed by the Board Chairman and expenses will be allowed pursuant to Department of Administration regulations on travel.

- g Criminal Background Checks

The provisions set forth under the heading of CHIEF EXECUTIVE OFFICER, FACULTY AND STAFF, *Appointments, Criminal Background Checks* shall apply to staff hired for the Board office. The Board President and Chief Executive Officer may establish rules and procedures to effectuate this policy.

3 CONTRACTS

- a The Board of Regents may enter into contracts, including leases of personal property, with any party or parties including any agency of the United States or any state or any subdivision of any state or with any person, partnership or corporation if the purpose of such contract is related to the operation or function of the Board. (K.S.A. 76-721). Except as otherwise specifically required by statute or Board policy, or in circumstances where the Board President has a conflict of interest, the Board delegates its contracting authority to the Board President and Chief Executive Officer, who may negotiate and enter contracts on behalf of the Board. The Board President and CEO may negotiate but not enter into contracts involving expenditure of greater than \$250,000 or a term of greater than 3 years without Board Governance Committee approval; this restriction does not apply to grant awards made pursuant to state or federal law. In the event the Board President and Chief Executive Officer has a conflict of interest, the Board Chairman may approve and execute the contract unless the full Board's review is otherwise required by Board policy or state law.

- b Contracts entered into on behalf of the Board of Regents shall be executed by the Chair of the Board, or the Board’s President and Chief Executive Officer, or anyone otherwise authorized by direct action of the Board.
 - c Memoranda of agreement negotiated pursuant to the Public Employer-Employee Relations Act, K.S.A. 75-4322 et seq., shall be processed as follows:
 - i Except as otherwise provided in this policy, the Board of Regents delegates its rights and responsibilities as “public agency/public employer” under the Public Employer-Employee Relations Act to each university chief executive officer and the university chief executive officer’s designees for purposes of negotiating memoranda of agreement and reaching tentative agreement under the Act.
 - ii Each state university shall, at the time it or a legally recognized employee organization seeks to open negotiations of a new or existing memorandum of agreement, submit to the Board President and Chief Executive Officer and the Board’s general counsel notice and the scope of and timeline for the impending negotiations.
 - iii Prior to the first meet and confer session the Board President and Chief Executive Officer may meet with the university chief executive officer and/or university employer negotiators to discuss the negotiations.
 - iv Additionally or alternatively, during the beginning stages of any meet and confer proceedings the full Board or its Governance Committee or the Fiscal Affairs and Audit Committee may meet to discuss the negotiations with the university chief executive officer and/or university employer negotiators. The Board or Committee may recess such meetings into executive session, as authorized by the Kansas Open Meetings Act.
 - v At the initial meet and confer session the university employer negotiators shall inform the recognized employee organization that any agreement reached on provisions open for negotiation is tentative, pending formal approval by the Board.
 - vi Once tentative agreement is reached on all items open for negotiation in a meet and confer process, the state university shall submit the proposed agreement, and background information in the form of an issue paper, to the board office (in accordance with Board timelines for submission of agenda items) for inclusion in the first available Board meeting agenda.
 - vii The full Board, acting as the “governing body” under the Public Employer/Employee Relations Act, shall consider the proposed memorandum of agreement, or proposed amendments to an ongoing agreement, and either approve the proposed agreement/amendments and authorize the Board Chairman to execute the agreement on its behalf, or reject the proposed agreement/amendments and return it to the parties for further deliberation. The Board may recess such meetings into executive session, as authorized by the Kansas Open Meetings Act.
- 4 PROCEDURES RELATING TO REQUESTS FOR INSPECTION OF PUBLIC RECORDS AND OBTAINING COPIES
- a The Board President and Chief Executive Officer
 - i shall act as the Official Custodian of all public records maintained in the Kansas Board of Regents Office, Suite 520, 1000 S.W. Jackson, Topeka, Kansas 66612-1368;
 - ii may make changes to the Board procedures relating to requests for access to or copies of public records and when changes are made shall report those changes to the Board; and
 - iii may appoint appropriate staff to act as designated record custodians and/or the designated “freedom of information officer,” as set forth and defined by K.S.A. 45-215 et seq.

- b Public records may be inspected during normal business hours of the Board of Regents Office which are between 8:00 a.m. and 5:00 p.m. Monday through Friday (except holidays and other non-work days authorized by the state).
- c The Board's President and Chief Executive Officer may establish record fees that reflect and are designed to recoup the actual costs of providing copies of or access to public records.

5 PROCEDURES RELATING TO REGULATION OF PRIVATE AND OUT OF STATE POSTSECONDARY INSTITUTIONS

- a The Board President and Chief Executive Officer or designee, on behalf of the Board and in accordance with K.S.A. 2017 Supp. 74-32,162 et seq., shall
 - i issue initial certificates of approval to qualified non-degree-granting private and out-of-state postsecondary educational institutions that submit complete applications and meet all statutory and regulatory requirements for Board certification;
 - ii issue renewal certificates of approval to qualified degree and non-degree-granting private and out-of-state postsecondary educational institutions that submit complete applications and meet all statutory and regulatory requirements for Board renewal of certification; and
 - iii subsequent to issuance of the initial certificate of approval by the Board, approve additional degree-granting authority to qualified degree-granting private and out-of-state postsecondary educational institutions that submit complete applications and meet all statutory and regulatory requirements for additional degree-granting authority.
- b The Board President and Chief Executive Officer, or designee, shall sign all certificates of approval issued pursuant to K.S.A. 2017 Supp. 74-32,170. Certificates of approval issued pursuant to the Private and Out of State Postsecondary Educational Institution Act shall contain the information required by K.S.A. 2017 Supp. 74-32,170, and any other information required by the Board of Regents.
- c The Board President and Chief Executive Officer, on behalf of the Board and in accordance with K.S.A. 2017 Supp. 74-32,178 and 74-32,173, may
 - i request the Attorney General or a local county or district attorney to file an injunction or pursue other appropriate enforcement actions against an institution that is required to but fails to obtain a certificate of approval from the Board to do business in this state; and
 - ii request the Attorney General to pursue appropriate enforcement actions against an institution that has a certificate of authority to do business in this state but has failed to comply with any statutory or regulatory requirement that is within the Board of Regents' authority to impose.

CHAPTER II: GOVERNANCE⁴ – STATE UNIVERSITIES

A ACADEMIC AFFAIRS (see Chapter III., Section A. for additional academic affairs policies applicable to state universities)

1 ACADEMIC CALENDAR

- a The Academic Calendar of each state university shall provide for an academic year minimally consisting of two sixteen-week semesters totaling no fewer than 146 instructional days plus five final exam days each semester.

⁴ See Chapter I., Section A.3. for definition of Governance.

- b Each state university shall file a three-year Academic Calendar adhering to holidays and breaks approved by the Board. Each state university shall follow the calendar as approved by the Board. Any deviation for reasons other than natural disasters or national emergencies must have prior approval of the Board.
- c The President and Chief Executive Officer of the Board shall have the authority to approve or deny non-substantive revisions to Board-approved three-year calendars and shall periodically report these changes to the Board.

...

7 NEW ACADEMIC UNITS AND ACADEMIC PROGRAMS

...

- b Actions that Require Approval by the Council of Chief Academic Officers and Board President and Chief Executive Officer: The following types of action require approval by the Council of Chief Academic Officers and the President and Chief Executive Officer of the Board of Regents. Action is approved when the campus receives written notice from the Board President and Chief Executive Officer.
 - i Approval of a new minor in an area of study where no Board-approved degree program exists.
 - ii Changing the name of an existing unit or degree title or consolidating two or more units or degrees in one unit or degree or splitting a unit or program into two or more units or programs.

...

10 ACADEMIC ADVISING

...

- d Every three years, beginning in spring 2016, each ~~campus~~ state university shall submit to the Board’s Vice President for Academic Affairs a written report, no more than two pages in length, describing how its Academic Advising System advances the Board’s strategic goals pertaining to retention and graduation. The Vice President for Academic Affairs shall summarize the campus reports in a single document and provide it to the Board President and Chief Executive Officer for transmission to the Board at the President and Chief Executive Officer’s discretion.

...

D FISCAL MANAGEMENT AND BUSINESS ADMINISTRATION (see Chapter III., Section B. for additional fiscal management policies applicable to state universities)

...

6 FINANCIAL REPORTING

- a Annual Financial Report

Each state university shall submit to the Board President and Chief Executive Officer a comprehensive financial report for the prior fiscal year in accordance with the schedule maintained on the Board of Regents’ website. The Board President and Chief Executive Officer shall be responsible for recommending to the Board any specific financial report findings that should be further reviewed by the Board. The financial report shall conform to a format determined by the Council of Business Officers. The financial report shall reflect conformity with financial reporting methods and formats promulgated by the American Institute of Certified Public Accountants, the Governmental Accounting Standards Board and the National Association of College and University Business Officers’ Financial Accounting and Reporting Manual for Higher Education unless otherwise provided by state law, practices or procedures.

...

20 THE KANSAS PARTNERSHIP FOR FACULTY OF DISTINCTION PROGRAM

The President and Chief Executive Officer of the Kansas Board of Regents, or designee, shall be responsible for administering the following procedures, which shall be in addition to the procedures set out in K.S.A. 76-773 et seq.

For purposes of this program, “joint donors” will be considered to be related or associated if they have expressed a mutual commitment to furthering the purposes of this program through their joint gift. The institution shall be responsible for demonstrating that such a relationship exists between or among joint donors. In the case of a joint donation, support for an endowed professorship must come from persons or groups that share “common characteristics or similarities such that the joint monetary donation conforms with the purposes of the program.” K.S.A. 76-773(c). For example, an appropriate fund raising activity would be for a college of engineering to solicit funds, especially major gifts, from engineering college alumni to support an endowed professorship in engineering. Alternatively, an example that would not conform to the intent of the “common characteristics and similarities” standards of the program would be for the institution to seek donations from all university alumni to support an endowed professorship in engineering.

- a The chancellor, president, director or other chief executive officer of an eligible educational institution shall notify the Board President and Chief Executive Officer of the receipt of each qualifying gift. Such notification will be in a format determined by the Board President and Chief Executive Officer and shall include:
 - i The name of the account of the faculty position to be endowed by the gift;
 - ii The amount of the gift received; and
 - iii The date the gift was received.

The Board President and Chief Executive Officer, or designee, shall determine if the gift qualifies for certification under the program. No gift shall be certified until the threshold amount of cash, as per K.S.A. 76-775 for each type of institution, is on deposit with the institution’s endowment association. If the gift qualifies for certification under the program and has been deposited in cash with the endowment association, the Board President and Chief Executive Officer will certify to the Director of Accounts and Reports the amount and date of receipt of the qualifying gift and the appropriate professorship account to which it applies.

Only qualified cash gifts from qualified donors may be used to meet the minimum threshold required for establishment of the endowed professorship. An institution may receive non-cash gifts for an endowed professorship, but such non-cash gifts must be converted to cash and on deposit with the institution’s endowment association before they are eligible for certification under the program.

- b Institutions may add new gifts to a certified endowed professorship, as long as the new donations are made by the same single donor or entity or by a member of the same class of joint donors. Only qualified new gifts may be used to increase the total amount of the certified endowed professorship account that is eligible for the state earnings equivalent award.
- c The Board President and Chief Executive Officer will certify receipt of each addition to an original qualifying gift (certified endowed professorship), provided that the addition meets or exceeds at least 20 percent of the institution’s minimum threshold for a qualifying gift and the addition satisfies all other requirements for certification. The chancellor, president, director or other chief executive officer of an eligible educational institution shall notify the Board President and Chief Executive Officer of the receipt of each addition to a previously certified gift. Such notification shall be in a format determined by the Board President and Chief Executive Officer.
- d In accordance with K.S.A. 76-775, the Director of Accounts and Reports shall transfer from the state general fund the amount determined to be the earnings equivalent award for such qualifying gift. The Board President and Chief Executive Officer shall certify no later than June 30 of each year the endowed professorships at all

institutions. Prior to June 30 of each year, the Board President and Chief Executive Officer will produce a report listing all certified endowed professorships and request the chief executive officer of each eligible institution, as applicable, to verify the accuracy of such report for her or his institution.

If on July 1 of any fiscal year the total of all transfers from the state general fund for earnings equivalent awards for qualifying gifts is equal to or greater than the applicable maximum stated in K.S.A. 76-775 and amendments thereto, no new qualifying gifts or additions to qualifying gifts will be certified by the Board during that fiscal year. If on July 1 of the subsequent year the total of all transfers from the state general fund for earnings equivalent awards for qualifying gifts is less than the applicable maximum, the Board President and Chief Executive Officer shall certify any new qualifying gifts or additions to gifts in the following manner. If for any reason the Board should need to accept qualifying gifts after the maximum total amount of new gifts per year for all or any individual institution has been reached, the date received by the Board shall determine the order in which gifts shall be certified.

- e The Board President and Chief Executive Officer shall prepare and distribute to each participating institution a semi-annual report showing the accumulated amount of gifts that have been certified for all eligible institutions.
- f On or before September 1 of each year, each eligible institution that has established one or more certified endowed professorships shall file a report on a form provided by the Board President and Chief Executive Officer. Such report shall specify how funds (from the State General Fund earnings equivalent awards and from the endowment association’s earnings) were expended to support the endowed professorship(s) for the previous state fiscal year. The Board President and Chief Executive Officer may request other information from the institutions to improve the program or report on its effectiveness.

...

22 TRAVEL

...

- b Out-of-State Travel Requests – Chief Executive Officers

Approval of out-of-state travel requests for the chief executive officer of a state university is vested in the Board and delegated to the Board’s President and Chief Executive Officer. Requests for out-of-state travel, regardless of source of funding, shall be submitted to the Board Office in such form as prescribed by the Board President and Chief Executive Officer generally at least two weeks prior to the date travel commences, but in no event after the date travel commences. Expenses will be allowed pursuant to Department of Administration or Internal Revenue Service regulations governing travel.

...

E FACILITIES

Guiding Principle. Each state university shall inform the Board’s Director of Facilities in a timely manner about construction projects at each campus, including all relevant milestones or unforeseen changes, regardless of location relative to the university property. Consistent with Board policy on procurement, each capital project involving a state university, its affiliated corporations or other related organizations shall, for projects using state funds, be advertised and bid in a manner that advances and supports the mission of the university, promotes a competitive and fair procurement environment, and is open and transparent.

...

3 CAPITAL IMPROVEMENT PROJECTS

...

- b Process

...

- v *Design Development Plans*: Following Legislative and Board approval of a specific capital improvement project, design development plans for a building or project and the location of the new building shall be submitted to the Board President and Chief Executive Officer for review and approval

before final plans are prepared. The President and Chief Executive Officer, upon the recommendation of the Director of Facilities, may approve said design development plans for the Board.

...

CHAPTER III: COORDINATION⁵ - STATE UNIVERSITIES, COMMUNITY COLLEGES, TECHNICAL COLLEGES, WASHBURN UNIVERSITY AND/OR THE WASHBURN INSTITUTE OF TECHNOLOGY

A ACADEMIC AFFAIRS (See Chapter II., Section A. for additional academic affairs policies applicable to state universities)

2 TRANSFER AND ARTICULATION

...

e Articulation Agreements

i Between Community Colleges, Technical Colleges and the Institute of Technology

In accordance with K.S.A. ~~72-4453~~ 74-32,420, the board of trustees of each Kansas community college, the governing board of each Kansas technical college and the board of control of the Institute of Technology shall establish transfer and articulation agreements providing for the transferability of substantially equivalent courses of study and programs in order to facilitate the articulation of students to and among those institutions.

(1) The Board of Regents shall be notified of each agreement at the time the agreement is executed.

(2) Each agreement shall be effective only after submission to and approval by the Board of Regents. (K.S.A. ~~72-4453~~ 74-32,420). Preliminary approval shall be given by the Board President and Chief Executive Officer, or designee, upon verification that the agreement is consistent with this policy. Final approval shall require ratification by the Board.

~~(3) The Board President and Chief Executive Officer shall report to the Board on transfer and articulation agreements annually. Such report shall include a description of the agreements preliminarily approved during the last year and a request for ratification by the Board.~~

...

6 APPROVAL OF CREDIT COURSES FOR COMMUNITY COLLEGES, TECHNICAL COLLEGES, AND WASHBURN INSTITUTE OF TECHNOLOGY

a Policy

K.S.A. 71-601 *et seq.*, K.S.A. 71-1801 *et seq.*, K.S.A. ~~72-4480~~ 74-32,468 and K.S.A. ~~72-4482~~ 74-32,402 require that the Kansas Board of Regents approve courses for which credit hours are awarded in community colleges, technical colleges and the Washburn Institute of Technology. Procedures for receiving and acting on credit courses submitted by community colleges, technical colleges and the Institute shall be the responsibility of the President and Chief Executive Officer of the Kansas Board of Regents. Procedures will ensure that quality of instruction is properly addressed by the institutions' boards of trustees, governing boards or board of control and that the approval of credit courses is acted on in a timely and effective manner.

b Procedure

...

iii Role and Responsibility of the President and Chief Executive Officer or Designee of the Board of Regents

⁵ See Chapter I., Section A.3 for definition of Coordination.

Regarding approval of credit courses, the responsibility of the Board’s President and Chief Executive, or designee, is to:

- (1) Ensure compliance with the intent of K.S.A. 71-601 and 71-1802(c)
- (2) Ensure consistency and uniformity in respect to the course approval process
- (3) Ensure that institutions have provided required course information
- (4) Consult with institution administration if problems arise regarding a course
- (5) Provide assistance to institutional staff to facilitate course approval
- (6) Approve or disapprove courses

The Board President and Chief Executive Officer is authorized to make judgments about matters or issues that are not specifically addressed in these Procedures for Approval of Credit Courses.

...

8 OFF-CAMPUS DELIVERY OF ACADEMIC COURSES AND PROGRAMS

...

g Appeal Process

- i Each home institution shall reply within 30 calendar days of having received a request for an off-campus academic course or program to be offered in its service area. Failure to reply within 30 calendar days of receiving a request shall be deemed an approval.
- ii If an institution is denied approval to offer an off-campus academic course or program in the service area of another institution, the requesting institution may appeal the denial to the Board of Regents President and Chief Executive Officer, who shall have ultimate authority to decide the issue. Factors to be considered in arriving at a decision shall include:
 - (1) Whether there is student need for the course or program in the service area that is not being met by the home institution(s);
 - (2) whether one or more of the home institutions intend to offer the course or program within a reasonable time period;
 - (3) the extent to which the requesting and home institutions have attempted to reach a cooperative agreement with regard to deliverance of the course or program;
 - (4) the feasibility of a cooperative effort between the interested institutions;
 - (5) whether the course or program is within the mission of the institution that wishes to offer it; and
 - (6) whether the course or program is within the mission of any of the home institutions.

...

9 DEGREES

...

b Standards

...

ii Curriculum

...

- (6) "Honorary degree" is a degree that is awarded as an exceptional honor bestowed upon a person without the fulfillment of the usual requirements. State universities may award honorary degrees upon approval by the Kansas Board of Regents and only in accordance with the following:

...

(c) At the time the agenda item is submitted, the name shall not be included; however, the state university shall send the proposed nomination, statement and materials individually to Regents and the Board President and Chief Executive Officer at least four weeks before the state university sends its agenda material requests to the Board office for the Board meeting at which the nomination is to be considered. No public communication of a proposed nomination shall be made until the name is presented for consideration to the open meeting of the Board. No candidate for nomination shall be promised an honorary degree before the Board has acted on the nomination.

...

14 DEVELOPMENTAL EDUCATION

...

Procedures for implementation of this policy are the responsibility of the Board President and Chief Executive Officer.

...

B FISCAL MANAGEMENT (see Chapter II., Section B. for additional fiscal management policies applicable to state universities)

...

2 KANSAS TECHNOLOGY INNOVATION AND INTERNSHIP GRANTS

Under the authorization of the Board of Regents, the Board President and Chief Executive Officer established the following procedures

...

i Allocation of Funds for Grants

Each year the Board President and Chief Executive Officer, or designee, will determine the amount of funds available for grants.

3. Discuss on Board Member Conflict of Interest Disclosure and Act on Actual or Apparent Conflict

Summary

In accordance with the Board's policy, a Regent has reported a recent potential conflict. A summary of this report is before the Board for review and/or determination of whether any restrictions should be placed on the reported activity.

Staff recommends directing the involved Regent to excuse himself from participating on behalf of the Board in matters involving or related to projects between his newly acquired construction company and governed or coordinated institutions.

Background

At its June 2010 meeting, the Board of Regents adopted policy governing Board member conflicts of interest.

This policy calls for each Board member to disclose, at the time of taking office and subsequently as the need arises, certain transactional interests, memberships and affiliations, and provides that the Board will review the disclosures and make participation determinations.

Subsequent to the Board's annual review of Board Member disclosure statements, a Regent has reported an additional, recent potential conflict. A summary of the disclosure is provided below.

In accordance with Board policy, the Board is to now:

- Include the reported interest in the minutes of a Board meeting; and
- With regard to each contract or transaction, direct the involved Regent to excuse himself from participating on behalf of the Board in actions involving that contract or transaction.

Contracts or Transactions

The policy states that "any member of the Board who has a direct or indirect interest in any contract or transaction with the Board or any educational institution governed, coordinated or regulated by the Board shall disclose this interest to the Board in writing," and "no member of the Board having such interest shall participate on behalf of the Board in the authorization of any such contract or transaction, . . . the Board member with the conflict shall not vote on the matter, . . . [and] shall not participate in or attend Board discussion of the matter" except in limited circumstances as determined by the Board.

The contracts or transactions in which the reporting Regent has disclosed a direct or indirect interest is as follows:

- Regent Hutton has an ownership and employment interest in, and his son is the majority stockholder and CEO of, a construction company (Hutton Construction) that has recently been awarded the construction management at risk contract for the Koch Arena Expansion project at Wichita State University.

Staff recommends directing Regent Hutton to excuse himself from participating on behalf of the Board in matters involving or related to this contract.

D. Other Matters

1. Act on Request to Name a Center

Chancellor Girod

Summary

The University of Kansas requests approval to name a Center at the Medical Center. According to Board policy “The authority to name schools, colleges, institutes, bureaus, centers, or other academic units for an individual, individuals, or business entity is the province of the Board of Regents. The chief executive officer of the state university shall recommend an appropriate name to the Board for consideration. No public communication of the proposed nomination shall be made until the name is presented for consideration at the open meeting of the Board.”

2. Act on Revisions to University Mission Statement – President Mason
FHSU

Summary

Fort Hays State University requests approval to change the University Mission Statement in response to campus-wide strategic planning efforts over the 2017-2019 time period and in preparation for submission to the Higher Learning Commission for the institution’s next assurance review. The university requests approval to replace the 2016 revision of the Mission Statement with the 2012 revision. The differences involve replacement of two phrases.

Background

Each state university has a mission statement. The Board on a sector-wide basis adopted the modern-day mission statements in 1986. Individual institutions have since proposed amendments over time; the statement adopted for Fort Hays State University was amended in 2012 and 2016. The 2012 revision included hundreds of campus stakeholders, a steering committee, and emerged over an 18-month period. The recommendation to return to the 2012 statement came forward from campus stakeholders as the current strategic plan co-chairs held several town meetings.

Fort Hays State University requests the following two amendments to its Board-approved mission statement.

1. Change “programs of distinction accessible to Kansans” with “accessible quality education to Kansas”
2. Change “innovative people of excellence who develop” with “an innovative community of teacher- scholars and professionals”.

Recommendation

The University recommends approval of the changes set forth below.

Fort Hays State University provides ~~educational programs of distinction accessible to Kansans~~, accessible quality education to Kansas, the nation, and the world through ~~innovative people of excellence who~~ an innovative community of teacher-scholars and professionals to develop engaged global citizen-leaders.

VI. Executive Session

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

CONSENT AGENDA

VII. Introductions and Reports

- A. *Introductions*
- B. *Report from System Council of Presidents* President Calvert
- C. *Report from the Community Colleges* President Calvert
- D. *Report from the Technical Colleges* President Schears

VIII. Approval of Consent Agenda

- A. *Technical Education Authority*
 - 1. **Act on FY 2020 Distribution of the Kansas Nursing Grant Initiative** **Scott Smathers,**
VP, Workforce Development

Summary and Staff Recommendation

The Kansas Nursing Initiative was developed to address the growing nursing shortage in the state, providing needed resources to nursing education programs to enable them to increase their capacity of nursing students. Since FY 2007, funds have been available to public postsecondary institutions with nursing programs with matching funds from the institution. For FY 2020, the Board of Regents is estimated to receive an annual appropriation of approximately \$1.8 million for the Nursing Initiative, subject to final legislative action. Institutions submit applications to support nursing faculty and supplies, while focusing on student success. Board staff recommends approval of the grants as identified below.

Background

Nursing programs must meet the following eligibility criteria to receive grant funding:

- Approval by the Kansas Board of Nursing and national accreditation;
- Three-year average student test scores on the NCLEX at or above the 3-year national average; and
- Documented articulation of one of the following degree pathways: RN to BSN, BSN to MSN, MSN to DNP.

In an effort to assist those programs not meeting the above criteria, 10% of funds are set aside for “alternative applications” for programs to:

- Obtain national accreditation; or
- Improve NCLEX scores to a minimum of three-year national average.

Grants are awarded on a yearly basis to allow institutions the opportunity to address deficiencies and receive greater funding in subsequent years.

Response to Request for Proposals

For FY 2020, a total of 29 proposals were received; 17 from two-year institutions and 12 from four-year institutions. Of the 29 proposals, seven applied for the 10% set aside, as they did not meet either the accreditation or NCLEX minimum score requirement.

Proposal Review and Recommendation

A team consisting of Board staff in the Workforce Development unit reviewed the proposals and recommends the awards as enumerated in the table on the next page. The recommended awards were approved by the Kansas Technical Education Authority Budget & Finance Committee on April 11, 2019, approved by the Kansas Technical Education Authority on April 25, 2019 and presented to the Fiscal Affairs and Audit Standing Committee of the Board on May 15, 2019.

	Amount Recommended for Award
Alternative Applications <i>(NCLEX Scores/Accreditation Support)</i>	
Barton Community College	\$ 20,000
Colby Community College	50,465
Kansas City Kansas Community College	11,500
Kansas Wesleyan University	22,176
Neosho County Community College	31,368
Pratt Community College	29,117
Seward County Community College	6,225
Total Alternative Applications	\$ 170,851
Full Applications	
Baker University	\$ 9,451
Butler Community College	30,700
Cloud County Community College	31,449
Dodge City Community College	9,000
Emporia State University	195,000
Fort Hays State University	148,021
Fort Scott Community College	22,337
Garden City Community College	20,000
Hesston College	28,230
Highland Community College	12,075
Hutchinson Community College	25,428
Johnson County Community College	37,874
University of Kansas	238,638
Labette Community College	105,156
Manhattan Area Technical College	53,160
MidAmerica Nazarene University	11,000
North Central Kansas Technical College	39,597
Ottawa University	112,993
Pittsburg State University	175,894
University of St. Mary	57,737
Washburn University	137,500
Wichita State University	47,550
Total Full Applications	\$ 1,548,790
Total Funds Recommended for Award	\$ 1,719,641

2. Act on Request to Approve Transition Plan – Strengthening Career and Technical Education for 21st Century Act (Perkins V)

Summary

The Strengthening Career and Technical Education for the 21st Century Act (Perkins V) reauthorizes the Carl D. Perkins Career and Technical Education Act of 2006 (Perkins IV). Kansas is submitting a one-year transition plan, due to the U.S. Department of Education, on April 30, 2019. A full four-year state plan will be submitted in the spring of 2020, encompassing program years 2020 – 2024. The Perkins V Transition Plan has been reviewed and approved by the Kansas Technical Education Authority, the Kansas State Board of Education, and the KANSASWORKS State Board and is recommended for approval.

Background

On July 31, 2018, President Trump signed into law the Strengthening Career and Technical Education for the 21st Century Act (Perkins V). It was approved unanimously by both chambers of Congress, reflecting broad bipartisan support for career and technical education (CTE) programs.

Perkins V is dedicated to increasing learner access to high-quality career technical education programs of study. With a focus on systems alignment and program improvement, this law has been critical to ensuring programs meet the ever-changing needs of learners and employers.

Funding supports a variety of activities, including professional development and technical assistance; creation of innovative programs of study; support for continuous improvement of existing programs of study; career exploration; guidance and advisement; data collection and analysis; and program evaluation and monitoring.

Kansas receives approximately \$11.3 million annually, split evenly to support secondary education (KSDE) and postsecondary education (KBOR). Twenty-four community and technical colleges and 268 school districts receive Perkins grant funding for career technical education programs.

The state plan management team, consisting of KBOR and KSDE staff, are continuing to formulate the full Kansas State Plan for Career Technical Education which will be submitted to the Board in the Spring, 2020.

Recommendation:

The Perkins V Transition Plan has been reviewed and approved by the Kansas Technical Education Authority, the Kansas State Board of Education, and the KANSASWORKS State Board and is recommended for approval.

DISCUSSION AGENDA

IX. Consideration of Discussion Agenda

A. Other Matter

1. Wichita State University Presidential Search Committee:

Regent Mullin

- **Appoint Chair and Committee Members**
- **Act on Committee Charge**
- **Act on Search Firm**

2. Receive Highlights on System Enrollments

Elaine Frisbie
VP, Finance & Administration

Summary

Highlights of the annual enrollment report will be presented, examining trends in Kansas public higher education. The full report will be available for viewing on the Board website at https://www.kansasregents.org/data/system_data/enrollment_reports.

Background

Many data points presented in the enrollment report (and the Foresight 2020 report) are also available in the agency’s portal, Kansas Higher Education Statistics (“KHEStats”). For interactive views of enrollments, credential production, the student success index, institutions’ finances, and wage earnings of graduates, navigate from the main webpage at www.kansasregents.org to “Data” and to “KHEStats.” Data are available for all four public sectors: state universities, community colleges, technical colleges, and Washburn University. Data can also be filtered by institution, academic year, and semester.

The Board office also publishes comprehensive data books for the four public sectors. The data books are an important source for financial information and faculty/staff data in addition to typical enrollment data. Enrollment data in the data books has been aligned with the data in KHEStats. Data books are available at: http://www.kansasregents.org/data/system_data/higher_education_data_books.

Background of the Kansas Board of Regents Uniform Data System

In 1999, the Kansas Higher Education Coordination Act charged the Board with collecting and analyzing data and maintaining a uniform postsecondary education database. Today the data system houses comprehensive data for 32 public institutions and limited data for the 21 independent institutions plus Haskell Indian Nations University. Collectively, the data is called the Kansas Higher Education Data System (KHEDS). The Board office also maintains data on students enrolled in adult education programs.

KHEDS data are frequently used to support the Board’s strategic agenda, calculate state and federal performance indicators, respond to legislative requests, report enrollment and outcome data, and perform strategic evaluation and research relevant to the improvement of educational instruction and the effective administration of educational and financial aid programs. Major system enhancements have been made in support of the state’s postsecondary funding formula for career and technical education and to provide data for research purposes.

3. Discuss New Strategic Planning Process

**Blake Flanders,
President and CEO**

Background

At the Board Retreat in August 2017, the Regents directed President Flanders to begin the process of developing a strategic plan to follow *Foresight 2020*. That fall, the first working groups with representatives from the system met to begin providing feedback on *Foresight* and ideas for the subsequent plan. The following year, at the direction of the Governance Committee, the Board office held a series of focus groups with students, parents and business leaders in communities across Kansas. The Regents reviewed the feedback of the focus groups and working groups at the 2018 Board Retreat and provided direction on the plan’s pillars. President Flanders met again with the working groups to begin developing areas of focus under each pillar, along with metrics and high impact practices. In March and April, the System Council of Presidents began a review of the plan’s possible components and provided feedback and suggestions.

4. Initial Discussion of the Board’s Unified Budget Request Preparations

**Elaine Frisbie
VP, Finance & Administration**

Background

The Kansas Higher Education Coordination Act directs the Board of Regents to present a unified budget request for postsecondary education. Although biennial appropriations have been made by the Legislature in recent years, it appears that the state budget cycle is returning to an annual cycle. The statutory deadline for submission of the Board’s request is October 1. Capital improvement requests are submitted July 1 and are also included in the fall budget submission. Staff recommends that the Board begin to develop its budget proposals for FY 2021 and utilize the typical schedule to allow for input and discussion. The official approval of the unified request will occur at the Board meeting in September.

Unified Appropriation Request Schedule

April 2019 Board Meeting	Capital improvement requests for state universities (First Reading)
May 2019 Board Meeting	Board acts on capital improvement requests for July 1
June 2019 Board Meeting	Board staff reviews potential areas of request. Board receives institution and sector specific requests. (If possible, sector and institutions’ proposals are submitted to the Board Office by Monday, June 3.)
August 2019 Board Retreat	Board conducts budget session to discuss FY 2021 requests. Board continues discussion of system, institution, and sector specific requests and indicates preference for inclusion in the FY 2021 Budget Request.
September 2019 Board Meeting	Board officially approves FY 2021 unified budget request
October 1, 2019	Board’s FY 2021 unified budget request submitted

5. Elect FY 2020 Board Chair and Vice Chair

Regent Mullin

X. Executive Session

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

XI. Adjournment

AGENDA

**KANSAS BOARD OF REGENTS
ACADEMIC AFFAIRS STANDING COMMITTEE
May 15, 2019
10:30 am – 11:45 am**

The Board Academic Affairs Standing Committee will meet in the Board Room located in the Curtis State Office Building at 1000 SW Jackson, Suite 520, Topeka, Kansas, 66612.

I. Call to Order

- A. *Approve minutes from March 20th, April 1st, and April 29th meetings* *Regent Murguia*

II. June 19th Discussion Agenda

- A. *Strategic Program Alignment Policy Pilot
KU and WSU* *Jean Redeker, KBOR
Carl Lejuez, KU
Rick Muma, WSU*
- B. *Approve Request for Bachelor of Music Education Degree in
Excess of 120 Credit Hours at Pittsburg State University* *Jean Redeker, KBOR
Lynette Olson, PSU*
- C. *Study of University and College Service Areas (Board Goal 5)* *Jean Redeker, KBOR*

III. New Business

- A. *Receive State Authorization Reciprocity Agreement Report* *Jennifer Armour, KBOR*
- B. *Demonstration of Transfer Feedback Reporting Tool* *Judd McCormack, KBOR*

IV. Next BAASC Meeting

June 3, 2019, teleconference at 11:30 am

V. Adjourn

Meeting Schedule

Meeting Dates	Location	Time	Agenda Materials Due
June 3, 2019	Conference Call	11:30 am	May 20, 2019
June 19, 2019 (tentative)	Topeka	10:30 am	May 31, 2019

***Tentative* AY 2019-2020 Meeting Schedule**

Meeting Dates	Location	Time	Agenda Materials Due
September 3, 2019	Conference Call	11:30 am	August 19, 2019
September 18, 2019	Topeka	10:30 am	August 30, 2019

MINUTES

**Kansas Board of Regents
Board Academic Affairs Standing Committee
MINUTES
Wednesday, March 20, 2019**

The March 20, 2019, meeting of the Board Academic Affairs Standing Committee of the Kansas Board of Regents was called to order by Regent Murguia at 10:30 a.m. The meeting was held in the Board Office located in the Curtis State Office Building, 1000 S.W. Jackson, Suite 520, Topeka, KS.

In Attendance:

Members:	Regent Murguia Regent Van Etten	Regent Schmidt	Regent Thomas
Staff:	Jean Redeker Crystal Puderbaugh Karla Wiscombe Cindy Farrier	Charmine Chambers Max Fridell Jennifer Armour	Scott Smathers Judd McCormack Sam Christy-Dangermond
Others:	Steven Lovett, ESU Brad Bennett, Colby CC David Cordle, ESU Jeff Briggs, FHSU Charles Taber, KSU Carl Lejuez, KU Mike Werle, KUMC Lynette, Olson, PSU	Jon Marshall, Allen CC Aron Potter, Coffeyville CC Ryan Ruda, Garden City CC Erin Shaw, Highland CC Brian Niehoff, KSU Jim Genandt, MATC Matt Pounds, NWK Tech Linnea GlenMaye, WSU	Lori Winningham, Butler CC Michelle Schoon, Cowley CC Adam Borth, Fort Scott CC Michael McCloud, JCCC Stephani Johns-Hines, SATC Todd Carter, Seward County CC JuliAnn Mazachek, Washburn

Regent Murguia welcomed everyone.

Committee Matters

- Regent Van Etten moved to approve the March 4th meeting minutes. Following the second of Regent Thomas, the motion carried.
- BAASC 19-06 Receive Private Postsecondary Report
Crystal Puderbaugh informed BAASC about the number of Private and Out-of State Postsecondary educational institutions operating in Kansas during Fiscal Year 2017. The report not only covered “brick and mortar” schools having a physical presence within Kansas, but also schools that offer or provide online distance education to Kansans who remain in Kansas while receiving that education.

Highlights of the FY 2017 report are listed below:

- 160 private and out-of-state institutions were authorized to operate in Kansas
- 31,000 students enrolled in these institutions
- These institutions awarded about 16,000 certificates, 400 associate degrees, and 400 university-level degrees

BAASC thanked Crystal for the report and appreciates the work of the Private Postsecondary staff.

(Report filed with Official Minutes)

- BAASC 19-07 Receive Concurrent Enrollment Report
Karla Wiscombe presented the Concurrent Enrollment Partnership (CEP) Report. Data highlights from the AY 2018 report include:
 - Over the last five years, high school participation in CEP courses increased 35%
 - Most popular CEP course is Composition I
 - AY 2017, 15,120 high school students took System Wide Transfer courses through CEP with a pass rate of 96.9%
 - Enrollments in System Wide Transfer courses by CEP students account for 81% of the total headcount of all CEP courses taken in AY 2018

BAASC thanked Dr. Wiscombe for the very informative report.

(Report filed with Official Minutes)

- By consensus, BAASC tabled the Demonstration of Transfer Feedback Reporting Tool until the May 15th meeting.
- Presentation of Study of University and College Service Areas (Board Goal 5)
Scott Smathers presented background information on Community and Technical College Service Areas. The purpose of the geographic jurisdiction areas is “to ensure that needs for off-campus face-to-face courses and programs are met without unnecessary duplication.” It is important to note distance education courses and programs are exempt from service area requirements. The community and technical colleges support retaining service areas for their sectors. Two-year college representatives were introduced and reiterated their support for service areas for their sector:
 - Carter File, President, Hutchinson Community College
 - Mike Calvert, President, Pratt Community College
 - Jim Genandt, President, Manhattan Area Technical College

Jean Redeker presented information on the current policy for universities. University feedback is mixed with three institutions supporting retaining the current policy, and two institutions supporting changes to the current policy. University representatives were introduced and provided their perspectives of service areas.

- Charles Taber, Provost, Kansas State University, stated support for relaxing or eliminating service area restrictions to open access for Kansans and promote competition.
- David Cordle, Provost and Vice President of Academic Affairs, Emporia State University, expressed support for the current service area policy.
- JuliAnn Mazachek, Vice President of Academic Affairs, Washburn University, also expressed support for the current service area policy.
- Linnea GlenMaye, Associate Vice President, Wichita State University, indicated the importance of retaining the “home county” designation for universities to protect the investment of the state as well as the local investment of 1.5 mills of property tax paid by Sedgwick county residents to support WSU.

KU and PSU provided written feedback supporting the current service area policy noting the current policy seems to be working by promoting efficient and strategic use of limited resources, prevents unnecessary duplication of resources and redundancy, and that the current policy has mechanisms for exceptions.

BAASC suggested revisions to the university map to note KSU’s Olathe campus in Johnson County and discussed the possibility of shifting university boundaries to reflect the fact that that populations have shifted east. BAASC also suggested a possible change to the appeal process to include the Board as the final decision maker. The Committee thanked everyone for the input and appreciates the candid discussion from all sectors.

- Act on Proposed Credit by Exam Policy Amendments

Jean Redeker presented the proposed amendments to the Credit by Exam Policy. The proposed policy revision seeks to include standardized cut scores for International Baccalaureate (IB) exams. Staff recommends approval.

Regent Thomas moved to approve the proposed amendments to the Credit by Exam Policy. Following the second of Regent Schmidt, the motion carried with Regent Van Etten abstaining.

ADJOURNMENT

There being no further business, Regent Murguia adjourned the meeting at 12:02 pm.

**Kansas Board of Regents
Board Academic Affairs Standing Committee
MINUTES
Monday, April 1, 2019**

The Board Academic Affairs Standing Committee of the Kansas Board of Regents met by conference call at 11:30 a.m. on Monday, April 1, 2019.

In Attendance:

Members:	Regent Murguia	Regent Van Etten	Regent Schmidt	Regent Thomas
Staff:	Jean Redeker	Karla Wiscombe	Max Fridell	Sam Christy-Dangermond
Institutions Represented:				
	ESU	FHSU	KSU	PSU
	KU	KUMC	WSU	Barton CC
	Dodge City CC	JCCC		

Agenda Planning for April 17th Board Meeting

- Consent Agenda
 1. Request Approval for Associate of Applied Science in Plastics Technology at Pittsburg State University. PSU’s Plastics Engineering Technology Advisory Council has emphasized a need for process technicians in the plastics industry. A two-year program at PSU would accomplish the necessary level of training desired by industry for a process technician in a short time-frame. A two-year program would be attractive to students who are not seeking a four-year degree but want access to the expertise, facilities, and training that are available in PSU’s Plastics Engineering Technology program. PSU representatives were available to answer questions.

Regent Schmidt moved to approve PSU’s degree program request for the consent agenda for the April 17th Board meeting. Following the second of Regent Van Etten, the motion carried.

Other Board Matters

Jean Redeker requested to place the following report on the discussion agenda for the April 17th Board meeting.

A. BAASC 19-03 Receive Program Review Report.

Jean Redeker presented the Program Review Report for Academic Year 2017-2018. While Board policy requires state universities to review programs at least once every eight years, universities have an internal review process that monitors program quality on an on-going basis that allows institutions to identify any issues early and work to correct those issues well before the eight-year review cycle is complete.

Emporia State University, Fort Hays State University, Kansas State University, Pittsburg State University, the University of Kansas, the University of Kansas Medical Center, and Wichita State University reviewed a total of 102 academic programs representing 144 different degrees at various academic levels (60 bachelor’s, 51 master’s, and 33 doctorate). Of the 144 degrees reviewed, 130 were recommended to continue, six were recommended for additional review, two were recommended to be enhanced, and six were recommended to be discontinued.

Copies of individual campus reports are available at http://www.kansasregents.org/academic_affairs/618-program-review-reports, and Jean provided a brief overview of each individual report. Staff recommends acceptance of this report.

After discussion, Regent Van Etten moved to place the Program Review Report on the discussion agenda for the April 17th Board meeting. Following the second of Regent Schmidt, the motion carried.

The meeting adjourned at 11:53 a.m.

**Kansas Board of Regents
Board Academic Affairs Standing Committee
MINUTES
Monday, April 29, 2019**

The Board Academic Affairs Standing Committee of the Kansas Board of Regents met by conference call at 11:32 a.m. on Monday, April 29, 2019.

In Attendance:

Members:	Regent Murguia	Regent Van Etten	Regent Schmidt	
Staff:	Jean Redeker	Karla Wiscombe	Max Fridell	Sam Christy-Dangermond
	Natalie Yoza	Crystal Puderbaugh		

Institutions Represented:

ESU	FHSU	KSU	PSU
KU	KUMC	WSU	FHTC
JCCC	Fort Scott CC	Butler CC	Highland CC
Coffeyville CC	Cowley CC	KCKCC	
Kansas Health Science Center			

Agenda Planning for May 15th Board Meeting

Consent Agenda

1. Request Approval for Bachelor of Science in Applied Computing at Wichita State University.
2. Request Approval for Bachelor of Science and Bachelor of Arts in Ecology, Evolution, and Organismal Biology at the University of Kansas.
3. Request Approval for Bachelor of Science and Bachelor of Arts in Molecular, Cellular and Developmental Biology at the University of Kansas.
4. Request Approval for Bachelor of Arts and Bachelor of General Studies in American Sign Language and Deaf Studies at the University of Kansas.
5. Request Approval for Master of Arts in Leadership in Diversity and Inclusion at the University of Kansas.
6. Request Approval for Master of Social Work at Fort Hays State University.
7. Request Approval for Master of Science in Physician Assistant Studies at Kansas State University.
8. Request for Degree Granting Authority for the Kansas Health Science Center.

After discussion, Regent Van Etten moved for approval to place the degree programs listed above on the consent agenda for the May 15th Board meeting. Following the second of Regent Schmidt, the motion carried.

Other Board Matters

B. Study of University and College Service Areas (Board Goal 5) presented by Jean Redeker. At its March 2019 meeting, BAASC suggested revisions to the university map to note KSU’s Olathe campus in Johnson County and discussed the possibility of shifting university boundaries to reflect the fact that the population has shifted. Using the July 1, 2017 population estimate from the U.S. Census, the population of each university’s shared service area was provided. The population was presented by county and color coded to match the Board’s service area map. Both documents were included with the agenda.

By consensus, BAASC tabled further discussion until the May 15th meeting.

The meeting adjourned at 11:49 a.m.

AGENDA

Fiscal Affairs and Audit Standing Committee
Wednesday, May 15, 2019
10:00 AM (or upon adjournment of Governance Committee) -12:00 PM
Kathy Rupp Conference Room
Kansas Board of Regents

I. OLD BUSINESS

- A. Follow up on issues raised during the April 30 teleconference regarding FAA items on the Board's agenda and any other questions/clarifications about Board agenda items
- B. Approve minutes of April 17, 2019 committee meeting

II. NEW BUSINESS

- A. Board Agenda Items under Fiscal Affairs and Audit (e.g., Final Action on JCERT Budgets, Approve Capital Improvement Plans)
- B. Review Draft Board Policy on Financial Reserves
- C. Audits for committee review and discussion (standing item)
- D. Other Committee Business

III. OTHER COMMITTEE ITEMS

Next meeting dates:

June 4, 11:00 am, Agenda planning conference call
June 19, 10:00 am Committee Meeting, Board Office, Topeka

AGENDA

**Board Governance Committee
Wednesday, May 15, 2019
Kathy Rupp Conference Room
8:45 – 10:00**

- I. APPROVE MINUTES FROM APRIL 17, 2019** (Attachment 1, pages 1-3)

- II. CONSIDER 2018-2019 GOVERNANCE COMMITTEE TOPICS**
 - A. GOV 19-04**, Monitor implementation of 2018-2019 Board Goals – Study of university and college service areas (Board Goal 5) – update – Jean Redeker
 - B. GOV 19-02**, Oversee development and implementation of a unified communication and advocacy plan for all sectors of the higher education system (Board Goal 3) – update – Matt Casey & Matt Keith
 - C. GOV 19-06**, Review proposed revisions to policies as they arise
 - 1. Paid Parental Leave
 - D. GOV 19-07**, Review proposed regulation amendments as they arise
 - 1. New high school equivalency qualifications (SB 199) – Scott Smathers
 - E. Executive Session** – Personnel Matters Relating to Non-Elected Personnel
 - F. GOV 19-09**, Recommend CEO Monetary Compensation for FY20

- III. OTHER MATTERS**
 - A.** Consider requested Adequate Security Measures exceptions to concealed carry and receive reports on any special, temporary ASMs implemented during the academic year – KU – Chief Chris Keary

- IV. NEXT MEETING DATES**
 - 1. June 19
 - 2. Board Retreat

MINUTES

GOVERNANCE COMMITTEE

April 17, 2019 Minutes

The Kansas Board of Regents Governance Committee met on Wednesday, April 17, 2019. Regent Dennis Mullin called the meeting to order at 8:45 a.m. Proper notice was given according to law.

Members Present: Dennis Mullin, Chair
Shane Bangerter
Bill Feuerborn
Dave Murfin

Member Absent: Ann Brandua-Murguia

MINUTES

Regent Bangerter moved to approve the minutes of March 20, 2019. Regent Feuerborn seconded, and the motion carried.

STRATEGIC PLAN

President Flanders presented the proposed structure for a new strategic plan. The following three messaging pillars were identified based on feedback he received from the working groups he assembled, which had representatives from the different sectors of higher education, and the Governance Committee:

- **Kansas families:** This pillar of the plan would focus on ways to help students earn credentials beyond high school that lead to rewarding and productive careers.
- **Kansas businesses:** This pillar would focus on ensuring that the higher education system provides the workforce demanded by employers in the state both in terms of skills and number of workers.
- **Kansas economic prosperity:** This pillar would focus on the ways in which universities and colleges are innovative and intentional partners in growing state and local economies.

Then under the family and business pillars, areas of focus were identified based on feedback President Flanders received when he met with Kansas business leaders, high school students and their parents around the state. For families, the areas of focus include: 1) Access, or navigating the application system and overcoming barriers, real and perceived, to entry and attendance; 2) Affordability, or paying for education beyond high school without incurring debt loads that they found worrisome; and 3) Success or leveraging education after high school to earn decent wages and build good careers. For business, the areas of focus include the talent pipeline, or finding enough workers with the right level of education. The idea is to then identify system level dashboard metrics that address the areas of focus and identify high impact practices that will help the institutions make progress on the metrics.

For the third pillar, Kansas economic prosperity, the idea is to highlight ways in which the universities are intentional partners in building state and local economies. This pillar will not measure the day-to-day economic impact but will focus on unique partnerships that set our system apart as an important economic driver. Examples of the types of partnerships that could be captured under this pillar would be Pittsburg State's Block 22 and Wichita State's Innovation campus.

President Flanders noted during the March meeting, he provided the System Council of Presidents the proposed structure and asked them to provide feedback on the components. He also provided them with some samples of possible system level dashboard metrics and asked them to start thinking about high impact practices that could

be implemented. President Flanders stated the System Council of Presidents will continue to discuss the strategic plan at their monthly meetings, and he plans to share their feedback with the full Board at the May meeting.

The Governance Committee discussed the structure and noted they liked the pillars and areas of focus. Members also provided feedback that the new document and the terminology used to describe the metrics need to be more consumable to individuals outside our system. Regent Murfin asked if there is a way for the plan to capture the value of a liberal arts degree. Board staff will look to see if other states measure liberal arts.

(Handouts filed with Official Minutes)

AMENDMENTS TO THE ANNUAL AND MULTIPLE YEAR APPOINTMENTS POLICY

General Counsel Julene Miller presented the proposed amendments to the Annual and Multiple Year Appointments policy. The amendments would require the university CEOs to seek the Board Chair's and Board President and CEO's approval before extending an existing multiple year appointment to athletic directors or head coaches under specific circumstances that are listed in the policy. The Governance Committee discussed adding language to include all Division 1 athletic directors regardless of monetary compensation. Regent Bangerter moved to approve the policy with the additional language regarding Division 1 athletic directors. Regent Feuerborn seconded, and the motion carried. The proposed policy with the amendment will be presented to the Board later today.

BOARD MEMBER CONFLICT OF INTEREST

General Counsel Julene Miller stated Regent Hutton has disclosed an additional conflict on his disclosure statement. Regent Hutton has an ownership and employment interest in, and his son is the majority stockholder and CEO of, a construction company (Hutton Construction) that has recently been awarded the construction management at risk contract for the Koch Arena Expansion project at Wichita State University. She noted this item will need to be placed on the Board's May agenda for action. The Committee had no objections with forwarding this item and the staff's recommendation directing Regent Hutton to excuse himself from participating on behalf of the Board or its committees in matters involving or related to contracts. However, it was suggested that in the future such disclosures should go to the Board on the same or next day as presented to the Governance Committee.

SERVICE AREAS

President Flanders stated the Board Academic Affairs Standing Committee (BAASC) received feedback from the institutions regarding the Board's goal to study service areas. It was noted the community and technical colleges overwhelmingly supported retaining the current service areas for their sectors. Most of the universities support the current service areas and all the universities want to maintain their home counties. President Flanders noted BAASC will continue discussing this topic at its May meeting.

EXECUTIVE SESSION

At 9:30 a.m., Regent Feuerborn moved, followed by the second of Regent Bangerter, to recess into executive session for 15 minutes to discuss personnel matters of non-elected personnel. The subject of this executive session was individual CEO salaries and the purpose was to protect the privacy of the individual Board employees. Participating in the executive session were members of the Board, President Flanders, and General Counsel Julene Miller. At 9:45 a.m., the meeting returned to open session. Regent Feuerborn moved to extended for 10 minutes. Regent Bangerter seconded, and the motion carried. At 9:55 a.m., the meeting returned to open session.

ADJOURNMENT

The Chair adjourned the meeting at 9:55 a.m.

AGENDA

System Council of Presidents
Kansas Board of Regents
May 15, 2019
10:00 a.m. – 10:30 a.m.

1. Approve minutes of April 17, 2019 meeting
2. Report from System Council of Chief Academic Officers
3. Receive Legislative Update – Matt Casey
4. Discuss Strategic Planning – Blake Flanders
5. Follow up on human trafficking topic – Blake Flanders
6. Best practices for student health centers
7. Other matters

MINUTES

System Council of Presidents
University of Kansas
April 17, 2019
10:15 – 10:45 am
Capitol Federal Hall, Room 1010

Members present: President Steve Scott, Pittsburg State University – Co-Chair
President Mike Calvert, Pratt Community College – Co-Chair
Chancellor Douglas Girod, University of Kansas
President Allison Garrett, Emporia State University
President Tisa Mason, Fort Hays State University
President Richard Myers, Kansas State University
Interim President Andy Tompkins, Wichita State University
President Ben Schears, Northwest Kansas Technical College
President Ken Trzaska, Seward County Community College

Members absent: President Daniel Barwick, Independence Community College
President Dennis Rittle, Cowley County Community College

President Calvert, serving as co-chair, called the meeting to order at 10:16 a.m.

1. Minutes from March 20, 2019 meeting – moved by President Garrett, seconded by Chancellor Girod, approved.

2. Report from System Council of Chief Academic Officers – Todd Carter

SCOCAO received an update from the Transfer and Articulation Council. They have completed their review.

SCOCAO also heard updates on the contract for statewide pricing for ACCUPLACER Next-Generation Exams and recommendation for course placement, the Performance Agreement Working Group, and Open Educational Resources.

Performance Agreement reports are due July 1. President Flanders encouraged everyone to review their agreements and determine if any updates are needed.

3. Legislative Update – Matt Casey

Matt stated the veto session begins May 1. COGRO plans to work with the Senate Budget Committee to support the KBOR funding requests. The anticipated consensus revenue update is scheduled for tomorrow, April 18. Discussed having another Higher Ed Day as the veto session begins, possibly May 2. Veto session may wrap up quickly this year. The timeline for a decision on K-12 is expected after the veto session ends. President Flanders encouraged the CEOs to have a presence at the statehouse during the veto session.

4. Board Strategic Plan – Blake Flanders

President Flanders asked for written feedback regarding the new plan. The plan will have two purposes – to drive improvement and to serve as a communication tool on how the

system/sector is doing. What are the promising practices and how should those be implemented in the state, across all institutions? He received feedback that some parts of the three pillars have overlap. He emphasized again this is not to replace individual institution strategic plans, but is meant to align with them.

5. Other matters.

No other matters were discussed.

There being no further business, the meeting adjourned at 10:41 a.m.

AGENDA

Council of Presidents
Kansas Board of Regents
May 15, 2019
10:30 a.m. - adjournment

1. Approve minutes of April 17, 2019 meeting
2. Receive update on Faculty Development Board Theme (Attachment): Jean Redeker
3. Receive update on strategic program alignment (Attachment): Jean Redeker
4. Report from Council of Chief Academic Officers: Lynette Olson
5. Report from Council of Chief Business Officers: Doug Ball
6. Discuss proposed Board policy on Occupancy Leases: Julene Miller
7. Report from Council of Government Relations Officers: Shawn Naccarato
8. Report from University Support Staff Council: Michael Woodrum
9. Report from Council of Chief Diversity Officers: Deatrea Rose
10. Appoint member to the Board Retirement Plan Committee
11. Other matters

Update on Faculty Development Board Theme

At its September 2017 meeting, the Board adopted a faculty development theme. The faculty play an important role in the student experience as well as the institutions' successes. Developing their talents both in the classroom and in conducting research is important for the universities and the State. Below is a summary of progress on this Board theme.

Background

At its September 2017 meeting, the Board adopted a faculty development theme and in November 2017 Board staff provided an overview of the different types of faculty appointments and Board policies related to faculty. Chancellor Girod, President Bardo, and Provost Mason also presented a sample of data for their respective institutions from the National Study of Instructional Costs and Productivity, known as the Delaware Cost Study. This study is a benchmarking project and data sharing consortia among four-year colleges and universities with over 200 institutions participating annually. Participating institutions submit data on teaching loads, direct instructional costs, and separately budgeted scholarly activity for academic disciplines. Institutions then can undertake comparative analyses by academic discipline.

At the December 2017 Board meeting, Emporia State University, Fort Hays State University, and Pittsburg State University gave an overview of the number and type of faculty, teaching loads, the tenure and promotion path, and other resources for faculty development. At the February 2018 Board meeting, faculty career development presentations were given by Kansas State University, the University of Kansas, and Wichita State University.

At the June 2018 Board meeting, President Flanders presented a proposed timeline that directs the state universities to review their reward structures to ensure they support faculty members' professional success throughout their career, which the Board adopted. The timeline follows.

1. Identify reward systems that may better accommodate changes in the higher education system.
2. Gather feedback from faculty groups – Early Fall 2018.
3. Report back to Board for update – November/December 2018.
4. Develop campus implementation plans – Spring 2019.
5. Implement new reward structures – Fall 2019.

At meetings in Fall 2018, the universities presented their progress, to date, on their review of faculty reward structures. Faculty at FHSU and PSU have negotiated agreements with their respective institution and with the Board. Those agreements are open for negotiation in Spring 2019 and Spring 2020, respectively. Because of this, the review and recommendations that follow focus on the research institutions.

Highlights of Research Universities' Faculty Reward Structure Priorities

Both KU and WSU are improving evaluations and structures to promote research and clarify or better capture teaching activities. Both are also:

- seeking to implement financial, budget, and other models to incent institutional priorities (research and teaching).
- ensuring policies, procedures, and processes, including tenure and promotion policies, support these activities.

In addition, KU is developing a new budget model to incent institutional priorities including research, has offered eligible faculty a voluntary separation plan, and is focusing resources to help associate professors as they seek promotion to full professor. WSU is developing workload distribution models that clarify teaching and research expectations.

KSU is in the beginning stages of developing its plan and has assembled a task force that is assessing current activities and creating an inventory of current opportunities. The task force, in anticipation of developing a coordinated plan by May 2019, is also evaluating faculty professional development opportunities at other institutions for inclusion in this plan.

Recommendations for Research Universities

While faculty have been seen as having primary responsibility for their own career development and professional growth, campus leaders play a pivotal role by providing support for faculty advancement and by working with faculty to align their professional goals with their department, with their college, and with the institution. In addition to working with faculty to align their professional goals with those of the institution, institutions are encouraged to invest in programs for mid-career faculty (those tenured faculty who are at the associate professor rank for ten or more years) to support or enhance their research, as appropriate.

Finally, the Board will review selected direct and indirect metrics and rankings developed and published by such entities as the Center for Measuring University Performance. The Center's 2017 annual report on *Top American Research Universities* published in November of 2018, provides metrics and rankings for total research expenditures, total federal research expenditures, endowment assets, annual giving, national academy memberships, faculty awards, doctoral degrees awarded, and postdoctoral appointees, among others. Data for KU is separated out by the Medical Center and Lawrence campuses. While data for WSU is limited in the Center's 2017 report, data from primary sources used to compile the report were used, where available.

Select metrics from the Center for Measuring University Performance's *Top American Research Universities 2017 Annual Report* are on the following page. The Board will use these direct and indirect metrics and rankings as points of discussion with each university CEO on areas of strength and areas for improvement.

Top American Research Universities 2017 Report⁶
(institutions with more than \$40 million in Federal Research)

	Fall 2015 Headcount Total Student Enrollment ⁷	2015 Total Research Expenditures X \$1000 ⁸	National Rank	2015 Federal Research Expenditures X \$1000 ⁹	National Rank	2016 Endowment Assets X \$1000 ¹⁰	National Rank	2016 Annual Giving X \$1000 ¹¹	National Rank
K-State	24,146	\$180,082	103	\$66,632	127	\$475,617	178	\$96,626	86
KU-Lawrence	23,356	\$172,406	105	\$85,862	107	\$1,150,623	75	\$149,771	54
KUMC	3,903	\$85,360	150	\$42,512	156	\$345,852	218	\$37,443	168
WSU ¹²	14,495	\$59,940	-	\$7,728	-	\$226,214	-	Unable to access VSE website	

Top American Research Universities 2017 Report
(institutions with more than \$40 million in Federal Research)

	Fall 2015 Headcount Total Student Enrollment ¹³	2016 National Academy Membership ¹⁴	National Rank	2016 Faculty Awards ¹⁵	National Rank	2016 Doctorates Awarded ¹⁶	National Rank	2015 Postdoctoral Appointees ¹⁷	National Rank
K-State	24,146	1	162	7	81	179	110	146	102
KU-Lawrence	23,356	5	103	4	121	314	68	149	100
KUMC	3,903	2	136	0	461	22	359	100	126
WSU ⁶	14,495	0	-			Unable to determine using Report methodology			

⁶ Data included in the 2017 report, but not the tables on this page include data on SAT scores, National Merit and Achievement Scholars, and R&D expenditures by source of funds and major discipline.
⁷ Source cited in the 2017 Report: NCES IPEDS Fall Enrollment Survey, 2015.
⁸ Source cited in the 2017 Report: Higher Education Research and Development (HERD) Survey, FY 2015.
⁹ Source cited in the 2017 Report: Higher Education Research and Development (HERD) Survey, FY 2015.
¹⁰ Source cited in the 2017 Report: NACUBO-Commonfund Study on Endowment, endowment market value as of June 30, 2016.
¹¹ Source cited in the 2017 Report: Council for Aid to Education’s Voluntary Support of Education (VSE) Survey, FY 2016.
¹² WSU was not included in the 2017 report because it had less than \$40 million in federal research. Data for WSU was taken from the primary sources where available except for Fall 2015 Headcount. That data was retrieved from WSU’s institutional research website.
¹³ Source cited in the 2017 Report: NCES IPEDS Fall Enrollment Survey, 2015.
¹⁴ Source cited in the 2017 Report: National Academy of Sciences, National Academy of Engineering, and National Academy of Medicine membership directories for 2016.
¹⁵ Source cited in the 2017 Report: Directories or web-based listings for multiple agencies and organizations with prominent grant and fellowship programs. See pages 223-224 of the report for a complete listing. Awards are in the Arts, Humanities, Science, Engineering, and Health.
¹⁶ Source cited in the 2017 Report: NCES IPEDS Completions Survey, doctoral degrees awarded between July 1, 2015 and June 30, 2016. Includes EdD, PhD, JD, and DHP.
¹⁷ Source cited in the 2017 Report: NSF/Division of Science Resource Statistics (SRS) Survey of Graduate Students and Postdoctorates in Science and Engineering, Fall 2015.
 Source and Data Notes found on pages 222-227 of the 2017 Report.

Summary

At its June 2018 meeting, the Board approved a policy related to the strategic alignment of programs and subsequently selected the University of Kansas and Wichita State University to pilot this policy. KU and WSU presented their respective processes for implementing the policy at the December 2018 Board meeting. The policy requires institutions to present the Board with a list of programs for strategic alignment review. KU and WSU will present their program recommendations to the Board Academic Affairs Standing Committee for review on May 15, 2019, and for Board action at the June meeting. At the June meeting, the Board will also receive recommendations on when KU and WSU will present their final recommendations for the identified programs and a timeline for the remaining state universities to undertake strategic program alignment review. The timeline below is presented for discussion.

Policy

Below is the Board’s policy on Strategic Program Alignment, which is found in Section II.A.5 of the Board Policy Manual.

“In addition to and distinct from the regular program review cycle and process, the Board may direct one or more state university chief executive officers to undertake a strategic program alignment review to determine which of the university’s programs shall be recommended to the Board for continuation, further evaluation, merger, or discontinuance. Guidelines will be established by the Board.

If directed to do so under this provision, the state university chief executive officer shall present to the Board a list of programs for strategic alignment review. Upon receipt of the list, the Board shall review, approve one or more programs for alignment review, and may select one or more additional programs to evaluate.

Upon completion of the strategic alignment at the campus level, the state university chief executive officer shall recommend to the Board whether identified programs should be continued, further evaluated, discontinued, or merged, and provide a rationale for each recommendation. The Board shall review the recommendations and make the final determination whether the evaluated programs continue, merit further evaluation, merge, or discontinue. For programs the Board has identified for merger or discontinuance, the state university chief executive officer shall provide a plan for the transition.”

Timeline for Implementation – KU and WSU Pilot

KU and WSU are piloting this policy and will present their list of programs identified for review to the Board Academic Affairs Standing Committee this month for review and to the Board for action at its June meeting. Staff is recommending that at the December 2019 Board meeting KU and WSU present their final recommendations to the Board as to whether programs identified in June 2019 should be continued, further evaluated, discontinued, or merged, and provide a rationale for each recommendation.

- May 2019: KU and WSU present to the Board Academic Affairs Standing Committee a list of at least two programs recommended for review.
- June 2019: KU and WSU present their list of identified programs to the Board for action.
- Dec 2019: KU and WSU present their final recommendations to the Board on whether identified programs should be continued, further evaluated, discontinued, or merged, along with a rationale for each recommendation.

Proposed Timeline for Implementation – K-State, ESU, and FHSU

At the June meeting, the Board will receive a timeline for K-State, ESU, and FHSU to undertake strategic program alignment review. The proposed timeline below is presented for discussion.

- Dec 2019: K-State, ESU, and FHSU present to the Board Academic Affairs Standing Committee the process used to identify programs for review, and a list of at least two programs recommended for review.
- Jan 2020: K-State, ESU, and FHSU present to the Board the process used to identify programs for review, and a list of at least two programs recommended for review. The Board acts on the list.
- June 2020: K-State, ESU, and FHSU present their final recommendations to the Board on whether identified programs should be continued, further evaluated, discontinued, or merged, along with a rationale for each recommendation.

Proposed Timeline for Implementation – PSU

At its June 2019 meeting, the Board will receive a recommendation that PSU present the results of its *Strategic Visioning* process being led by rpk Group in lieu of implementing the strategic program alignment policy.

The university’s *Strategic Visioning* process includes a component focusing on academic portfolio and efficiency review that includes categorizing programs for enhancement, maintenance, or monitoring/discontinuance. The process also includes components focused on identification of new programs - emphasizing those with the potential for revenue growth - and identifying opportunities for re-organization within Academic Affairs to optimize efficiency and enhance delivery of educational programs.

- Sept 2019: PSU presents an overview of its *Strategic Visioning* process and specifies the month (Jan-June 2020) for reporting back to the Board on the outcome of the component focusing on academic portfolio and efficiency review.
- Spring 2020: PSU reports outcome of the *Strategic Visioning* component focused on academic portfolio and efficiency review.

MINUTES

Council of Presidents
University of Kansas
April 17, 2019
11:00 am or adjournment of SCOPs
Capitol Federal Hall, Room 1010

Members present: President Steve Scott, Pittsburg State University
President Allison Garrett, Emporia State University
President Tisa Mason, Fort Hays State University
President Richard Myers, Kansas State University
Interim President Andy Tompkins, Wichita State University
Chancellor Douglas Girod, University of Kansas

Members absent: none

The meeting was convened at 10:43 am by President Scott.

1. Minutes from March 20, 2019 meeting – moved by President Myers, seconded by President Garrett, approved.
2. Report from Council of Chief Academic Officers – Lynette Olson, Provost and Vice President for Academic Affairs, Pittsburg State University

Second readings from COPS:

Master of Social Work – FHSU

- This program was created in response to a request from the region they serve. FHSU was asked to create a program with a blended delivery model at a certain price point.
- Motioned by President Myers, seconded by Interim President Tompkins, Chancellor Girod abstained. Approved.

Master of Science in Physician Assistant Studies - KSU

- This program was created in response to a real need within the state for clinical programs. The concern last month was a lack of sufficiency of clinical sites to support the program. Since then, an MOU between KU, KSU and WSU has created a collaborative across the state, with opportunity for the regional institutions to also join.
- Unanimously approved by COPS. Motioned by President Mason, seconded by President Garrett, approved.

COCAO discussed the following program requests:

- Second readings: Bachelor of Science in Applied Computing (WSU), Bachelor of Science and Bachelor of Arts in Ecology, Evolution, and Organismal Biology (KU), Bachelor of Science and Bachelor of Arts in Molecular, Cellular and Developmental Biology (KU), Bachelor of Arts and Bachelor of General Studies in American Sign Language and Deaf Studies (KU), Master of Arts in Leadership in Diversity and Inclusion (KU).

Unanimously approved by COCAO and COPS. Motioned by Chancellor Girod, seconded by President Myers, approved.

- First readings: Bachelor of Arts in Environmental Geoscience (FHSU), Bachelor of Science in Environmental Engineering (KSU).
- Other requests: Change the name of the School of Education to School of Education and Human Sciences (KU), merge the departments of Health Policy & Management and Preventive Medicine & Public Health (KUMC). Both were unanimously approved by COCAO and do not require COPS action.

The Council of Faculty Senate Presidents provided an update.

Other matters discussed:

- Proposed changes to COCAO’s review of new degree programs
- Informational items that do not require COCAO approval
- Tilford Conference discussion
- University Press of Kansas Board of Trustees tentative May 15th

Dr. Flanders encouraged all to provide in-depth documentation of any new resources to be utilized in new degree programs and to remove programs that are no longer viable.

3. Report from Council of Business Officers – Doug Ball, Chief Financial Officer and Vice President for Administration, Pittsburg State University

- COBO reviewed the 6 questions from the Governance Committee on Paid Parental Leave and provided their recommendations to COPS. This will go back to the Governance Committee for approval next month. Motioned by Chancellor Girod, seconded by President Myers, approved.
- COBO completed a benchmarking study that compares cost data for each institution to Board-selected peers. This data was shared with the Fiscal Affairs and Audit Committee this morning.

4. Report from Council of Government Relations Officers – Shawn Naccarato, Chief Strategy Officer, Pittsburg State University

COGRO reported:

Budget

- House
 - Adopted \$10m subcommittee recommendation to block grant funding in addition to \$9m in Governors budget proposal (\$19m total).
 - Adopted Gov. Kelly 2.5% pay increase for all state employees.
- Senate
 - Adopted \$5m subcommittee recommendation to block grant funding in addition to \$8m in Governors budget proposal (\$14m total).
 - Recommendation of consideration of possible additional \$33m at omnibus.
 - Did not adopt 2.5% state employee pay increase proposal but SWAM stated intent to revisit at omnibus.
- Conference Committee
 - \$7.5m in addition to Gov. Kelly’s recommendation of \$9m restoration (\$16.5m total).
 - Some items, like state employee pay, have been put off until they return in May. The conventional wisdom is that legislators want to see the tax revenue numbers from April

before they make any more decisions on the budget. That, in recent years, has generally set the tone for legislative willingness to add or decrease funding for various agencies.

- The Governor and the Legislature still have different budget priorities. Delaying the rest of the budget decisions until the end of the session will enhance those differences. It won't be surprising if the budget is one of the last items to be voted on before the 2019 session closes.

Revenue

- Gov. Kelly vetoed the tax bill (SB22) which had passed House (76-43) and Senate (24-16) with non-veto-proof majorities. Fiscal note on the tax bill was estimated at more than \$200m.
 - While SB 22 seems dead for the year, the provisions of the bill could be considered and included in a tax conference committee report during the Veto Session.
- March revenues \$31m above projection.
- Consensus Revenue Estimating Group estimate tomorrow (April 18th).

Bills with Significant Potential Revenue Impacts

- One time KPERS repayment (SB9) - \$115m fiscal note.
 - *Signed by Governor.*
- Increased K-12 funding (H.Sub.SB16) – \$92.7m fiscal note.
 - *Signed by Governor.*
- Medicaid Expansion (HB2066) – fiscal note uncertain, Governor's office estimates \$34m in first year SGF share. KS Health Institute estimates first year SGF cost at \$41.7m with net cost over 10 years of \$520.8m.
 - *Passed House 69-54.*
 - *Potential Senate debate during Veto Session.*

COGRO is seeking feedback from the CEOs regarding the direction of tuition as it applies to state funding restoration.

COGRO will send the business support letter from across the state to the CEOs so they are aware of who has already signed it when considering further requests of support.

5. Report from University Support Staff Council – Michael Woodrum, President of University Support Staff Senate, Pittsburg State University
 - The Council has finished the data collection for the survey, which closed last Friday morning. The Docking Institute is now in the process of crunching the numbers in preparation for sharing the results in early May.
 - The USS Council expressed their appreciation for the ongoing advocacy efforts of the University CEO's and Government Relations Officers with the legislature and remain supportive of a positive outcome for at least a partial restoration to base funding.
6. Collegiate sports betting and the impact on athletics

COPS approved a statement for the Regents institutions, in support of the NCAA principles on sports betting. Matt stated it is unclear if any legislation will pass this year. It was determined the Board will need to communicate their support of the COPS proposal. The members encouraged the board to adopt the COPS position and communicate it to legislators.

7. Governance Committee recommended policy on meet and confer

President Scott stated he understands the Board is seeking more awareness on this process for each institution. In some ways, the proposed policy is already being implemented but he is seeking discussion on the topic. Chancellor Girod requested clarity on how this will be implemented and the depth of awareness vs approval from the Board. These are currently approved by the Board and the desire is that an agreement not reach that level without awareness of the details, so the Board is asking for more direct conversation/updates as agreements are shaped. President Myers asked that verbiage be very clear on this policy. President Scott also mentioned the gap in topics that go before the Governance Committee but not before COPS. The CEOs all appreciated information shared by President Flanders on this month's Governance Committee topics.

8. Governance Committee recommended policy on annual and multiple year contracts

President Scott reminded everyone this applies to coaches paid more than \$500k. President Flanders clarified the purpose of this policy being about agreements made under one administration and then must be upheld by the next. President Myers stated his disagreement of this policy. President Garrett asked if this includes base pay and benefits. Julene clarified this covers only base pay and is more limited to renewing existing contracts instead of applying to all new contracts. It will be approved only by the Board chair and CEO, instead of the entire Board. This will be considered by the Board later today.

9. Other matters

President Flanders met with Barry Feaker of the Topeka Rescue Mission regarding human trafficking, which has now moved to college campuses. Flanders asked that he speak with campus representatives about information and resources.

President Scott asked about the timeline for replacing Jean Redeker. President Flanders stated they have begun a process and will replace her before she exits.

There being no other business, the meeting was adjourned at 11:50 a.m.

AGENDA

SYSTEM COUNCIL OF CHIEF ACADEMIC OFFICERS

AGENDA

May 15, 2019

8:15 am – 9:10 am

The System Council of Chief Academic Officers will meet in Suite 530 in the Curtis State Office Building located at 1000 SW Jackson, Topeka, KS 66612. SCOCAO is co-chaired by Todd Carter, Seward County CC, and Lynette Olson, PSU.

- I. Welcome and Introductions** Lynette Olson, Co-Chair
 - A. *Introductions*
 - B. *Approve minutes from April 17, 2019*
- II. Other Matters**
 - A. *Performance Agreement Update* Jean Redeker, KBOR
 - B. *Renewal of Contract for Statewide Pricing for ACCUPLACER Next-Generation Exams* Jean Redeker, KBOR
 - C. *Open Educational Resources Update* Samantha Christy-Dangermond, KBOR
- III. Transfer and Articulation Council Update** Jon Marshall, Allen CC
- IV. Presentations by KBOR Data, Research and Planning Unit**
 - A. *Demonstration of Transfer Feedback Tool* Judd McCormack, KBOR
 - B. *Military Alignment Portal Update* Cindy Farrier, KBOR
- V. Adjournment**

<i>SCOCAO Academic Year 2019 Meeting Dates</i>		
<i>Meeting Dates</i>	<i>Location</i>	<i>Agenda Materials Due</i>
June 19, 2019	Topeka	May 31, 2019

<i>Tentative SCOCAO Academic Year 2020 Meeting Dates</i>		
<i>Meeting Dates</i>	<i>Location</i>	<i>Agenda Materials Due</i>
September 18, 2019	Topeka	August 30, 2019

MINUTES

System Council of Chief Academic Officers MINUTES Wednesday April 17, 2019

The April 17, 2019, meeting of the System Council of Chief Academic Officers was called to order by Co-Chair Todd Carter at 8:30 a.m. The meeting was held in Room 1010, in the KU School of Business, Capitol Federal Hall, 1654 Naismith Drive, Lawrence, KS 66045.

In Attendance:

Members:	Todd Carter, Seward CC	Lynette Olson, PSU	Michael Fitzpatrick, Pratt CC
	David Cordle, ESU	Jeff Briggs, FHSU	Rick Muma, WSU
	Charles Taber, KSU	Carl Lejuez, KU	Stephani Johns-Hines, SATC
	JuliAnn Mazachek, Washburn	Jean Redeker, KBOR	Adam Borth, Fort Scott CC for Brad Bennett
Staff:	Karla Wiscombe	Max Fridell	Sam Christy-Dangermond
	Natalie Yoza	Connie Beene	
Others:	Jon Marshall, Allen CC	Lori Winningham, Butler CC	Kim Krull, Butler CC
	Greg Schneider, ESU	Grady Dixon, FHSU	Cliff Morris, PSU
	Steve Loewen, FHTC	Erin Shaw, Highland CC	Rick Moehring, JCCC
	Beth Ann Krueger, KCKCC	Michael McCloud, JCCC	Michael Calvert, Pratt CC
	Brian Niehoff, KSU	Robert Klein, KUMC	Kaye Monk-Morgan, WSU
	Kitrina Miller, WSU	Linnea GlenMaye, WSU	Matt Madden, WSU
	Spencer Wood, KSU	Tanya Gonzalez, KSU	

Co-Chair Todd Carter welcomed everyone and started the introductions.

APPROVAL OF MINUTES

Michael Fitzpatrick moved that the minutes of the March 20, 2019, meeting be approved. Following the second of Stephani Johns-Hines, the motion carried.

UPDATES

A. Transfer and Articulation Council (TAAC) update was provided by Jon Marshall, Allen CC.

During the April 10th meeting, several institutions submitted courses for approval for System Wide Transfer. The Core Outcome subcommittee began review of the TAAC Operating Procedures. The Quality Assurance subcommittee began preliminary work for the 2019 TAAC Quality Assurance Report.

OTHER MATTERS

A. Contract for Statewide Pricing for ACCUPLACER Next-Generation Exams and Recommendation for Course Placement was presented by Samantha Christy-Dangermond.

The Board recommends the use of ACCUPLACER as an institution’s primary basic skills assessment test for institutions utilizing placement assessment exams for placement into developmental education. The Board’s recommendation is included as part of the contract for statewide pricing for ACCUPLACER exams. That contract expires June 30, 2019, and staff is in discussions with College Board about renewing the contract. College Board has proposed a pricing increase from the current \$1.85 system-approved price to

\$1.95 beginning July 1, 2019. Jean Redeker noted College Board included several new provisions in the contract which are problematic. KBOR staff is negotiating with College Board on those new provisions to see if they can be removed from the proposed contract.

B. Performance Agreement Working Group update was provided by Brian Niehoff.

The Working Group met on April 12, 2019 and recommend the following:

- Bridge agreements be for two years (AY2020 and AY 2021).
- Each institution retain its current AY2017-AY2019 agreement, indicators, and baselines. The current agreement is then extended for two years (AY2020 and AY2021). The extended agreement (current agreement PLUS the addition of AY2020 and AY2021 reporting years) serves as the bridge agreement.
- An institution will be able to request changes to its bridge agreement. Revised bridge agreements are due to Board staff this summer (due date TBD).

Rick Muma moved to endorse the Working Group recommendation. Following the second of Charles Taber, the motion passed.

C. Open Educational Resources (OER) Update presented by Jean Redeker.

The Student Advisory Committee and a group formed by the Midwestern Higher Education Compact (MHEC) have been working on OER independently. The groups are merging together and are in the process of forming an OER Steering Committee for the state. The OER Steering Committee will work on various aspects including, but not limited to: promoting OER, determining monetary availability, best practices, and assisting the OER champion at the institution. The expectation is to have the new group structure in place by June, and an email soliciting nominations to the Committee was sent to all system chief academic officers with a deadline of April 19th. Staff has currently received 16 nominations. The MHEC OER group, which includes two members of the Student Advisory Committee, is scheduled to meet on April 18, 2019.

ADJOURNMENT

Rick Muma moved to adjourn the meeting. Following the second of Carl Lejuez, the motion passed. The Co-Chair adjourned the meeting at 8:41 a.m.

AGENDA

COUNCIL OF CHIEF ACADEMIC OFFICERS

May 15, 2019

9:10 am – 9:50 am

or upon adjournment of SCOCAO
reconvene at noon

The Council of Chief Academic Officers will meet in Suite 530 located in the Curtis State Office Building at 1000 SW Jackson, Topeka, KS 66612, and reconvene in Kathy Rupp at noon.

I. Call To Order

A. *Approve minutes from April 17, 2019* Lynette Olson, Chair

II. Requests

A. Second Readings

- *Bachelor of Arts in Environmental Geoscience* FHSU
- *Bachelor of Science in Environmental Engineering* KSU

B. Other Requests

- *Act on Request for Approval to Change the Name of the Bachelor of Science in Human Development and Family Science* KSU

III. Council of Faculty Senate Presidents Update

Clifford Morris, PSU

IV. Other Matters

- A. *Revised New Program Proposal Form* Jean Redeker, KBOR
- B. *Discuss Proposed Changes to COCAO’s Review of New Degree Programs* Jean Redeker, KBOR
- C. *Informational items that do not require COCAO approval* COCAO Members
- D. *Nomination of University Representative to Serve on the Transfer & Articulation Council (TAAC)* Karla Wiscombe, KBOR
- E. *Inter-Institutional Memorandum of Understanding of Clinical Affiliation Site Cooperation* KSU, KUMC, WSU
- F. *Qualified Admissions – Board Goal 2017* Jean Redeker, KBOR
- G. *Tilford Conference discussion* COCAO Members

V. Adjournment

**Meeting of the University Press of Kansas Board of Trustees
upon Adjournment of COCAO** Lynette Olson, Chair

<i>COCAO Academic Year 2019 Meeting Dates</i>				
<i>Meeting Dates</i>	<i>Location</i>	<i>Lunch Rotation</i>	<i>Agenda Materials Due</i>	<i>New Program/Degree Requests due</i>
June 19, 2019	Topeka	KSU	May 31, 2019	May 8, 2019

<i>Tentative COCAO Academic Year 2020 Meeting Dates</i>				
<i>Meeting Dates</i>	<i>Location</i>	<i>Lunch Rotation</i>	<i>Agenda Materials Due</i>	<i>New Program/Degree Requests due</i>
September 18, 2019	Topeka	WSU	August 30, 2019	August 2, 2019

MINUTES

**Council of Chief Academic Officers
MINUTES
Wednesday, April 17, 2019**

The April 17, 2019, meeting of the Council of Chief Academic Officers was called to order by Chair Lynette Olson at 8:53 a.m. The meeting was held in Room 1010, in the Capitol Federal Hall, KU Campus, Lawrence, KS.

In Attendance:

Members:	Lynette Olson, PSU Carl Lejuez, KU JuliAnn Mazachek, Washburn	David Cordle, ESU Charles Taber, KSU Robert Klein, KUMC	Jeff Briggs, FHSU Rick Muma, WSU Jean Redeker, KBOR
Staff:	Karla Wiscombe Natalie Yoza	Max Fridell Connie Beene	Sam Christy-Dangermond
Others:	Jon Marshall, Allen CC Greg Schneider, ESU Steve Loewen, FHTC Beth Ann Krueger, KCKCC Brian Niehoff, KSU Kitrina Miller, WSU Spencer Wood, KSU Stephani Johns-Hines, SATC	Lori Winningham, Butler CC Grady Dixon, FHSU Erin Shaw, Highland CC Michael McCloud, JCCC Todd Carter, Seward CC Linnea GlenMaye, WSU Tanya Gonzalez, KSU Michael Fitzpatrick, Pratt CC	Kim Krull, Butler CC Cliff Morris, PSU Rick Moehring, JCCC Michael Calvert, Pratt CC Kaye Monk-Morgan, WSU Matt Madden, WSU Adam Borth, Fort Scott CC

Chair Lynette Olson welcomed everyone.

Approval of Minutes

Rick Muma moved to approve the March 20th minutes. Following the second of David Cordle, the motion carried.

Second Program Readings

- WSU – Bachelor of Science in Applied Computing
Rick Muma reviewed the degree program information and stated there have been no further comments since the first reading.

Charles Taber moved to approve the Bachelor of Science in Applied Computing at WSU. Following the second of Jeff Briggs, the motion carried. This degree proposal will be presented to the Council of Presidents at its meeting today.

- KU - Bachelor of Science and Bachelor of Arts in Ecology, Evolution, and Organismal Biology and Bachelor of Science and Bachelor of Arts in Molecular, Cellular and Developmental Biology
Carl Lejuez reviewed the degree programs and stated there have been no further comments since the first reading.

Jeff Briggs moved to approve the Bachelor of Science and Bachelor of Arts in Ecology, Evolution, and Organismal Biology and to approve the Bachelor of Science and Bachelor of Arts in Molecular, Cellular and

Developmental Biology. Following the second of Charles Taber, the motion carried. These degree proposals will be presented to the Council of Presidents at its meeting today.

- KU - Bachelor of Arts and Bachelor of General Studies in American Sign Language and Deaf Studies
Carl Lejuez reviewed the degree programs and stated there have been no further comments since the first reading.

Rick Muma moved to approve Bachelor of Arts and Bachelor of General Studies in American Sign Language and Deaf Studies at KU. Following the second of Charles Taber, the motion carried. These degree proposals will be presented to the Council of Presidents at its meeting today.

- KU - Master of Arts in Leadership in Diversity and Inclusion
Carl Lejuez reviewed the degree program and stated there have been no further comments since the first reading.

Rick Muma moved to approve the Master of Arts in Leadership in Diversity and Inclusion at KU. Following the second of Charles Taber, the motion carried. This degree proposal will be presented to the Council of Presidents at its meeting today.

First Program Readings

- FHSU – Bachelor of Arts in Environmental Geoscience
Jeff Briggs presented the degree program and introduced Grady Dixon. Grady Dixon discussed the degree program and answered questions. If there are further comments or questions, please contact Jeff Briggs prior to the May 15, 2019, meeting. This is a first reading and no action is required.
- KSU – Bachelor of Science in Environmental Engineering
Charles Taber presented the degree program and answered questions. If there are further comments or questions, please contact Charles Taber prior to the May 15, 2019, meeting. This is a first reading and no action is required.

Other Requests

- KU - Request for Approval to Change the Name of the School of Education to School of Education and Human Sciences was presented by Carl Lejuez.

David Cordle moved to approve the School of Education name change at KU. Following the second of Jeff Briggs, the motion carried.

- KUMC - Request for Approval to Merge the Department of Health Policy & Management and the Department of Preventive Medicine & Public Health was presented by Robert Klein. The name of the combined department will be the Department of Population Health.

Rick Muma moved to approve the request to merge the two departments listed above at KUMC. Following the second of Carl Lejuez, the motion carried.

Council of Faculty Senate Presidents (CoFSP) Update

Clifford Morris, PSU, stated CoFSP will discuss the Student Advisory Committee Open Educational Resource proposal at its meeting today.

OTHER MATTERS

- Proposed changes to COCAO's review of new degree programs was discussed. Jean Redeker discussed the current process for approving degree programs. Suggestions were made to help institutions discuss and resolve potential problems before the second reading. COCAO members will discuss this issue with the appropriate individuals at their institution and propose a timeframe for informing institutions of proposed degree programs at the May 15th meeting.
- Informational items
 - KSU – announced an Inter-Institutional Memorandum of Understanding of Clinical Affiliation Site Cooperation by and between KSU, KUMC, and WSU. Discussion was held and COCAO requested the topic be placed on the May 15th agenda.
- University Press of Kansas Board of Trustees will meet on May 15th after the COCAO meeting.

The Chair recessed the meeting at 9:27 am, and reconvened at 12:20 pm.

- Kaye Monk-Morgan, Assistant Vice President for Academic Affairs at WSU was introduced. Monk-Morgan is responsible for providing leadership on assessment activities of the university, regional and specialty accreditation activities, and university-wide strategic planning.
- Tilford Conference discussion was held. The comments provided on the proposed procedures were discussed.
 - Each university's Diversity Officer title and reporting role was clarified.
 - Inclusion of Washburn University on the Council of Chief Diversity Officers (CCDO) was discussed.
 - Top issues with the Proposal for the Vision and Purpose of the Michael Tilford Conference on Diversity and Multiculturalism are:
 - Reporting lines of the CCDO and the Tilford Conference Planning committee
 - Requested clarification of the reporting role of CCDO to the Council of Presidents.
 - Requested the Tilford annual report measure the success in the classroom (short term and long term) as well as the efficiency and operational success of the conference.
 - Consistent financial support of the conference
 - Requested clarification if the budget is determined by COPs or COCAO.
 - Requested to set a budget for each conference.
 - Potential to seek financial support from donors.

Discussion was held on the vision and purpose of the conference for students and faculty. COCAO supports the Michael Tilford Conference on Diversity and Multiculturalism and wants to ensure all aspects are covered in the proposal.

- Jean Redeker informed COCAO that Program Review is on the April 17th Board agenda.
- The Strategic Program Alignment Policy Pilot for KU and WSU will be presented to BAASC at its May 15th meeting and to the Board on June 19th.

JuliAnn Mazachek moved to adjourn the meeting. Following the second of David Cordle, the motion carried. The meeting adjourned at 1:10 pm.

CURRENT FISCAL YEAR MEETING DATES

Fiscal Year 2019

<u>Meeting Dates</u>	<u>Agenda Material Due to Board Office</u>
August 8-10, 2018	
September 19-20, 2018	August 29, 2018 at noon
October 17, 2018 (FHSU Campus Visit)	
November 7, 2018 (ESU)	October 17, 2018 at noon
December 12-13, 2018	November 20, 2018 at noon
January 16-17, 2019	December 26, 2019 at noon
February 20-21, 2019	January 30, 2019 at noon
March 20-21, 2019	February 27, 2019 at noon
April 17, 2019 (KU)	March 27, 2019 at noon
May 15-16, 2019	April 24, 2019 at noon
June 19-20, 2019	May 29, 2019 at noon

TENTATIVE MEETING DATES

Fiscal Year 2020

Meeting Dates

- August TBD – Budget Workshop/Retreat
- September 18-19, 2019
- October 16-17, 2019
- November 20-21, 2019
- December 18-19, 2019
- January 15-16, 2020
- February 19-20, 2020
- March 18-19, 2020
- April 15-16, 2020
- May 20-21, 2020
- June 17-18, 2020

COMMITTEES (2018-2019)

Dennis Mullin, Chair
Shane Bangerter, Vice Chair

Standing Committees

Academic Affairs

Ann Brandau-Murguia – Chair
 Allen Schmidt
 Daniel Thomas
 Helen Van Etten

Fiscal Affairs and Audit

Bill Feuerborn – Chair
 Shane Bangerter
 Mark Hutton
 Dave Murfin

Governance

Dennis Mullin – Chair
 Shane Bangerter
 Ann Brandau-Murguia
 Bill Feuerborn
 Dave Murfin

Regents Retirement Plan

Shane Bangerter – Chair

Board Representatives and Liaisons

Education Commission of the States	Ann Brandau-Murguia
Postsecondary Technical Education Authority	Ray Frederick Dong Quach
Midwest Higher Education Compact (MHEC)	Helen Van Etten Blake Flanders
Washburn University Board of Regents	Helen Van Etten
Transfer and Articulation Advisory Council	Shane Bangerter
Governor’s Education Council	Daniel Thomas Helen Van Etten