

KANSAS BOARD OF REGENTS
MINUTES
June 27, 2025

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

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

EXECUTIVE SESSION

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

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

FISCAL YEAR 2026 CEO COMPENSATION

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

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

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

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

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

¹ All percentage increases have been rounded to the nearest whole percent.

Regent Rolph and Chair Ice thanked Director Pottebaum, the Governance Committee, and the Board's consultant.

Chair Ice stated that the Board's decisions regarding CEOs, including compensation, are among the Board's most important functions. Leaders matter, and they can unlock the potential of their institutions. Chair Ice noted this approach serves as a model as leaders take action to bring their staff salaries to fair market value. He thanked the whole Board for its work.

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

ADJOURN

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

Blake Flanders, President and CEO

Blake Benson, Chair-Elect