

KANSAS BOARD OF REGENTS
MINUTES
June 11-12, 2025

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

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

APPROVAL OF MINUTES

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

INTRODUCTIONS

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

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

GENERAL REPORTS

REPORT FROM CHAIR

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

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

REPORT FROM PRESIDENT AND CEO

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

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

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

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

REPORT FROM COUNCIL OF FACULTY SENATE PRESIDENTS

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

STANDING COMMITTEE AND OTHER REPORTS**ACADEMIC AFFAIRS**

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

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

FISCAL AFFAIRS AND AUDIT

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

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

The Committee next received a progress report on the Board's capital renewal initiative from Director of Facilities Chad Bristow. This month marks the end of the fourth successful year of the Board's initiative to revitalize campus facilities, made possible with the dedication and expertise of the campus facilities teams and their partners – the

maintenance and operations staff, the contractors, architects, engineers, the technical consultants, construction managers and trades teams who shepherd the projects from start to finish. They are supported by Director Bristow and the Board's data team, which helped develop the university space inventory data collection. The Committee will be well positioned to launch the Campus Restoration Act in the coming months. It looks forward to seeing the universities' plans in September. The Committee recognizes everyone for their work, which will benefit the university communities and Kansas for decades to come.

GOVERNANCE

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

APPROVAL OF CONSENT AGENDA

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

Academic Affairs

ACT ON REQUEST TO APPROVE BS IN NUCLEAR ENGINEERING – KSU

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

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

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

Fiscal Affairs & Audit

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

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

Tiered Technical Education State Aid Distributions

Institution	FY 2026 State Aid
Allen County Community College	\$ 473,848
Barton County Community College	2,266,994
Butler Community College	5,079,186
Cloud County Community College	1,181,769
Coffeyville Community College	853,054
Colby Community College	1,391,319
Cowley County Community College	1,919,674
Dodge City Community College	951,091
Flint Hills Technical College	1,696,132
Fort Hays Tech North Central	3,087,761
Fort Hays Tech Northwest	1,925,676

Tiered Technical Education State Aid Distributions (continued)

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

Non-Tiered Credit Hour Grant Distributions

Institution	FY 2026 State Aid
Allen County Community College	\$ 3,270,135
Barton County Community College	7,323,181
Butler Community College	12,781,595
Cloud County Community College	2,715,003
Coffeyville Community College	1,336,638
Colby Community College	1,827,746
Cowley County Community College	3,376,842
Dodge City Community College	1,612,560
Flint Hills Technical College	813,079
Fort Hays Tech North Central	890,535
Fort Hays Tech Northwest	954,353
Fort Scott Community College	1,763,555
Garden City Community College	2,238,010
Highland Community College	3,827,268
Hutchinson Community College	6,236,859
Independence Community College	999,030
Johnson County Community College	16,873,303
Kansas City Kansas Community College	4,973,227
Labette Community College	1,948,252
Manhattan Area Technical College	798,568
Neosho County Community College	2,018,056

Non-Tiered Credit Hour Grant Distributions (continued)

Institution	FY 2026 State Aid
Pratt Community College	1,501,584
Salina Area Technical College	983,319
Seward County Community College	1,504,714
Washburn Institute of Technology	381,927
WSU Campus of Applied Science and Technology	5,412,199
Total	\$ 88,361,538

Capital Outlay Aid Distributions

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

Technical College Operating Grant Distributions

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

Kansas Campus Restoration Act

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

Business & Industry and Apprenticeship Distributions – Technical Colleges

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

Student Success Initiatives Distributions – Technical Colleges

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

ACT ON DISTRIBUTION OF FY 2025 STATE APPROPRIATION FOR TECHNICAL EDUCATION

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

Excel in Career Technical Education – Supplemental Distributions

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

Excel in Career Technical Education – Supplemental Distributions (continued)

Institution	FY 2025 Calculated State Aid	FY 2025 Original Distribution	FY 2025 Supplemental Distribution
Fort Scott Community College	1,249,974	1,240,170	9,804
Garden City Community College	967,980	960,388	7,592
Highland Community College	2,109,007	2,092,466	16,541
Hutchinson Community College	3,224,075	3,198,788	25,287
Independence Community College	230,504	228,696	1,808
Johnson County Community College	2,418,538	2,399,569	18,969
Kansas City Kansas Community College	3,577,867	3,549,805	28,062
Labette Community College	631,788	626,833	4,955
Manhattan Area Technical College	900,739	893,674	7,065
Neosho County Community College	2,011,168	1,995,394	15,774
Pratt Community College	559,984	555,592	4,392
Salina Area Technical College	1,503,484	1,491,692	11,792
Seward County Community College	953,005	945,530	7,475
Washburn University Institute of Technology	5,698,597	5,653,902	44,695
Wichita State University Campus of Applied Sciences and Technology	8,388,746	8,322,952	65,794
Total	\$45,751,649	\$45,392,813	\$358,836

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Technical Education Authority

ACT ON STATE TECHNOLOGY INTERNSHIP GRANT

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

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

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

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

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

Garden City Community College received approval for the following programs:

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

Independence Community College received approval for the following program:

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

Manhattan Area Technical College received approval for the following programs:

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

ACT ON NEW EXCEL IN CTE FEES

The Board approved the following Excel in CTE fees:

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

ACT ON NEW PROMISE ACT PROGRAMS

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

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

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

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

ACT ON APPOINTMENTS TO THE RETIREMENT PLAN COMMITTEE

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

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

MODIFICATION TO AGENDA

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

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

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

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

ACT ON REQUEST TO CHANGE QUALIFIED ADMISSIONS – KSU

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

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

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

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

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

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

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

(University FY 2026 Proposals filed with Official Minutes.)

RECEIVE PROPOSALS FOR THE FY 2027 UNIFIED APPROPRIATION REQUEST

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

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

RECEIVE REPORT ON PILLAR III: ADVANCING ECONOMIC PROSPERITY – KU

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

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

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

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

(Presentation filed with Official Minutes.)

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

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

ACT ON REQUEST TO NAME A PROGRAM – KSU

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

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

ACT ON REQUEST TO NAME AN ACADEMIC UNIT – WSU

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

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

RATIFY APPOINTMENT OF INTERIM PRESIDENT OF PITTSBURG STATE UNIVERSITY

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

EXECUTIVE SESSION AND ADJOURNMENT

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

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

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

Thursday, June 12, 2025

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

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

EXECUTIVE SESSION

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

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

AMENDMENT TO AGENDA

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

CEO COMPENSATION POLICY

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

CHAPTER II: GOVERNANCE – STATE UNIVERSITIES

...

C CHIEF EXECUTIVE OFFICER, FACULTY AND STAFF

...

2 Appointments**a Chief Executive Officer**

...

ii Compensation**(1) Policy Statement**

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

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

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

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

(2) Guiding Principles

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

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

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

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

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

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

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

...

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

...

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

...

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

...

(Compensation Philosophy on File with Official Minutes.)

ADJOURNMENT

The Board adjourned at 12:03 p.m.

Blake Flanders, President and CEO

Blake Benson, Chair-Elect