

**KANSAS BOARD OF REGENTS  
MINUTES  
November 19, 2025**

The meeting was called to order by Chair Blake Benson at 3:09 p.m. on Wednesday, November 19, 2025. The meeting was held virtually via Zoom. Proper notice was given according to law.

MEMBERS PRESENT:     Blake Benson, Chair                     John Dicus                     Neelima Parasker  
                                  Alysia Johnston                     Pamela Ammar                 Kathy Wolfe Moore  
                                  Matt Crocker

**APPROVAL OF MINUTES**

Regent Johnston moved to approve the minutes from the Board’s meeting held on September 17-18, 2025; the Campus Visit meeting on October 16, 2025; and the special meeting on October 30, 2025. Regent Parasker seconded the motion. The motion carried.

**INTRODUCTIONS**

Chair Benson acknowledged Regent Wolfe Moore’s virtual participation and expressed appreciation for her joining remotely. Chair Benson also introduced Regent Matt Crocker, congratulating him on his confirmation and welcoming him to the Board.

**GENERAL REPORTS**

**REPORT FROM THE CHAIR**

Chair Benson noted that in October the Board continued its tradition of replacing the monthly business meeting with a two-day campus visit. The visit began at the University of Kansas Medical Center and concluded at the KU Lawrence campus. During this time, the Regents met with KU students, faculty, and leadership to review current initiatives, explore emerging opportunities, and address ongoing challenges. They also engaged with the University of Kansas Health System Board of Directors to strengthen collaboration. Chair Benson thanked Chancellor Girod and his team for facilitating a highly productive visit. This week, the Board is visiting Fort Hays State University.

Chair Benson also shared that earlier this month he delivered a presentation at the fall conference of the Chamber of Commerce Executives of Kansas, outlining the Board’s strategic plan and its efforts to build a skilled talent pipeline, foster innovation, and drive statewide economic growth. The presentation received positive feedback, reinforcing the critical role Kansas colleges and universities play in advancing community and business success across the state.

**REPORT FROM THE PRESIDENT & CEO**

Blake Flanders, President and CEO, reported on progress toward refreshing the Board’s strategic plan, Building a Future. Focus groups with students from community colleges and universities have gathered insights. A focus group this morning with business and industry leaders from the region discussed ensuring alignment between higher education and workforce needs. The feedback received so far has been highly valuable and will be shared comprehensively at the conclusion of the process. President Flanders thanked Ben Shears at Fort Hays State University for organizing and facilitating the business and industry session.

**REPORT FROM COUNCIL OF FACULTY SENATE PRESIDENTS**

Chris Stone, Faculty Senate President at Wichita State University, delivered the Council of Faculty Senate Presidents report on behalf of Emporia State University Faculty Senate President Rochelle Rowley. The Council is advancing two major initiatives. First, it has launched the review cycle for the International Baccalaureate Program across all institutions, beginning in late fall and continuing through early to mid-spring, with Senate Presidents coordinating efforts at their respective campuses. Second, the Council is collaborating closely with

Academic Affairs to provide feedback on revisions to workload, tenure, and post-tenure review policies. Faculty representatives have gathered input from their institutions and shared it with Rusty Monhollon, Vice President of Academic Affairs, and his team, who have actively incorporated the feedback into policy development.

#### REPORT FROM STUDENT ADVISORY COMMITTEE

Student Advisory Committee Chair Azwad Zahraan shared that the Student Advisory Committee met earlier in the day to discuss goals for Higher Education Day, scheduled for February 4. Plans include two training sessions: the first with Fred Patton and the second closer to the event with graduate students from Fort Hays State University. The committee also reviewed key topics such as need-based financial aid, student success initiatives, and the Apply Free Days program.

#### STANDING COMMITTEE AND OTHER REPORTS

##### ACADEMIC AFFAIRS

Regent Johnston reported that the Board Academic Affairs Standing Committee (BAASC) met virtually on November 4. BAASC reviewed proposed revisions to Board policies on tenure, post-tenure review, and faculty workload, focusing on clarifying language such as the definition of “adequate cause” in tenure policy. The committee voted to advance the policies to the Board for discussion.

At the November 19 meeting, Sam Christy-Dangermond, Director for Academic Affairs, summarized the 2025 performance reports from all 32 institutions, confirming readiness for full implementation of math pathways, co-requisite support for students needing additional support, and system-wide placement measures for gateway math and English courses. BAASC recommended allocating 100 percent of new funding to all institutions. The Committee also received the 2025 Kansas Open Educational Resources (OER) report, which showed a significant increase in institutions with OER programs, policies, or committees—from 17 in 2024 to 26 in 2025. Professional development remains the most common OER practice and top support request, while lack of time is the primary barrier to faculty adoption. Mistie Knox, consultant for KBOR, presented the Apply Free Days annual report, highlighting strong participation and financial benefits for families during the October 6–8 no-cost application period. Data indicates positive enrollment trends, especially among first-generation and older students, with 10 percent of participants reporting they had not planned to apply before the event. Vice President Monhollon concluded the meeting with an update on tenure, post-tenure review, and faculty workload policies, which are part of today’s discussion agenda.

##### FISCAL AFFAIRS & AUDIT

Regent Dicus reported that the Fiscal Affairs and Audit Committee met on November 4 and November 19. The committee reviewed the consent agenda items related to Fiscal Affairs, including two items tied to Phase 2 of the University of Kansas Gateway Project. Regent Dicus noted his recusal from voting on items involving KU Endowment due to his role as a KU Endowment trustee, while affirming support for other consent agenda items. The Committee also conducted a first read of Fiscal Year 2027 housing and food service rate proposals from state universities. Committee members engaged with CFOs and campus staff to examine financial plans for these auxiliary services, focusing on balancing necessary maintenance for residence halls while maintaining affordability and market competitiveness. Universities outlined strategies to adjust expenses if occupancy rates fall below projections, though current trends remain positive. Additionally, the Committee anticipates receiving Director Bristow’s facilities report in December, which will provide updated data on progress under the Board’s Capital Renewal Initiative.

##### GOVERNANCE

Chair Benson reported that the Governance Committee met this afternoon to review Fort Hays State University’s annual Campus Safety, Security, and IT report. The committee acknowledged the comprehensive efforts outlined in the report and expressed appreciation for the university’s ongoing work to ensure the safety and security of faculty, staff, and students on campus.

**RETIREMENT PLAN COMMITTEE**

Chair Benson reported on the Retirement Plan Committee meeting held October 14. The committee reviewed the semi-annual report presented by the Board's investment consultant. As of June 30, the KBOR Mandatory Retirement Plan held \$5.84 billion in assets, while the Voluntary Plan held over \$1.3 billion. None of the investment options available within the plans are on the Committee's watchlist.

The Committee also received an update on a new 2026 requirement mandating that high earners making age-50 catch-up contributions to the Voluntary Plan do so on a Roth basis. Additionally, the Committee approved moving forward with amendments to the Voluntary Plan to allow in-plan Roth rollovers and authorized TIAA and Voya to provide participants access to Savi, a platform designed to assist with student loan repayment and forgiveness programs. Finally, the Committee reviewed its fiduciary obligations and received updates from both TIAA and Voya.

**APPROVAL OF CONSENT AGENDA**

Regent Dicus recused himself from the consent agenda items related to the KU Endowment Association due to his role as a trustee. Regent Johnston moved to approve the consent agenda. Regent Ammar seconded the motion. The motion carried and the following items were approved:

*Fiscal Affairs & Audit***ACT ON REQUEST FOR CHANGES TO APPROPRIATION LANGUAGE FOR THE FY 2027 BUDGET – SYSTEM**

The Board approved the requested changes to appropriation language for the FY 2027 budget.

**ACT ON REQUEST TO CONVEY LAND FROM THE UNIVERSITY OF KANSAS TO THE UNIVERSITY ENDOWMENT ASSOCIATION – KU**

The University of Kansas received approval to convey approximately 4.49 acres of land adjacent to David Booth Kansas Memorial Stadium to the University Endowment Association.

**ACT ON REQUEST TO AMEND THE FY 2026 CAPITAL IMPROVEMENT PLAN AND APPROVE PROGRAM STATEMENT FOR EAST SIDE OF DAVID BOOTH KANSAS MEMORIAL STADIUM RENOVATION (PHASE TWO) – KU**

The University of Kansas received approval to amend the Fiscal Year 2026 capital improvement plan, and the Board accepted the program statement for the East Side of David Booth Kansas Memorial Stadium Renovation (Phase two).

**ACT ON REQUEST TO APPROVE SUBLEASING OF UNIVERSITY LAND FROM KANSAS UNIVERSITY ENDOWMENT ASSOCIATION (KUEA) TO THIRD-PARTY FOR GATEWAY PROJECT DEVELOPMENT – KU**

The University of Kansas received approval for the Kansas University Endowment Association (KUEA), which will lease approximately 0.45 acres of university-owned land east of David Booth Kansas Memorial Stadium, to sublease the land to a third-party for Gateway Project development.

**ACT ON REQUEST FOR EXCHANGE OF REAL PROPERTY BETWEEN THE UNIVERSITY OF KANSAS AND THE KANSAS UNIVERSITY ENDOWMENT ASSOCIATION FOR CITY OF LAWRENCE TRANSIT HUB – KU**

The University of Kansas received approval to exchange real property with the Kansas University Endowment Association for the City of Lawrence Transit Hub.

**ACT ON REQUEST TO IMPLEMENT AN AFFILIATED HOUSING PLAN FOR THE UNIVERSITY OF KANSAS – KU**

The University of Kansas received approval to implement an Affiliated Housing plan to assist students seeking to live in private off-campus housing.

ACT ON REQUEST TO APPROVE PROGRAM STATEMENT FOR PROPHET AQUATIC RESEARCH AND OUTREACH CENTER (PAROC) ROOM ADDITION – ESU

The Board accepted Emporia State University's program statement for the Prophet Aquatic Research and Outreach Center (PAROC) room addition.

ACT ON REQUEST TO AMEND THE FY 2026 CAPITAL IMPROVEMENT PLAN AND APPROVE PROGRAM STATEMENT FOR MORSE HALL COMPLEX SOUTH AND SOUTHEAST DEMOLITION – ESU

Emporia State University received approval to amend the Fiscal Year 2026 capital improvement plan, and the Board accepted the program statement for the Morse Hall Complex South and Southeast Demolition.

ACT ON REQUEST TO RAZE WELCH STADIUM EAST – ESU

Emporia State University received approval to raze Welch Stadium East.

ACT ON REQUEST TO EXECUTE A MASTER LEASE AGREEMENT WITH 1880 KIMBALL, LLC – KSU

Kansas State University received approval to execute a Master Lease Agreement with 1880 Kimball, LLC, for the use of office space.

ACT ON REQUEST TO ENTER INTO A LEASE AGREEMENT WITH PURE IMAGINATION LABS, LLC – KSU

Kansas State University received approval to enter into a 20-year lease agreement with Pure Imagination Labs, LLC.

*Other Matters*

ACT ON AMENDED MEMORANDUM OF AGREEMENT BETWEEN THE UNIVERSITY OF KANSAS AND LABORERS' INTERNATIONAL UNION OF NORTH AMERICA (LIUNA), PUBLIC SERVICE EMPLOYEES LOCAL UNION 1290, REPRESENTING LAWRENCE AND EDWARDS CAMPUS' SERVICE AND MAINTENANCE WORKERS – KU

The Board approved amendments to the memorandum of agreement between the University of Kansas and Laborers' International Union of North America (LIUNA), Public Service Employees Local Union 1290, representing Lawrence and Edwards campus service and maintenance workers.

ACT ON UPDATED RESOLUTION TRANSFERRING BOARD'S AUTHORITY TO EXERCISE MANAGEMENT CONTROL OVER SECURITY OF CERTAIN UNIVERSITY OF KANSAS RELATED CLASSIFIED INFORMATION TO A SECURITY EXECUTIVE COMMITTEE – KU

The Board approved an updated resolution transferring Board authority to exercise management control over security of certain University of Kansas related classified information to a Security Executive Committee.

ACT ON UPDATED RESOLUTION TRANSFERRING BOARD'S AUTHORITY TO EXERCISE MANAGEMENT CONTROL OVER SECURITY OF CERTAIN KANSAS STATE UNIVERSITY RELATED CLASSIFIED INFORMATION TO A SECURITY EXECUTIVE COMMITTEE – KSU

The Board approved an updated resolution transferring Board authority to exercise management control over security of certain Kansas State University related classified information to a Security Executive Committee.

ACT ON APPOINTMENTS TO THE VARIOUS BOARD COMMITTEES

The Board approved the following committee appointments:

<b>Committee</b>	<b>Regent</b>	<b>Start</b>	<b>End</b>
Board Fiscal Affairs & Audit Standing Committee	Matt Crocker	11/1/2025	6/30/2026
Literacy Advisory Committee	Kathy Wolfe Moore	11/1/2025	6/30/2029
Midwestern Higher Education Compact	Diana Mendoza	11/1/2025	6/30/2026

**CONSIDERATION OF DISCUSSION AGENDA**

Academic Affairs

**INFORMATIONAL DISCUSSION ON THE BOARD’S POLICIES RELATED TO TENURE, POST-TENURE REVIEW, AND WORKLOAD**

Rusty Monhollon, Vice President for Academic Affairs, led a discussion on proposed updates to the Board’s policies related to tenure, post-tenure review, and workload. Vice President Monhollon reviewed the proposed revisions. The goal is to create a policy framework that supports academic innovation, faculty development, and student success. The tenure policy would remain largely unchanged, with the addition of an annual report to the Board detailing data on tenure and tenure-track faculty, awards, denials, and departures. Significant revisions are proposed for post-tenure review, including reducing the review cycle from seven to five years, requiring evaluations by a committee of at least five members (two outside the department), and mandating improvement plans for unsatisfactory reviews, with dismissal or reassignment as potential outcomes for non-compliance. Post-tenure review may also be triggered by unsatisfactory annual evaluations.

The most extensive proposed revisions concern the workload policy. The proposals include introducing clearer expectations for teaching, research, and service. Proposed guidelines suggest teaching loads of 40–55 percent for doctoral institutions and 60–75 percent for master’s institutions, with research and service requirements tailored to disciplinary norms. Under the proposals, institutions would be required to implement annual faculty work plans aligned with promotion and tenure criteria; conduct annual evaluations of faculty; and require improvement plans for faculty who receive unsatisfactory performance evaluations, with dismissal after two consecutive such evaluations. Reports to the Board would include narrative highlights and metrics such as credit hour production, graduation rates, and research funding.

There was an extensive discussion on clarifying language and exploring options for independent reviewers or additional support for campus evaluators. Regents also emphasized the importance of data collection to assess policy effectiveness over time and suggested tools to strengthen evaluation consistency. University presidents expressed general support for the direction of the revisions, noting alignment with national best practices and the potential for Kansas to maintain one of the most robust processes in the country. Chair Benson recommended that President Flanders and Regent Johnston collaborate with university leadership to gather additional feedback and prepare a first reading of the revised policies for the December meeting.

(Presentation on file with official minutes)

Fiscal Affairs & Audit

**RECEIVE FY 2027 HOUSING AND FOOD SERVICE RATE ADJUSTMENT PROPOSALS SUBMITTED BY STATE UNIVERSITIES (FIRST READ)**

Elaine Frisbie, Vice President for Finance and Administration, presented the fiscal year 2027 housing and food service rate adjustment proposals from the state universities for first reading. She noted that additional direct student feedback will be gathered for the Board prior to the second reading.

Vice President Frisbie highlighted that campuses are engaging students, monitoring local market conditions, and balancing affordability with operational and capital needs. Most universities expect higher occupancy and report strong application trends for the upcoming year.

Vice President Frisbie noted that KU and K-State operate in-house dining services, while the other four universities rely on third-party contracts. She also indicated that corrected summary tables for Pittsburg State and Emporia State will be provided to the Board and that the proposals will be returned for further review at the December meeting.

#### Technical Education Authority

#### POSTSECONDARY TECHNICAL EDUCATION AUTHORITY (TEA) INFORMATION AND GOALS FOR AY 2026

April White, Vice President for Workforce Development, presented the Postsecondary Technical Education Authority (TEA) goals for Academic Year 2026. Established by the legislature in 2007, TEA consists of 12 appointed members and oversees statewide planning and review of technical programs, recommends rules and funding, develops accountability indicators tied to state funding, and conducts workforce studies. The TEA also administers grants for the two-year sector, approves technical programs, and provides oversight for federal programs such as Adult Education and Carl Perkins, as well as the Accelerating Opportunity Kansas initiative.

For 2026, TEA will evaluate and implement a new program framework, advance military articulation to better serve veterans, and resume program reviews paused during the pandemic. Additional priorities include reducing or eliminating Excel in Career Technical Education (CTE) fees for high school students, partnering with technical colleges to meet statutory grant requirements, and establishing system-wide policies for Excel in CTE. TEA will also work to diversify funding and strengthen collaboration between adult education centers and colleges.

Regent Ammar moved to approve the TEA goals for AY 2026 as presented. Regent Parasker seconded. The motion carried.

#### ELIGIBILITY OF PROGRAMS FOR EXCEL IN CAREER TECHNICAL EDUCATION FUNDING

Vice President White presented an update on the Excel in CTE program, which provides state-funded tuition for high school students enrolled in technical programs at community and technical colleges. Since its inception in 2013, program enrollment and associated costs have steadily increased, prompting legislative inquiries and a review of program effectiveness. Over the summer, board staff engaged with community and technical college representatives to address concerns raised by legislators. The issue was brought before the TEA in August, resulting in the formation of a task force to examine enrollment trends, performance data, and funding strategies.

The task force met twice in October and recommended three key changes. First, eliminate funding for course retakes; second, require colleges to use multiple measures to assess student readiness for college-level work; and third, align Excel in CTE funding with Kansas Promise Act eligibility criteria, which prioritize high-wage, high-demand, and critical-need occupations. Vice President White clarified that high-wage occupations are defined as those exceeding the state average salary of \$46,850. While the statute does not mandate annual updates, TEA reviews Promise Act programs annually to ensure alignment with workforce needs. The proposed changes could reduce funding requirements by an estimated \$5–6 million annually, though actual savings will vary based on enrollment trends.

Regent Johnston moved to approve the recommended changes as presented. Regent Parasker seconded. The motion carried.

Other Matters

RECEIVE NON-BUDGETARY LEGISLATIVE PROPOSALS (FIRST READ)

Kelly Oliver, Chief of Staff, presented the first reading of four non-budgetary legislative proposals. Three proposals originated from the Board office and focus on improving the administration of student financial aid programs. The first proposal clarifies the statutory definitions of “teacher” and “paraprofessional” under the Kansas Education Opportunity Scholarship. The second proposal prevents individuals in repayment status on one scholarship from receiving new awards until they have completed their service or repayment obligations. The third proposal amends the Kansas Promise Scholarship Act to reduce administrative burdens by eliminating the requirement for students to live in Kansas after completing their programs while retaining the requirement that students work in Kansas after completing their programs, clarifying when the two-year work obligation begins, and removing the program’s sunset date currently set for 2028. Chief of Staff Oliver noted that these changes are designed to streamline compliance and improve efficiency for both students and staff.

The fourth proposal, submitted by Kansas State University, requests legislative approval to sell an off-campus honors house previously used for a program that is being relocated to campus. The Board reviewed and discussed all four proposals.

ADJOURNMENT

The Chair Benson adjourned the meeting at 3:27 p.m.

---

Blake Flanders, President and CEO

---

Blake Benson, Chair